

The 2026 Retention Audit

12 Diagnostic Questions to Identify & Fix Your Organization's Talent Leak

A Message from Ki'Yonna Jones

Retention is not an HR special project, it is a revenue strategy. When top talent leaves the organization, they also take institutional knowledge, client trust, and established relationships, which impacts the team's morale.

My philosophy is simple: **People First, Transformation Always.** To achieve the results you desire, you must audit the process that is failing the people you serve. Use this diagnostic tool to measure your **Organizational Pulse** and identify where **Strategic Disruption** is needed to protect your bottom line.

"I Audit The Process and Champion the People"

Ki'Yonna Jones

Instructions

Rate your organization on a scale from **1** to **5** for each question.

1= Never/Not at All **2**= Rarely/Reactive **3**= Moderately/Inconsistent
4= Frequently/Strategic **5**= Consistently/Always

Beam 1: The First Impression (Onboarding & Recruitment)

1. **The Promise Gap:** Does the daily reality of the role for a hire actually match the 'dream' sold during the recruitment process? { }
2. **The Belonging Test:** Does your onboarding process prioritize social integration and mission-alignment over just administrative paperwork? { }
3. **Candidate Experience ROI:** Is your hiring process fast, transparent, and respectful enough to prevent top-tier talent from dropping out? { }

Beam 2: The Culture (Connection & Trust)

4. **The Stay Interview:** Does leadership proactively ask top performers why they continue working for the organization? { }
5. **Psychological Safety:** Does a system exist where employees can safely challenge a process or suggest an innovation without fear of social or professional retaliation? { }
6. **The Transparency Index:** Does the average employee clearly understand how their daily tasks contribute to the company's revenue and growth goals? { }
7. **Feedback Loop:** When employees provide feedback, do they see visible changes, or does the feedback disappear into a black hole? { }

Beam 3: Leadership & Growth

8. **Internal Mobility Pathing:** Is there a clear, visible pathway for high potential employees to grow inside the company? { }
9. **Managerial Competency:** Are you promoting people based on technical skill AND their proven ability to lead and retain humans? { }
10. **Recognition Equity:** Is recognition data-driven and consistent across all departments, rather than reserved for the loudest voices? { }
11. **The Hidden Turnover:** Do you have a system to identify and re-engage employees who have 'quietly resigned' but are still on the payroll? { }
12. **Succession Readiness:** If your most valuable team member resigned tomorrow, is there a strategic plan in place to prevent a total collapse of that department or shifting the burden to others on the team? { }

Notes/Thoughts:

Scoring Rubric



I. 48 - 60, BEAMing Organization: Your culture is a competitive advantage. You are likely an “Employer of Choice”.

Catalyst Challenge- *Mastery requires maintenance.* How are you future proofing this culture as you scale? Ensure your B.E.A.M. stays focused and intentional.

II. 30 - 47, Proactive Organization: You have good bones but there are structural cracks in your infrastructure of retention. You are likely losing high-performers due to inconsistent leadership or lack of growth paths.

Catalyst Challenge- *It's time for Strategic Disruption.* Let's move you from 'reactive' fixes to a B.E.A.M. aligned strategy that ensures all leadership is supporting the systems and championing their people.

III. Below 30, Reactive Organization: Your high turnover is actively draining your revenue. There is a misalignment of your processes and your values and immediate action is required to stabilize the workforce.

Catalyst Challenge- *Organizational Pulse reset needed.* We must audit the recruitment and retention systems to stop the leak and start architecting a culture where people want to join and stay.

The Transformation Starts Here

A diagnostic is only as good as the cure. Identifying the leak is Step 1, fixing it requires a **Catalyst**.

Whether you scored a 15 or a 55, there is always room for improvement or sustainability. I Am Possible is here to help you move from Transactional to Transformational.

Ready for your Strategy Audit? We'll look at your data, assess your pulse, and build a workforce that B.E.A.M.s! Connect with us at www.kiyonnajones.com or contact@readytobeam.com