



EMPLOYEE RETENTION INTELLIGENCE SOFTWARE

Nobody quits on the day they resign.

How to see it coming, and keep your best people before they decide to leave.



THE PATTERN

The resignation is the receipt. **Not the event.**

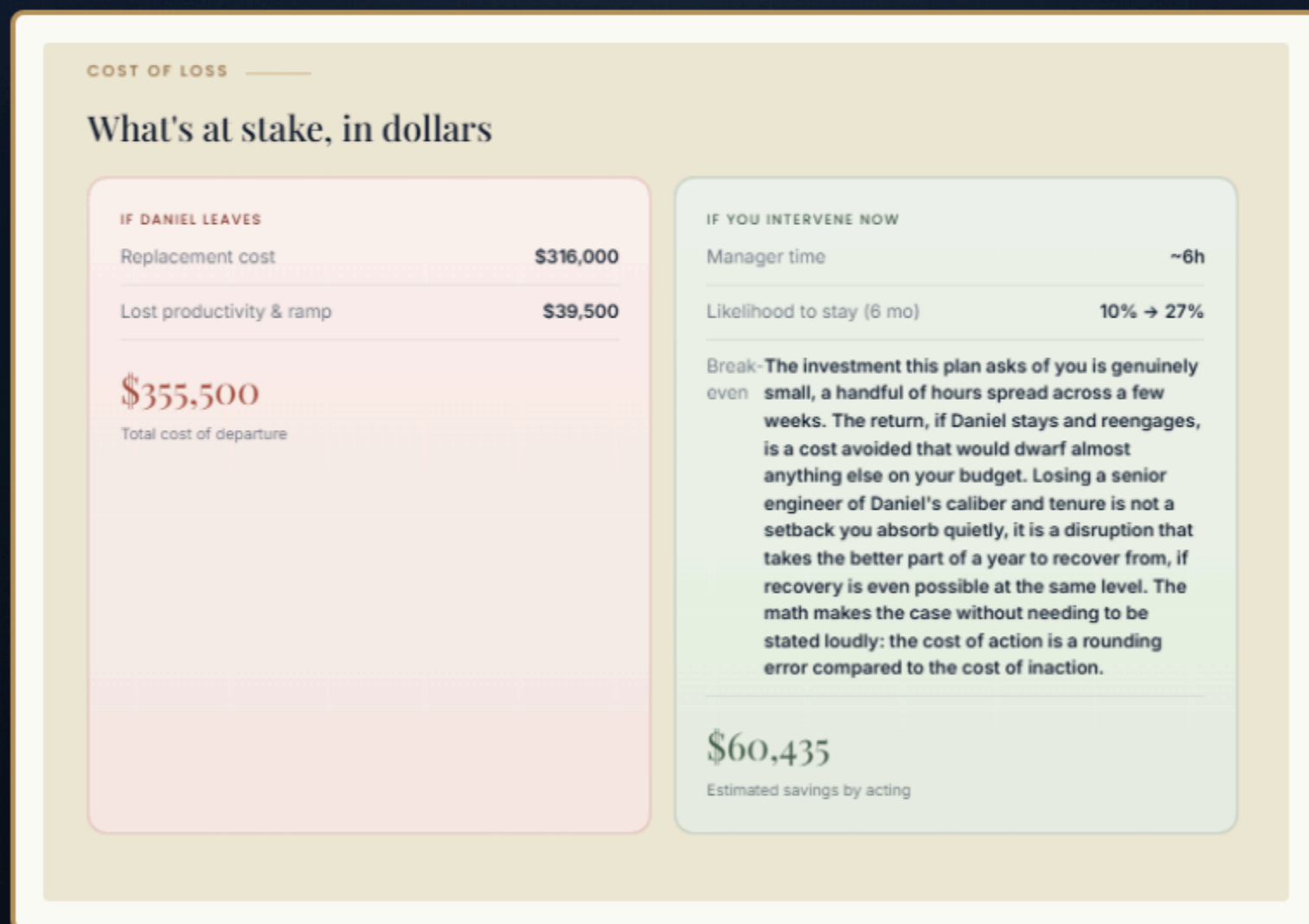
By the time the notice hits your desk, the decision is weeks old. The disengagement was quiet, gradual, and invisible to everyone who could have changed it.

