

LastOpinion

Leaver analysis report

Report for Female Leavers

Leavers: 120 | Q3

Private & Confidential

Report Support

If you would like any support in understanding this leaver report, want to explore ways in which you can implement this insight into your HR strategy, or have any other questions please email insight@greatwithtalent.com.



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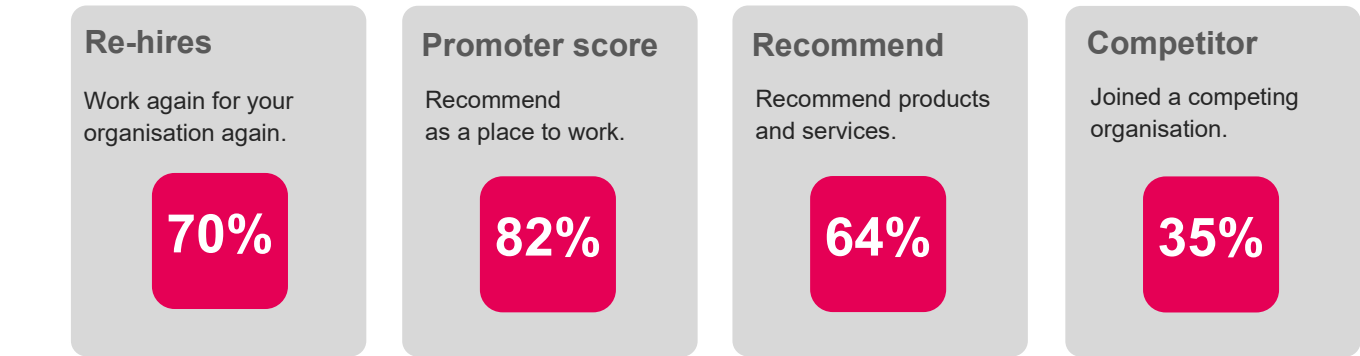
Leaver Type



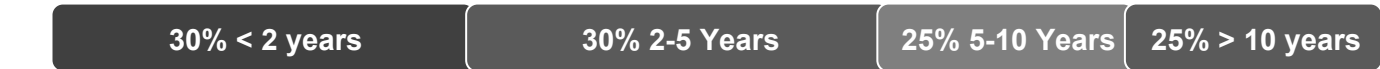
Driving Resignations		%	n	Interventions
1	Career Progression	72	86	Explain the performance measures & how I got my rating
2	Reward & Recognition	64	77	Explanation of appraisal process
3	Personal Growth	63	76	Creation of a development plan

Organisational Strengths		%	n	Build Strength
1	Belonging	80	96	Explanation of our vision & mission
2	Independence	60	72	Ownership for creating my goals before sign-off
3	Job Satisfaction	50	60	Understand how my job contributes to organisational success

Brand Impact



Tenure



The table below sets out how the reporting group rated 14 areas known to affect employee engagement and commitment. The 14 areas are ranked by overall impact on the decision to leave, with the corresponding response distribution.

Leaving Reason		n	10	20	30	40	50	60	70	80	90	100%
1	Career Progression Defined opportunities to advance through the organisation. A sense career progression is taken seriously.	86	72				14		7	7		
2	Reward & Recognition Rewarded fairly, transparently and based on performance. Rewards offered are competitive in the wider market place.	77	64				22		7	7		
3	Personal Growth Training & development needs are identified and my work provides me with opportunities to stretch myself.	76	63				23		7	7		
4	Ethical Standards Belief in the purpose and ethical principles of the organisation, promoting diversity and equal opportunities.	70	58				14		12	16		
5	Well-Being Maintaining a work-life balance, workloads which do not cause stress.	68	57				14		12	16		
6	Organisational Confidence Working for a successful organisation that is well led, has good people and a strong future.	66	55				14		12	18		
7	Loyalty & Trust The organisation acts in the interest of its employees and delivers on promises that are made.	65	54				14		12	19		
8	Vertical Relationship An approachable, inspirational manager who provides regular feedback and acts as a role model.	57	48				18		12	22		
9	Cooperation Individual contributions are recognised & valued by others, and support is freely offered by colleagues.	55	46				20		12	22		
10	Communications A clear sense of the organisation's future direction, and an understanding of why key decisions are being made.	54	45				20		12	23		
11	Working Conditions Comfortable working environment with good facilities, and reliable and effective equipment.	48	40				20		10	30		
12	Job Satisfaction An interesting and enjoyable job, and one I consider important.	46	38				22		10	30		
13	Independence Freedom to organise my work and set my own goals. Scope to try new ways of doing things.	40	30				22		10	38		
14	Belonging Belief in the organisation's mission, vision and values. A sense of pride in working for the organisation.	20	17				22		10	51		

