



## SEASONAL RETENTION RED FLAGS CHECKLIST

Use this checklist to review seasonal turnover risks with your HR or operations lead and prioritize proactive actions to stabilize your workforce through the busiest months.

### Scoring Guide:

Yes = 2 point | Not Sure = 1 point | No = 0 points  
0–15 = Low Risk | 16–30 = Moderate Risk | 31+ = High Risk

Y NS N

### Workload & Scheduling

- Overtime hours exceed 10% of total hours for 3+ consecutive weeks.
- Last-minute schedule changes (<24 hrs) are increasing week to week.
- PTO requests are spiking with no coverage plan in place.
- Managers can't easily identify backup coverage for top performers.
- Employees express fatigue, irritability, or "just getting through it."

Y NS N

### Onboarding & Readiness

- No buddy or mentor assigned for new or temp staff.
- No system in place to measure or track productivity goals for new hires.
- Your team can't articulate this season's key performance focus.

Y NS N

### Engagement & Communication

- 1:1 check-ins are paused or reduced due to "busy season."
- There is noticeable attitude or effort decline among strong performers.
- Recognition and shout-outs are delayed until post-holiday review.
- Staff is unsure who to go to for issues on high-volume days.

Y NS N

### Operations & Quality

- Error rates are rising (complaints, rework, late deliveries).
- Inventory or equipment prep is behind schedule.
- Key workflows rely on one person or untrained backups.
- Your staff keep saying "we'll fix it after the holidays."

Y NS N

## Compensation & Benefits

- Pay compression: new hire compensation is within 3% of tenured staff.
- Peak-season incentives are not clearly communicated.
- Unresolved benefits or payroll issues remain from last season.
- Workers are expressing concerns about pay accuracy or fairness.

## Industry-Specific Red Flags

Y NS N

### Healthcare

- Overtime and 12+ hour shifts are becoming the norm.
- Rushed onboarding for float/agency staff with no EHR or med-safety refresher.
- Patient influx is not reflected in staffing model.
- Fatigue- or stress-related absenteeism is rising.
- There is a noticeable decline in communication tone, empathy, or speed.

Y NS N

### Retail

- Inventory or pricing errors are increasing; return volume rising.
- Forecasts are missing over 15% from last year.
- Managers are skipping breaks or covering registers regularly.
- Stores are unable to adjust staffing fast to match foot traffic.
- Your staff is saying “we’re drowning” more than “we’ve got this.”

Y NS N

### Hospitality

- Scheduling is unpredictable between high and low seasons.
- Overstaffing is common during low seasons.
- Understaffing is common during high seasons.
- Late vendor payments are disrupting supply chains or services.
- Frequent cancellations or refunds are increasing staff anxiety.
- Your staff is voicing concern about job stability or tips.

## TOTAL SCORE

Ethan Allen Workforce Solutions helps Hudson Valley employers stabilize seasonal teams with local talent pipelines, retention strategies, and HR support.

**LET'S STOP CHURN BEFORE IT STARTS.**  
**SCHEDULE YOUR QUICK WORKFORCE ASSESSMENT TODAY.**

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