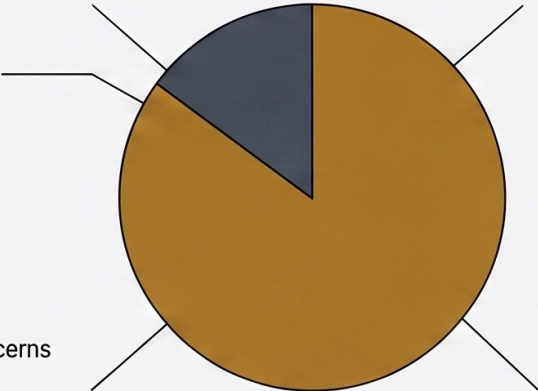


THE ANATOMY OF THE SILENT EXODUS

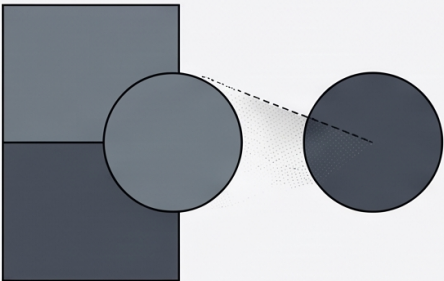
85%

of Employees Suffer in Silence

Most staff report withholding significant concerns or ideas due to perceived personal risk.

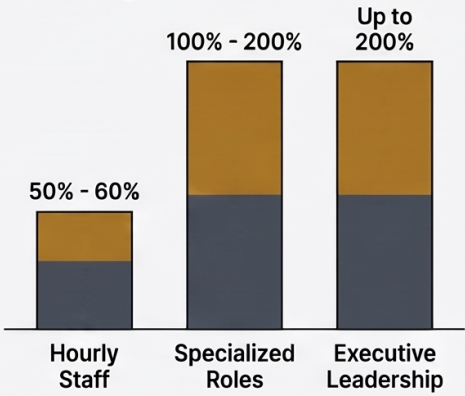


Relationships Drive Turnover, Not Just Pay

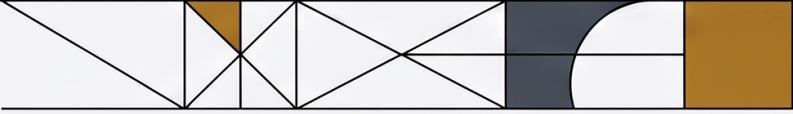


Employees don't leave jobs; they leave relationships defined by trust erosion and invalidation.

The High Price of Replacement

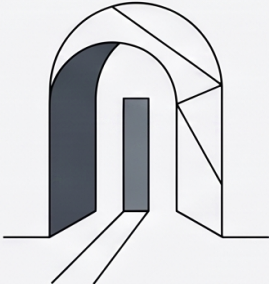


THE BLUEPRINT FOR RETENTION



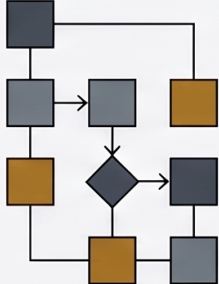
Cultivate Psychological Safety

Leaders must shift from "Who is responsible?" to "What can we learn?"



Prioritize Process Over Outcomes

Perception of fair treatment and being heard predicts retention more than favorable outcomes.



Operationalize Input via "Closure Loops"

Transparently explain how employee feedback influenced a decision to prevent the "black hole" experience.