Key

Leaving Reason

Contributed to Leaving

Unsure/ Not Applicable

Org Strength

Interventions to Reduce Attrition/Increase Retention

These are the **actions** most likely to increase engagement, satisfaction and reduce turnover in relation to the top five leaving areas.

	Action	%	n
Career Progression	Explain to me the process and standards required for promotion to the next level	52	45
	Have a conversation with my manager exploring my longer term career aspirations	28	24
	Provide me with a mentor, who can support my future career ambitions	10	9
	Give me additional responsibilities to demonstrate my capability for the next level up	10	9
Reward & Recognition	Explain how my performance is measured and how my final performance rating is reached	52	40
	Clearly explain how the salary scales work to me	28	22
	Offer a more flexible benefits package to reflect my personal needs	10	8
	Have a conversation so I can understand how the last pay reviews were conducted	10	8
Personal Growth	Work more with a particular colleague to learn from them	52	40
	A secondment to another part of the organisation	28	21
	Create a clear development plan for the year	10	8
	A buddy to work with, to build my experience and confidence	10	9
Ethical Standards	An explanation of the organisation's values and why we have them	52	36
	A clear explanation of what we stand for and believe in as an organisation	28	20
	More referencing to our values by senior managers when they announce and explain key decisions	10	7
	Provide me with opportunities to contribute to corporate responsibilities	10	7
Well-Being	Give me the flexibility to come in late some mornings	52	35
	Enable me to work at home occasionally	28	19
	Give me the option of leaving early	10	7
	Provide me with someone to talk to when I feel the pressure is too much to cope with	10	6

For the remaining nine areas, below are the **actions** most likely to increase engagement.

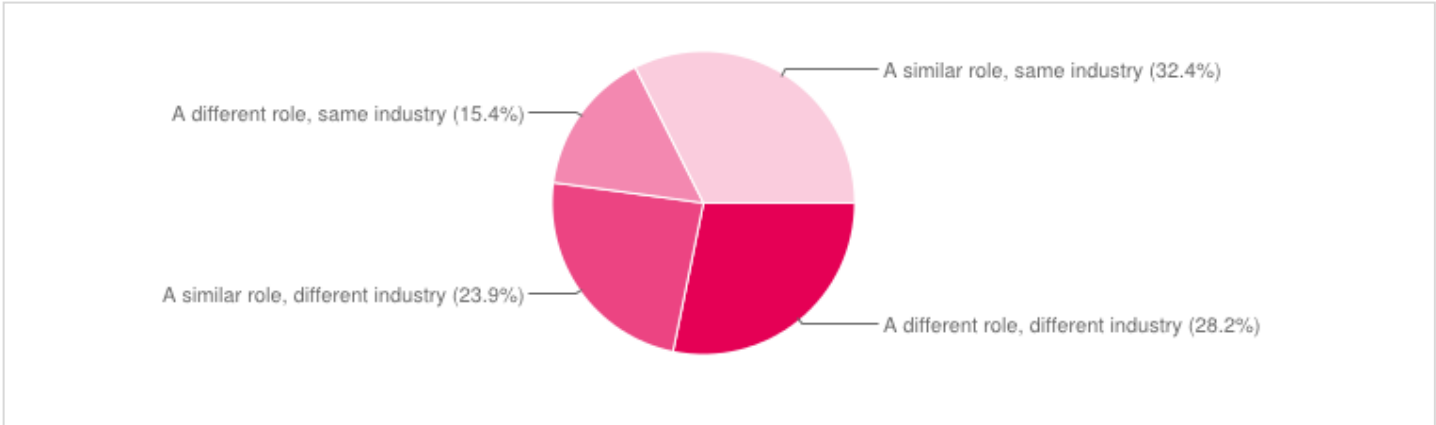
	Action	%	n
Vertical Relationship	More frequent 1 to 1 meetings (e.g. weekly) with my manager	52	30
	Agree clearly defined goals with my manager	28	16
	Regular feedback from my manager on how am I progressing against my goals	10	6
	More coaching from my manager to help me succeed and grow	10	6
Cooperation	Weekly team meetings to stay connected	52	29
	Understand team mates' goals	28	15
	Regular meetings with other teams	10	6
	A buddy from another area	10	6
Loyalty & Trust	More opportunities to discuss key decisions with local senior management	52	34
	Greater consultation in relation to how major changes that impact my area are implemented	28	18
	More frequent communications about why key organisational decisions have been made and how they will be implemented	10	7
	More opportunities to provide feedback to more senior management on the challenges I face at work	10	7
Independence	More freedom to undertake tasks in a way that utilises my skills and style	52	21
	Allow me to have greater freedom on how I shape my working day/week	28	11
	Greater ownership for creating my goals, for sign-off and agreement with my manager	10	4
	Allowed to put my own ideas into practice to find way to improve what I do	10	4
Organisational Confidence	Senior management more visible around the organisation	52	34
	Have regular monthly updates on how the organisation is performing	28	18
	Have regular/monthly updates on how my area is performing	10	7
	Opportunities to hear senior managers talk about the direction the organisation and our strategy to succeed	10	7
Job Satisfaction	Explore how I can spend more time doing the aspects of my role that I find most enjoyable and add the most value	52	24
	Help me understand more clearly how my job contributes to the local success	28	13
	Help me understand more clearly how my job contributes to organisational success	10	5
	Something else	10	5

