

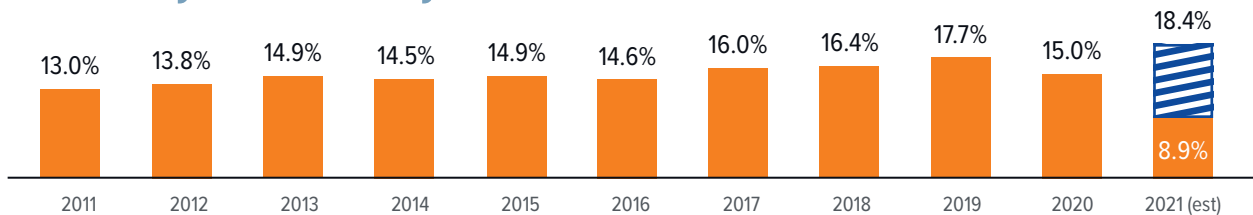


## Turnover in Financial Services

Prevent unwanted turnover among bankers, advisors, and officers.

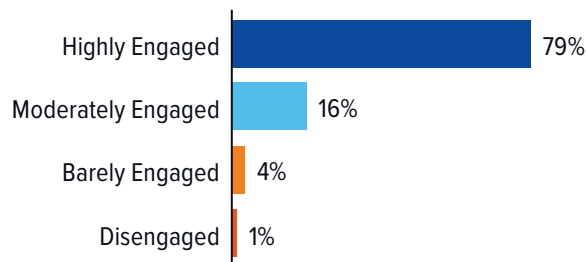
20% of financial services employees are considered a retention risk due to perceptions of unfair compensation or pay, little opportunity for career growth and development, and unclear communication around organizational changes.

## Voluntary Turnover by Year



Bureau of Labor Statistics

## Employee Engagement in Financial Services



### Top drivers of employee engagement

1. "The senior leaders of the organization value people as their most important resource."
2. "My opinions seem to count at work."
3. "I trust our senior leaders to lead the company to future success."

## Areas for Growth

These items were the least favorable among financial services employees.

**75%**  
"I am paid fairly."

**75%**  
"I see professional growth and career development opportunities for myself in this organization."

**76%**  
"When the organization makes changes, I understand why."

Discover insights to tackle these areas and prevent turnover in financial services



# 4 Ways to Retain Financial Services Employees

- 1. Build employee career paths.**

Offer a variety of training and networking opportunities to ensure your employees are staying connected and on top of their game. Discuss career paths regularly to determine what skills or stretch projects might be necessary to progress professionally.
- 2. Prioritize critical leader communication.**

How and when financial services leaders communicate to their teams about organizational changes are critical to employee engagement and retention. Keep lines of communication open and ensure directors are continually sharing important updates and changes.
- 3. Focus on engagement.**

When employees feel more connected to their work, they are less likely to leave. Public, real-time recognition shows associates that they are valued and crucial to your firm's success.
- 4. Use the right tools.**

Getting a clear picture of turnover in your organization can be difficult. Prevent unwanted turnover and retain your lawyers, advisors, and associates with Engagement, Performance, and Intelligence tools from Quantum Workplace.

## Attract, engage, and retain top talent with Quantum Workplace



### ENGAGEMENT

You need to understand what's impacting engagement to retain top talent. Our employee survey tools supply invaluable insights on retention obstacles and opportunities.



### PERFORMANCE

Employees want clarity, support, and coaching. Our integrated performance tools empower managers to connect with employees in a way that drives performance.



### INTELLIGENCE

Take the guesswork out of understanding turnover with our collective intelligence tools. We'll help you identify retention red flags and prevent high-stakes departures.

## Need help reducing turnover among financial services employees?

Visit [our website](#) for additional insights and research to help your employees, teams, and business succeed.

