



“  
TALENTED  
PEOPLE LEAVE.  
DEAD WOOD  
DOESN'T.  
”

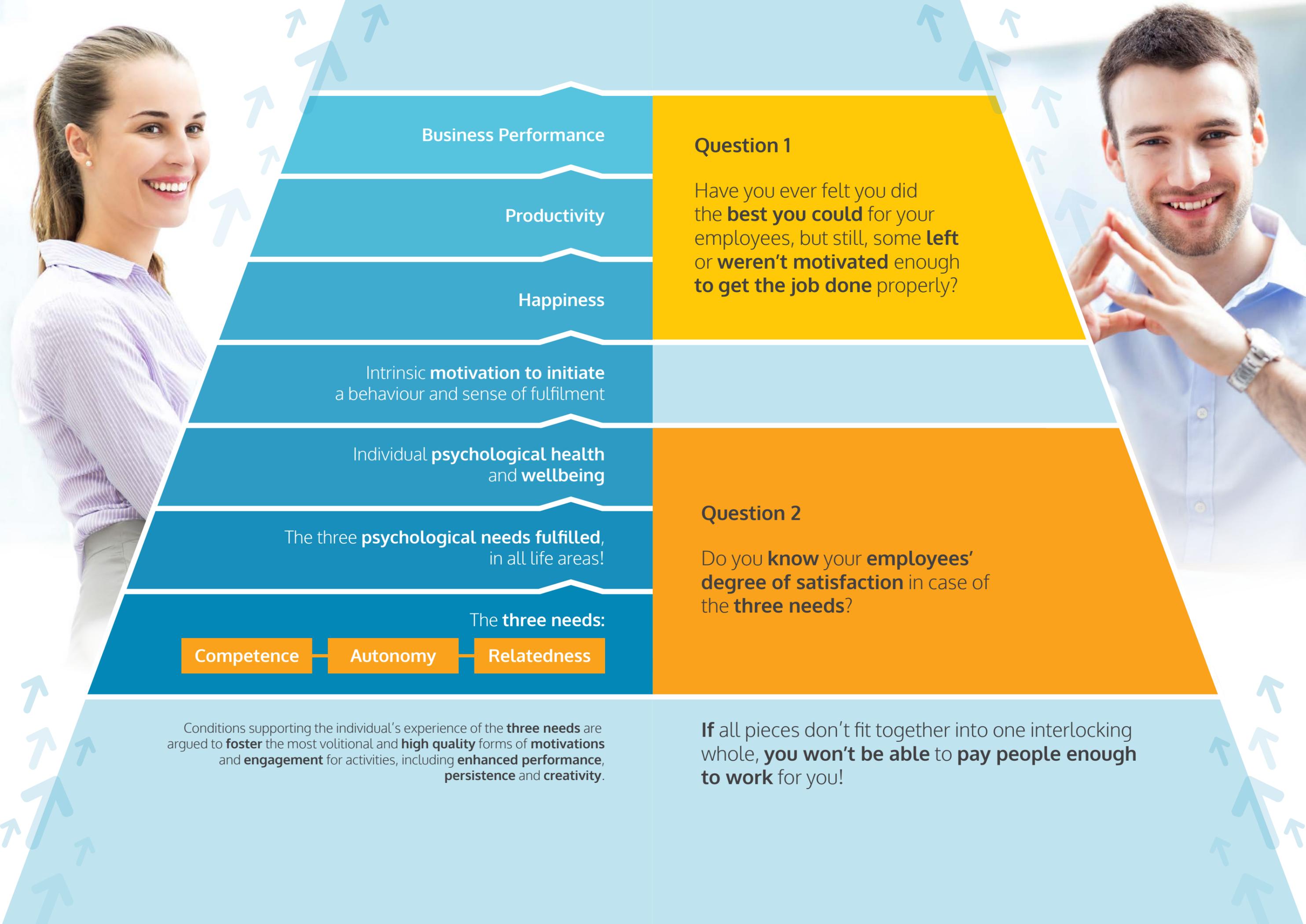
*Azim Premji, CEO Wipro Limited*

When people leave, they take with them relationships, knowledge, investments, maybe few colleagues and a chunk of **your future**.

Do you want to **keep** your **best employees**? →

Do you want to know **why** your **people leave**? →

Do you need to **keep** your **people motivated**? →



Business Performance

Productivity

Happiness

Intrinsic **motivation** to initiate a behaviour and sense of fulfilment

Individual **psychological health** and **wellbeing**

The three **psychological needs** fulfilled, in all life areas!

The **three needs**:

Competence

Autonomy

Relatedness

### Question 1

Have you ever felt you did the **best you could** for your employees, but still, some **left** or **weren't motivated** enough to get the job done properly?

### Question 2

Do you **know** your **employees' degree of satisfaction** in case of the **three needs**?

Conditions supporting the individual's experience of the **three needs** are argued to **foster** the most volitional and **high quality** forms of **motivations** and **engagement** for activities, including **enhanced performance, persistence** and **creativity**.

If all pieces don't fit together into one interlocking whole, **you won't be able to pay people enough to work** for you!

By **confidentially discussing with each employee about professional and personal issues** (if they feel like doing it), by being at their disposal a pre-established period of time each week, we could draw general conclusions about:

- If they feel like the three needs are satisfied or not in all life's areas
- If there is anything you can do to offer them support for the three needs' fulfilment
- If there is anything personal / professional that could affect their job motivation
- Why they stay with you
- Why they wouldn't
- What other needs they have and that you don't take into consideration (if the case).

Globally, we can help you get closer to your employees' nature, get to know if there is anything wrong with your employees' retention and motivation culture and if it is, find solutions together.

Since people do not disclose in public as much as they disclose in private and since people do not disclose in writing as much as they disclose during an intimate and confidential discussion, each session will be performed individually.

Only general and global conclusions will be disclosed for the purpose of potential change of corporate culture and organizational policies. According to the law, any information obtained during psychological sessions cannot be disclosed.

**Personal  
Development**

**Employees'  
psychological  
support in all  
life's areas**

**Organizational  
culture fit to your  
employees' needs**

**Business  
Coaching**

**Personal  
Coaching**

**Individual  
psychotherapy  
and psychological  
counselling**

**RODICA IONESCU**

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