

**OpenElevator quantifies risk to prevent surprise resignations
before they disrupt performance.**

Before changing reporting lines, data below reveals:

- 1) The Alignment with John (the manager): team members with a **score below 85 are at risk.**
- 2) The Alignment across the team: Amber works most easily in this team versus Evan who has a harder time, **putting him at higher risk.**
- 3) The Alignment with Amber: she works less well with Chris, Evan, Desiree and Mallory and **promoting her to manager** would put them at higher risk of resigning.

Interpersonal Alignment with John (the manager)			Ease of Collaboration Across the Team			Interpersonal Alignment with Amber (team member)	
Mallory F.	89	EASY	Amber B.	26	EASY	Lili O.	92
Matt L.	89		Matt L.	33		Jill S.	90
Michael T.	89		Lili O.	40		Matt L.	90
Jared M.	88	MEDIUM	Jared M.	43	MEDIUM	Matthew P.	90
Jill S.	86		Jill S.	43		Michael T.	90
Amber B.	86		Michael T.	46		Jared M.	88
Lili O.	86	HARD	Matthew P.	48	HARD	Yvonne H.	86
Matthew P.	80		Mallory F.	63		Chris Q.	84
Evan B.	79		Desiree L.	69		Evan B.	83
Chris Q.	77		Chris Q.	72		Desiree L.	82
Desiree L.	76		Evan B.	74		Mallory F.	82

Signaling need for intervention, data below reveals:

Team members with a **score below 80 are at risk.**

	Value alignment	Reasonable job security	Advancement opportunities	Opportunity to use skills	Paid education programs	Management recognition	Good relationship with boss	Competitive benefits	Work/life balance	Meaningfulness of job	Social responsibility
Matt L.	100	x	x				x	x			
Amber B.	90	x	x		x	x					
Lili O.	90	x		x	x	x					
Mallory F.	90	x	x				x			x	
Matthew P.	90	x	x	x		x					
Michael T.	90		x		x	x	x				
Chris Q.	80	x			x		x	x			
Desiree L.	80	x		x				x			x
Evan B.	80		x	x		x		x			
Yvonne H.	80	x		x	x		x				
Jared M.	70		x	x	x	x					
Jill S.	70	x	x	x					x		
		9	8	7	6	6	5	4	1	1	1