The Destination Profile is based on the 97 leavers who indicated they were moving onto a new job.

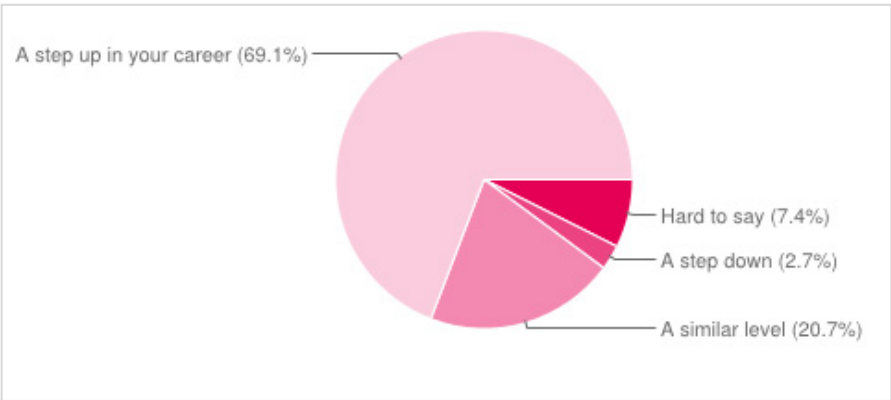
Joining a Competitor



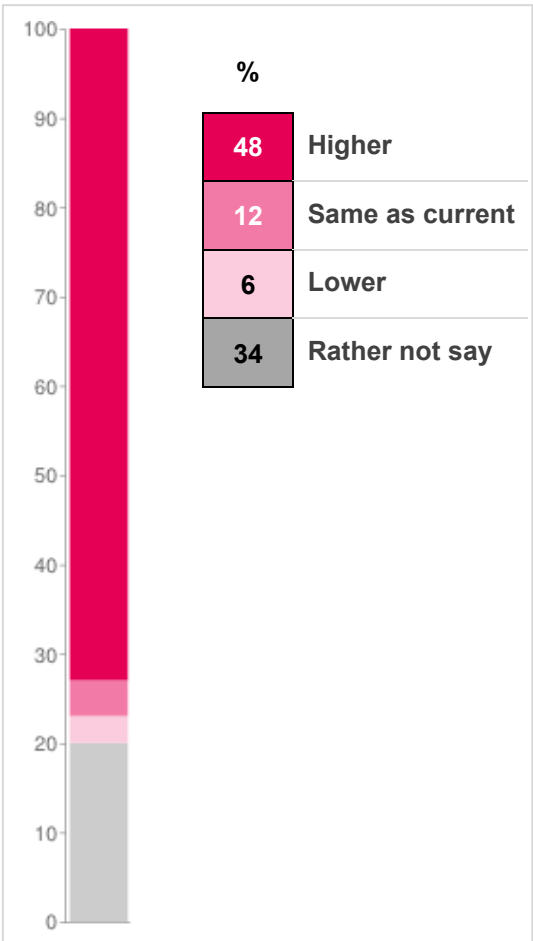
Type of role



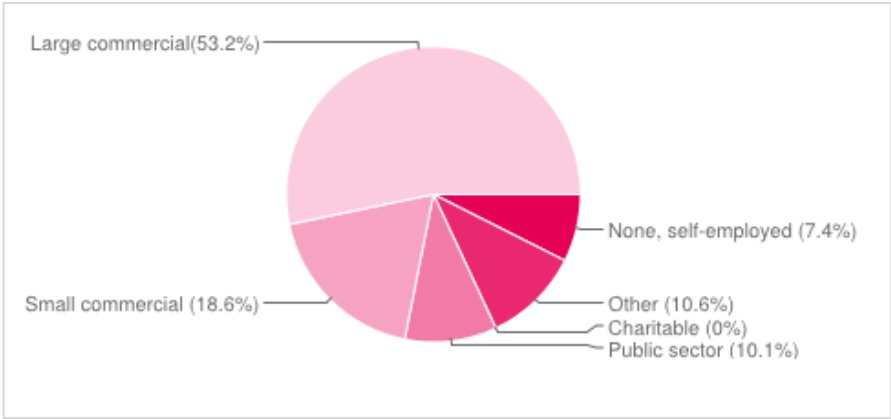
