

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.

STARTS AT  
**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.

RE-Think: Employee Retention & Engagement Live Roundtable  
February 22, 2024 – How Do We Hire People Who Stay and Self-Engage



## 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?*

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# Three Researched Ways to Hire Workers Who Stay

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

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

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# Three Researched Ways to Hire Workers Who Stay

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*

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# 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



## Putting it All Together

### **COVENANT HEALTH SUCCESS:**

Realistic Job Previews

+

Motivational Fit Interview Assessments

=

Immediate Impact on CNA New Hire Retention

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# 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



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**RE-Think:  
Employee  
Retention &  
Engagement**

30-MINUTE  
LIVE ROUNDTABLE

**CORRELATION  
between  
CULTURE,  
TURNOVER,  
& first-line  
leaders**

THURSDAY  
**28**  
MAR.

STARTS AT  
**12**  
PM EST

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

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Dick Finnegan, CEO  
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Additional Employee Retention Resources Can Be Found At: [www.c-suiteanalytics.com](http://www.c-suiteanalytics.com)

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