

# REASONS TECHS LEAVE

Has your top tech been slacking off lately? That could mean they are about to quit. Check out these top reasons why good technicians aren't sticking around.



**Their Boss:** Employees don't quit jobs, they quit managers. A top ranking reason that some of the best technicians leave is because they don't feel valued by their boss. Here are some questions to ask yourself if you have direct reports: Do you recognize a job well done? Do you have unachievable expectations? Do you communicate effectively with your direct reports? Are you approachable?

**No Room for Growth:** Is there room for advancement for all of your employees? No one wants to sit around doing the same thing for the rest of their life. Don't always send the same tech to learn about the newest technology; make sure you rotate your team! Let them know you are committed to helping them grow in their career.

**Better Opportunities Elsewhere:** Sometimes employees just don't feel empowered enough to continue in their current role, which can cause them to look for other jobs. Be aware of how your employees engage with each other. Is there an outcast? Start a casual conversation and ask how things are going. Engaged employees are satisfied employees.

**Over Worked & Undervalued:** Are you overworking your employees? If you are asking too much of them, they might start to underperform because they just can't keep up. That's why it is important to be aware of how your employees feel.

**Work Environment:** Sometimes technicians might refer to the workplace as a "joke" which means they are most likely talking about management styles, policies and procedures, and organizational structure. Be aware of your work culture and make sure employees don't feel like they are dealing with drama daily instead of doing their actual jobs.