FLIGHT RISK PREDICTOR SCORE

Spot your quits well before they happen. A next-gen metric using real signals to pinpoint roles, teams, and career paths most at risk of turnover — so you can act before they do.

Why It Matters

While the peak of the "Great Resignation" has faded, the risk of losing top talent hasn't. Burnout, disengagement, and career misalignment still powerfully drive exits, and most companies don't see quits coming until it's too late and impact hits — 1.5 to 2X an individual's annual salary; for high performers or execs, that soars to 4X.

Flight Risk Predictor Score shifts the conversation from reactive retention to proactive intelligence. By analyzing behavioral patterns, career pathways, and org dynamics, this next-gen KPI pinpoints who is most likely to quit next and why. From high-potential talent in danger zones to overlooked signals of disengagement, this metric gives leaders the ability to anticipate attrition before it happens, intervene with precision, and design targeted, ROI-driven retention strategies.

Variable	Negotiation Power	Lateral Mobility	% of Communication Outside Business Hours	Time-Off Penalty	
Weight	4	2	1	3	Total = 10

Flight Risk Predictor Score	Job Title	Negotiation Power	Lateral Mobility	% of Communication Outside Business Hours	Time-Off Penalty
6.8	Project Manager	5	7	10	8
2.2	Lead Designer	2	1	3	3
4.8	Customer Success Specialist	10	2	1	1
5.9	Account Executive	10	9	1	0
4.4	Office Manager	5	5	8	2

Example Flight Risk Predictor Score leveraging four variables across five job titles. The score is calculated by summing the weighted, normalized variable value contribution to the flight risk. Values highlighted in red contribute most to the flight risk predictor score observed. In this scenario, the Project Manager role is most at-risk and mitigation efforts should be taken expediently.