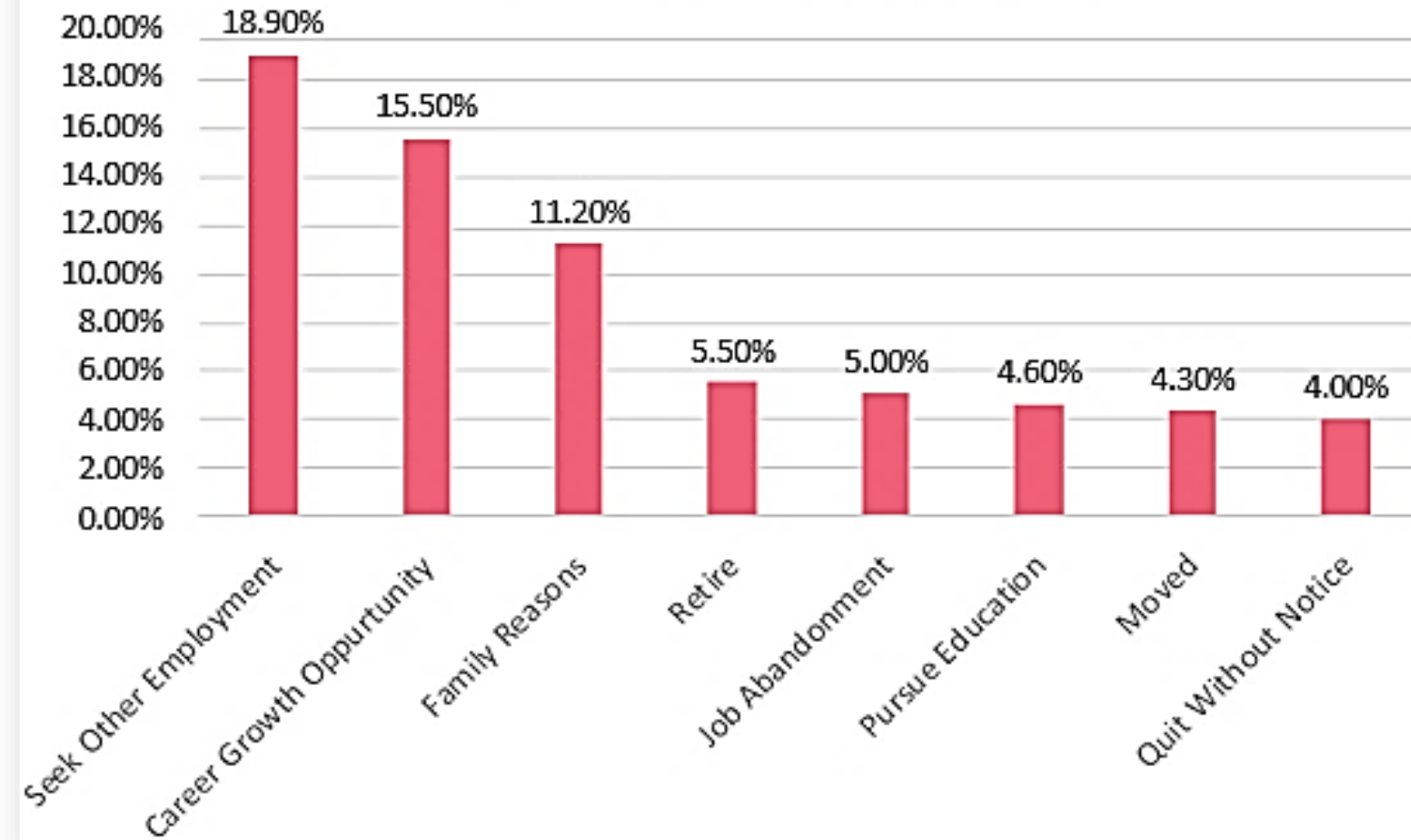


WHY DO PEOPLE LEAVE?

Top Reasons of Regrettable Terms

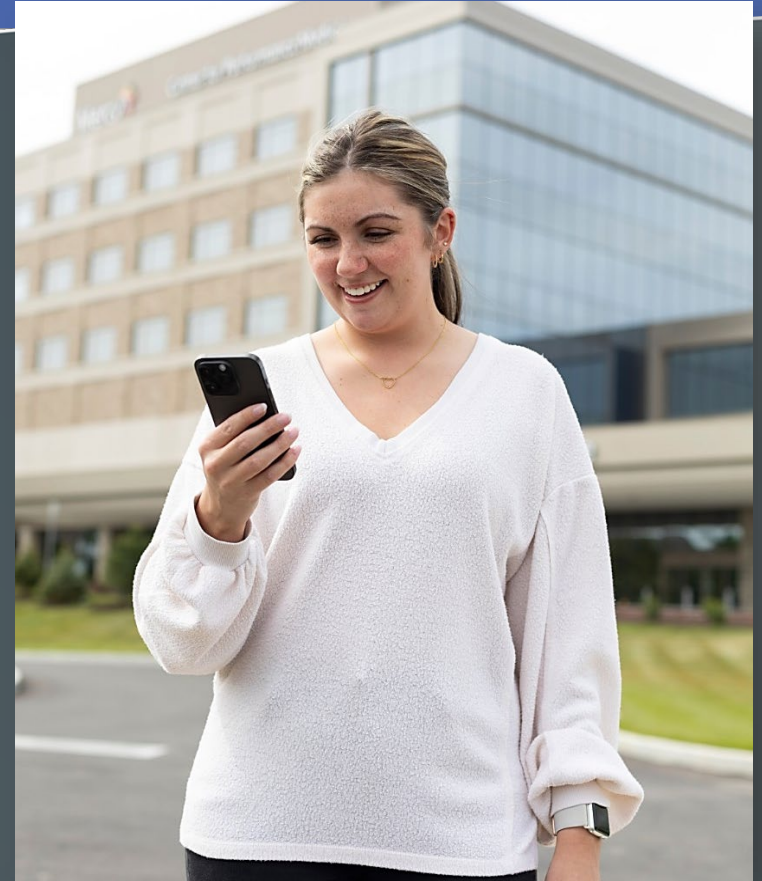


Top Reasons for **over a third** of **Regrettable Terms** are potentially **actionable!**

Identifying underlying needs and fostering right development are strong action steps

REASONS EMPLOYEES MAY REQUEST AN INTERNAL TRANSFER

- Seeking better work-life balance
- Circumstantial changes
- Current role fails to meet expectations



PROS OF PERMITTING INTERNAL TRANSFERS IN THE WORKPLACE



- Reduces hiring time
- Reduces onboarding and training time
- Retains high-quality employees within the company
- Boosts morale by allowing growth



MERCY CASE STUDY

- Removed stipulation that one must be employed in their current role for 12 months before they can apply for another position.
- Removed mandate that one must receive permission from their current leader prior to applying for a new role.
- Internal Transfers increased by 20% in year one.
- Evaluating AI solutions that will tee up internal opportunities that align with co-worker's interests and passion based upon their skills profile and career aspirations.