

How to attract and retain top talent.

The checklist.

Is open communication encouraged and practised?

According to Steven Bartlett, one of the things that builds winning teams is open communication. Encourage employees to avoid sweeping disagreements under the rug, and to resolve differences in a timely fashion. Such open communication not only helps to solve interpersonal conflict, but promotes collaboration and a greater sense of community.

If you have held learning sessions on open communication or conflict resolution with your employees, **+1 point**

If you have helped mediate or facilitate a safe space for conversation in the workplace, **+1 point**

Have you tapped on your top talent for referrals?

To build a winning team, Steven suggests relying on referrals from your top performers. After all, like attracts like. Don't underestimate the strength of high-performing networks and referrals - just look at impressive networks like the 'PayPal Mafia' and the Uber Alumni Network!

If you've tapped on your top talent for referrals and/or introduced a talent referral scheme, **+1 point**

Do you invest in your employee's health and wellbeing?

61% of employees cited mental health as a reason why they have either left or plan to leave their jobs. Investing in employee wellbeing can help to retain your best employees.

As Lizzie Henson of HR Ninjas mentioned, investing in employee health is not just about providing free fruit, or a day off on an employee's birthday.

Proactively provide support for your employees' health and wellbeing - to not just help them at the point of illness, but also help them to manage their stress and live healthier and happier lives every day.

If you invest in business health insurance, **+1 point**

If you invest in mental health support for your employees, **+1 point**

If you invest in preventative lifestyle solutions too, **+1 point**

Do you have KPIs or OKRs that measure and track culture and wellbeing?

As the saying goes, 'what gets measured is managed'. Employee wellbeing was so important to Steven Bartlett that he designated a Chief Happiness Officer, on top of a KPI around the number of communities in his business - because he believed that communities were key to employee wellbeing.

At YuLife, we have a HR analytics dashboard as well as a YuScore, which not only helps teams track their employee's benefit usage, but also their employee wellbeing score relative to other companies within the same industry.

If you have a KPI or OKR around workplace culture and wellbeing, **+1 point**

If you have a person or team specially dedicated to this business goal, **+1 point**

Are you transparent around pay?

When asked to select all the factors that would lead them to consider leaving their workplace, 60% of UK working adults mentioned poor pay. Pay gaps can also worsen staff morale and impact talent retention.

As Lizzie Henson from HR Ninjas mentioned, "There's nothing more damaging to culture than unfairness and inequity, so transparency around pay is super important. And this starts right at the beginning of the employee journey on the job advert!"

If you are transparent about pay in your job adverts, **+1 point**

If you have regular market benchmarking exercises to ensure employee pay fits market rate, **+1 point**

Now share your score: /10

About YuLife

YuLife is an insurance company and an employee benefit provider. We offer life, health, dental and income protection insurance.

At YuLife, we use gamification to enable unmatched levels of employee engagement across all benefits and encourage employees to do simple, everyday actions to improve their wellbeing and develop healthy habits.

Our clients include Co-op, Tesco, Capital One, Aon and Fujitsu, and we've been ranked the #1 employee benefit in the UK on Trustpilot.

If your organisation is embarking on holistic wellbeing strategy, and you'd like to speak to one of our team for a demo, you can do so here:

yulife.com/get-a-quote