

“Why I want to come and stay”

Strategies to Recruit and Retain Staff (Panel)

The Panel Answers:

What 2 factors (principles, activities, etc.) would you recommend

1) for effective recruitment?

2) for effective retention?

3) As your greatest challenge (1 factor only)?

Top motivators: Lift your hand 3 only

1. Your management recognizes extra effort;
2. You can see how you contribute to the organization's mandate
3. Management takes the rules seriously and with consistency
4. Management gives clear and consistent direction
5. You get challenging or interesting files
6. You are part of a well-functioning team
7. Others are involved in the progress of your files (approvals, peer review...)
8. You get feedback on your work (from my supervisor / management)
9. You see opportunity for advancement
10. You see opportunity to advance in knowledge
11. You can achieve work / life balance
12. There is a strong mentoring program or development program

Top de-motivators: lift your hand for 3 only

1. Others around you get easier, or less, work
2. There is not enough staffing (too heavy a workload)
3. Too many procedures or policies to remember
4. Management does not take the rules seriously enough
5. Others are involved in the progress of your files (approvals, brainstorming, peer review...)
6. There is a lack of a “respectful” workplace
7. My supervisor does not have enough time for me
8. There is too little room for advancement, limited opportunities at a higher level
9. The approval processes are too slow – too much bureaucracy
10. There is not enough training

You respond:

1. What motivates you to stay in a department?
2. What would motivate you to leave a department?
 - Or even to leave government to work in the private sector?
3. Do you have any questions for any member of the panel?