

THE INVISIBLE EXIT: RETHINKING HIGH-PERFORMER DISENGAGEMENT

THE ANATOMY OF SILENT WITHDRAWAL

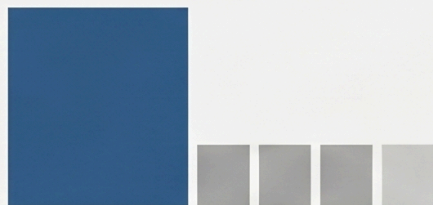
Loss of Discretionary Effort

High performers stop innovating and mentoring while maintaining adequate baseline task completion.



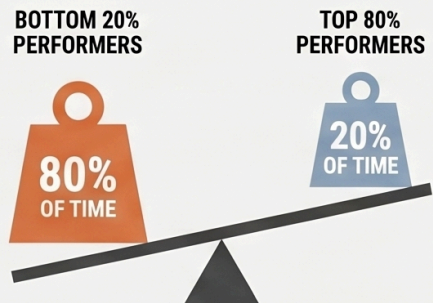
400%
PRODUCTIVITY GAP

Top performers produce 4x the output of average employees, making their disengagement exceptionally costly.

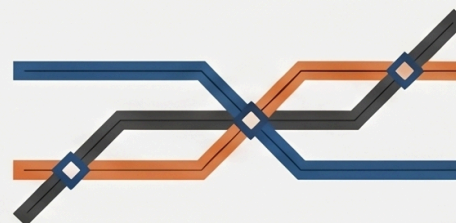


Managerial Attention Asymmetry

Leaders often spend **80% of their time on the bottom 20% of performers.**



PROACTIVE RETENTION STRATEGIES



Practice Attention Equity

Dedicate at least 30% of one-on-one time specifically to top 30% of performers.

Recognition Architecture

Shift from celebrating sporadic 'heroics' to frequent, specific acknowledgment of consistent daily excellence.



SPORADIC HEROICS



FREQUENT, SPECIFIC DAILY EXCELLENCE

Psychological Contract Maintenance



Use 'stay interviews' to surface unspoken expectations regarding growth and workload before they are breached.

HIGH-PERFORMER IMPACT VS. ENGAGEMENT	
METRIC	IMPACT VALUE
REPLACEMENT COST	150% - 400% OF ANNUAL SALARY
KNOWLEDGE RECOVERY	6 - 24 MONTHS TO REPLACE TACIT EXPERTISE
ENGAGEMENT RATE	ONLY 23% OF GLOBAL EMPLOYEES ARE ACTIVELY ENGAGED