THE ACTION GAP FIELD KIT

The Manager Retention Scorecard

Coach the behaviors that keep people, not the turnover that arrives too late.

WHAT THIS IS

Coach managers on the behaviors that keep people, not the turnover number that arrives too late to act on. For each manager, mark whether the leading habits are in place, and keep a short coaching note.

HOW TO USE IT

1. List each manager you coach.
2. For each, mark the leading behaviors: do they keep a watch list, hold the conversation in time, and close their follow-ups?
3. Use the marks to coach, not to blame. A gap is simply where to help next.
4. Review on a regular cadence. Behaviors are coachable in the present; turnover can only be mourned in the past.

MANAGER	KEEPS A WATCH LIST	HOLDS THE CONVERSATION IN TIME	CLOSES FOLLOW-UPS	COACHING NOTE

Tracking a handful of managers by hand is doable. Holding every manager to a consistent standard, cycle after cycle as they turn over, is more than any single scorecard sustains. That is the edge Anchor was built to carry.

Free from **anchorbyretentio.com/field-kit**