02



WHAT IT COSTS

One good person walking out is a **six-figure event.**



The math Anchor runs on every flagged person. This is a sample on demo data. Put your own number on your hardest role to replace.



THE ACTION GAP

You had the signal. It never reached the manager.

Detection was never the hard part. Almost anything can tell you who is at risk. Nothing tells the one person who can change it what to do about it, in words they can use, before the person is gone.

04



THE DIFFERENCE

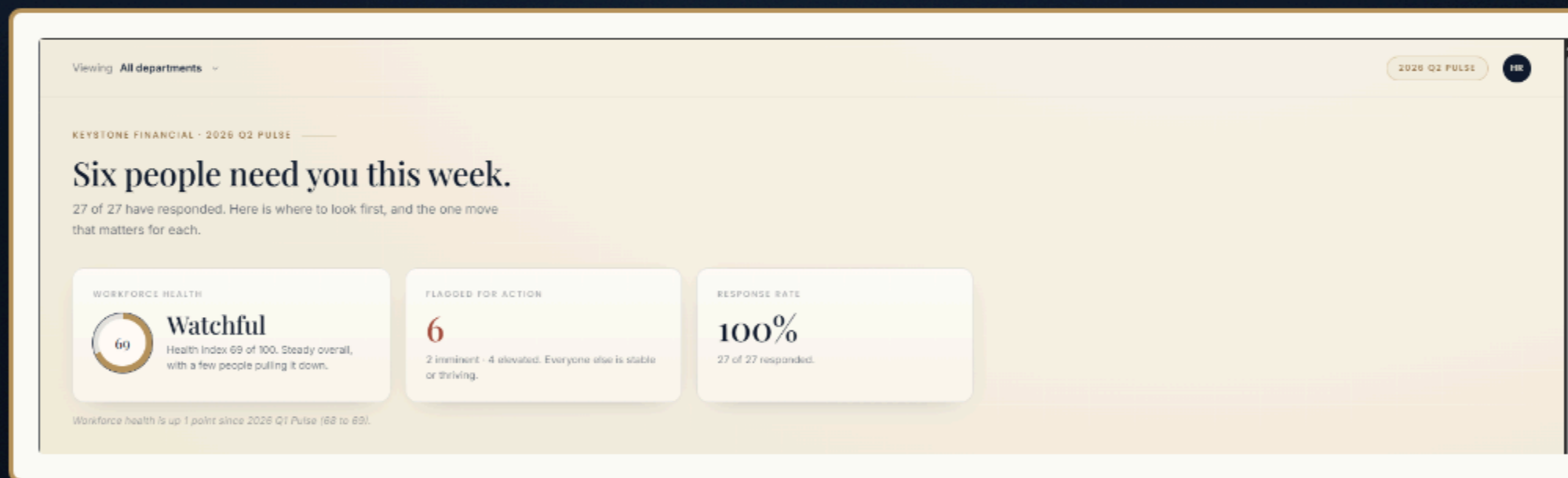
HR gets a dashboard. The manager gets the words to say Monday morning.

Every other retention tool hands the insight to HR, a report filed in another building for someone else to act on. Anchor arms the manager sitting across from that person, this week.



WHERE IT STARTS

It opens with one question: **who needs you this week?**



Anchor reads how your whole team is really doing, then points every manager at the few people who need them first, and the one move that matters for each.



THE BRIEF

This is what lands on a **manager's** desk.

DO

Daniel Okafor

Senior Software Engineer · Engineering · 61 months · Manager: Maya Chen

IMMINENT

The Burned-Out Performer

41%
LIKELIHOOD TO STAY

<90 days
FLIGHT WINDOW

52
ENGAGEMENT

ACT WITHIN 7 DAYS

THE READ

HOW TO LEAD

THE PLAN

THE EVIDENCE

COST OF LOSS

THE CONVERSATIONS

ASK PNEUMA

One person. The honest read, the likelihood to stay, the flight window, and every part of the plan a tab away. Sample brief on demo data.



THE READ

Not a score. A read you can act on.

THE READ

Daniel is still delivering, the commits are landing, the deadlines are met, the work is getting done. But that steady output is the thing that makes this picture dangerous. Underneath it, the fuel is gone. This is the shape of a high performer who has been running past empty long enough that the performance itself has become a mask. What the data reveals is not a disengaged employee, it's someone who cares deeply, holds themselves to an impossibly high bar, and has quietly been absorbing more than any person should absorb, for longer than it shows.

