

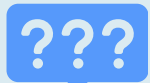
IMPROVEMENT *Burst*

Staff Retention Without Pay Raises



what is it?

A set of non-monetary strategies to **boost retention**, keeping talented staff engaged even when salary increases aren't possible.



why it works?

People stay in jobs where they feel **valued, supported, and able to grow**. Although salary matters, **culture, leadership, and growth opportunities** often outweigh financial incentives.

Reflection: Why this matters to you ?

Before trying these retention strategies, reflect on:

- **What keeps my team engaged beyond salary?** Are they motivated by growth, autonomy, recognition, or flexibility?

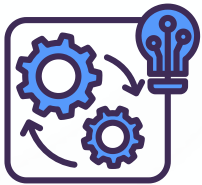
- **What has stopped me from implementing non-monetary retention strategies before?** Have I focused too much on compensation as the primary motivator?

- **What will be different now?** How can I tailor these approaches to fit my team's unique needs?



How to Use It Right Now ?

1. **Increase Meaningful Recognition** – Go beyond “good job” and make praise **specific and personal**.
2. **Offer Growth Opportunities** – Provide **skill-building** opportunities, even with limited funds (mentorship, stretch projects, cross-training).
3. **Give More Autonomy** – Empower staff to make decisions within their roles. Even small choices **boost motivation**.
4. **Make Work More Flexible** – Offer schedule adjustments or work-from-home options where possible.
5. **Build a Strong Culture** – Invest in **team bonding**, peer recognition, and supportive leadership.



Example in Action

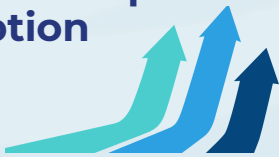
Instead of:

"We can't offer raises right now, but we appreciate your hard work."

Try:

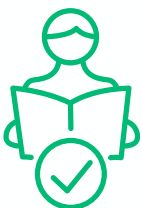
"We recognize your impact, and we're committed to supporting your growth. Let's explore ways you can develop your skills or take on leadership opportunities."

Power-Up Option



Conduct **stay interviews**—check-ins with staff to understand what keeps them engaged **before they consider leaving**.

Great Read



Beverly Kaye & Julie Winkle Giulioni's (2012) ***Help Them Grow or Watch Them Go***. Berrett-Kohler.