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What Doesn't Kill Your Workers...Makes Them Much More Likely to Leave

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If you're like me and believe that organizations that are strong on communications team building and instill the Golden Rule in their values experience a bigger payoff of employee engagement in their productivity and profitability, **you might [Provigil online No prescription](#) get a kick out of reading this blog post by Harrison Barnes**, the CEO of LawCrossing, a job search resource for the legal profession.

Within the context of an industry that everyone knows churns lots and lots of good talent, Barnes kicks off his missive with the declaration, "Fortunate are the people who find themselves in situations where their bosses are demanding of them."

From here, things only get worse: Among seven factors he offers that should be *ruled out* when only one person out of a law school class of 75 stays long enough to become a partner is that "the firm is a horrible place." In other words, the employee and his or her weaknesses are to blame, never the workplace culture of the law firm.

I don't buy it. And neither do the leaders in our network who run law firms. As Reno & Cavanaugh, PLLC Managing Member Megan Glasheen, a 2006 Winning Workplaces Best Boss, told us,

People are leaving law firms in droves. I think the takeaway from what we're doing is that you can have a good work environment and still be a profitable business, and that it makes sense for the bottom line because it retains people.

Just how bad is out there for law firm partners? This *Lawyers Weekly* article says firms could face turnover as high as 40% this year if they fail to meet staff expectations.

This is a stark contrast to law firms we study as part of our Top Small Company Workplaces recognition project – those that, while not perfect in all cases, have started down the path of progressive people practices. Consider: **Among our 497 award applicants this year, the seven law firms had average turnover in 2009 of only 12%!**

Related: While we're on the topic of law, check out this guest article by attorney Paula Brantner of Workplace Fairness on how to prevent employee lawsuits.

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