



## The Growing Challenge to Attract, Engage & Retain Team Members in the Caregiving Profession

*This is a serious issue facing organizations that provide caregiving services, with a clear threat facing those who depend on their vital quality services.*

### Why is workplace culture so important to this issue?

The caregiving profession can be stressful and demanding; and, compassion fatigue can make it difficult for team members to consistently maintain high levels of engagement and commitment.

People want to feel involved, informed and important. A positive workplace culture enables people to communicate and work effectively together. It provides the support they need to succeed personally. This will engage them on a whole new level, and they will be more committed to the team, to the clients, and to the organization.

### Organizations with a positive workplace culture will gain competitive advantage!

- ✓ **THESE** are the organizations that will stand out as Employers of Choice.
- ✓ **THESE** are the organizations that will stand out as Caregivers of Choice.
- ✓ **THESE** are the organizations that will keep the people who are more:

Motivated

Dependable

Efficient

Accurate

Responsive to Clients

Helpful to Each Other

### THRIVE can help your organization:

- Gain a **CLEAR PICTURE** of your current culture.
- Identify **CULTURAL LIABILITIES** that are damaging your culture and could give people reason to consider leaving.
- Identify **CULTURAL OPPORTUNITIES** to enhance your culture, build stronger teams, and maintain high levels of engagement and retention.
- Identify **CULTURAL ASSETS** that you can leverage to promote your culture in recruiting and hiring.
- Identify what is **MOST IMPORTANT** to your team in having a positive work experience.
- Establish **KEY OBJECTIVES** that will make the biggest impact.
- **TAKE ACTION**, get your team involved, and build trust and accountability to ensure continued success.

Contact THRIVE, LLC to discuss your people needs and objectives.

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