Level of role



New salary

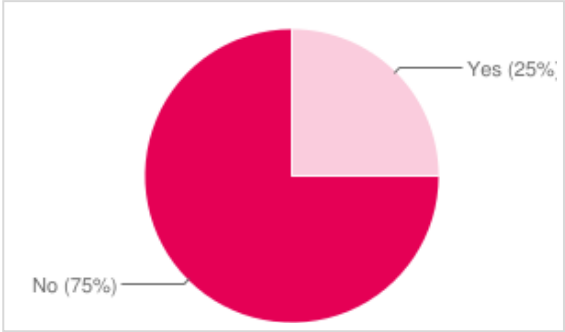


New employer

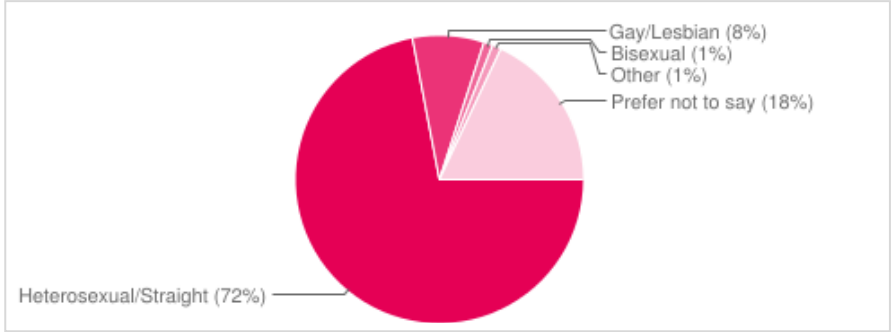


This section sets out the demographic profile of the reporting group. Further reports can be provided on any variable in the profile.