[READ THE FULL READ](#)

Plain language, not a number. How the engine explains a quiet risk before it becomes a resignation.



THE SIGNALS

Every risk, named and explained.

RED FLAGS · 5

COLLAPSE ALL

RF-01 Critical Departure Signal HIGH

Something in the way Daniel engaged with this survey reads as someone who is already, at some level, making peace with the idea of leaving, not plotting it, perhaps, but no longer actively ruling it out the way someone settled and committed does.

Signal: EN3=2

COPY

RF-12 Near-Term Flight Risk HIGH

The timeline here is short. The signals do not point to a slow drift over the coming year, they point to a decision window that is already open, and the window does not stay open indefinitely.

Signal: MEP5=1

COPY

RF-13 High Performer Departure Risk HIGH

This is the specific combination that costs organizations the most: genuine high performance, genuine risk of departure. Daniel is not underperforming their way out, they are delivering their way out, and the two things are happening at the same time.

Signal: MEP1=4, EN3=2

COPY

RF-NEW-02 Neuroticism-Burnout Amplifier HIGH

Daniel's emotional sensitivity means the burnout in this picture is not just physical depletion, it is felt at a deeper register, compounding faster and recovering more slowly than the same load would affect someone wired differently. The numbers on paper understate the lived experience.

Signal: ME74 - Neuroticism-Burnout Risk increased

COPY

Specific, evidence-linked flags, not a vague risk score. Each one tied to what the data actually showed.



THE WORDS

Not advice. The exact words to say.

THE CONVERSATIONS

6 scripts, ready to use

Recognition

USE WHEN: As a standalone moment, or early in any meeting, not as a lead-in to a hard conversation.

OPEN THE FULL SCRIPT ▾

Stay interview

USE WHEN: Opening the forward-looking retention conversation, ideally within the first week.

SHOW LESS ▸

USE WHEN: Opening the forward-looking retention conversation, ideally within the first week.

[Manager]: Daniel, I asked for this time because I want to be straightforward with you, I care about you being here, and I want to make sure I actually understand what being here feels like for you right now.

I'm not going to ask you whether you're thinking about leaving, because I know that's not the right question. What I want to ask is forward-looking: what would a good version of the next year or two here actually look like for you? Not the version where you're just keeping up, the version where you'd be glad you stayed.

I'll start with what I've been noticing. I think you've been carrying a lot for a long time, and I think you've been doing it quietly because that's how you're wired. I want you to know I see it, and I want to do something real about it, not just say I will.

So, what matters most to you right now? What would need to change for this to be the place you want to be?

[Listen. Take notes. Do not defend, minimize, or pivot to solutions mid-conversation.]

Ready-to-use scripts written for the manager who has the conversation, matched to the moment. Sample output on demo data.



COACH TO WHO THEY ARE

Built around the person, **not a template.**

HOW TO LEAD

Working with who Daniel is

Conscientiousness is the lens through which Daniel experiences almost everything at work, the internal drive to do things right, to follow through, to not let anything slip. That trait is a genuine asset and also, right now, the very mechanism that is hiding how serious this has become. High conscientiousness does not let a person show the cracks until the cracks are very deep.

COMMUNICATION

Balanced

They adapt to either mode. Match the moment: live for fast decisions, written for depth.

FEEDBACK

Written-first, strengths-led

Put feedback in writing first and lead with what's working. Let them absorb it before you talk it through.

RECOGNITION

Flexible

They take recognition well either way. Public for the milestones, private for the personal wins.

UNDER PRESSURE

High reactivity, feels strain acutely

They feel pressure sooner and harder than most. Watch the load and name stress early; they may not volunteer it.

AUTONOMY

High, thrives with ownership

Hand them the outcome, not the steps. Close supervision reads as distrust; ownership is where they do their best work.

GROWTH

Mastery and advancement-driven

They grow by getting visibly better at the craft. Set clear skill milestones and a real path forward.

High neuroticism is amplifying burnout risk

THE FULL PERSONALITY READ

From Daniel's one-time personality assessment. It describes how to work with them, never a verdict on them.

From a one-time personality read. It shows a manager how to work with someone, never a verdict on them. No one, not even the owner, ever sees the raw answers.



ANCHORby Retentio



Keep your best people before they walk.

See a real brief, and what it would have told you about
the last person you lost.

Request a conversation.

anchorbyretentio.com