

STAYING POWER: SEVEN VITAL SIGNS FOR EFFECTIVE RECRUITMENT AND RETENTION

The seven vital signs below all play a part in recruitment and retention. Please give each vital sign a rating between 1 and 5 for your organization. (1= Very Weak, 2 = Weak, 3 = Neutral, 4 = Strong, 5 = Very Strong)

POSITIVE ENVIRONMENT Score: _____
 Member feels both psychological and emotional safety and positivity

OPPORTUNITIES FOR ADVANCEMENT Score: _____
 Member envisions growth opportunities in foreseeable future

ATTRACTIVE COMPENSATION Score: _____
 Member feels satisfactorily compensated for his or her responsibilities

JOB CONTROL Score: _____
 Member has some level of determination regarding their work without micromanagement

RELATIONAL-EMOTIONAL TIES Score: _____
 Member has strong relational connections with one or more other team members

COMPELLING MISSION Score: _____
 Member feels the work they are doing is meaningful and makes a difference

ROLE SATISFACTION Score: _____
 Member is enthusiastic about the primary aspects of his or her job