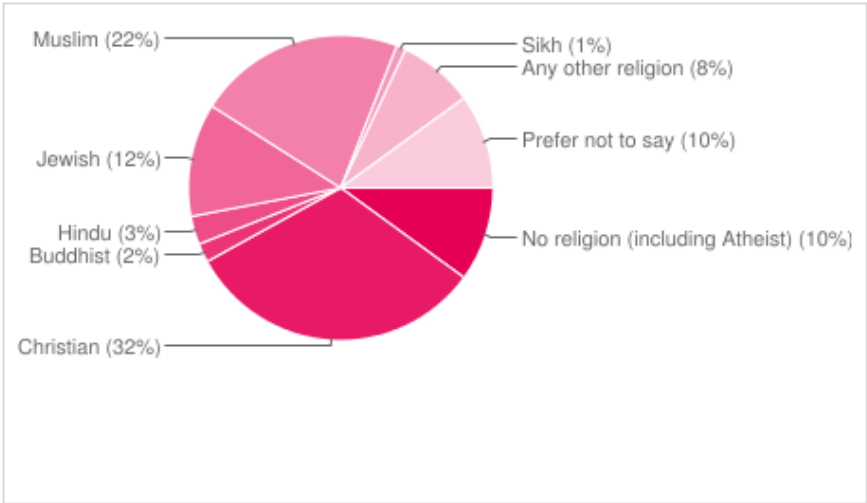
Disability



Sexual Orientation



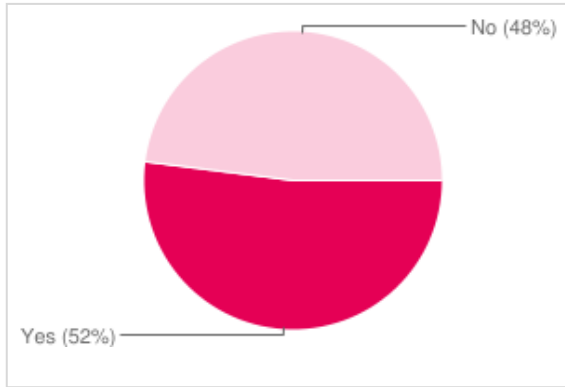
Religion/Belief



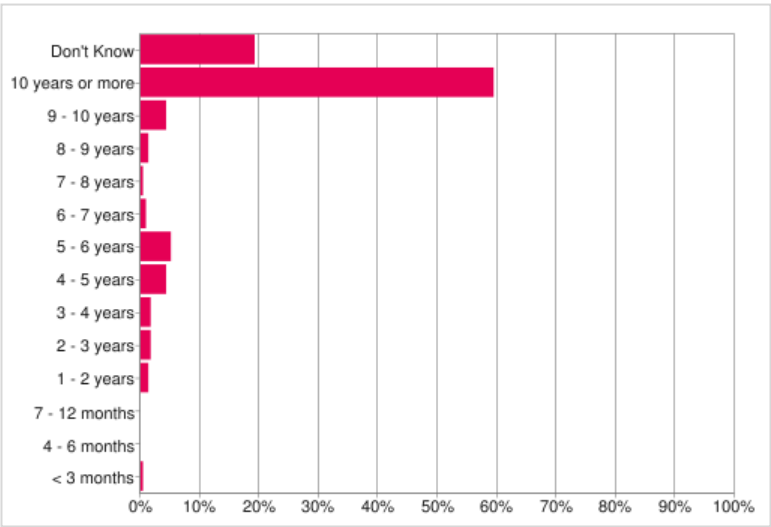
Age

	%
20 or younger	1
21 - 25	10
26 - 30	25
31 - 35	24
36 - 40	18
41 - 45	13
46 - 50	5
51 - 55	2
56 - 60	1
61 or over	1
I do not wish to answer	0

Caring Responsibilities



Intending to Stay



great{with}talent helps organisations increase levels of performance, employee engagement, and reduce staff turnover. We achieve this through a unique range of customisable services that focus specifically on engagement and retention. 'Person-organisation-fit' is central to our philosophy, and our approach focuses on understanding how individuals and organisations interact.

We've made it our mission to make our products as intuitive and user-friendly as possible. And inside each fantastic service we've included some brilliant and relevant technology. So when you use any of our services for the first time, we know it will save you money, help solve problems and create opportunity for your organisation.

Our roots are in business psychology and user-friendly web based applications. Our client base spans nearly 2000 high profile organisations, and we help them to save vast amounts of money by recruiting the right people, improving employee engagement, and ensuring their organisation is more efficient and effective.

We've proven expertise in designing and delivering questionnaires for every phase in the employee lifecycle. To date this equates to over 500,000 cases of employee data, collected globally in over 18 languages. This experience means we can create the right approach for you.

However, we're much more than an employee survey company. Our psychometric knowledge and research-based approach means we offer innovative approaches to collecting and analysing data. We then use our consultancy expertise to ensure our clients quickly understand and can take action on this data.

Our reports and analysis recognise the complexities of why people really stay or leave on an individual and group basis. This approach enables you to pinpoint exactly where and when dis-engagement occurs. And that's how great{with}talent will help your employees and your whole organisation to perform better.

