



# Employees Are King Today: How to Turn This to Your Advantage

A People Acuity Whitepaper

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More Americans are quitting their jobs today than they have in twenty years – the “quit rate” doubling in the last year alone. It’s no big surprise how this era has come to be crowned with the dubious title of The Great Resignation. This title is even more frighteningly accurate when you consider that 95% of workers today are thinking about quitting their jobs, up from 40% in March 2021, according to last month’s Business Insider report. **What impact might that have on organizations and an economy that is just grinding back into gear?**

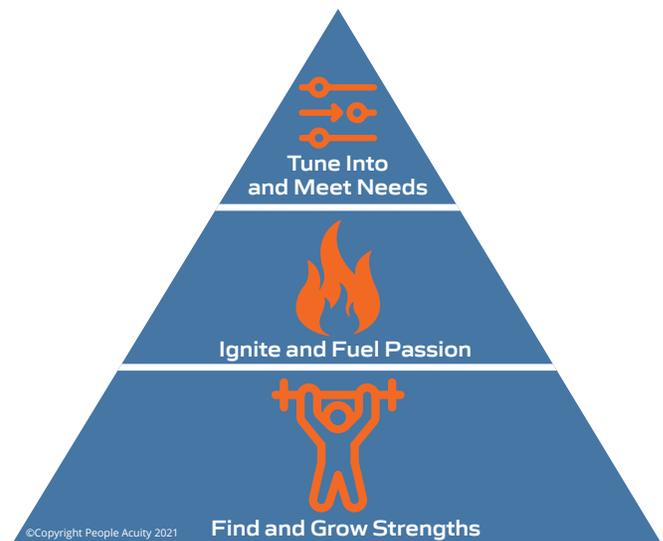
U.S. President Joe Biden stated the obvious recently, indicating that “the power dynamic has shifted from employees competing for jobs, to employers competing for employees.” This reality comes with significant ramifications for both employers and job seekers – that is if both parties are hoping to create the kind of work experience where fulfillment, joy, and performance are high, and win-win tenure is established.

For employers, it means that even though the economy is gradually returning to “business as usual,” they must not return to business as usual – or at least business as it was prior to the pandemic. They have to work harder to humanize the workplace and create conditions for optimal fit to happen. Employees who don’t want to get caught in a revolving door, also need to take more responsibility for creating optimal work-role fit as they enter new jobs.

Optimal job fit requires both parties to work at it: indeed, it’s not something that magically happens! Not to over-simplify it, but there are three foundational factors that, if present, will remove many dissatisfiers and create conditions for high performance and energy. They require a co-creation between employer, and job-seeker-turned-employee. These factors include a focus on helping individuals to:

- Find and grow strengths.
- Ignite and fuel passion.
- Tune into and meet needs.

Let’s explore what these might mean for you.



## Find and Grow Strengths

From either the employer or employee perspective, strengths are your biggest protection against falling victim to The Great Resignation that is sweeping the globe. Strengths are your power source.

For the employee, they are your secret weapon, your tools for solving problems, building collaborative relationships, and creating the kind of impact you’ve always dreamed of making. They are the key to mitigating your weakness, finding Work Joy, and lifting your team and organization to new heights. From the employer perspective, the greatest asset of the organization is your people’s strengths. Nothing happens without them!

There's just one small problem here, though. Too many people today think they know what their strengths are, but very few understand how to optimize them in ways that can significantly reduce weakness and create fulfillment. They don't know how to multiply their strengths together, to create internal synergy that can ignite contribution, and the performance and energy of everyone. Internal synergy always precedes external synergy with others. Learning to create this through the effective use of strengths is a non-negotiable if we are going to build deeply loyal relationships, high engagement, and long-lasting tenure.

## Ignite and Fuel Passion

Employees can take a strengths assessment, but a valid passion assessment is a little hard to come by. Yet, passion is what stokes the fire of tenacity, the willingness to engage, and go the distance to make a difference. Having strengths without connecting them to passion is like trying to run a muscle car without gasoline. You won't get very far.

Too many employees today don't know what fuels their passion, nor how to ignite and sustain it. Too many employers don't know how to kindle the passion that is there, and fan it into a burning flame. Luckily for both parties, passion can be easily awakened through regular micro-conversations between employee and employer focused on success patterns, role clarification, purpose alignment, and proactive needs exploration.

## Tune Into and Meet Needs

The purpose of needs exploration in these micro-conversations is not so that the employer takes on the responsibility for meeting all the needs of the employee. It is, however, to create a shared awareness of the unmet needs on both sides that can interfere with optimal energy and performance, and to reduce the frustration that comes when needs are indefinitely ignored. It is also to help the employee clearly see how he/she fits in meeting the overall purposes of the team and organization. This kind of alignment meets a universal need to belong and feel of value in the larger scheme of things.

Micro-conversations do both of these things, along with awakening an employee to his/her responsibility and available resources (including strengths) to resolve unmet needs and restore Work Joy and fulfillment. If needs are never explored or articulated, it becomes too easy to blame the employer and choose to leave in search of a better job.

