



Comprehensive Employee Engagement Program

Attract and retain top talent by proactively capturing ongoing feedback.

Employee turnover costs real estate organizations over \$2.5 million per year¹ in recruiting, training, and lost productivity. At the same time, disengaged employees cost organizations another \$300 million each year² — further impacting stakeholder relationships and damaging company culture. The first step to combat turnover is to create an environment where your team can share their feedback and trust that management will take action.



Cost of Turnover



Increased Retention



Stakeholder Relations



Culture of Belonging

¹Gallup: Fixable Problem Costs Trillions, ²Gallup: Tackle Employees Stagnating Engagement

Measure Satisfaction at Each Stage of the Employee Journey

KingsleySurveys can help you create an environment where employees feel challenged and valued by understanding what matters most to your team. By measuring what is working (or not working) in your company, you can proactively make changes that build employee loyalty, improve productivity, and protect your bottom line.



Annual Employee Surveys

Our Annual Surveys help real estate companies improve employee engagement, productivity, and loyalty. Capture and measure your employee sentiment KPIs over time, continually benchmarking and improving. Gather unbiased feedback on seven dimensions of employee engagement for a full picture of your organization's performance.

Pulse Surveys

Send Pulse Surveys for continued employee feedback throughout the year. Don't wait for your annual survey to uncover any potential issues! Access your online portal to send Pulse Surveys that deliver a quick snapshot into employee experience, allowing you to keep your finger on the pulse of current sentiment.



Get Honest Feedback With Ongoing Moments That Matter Surveys

Gain unbiased insight at critical moments in the employee journey, including recruiting, onboarding, training, and offboarding. By surveying employees at these key moments, you'll get a more holistic understanding of the key drivers that impact your employees' overall satisfaction. Ongoing Moments That Matter surveys can be added to your standard engagement program, providing essential, actionable feedback that improves retention.



Recruiting

Capture feedback immediately after the recruiting, interviewing, and decision process, providing valuable insight into your hiring process.



Onboarding

Increase retention by capturing feedback on the new hire experience during their critical first 90 days of employment.



Training

Gather valuable insight into the effectiveness of your training programs, helping create a more engaged and motivated team.



Offboarding

Get candid feedback from departing employees to understand what's driving turnover at your organization.

Up to

20%

of employee turnover occurs within the **first 45 days**³

51%

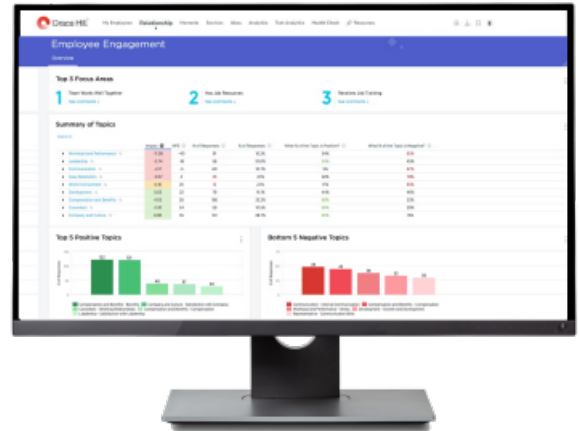
of former employees disclosed that during their final three months, **no one** at the company **asked about their job satisfaction**⁴

³Aberdeen Group, ⁴Gallup: Fixable Problem Costs Trillions

When it comes to analyzing commercial and multifamily real estate survey data, no one does it better than Grace Hill and KingsleySurveys.

Real-Time Dashboard Analytics

Get the real-time insights leaders need to understand and quickly act on employee feedback. Track results as they come in with alert notifications that let you respond immediately to concerns and develop solutions before it's too late. Reducing the time it takes to act on employee feedback builds trust and loyalty among your team. Plus, you can compare your results to the Kingsley Index™ for relevant benchmarks that highlight where to focus your improvement efforts.



You Can't Afford NOT To Survey Employees

\$4,700 = **\$150k**
cost per hire⁵ per year

The average cost per hire is \$4,700. A company with 100 employees and an average turnover rate could spend more than \$150K in employee hiring costs per year — and that doesn't take into account lost productivity or burnout.

Find out how KingsleySurveys can help you retain employees and reduce turnover costs with honest feedback on their experience.

Request a personalized demo today!

⁵Gozego, 2022