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Retention is a huge part of talent management and the toughest task for an organization. For an employee, the grass is always green on the other side; the plethora of opportunities available in the market is always tempting. There is a case for IT managers and IT staffing services to be smart about retention; there are certain kinds of individuals that add immense value to an organization and should be retained at any cost. So here are few types of individuals that you want to be bullish about, in retaining.

People who Inspire and Motivate

Every team needs motivators; people who are not only focused themselves but also inspire others. These people are hugely enthusiastic about work and often the positive energy is infectious. When the chips are down and when your team is short on confidence, they cheer up the atmosphere around.

The Go-Getters

Go-getters are people that just know how to get the job done; these workaholics are the ones that keep the wheels of the organization turning. Deadlines and targets are the only things that matter to them and they always focus on how to get there. They might not speak much, but their numbers do.

All-in-One People

These are people who possess a diverse skill-set and can be put under any project and they will deliver the goods. They also tend to be very good at multi-tasking which is a huge asset in a chaotic and dynamic environment. The added advantage with such people is they constantly update themselves with the demands of the IT industry, they can fit in anywhere temporarily in case of a talent shortage in any project. Firms that offer IT staffing services are always in the hunt for such talent, because of the flexibility they offer.

New-Hires with Huge Promise and the Right Attitude

New-hires can sometimes be the most unstable part of a companyâ€™s workforce, however if you can identify the right talent with the right kind of attitude, they can turn out to huge assets in the future. The kind of time they have on their hands mean a long-term commitment to the company and they come with fresh ideas that are in-tune with todayâ€™s needs.

Volunteers

Volunteers put their hand up for anything the company or an individual needs, from sacrificing a vacation for a needy co-worker to coming in on a Saturday to bring a project up to speed, these people are a rarity.

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