## Moving Beyond Resignation and Recession

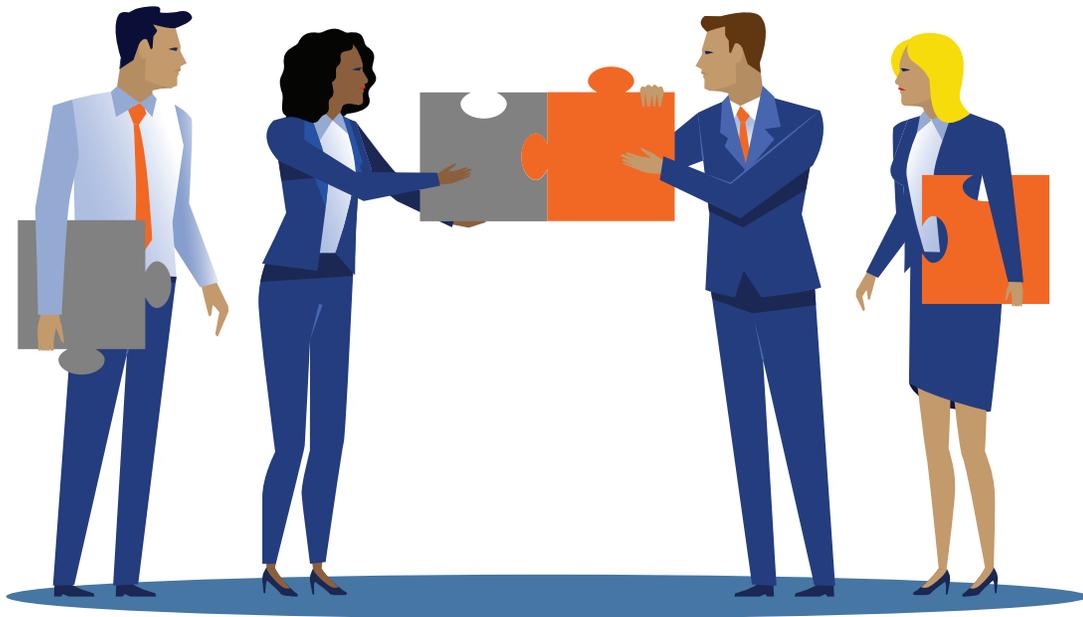
Every generation has its defining moments. For our parents and grandparents, it was navigating the World Wars. For this generation, it is moving out of today's resignation and recession to creating a completely new way of thinking and being with our work experience.

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This moment in history calls for a new approach to work where every person has an equal opportunity to bring his/her valuable strengths and passion. It calls for more purposeful efforts to create individual alignment with important team and organizational purposes, causes that can inspire and motivate employees. This moment asks us to be more attuned to the needs of those around us, and to our own unique needs so that we can better activate our strengths and find the Work Joy that always follows when we use them effectively.

We are all creating a giant 7.2 billion piece puzzle, and everyone has just one piece. Your piece is so unique that, from a probability standpoint, the likelihood that someone else has the same piece as you, is one in 476 trillion (based on 34 strengths and your ability to access your top ten strengths). When you are clear about your piece and place it into the puzzle, others around you can see where they fit, and there are less holes in our teams, organizations, and world.

**Isn't time you became sure about your piece and helped others find theirs?**



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*To help you clearly see your strengths and needs, including the conditions under which your strengths are energetically activated, take the [StrengthsMultiplier](#) here. This leading strengths assessment also helps you also understand the weaknesses associated with your strengths, and offers you tools to help optimize your strengths and your work-role fit.*

This article has been written by **DeAnna Murphy** – the Chief Organizational Development Officer of **People Acuity** and principal author of *Shift Up! Strengths Strategies for Optimal Living and Choose to See You* – in collaboration with **Dr. Steve Jeffs**. DeAnna oversees all organizational development work for People Acuity its partners and clients, and is a Top 100 Global Coaching Leader who has provided keynotes and leadership development experiences in 32 countries.

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Developing Interdependent Leadership



## About People Acuity

**People Acuity** is a consulting firm specializing in cutting-edge research-based leadership development. We lift business performance by empowering leaders with crucial skills for this new economy.

Our programs are customizable, and we provide measurable behavior changes and a multi-modality learning approach; including virtual, live, and online learning supported by seasoned professional coaches.

As a global leadership development consulting firm, we empower leaders with critical game-changing skills needed today, like:

- Self-Leadership
- Proactive Accountability
- Coach-like Engagement
- Interdependent Collaboration
- Transformative Innovation

Through twenty years of research and organizational development experience, People Acuity has developed a **systematic set of offerings** and **tools** that deliver sustainable benefits with results that can be measured. The old one-and-done workshop methodology has been replaced with a multi-modality approach that can be customized according to your needs.

### We offer services via:

- Self-directed **online learning** with application guides
- Live or virtual workshops
- Peer mastermind groups to ignite application and increase accountability
- Coaching for individuals, executives, and teams
- In-house facilitator and coach certifications.

You will quickly discover that People Acuity is committed to working closely with you to carefully align your learning experience with strategic business outcomes so as to optimize your return on investment.

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or call us at +1 952.797.4317 to learn more!**