OPENELEVATOR

Summary results report: hidden retention risk

Purpose: Larry wanted to avoid any more surprise resignations.
This summary shows selected findings and recommendations from a team assessment. Names are fictional and company details have been removed. Assessment scores and findings are retained.

What this assessment revealed
Casey and Gray were flagged for retention risk—but the same response would not address both situations. Casey's results showed strain across six of seven working relationships, making Casey the first priority for intervention. Gray worked more naturally with most colleagues, but the relationship with Larry needed attention. Their individual priorities helped identify which actions would matter most to each person. The recommendations gave Larry specific next steps for each person: which conversations to prioritize, what to investigate, and where to make practical adjustments.

Where is retention risk forming?
Values Alignment measures how well what someone values matches what the work environment offers. OpenElevator's threshold is **80**. Below this threshold, retention risk is high.
Casey and Gray both sit at the Values Alignment threshold of 80. Their working-relationship results explain why they warrant closer attention, while their individual priorities help determine the most useful response.

Team Member	Values Alignment	Individual Priorities
Alex	90	Good relationship with boss; competitive benefits; meaningfulness of job; work/life balance
Blake	90	Good relationship with boss; management recognition; reasonable job security; work/life balance
Casey	**80**	**Reasonable job security; opportunity to use skills; advancement opportunities; work/life balance**
Drew	100	Good relationship with boss; opportunity to use skills; meaningfulness of job; work/life balance
Ellis	100	Good relationship with boss; management recognition; opportunity to use skills; meaningfulness of job
Finn	90	Good relationship with boss; reasonable job security; competitive benefits; advancement opportunities
Gray	**80**	**Good relationship with boss; reasonable job security; opportunity to use skills; meaningfulness of job**

Working relationships in the team
Interpersonal Alignment measures how naturally two people work together. OpenElevator's threshold is **85**. Lower scores identify which working relationships require deliberate management. Notice that Casey's concern extends across the team with 6 scores below 85. Gray's is more concentrated with 2 below 85. That distinction changes where and how Larry addresses the situation.

Interpersonal Alignment	Larry	Alex	Blake	Casey 6 of 7 < 85	Drew	Ellis	Finn	Gray 2 of 7 < 85
Larry	—	83	84	**83**	83	86	86	**84**
Alex	83	—	93	**84**	88	87	97	**93**
Blake	84	93	—	85	87	88	94	**90**
Casey	83	84	85	—	80	83	83	**83**
Drew	83	88	87	**80**	—	87	89	89
Ellis	86	87	88	**83**	87	—	90	**92**
Finn	86	97	94	**83**	89	90	—	**96**
Gray	84	93	90	**83**	89	92	96	—

What can Larry do about it?

Casey Start here: address the wider relationship strain alongside job security, skill use, advancement, and work/life balance.	**Gray** Focus attention: strengthen the relationship with Larry while addressing meaningful work, skill use, and job security.
• **Clarify stability and expectations.** Explain relevant business changes and what they mean for Casey. Agree on workload, availability, and responsiveness. • **Review skill use and advancement.** Establish whether Casey's work uses his strengths. Discuss realistic advancement over the next 12–18 months and agree on a practical next step. • **Address relationship friction.** Identify where collaboration requires additional effort and establish specific agreements on communication, responsibilities, and review points.	• **Strengthen the manager–employee relationship.** Use regular, direct one-to-ones to address friction, clarify expectations, and agree on adjustments. This relationship warrants particular attention because it is both below threshold and personally important to Gray. • **Connect work to contribution.** Explain how Gray's responsibilities affect clients, colleagues, and business outcomes. Explore whether the work provides enough opportunity to use his skills. • **Provide useful business context.** Discuss changes that affect Gray's role or sense of job security, using live conversations for sensitive matters.
Start the conversation: "Where do you feel your skills are being used best, and where are they underused?"	**Start the conversation:** "What would make your work here feel more meaningful and worth staying for over the next year?"

Turn the findings into follow-through

Use the **One-to-One Framework** to support individual conversations, agreed actions, and follow-up. Use the **Connect Email Framework** to support clear context, recognition, and direction between conversations.

What would this survey reveal about your team?

Find out who needs attention, where working relationships need support, and which actions to prioritize. Start with a complimentary OpenElevator Stay Survey for one team of up to 10 people. Five minutes per participant. No team meeting required. Private leader debrief included.

Once the survey is complete, OpenElevator reviews the results with the leader privately, showing where the team appears stable, where hidden risk may be forming, and what leadership action is worth considering next.

Who may be at retention risk	**Where misalignment is creating friction**	**What action to take next**
Identify where commitment may be weakening before resignation or performance disruption.	See values alignment, manager-employee fit, and team collaboration risk more clearly.	Move from broad engagement activity to more precise leadership action.

Start Your Stay Survey