



# Career Monitor

What would happen to your business  
if the top 5 employees just left?

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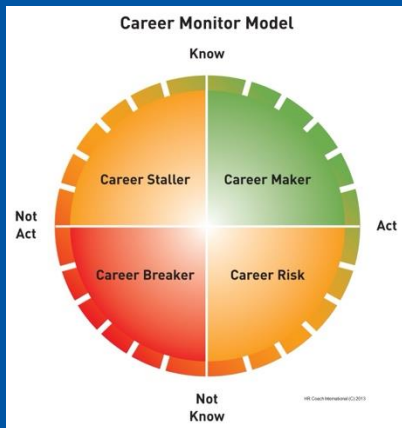
What would happen to you?

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Understand your key employees  
before it's TOO LATE!

The key to **ENGAGEMENT** is the collective voice.  
The key to **RETENTION** is the individual voice.

# Replacing any employee can cost 50% – 150% of their annual salary. What would it cost your business to replace one of your best?



We always do job interviews before hiring someone.

Sometimes we conduct exit interviews when an employee leaves.

When did you last interview employees when they are still in the business?

We have to truly understand retention and what it means for individuals. When we think about 'a job' we relate this to 'I am doing this for you'. When we think about 'a career', we relate this to 'I am doing this for me'.

Businesses need to come to terms with what drives retention and what it means for the career of the individual employee. The Career Monitor process has been designed to bridge the gap in a clear and quantifiable way.

## Why Businesses Use It

The motivation for businesses to conduct Career Monitor interviews is high:

- It provides clear guidelines on how to retain individual employees
- It assists employees to be accountable to their contribution to the business
- It provides a rated report with priorities to work on.
- Results can be collated to create a total organisation



To find out more, request a copy of the white paper, "The Business Case for Retention" or to see a sample report, please get in touch.



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