A MONTHLY LIVE STREAMING EVENT



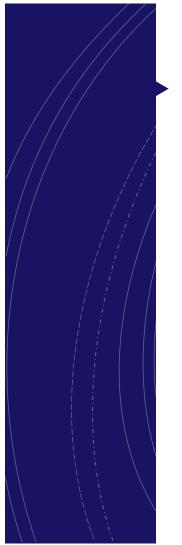
### RE-Think: Employee Retention & Engagement

30-MINUTE LIVE ROUNDTABLE

"How do we HIRE PEOPLE who will stay & SELF-Engage?"

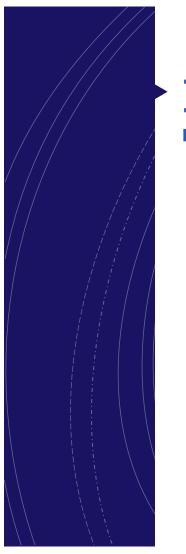
THURSDAY 22 FEB.

12 PM



### Please Participate!

- The Roundtable is 30 minutes...we will stay on longer if wanted.
- Chat is open and available.
- You will be updated to a panelist upon entry.
- You can unmute yourself to speak when we open the floor.
- Please mute yourself again until the next opportunity.



## Hiring Tools Should Answer Three Questions:

- 1. CAN They Do It?
- 2. WILL They Do It?
- 3. Will They STAY?



## Hiring Tools Should Answer Three Questions:

- 1. CAN They Do It?
- 2. WILL They Do It?
- 3. Will They STAY?

Is Question 3 Part of Your Hiring Process?

If so, do you have any effective questions or tools you can share to help others?



- 1. Realistic Job Previews
- 2. Employee Referrals
- 3. Commitment-Implied Job Offers

Book Source: Raise Your Team's Employee Engagement Score by Dick Finnegan



- 1. Realistic Job Previews
- 2. Employee Referrals
- 3. Commitment-Implied Job Offers

How many of you are doing Realistic Job Previews currently?

What other processes have you implemented that offers transparency to potential employees about the job and the culture they will be working in?

Book Source: Raise Your Team's Employee Engagement Score by Dick Finnegan



- How to Hire for Three **Engagement Traits:**
- 1. Gives Top Effort...by way of right behaviors, every day
- 2. Achieves Results...crosses boundary from effort to success, every day
- 3. Resiliency...gets back up, rethinks approach, and overcomes obstacles



#### **COVENANT HEALTH SUCCESS:**

Realistic Job Previews

+

**Motivational Fit Interview Assessments** 

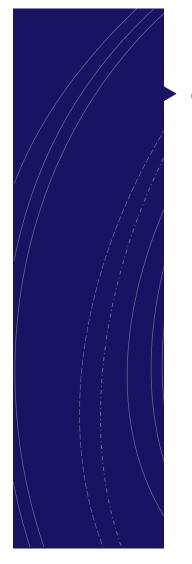
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Immediate Impact on CNA New Hire Retention

# How to Hire for Three Engagement Traits:

How many of you ask specific interview questions regarding engagement traits?

Can you share some examples of questions and what that tells you about who you are interviewing?



### Additional Thoughts/Questions

Anything else you would like to ask?

Anything else you would like to share?

#### JOIN US FOR OUR NEXT ROUNDTABLE



To continue the discussion or ask further questions, please feel free to reach out to either Tim or Dick.

Timothy Juergensen, D. A. tjuergensen@c-suiteanalytics.com

Dick Finnegan, CEO dfinnegan@c-suiteanalytics.com

Additional Employee Retention Resources Can Be Found At: www.c-suiteanalytics.com

A link to the recording and recap of the Roundtable will be sent to your email.