

7 TIPS FOR KEEPING YOUR BEST PERFORMERS



Tell them how they're doing.

Provide feedback on what top performers are doing that contributes to their success. Let them know what specifically is making a difference.



Provide clear expectations.

When you articulate exactly what you want, including timelines and milestones, it makes it easier to meet or exceed expectations.

Let them know the impact they have.

When you hear from others about employees' positive impact, share that immediately.



Ask for input and advice.

When employees feel appreciated for ideas and suggestions, it leads to stronger engagement in their work and in the organization.



Offer growth and learning opportunities.

Identify areas for development or improvement and challenge performers to set mini "stretch" opportunities that will expand their abilities while setting them up for success.



Prompt others to provide reinforcement.

Engage people outside of your area who are impacted by the performers' efforts to provide positive reinforcement.



Give them responsibility.

If they are motivated by independence and have earned it, offer top performers opportunities to mentor others or step in while you are away.