



Autonomy Counseling, PLLC

Challenge. Determination. Success.

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## **The Reasons Employees Leave Mental Health Employers: The 4 Ps**

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### **NUMBER FOUR: THE PLACE**

Sometimes the place the employee must work is not the ideal location. It could be the duration of the commute for them. It could simply be not in the correct state. Although this may not be within the employer's control, if it is, it may be worth having a conversation with the employee.

### **NUMBER THREE: THE PEOPLE**

All the people. Not just the managers or supervisors. It's the support staff...the co-workers...the whole team. Rest assured, if there is gossip and low morale amongst the team, the company will have a high turnover.

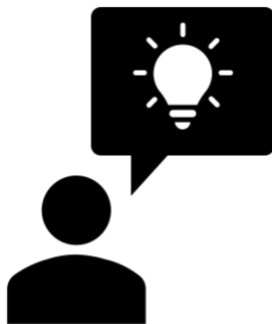
## NUMBER TWO: THE PAY

Employers may be tempted to underpay their employees in an effort to stay ahead. In all reality, the employee is likely to feel undervalued and underpaid, leading them to be less productive and seek other employment opportunities. This subsequently causes more turnover for the employer and probably cost them more money in the long run.

**And the number one is...**

## THE POLICIES

Above and beyond all the others, this one will cause people to leave. Policies that are continually changing. Documentation requirements. The number of staff meetings. The amount of productivity. Productivity that is emphasized over client care. The "unwritten" unethical policies and favoritism that is blatantly there. It does not matter how much you pay or if the job location is ideal for the employee. If the company's policies are insufficiently managed, expect the turnover.



**Comments?!?!?!?**

We'd love your feedback!

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