



Why Workers Stay & Why They Go

The following chart lists some of the factors that influence workers decisions to stay or go. Put a check in the corresponding column to identify which are push factors and which are pull. Now think about your agency and your unit. Which are the push and pull factors in your workplace? In each case, what can you do decrease the push and increase the pull?

Factors	Push	Pull	In my workplace, what can I do to improve the pull
Clear performance expectations			
Reasonable salary structure			
Frequent staff shortages			
Clear organizational mission and vision			
Lack of opportunities for professional development			
Reasonable balance between administrative tasks and time spent working with families			
Unreasonable workloads			
Supervisors who provide both task-related and personal support			
Positive collegial work environment			
Agency maintains positive relationship with the community			