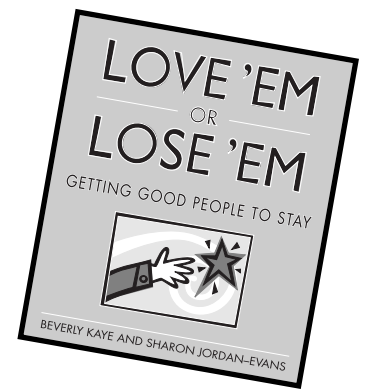


# Are You a Love 'Em or a Lose 'Em Manager?

Put yourself to the test and see if your best people will stay.



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Want to keep your stars? As unemployment hovers at 30-year lows, and the corporate talent drought worsens by the day, you can and should.

Not sure where to start? Read each of the 26 statements below and check those that are true for you. Be completely honest. Your score will tell you where you stand and what to do next.

1. \_\_\_\_\_ I inquire about how to make work more satisfying for my employees.
2. \_\_\_\_\_ I realize that I am mainly responsible for retaining the talent on my team.
3. \_\_\_\_\_ I know my employees' career ambitions.
4. \_\_\_\_\_ I demonstrate respect for the different backgrounds, values, and needs of my employees.
5. \_\_\_\_\_ I take steps to ensure that my employees are continually challenged by their work.
6. \_\_\_\_\_ I respect the work-life balance issues that my employees face.
7. \_\_\_\_\_ I make my employees aware of the different ways in which they can develop and grow their careers.
8. \_\_\_\_\_ When hiring, I look for more than a match of skills.
9. \_\_\_\_\_ I share most, if not all, of the information to which I'm privy with my employees.
10. \_\_\_\_\_ I apologize when I think I have hurt one of my employee's feelings.
11. \_\_\_\_\_ I encourage humor at work.
12. \_\_\_\_\_ I introduce my employees to others within my internal and external network.



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## Scoring

Give yourself one point for each statement that you marked as true. Then look below to see where you stand.

### 0-6

*Alert. You are at risk of losing your best people. Start by asking what it is they want. Then immediately move to three to five of the ideas from this quiz and put them into action.*

### 7-13

*Caution. You've got work to do to keep your best people. Begin now to ask them, as well as your trusted colleagues, what's working and what's not.*

### 14+

*Kudos. You're on the right track to keeping your best people, but don't stop now. Choose other ideas to work on and give yourself the praise you deserve.*

13. \_\_\_\_\_ I encourage my employees to stretch in their own development.
14. \_\_\_\_\_ I am committed to my employees and value their contributions.
15. \_\_\_\_\_ I watch for internal opportunities for my employees.
16. \_\_\_\_\_ I support the work-related interests of my employees.
17. \_\_\_\_\_ I question and bend the rules to support my employees.
18. \_\_\_\_\_ I recognize and reward the accomplishments of my employees in a variety of ways.
19. \_\_\_\_\_ I provide my employees as much choice as possible on how their work gets done.
20. \_\_\_\_\_ I tell my employees where they stand and what they need to do to improve.
21. \_\_\_\_\_ I take time to really listen to and understand my employees.
22. \_\_\_\_\_ I take initiative to learn what my employees value.
23. \_\_\_\_\_ I recognize signs of stress or overwork in my employees.
24. \_\_\_\_\_ I am tuned into the special wants and needs of the GenX-ers on my team.
25. \_\_\_\_\_ I give power and decision-making authority to my employees.
26. \_\_\_\_\_ I continually try to improve upon my own managerial and retention strategies.

