



PURPOSE aims to increase staff retention by creating a place we all want to work. We do this by building better working relationships, increasing engagement, and fostering fulfilment.

PURPOSE stands for:

Positive attitude
Understanding
Recognition
Proactive
Open communication
Success
Empower



We want everyone to come to work with
PURPOSE.

PURPOSE is a staff-focused initiative. It's about getting clear on our direction and expectations, aligning our individual and agency goals, and finding the purpose in our work. We do this by getting to know each other, understanding staffs' individual goals, and finding ways to turn those goals into reality. When staff have PURPOSE, it shows in their interactions with each other and with our stakeholders.

The PURPOSE initiative launched within the Prisons Division in 2021 with the goals of improving job satisfaction and retention. Given the importance of creating a culture where staff find fulfilment and success, IDOC leadership expanded the initiative agency-wide in 2022.

Benefits of PURPOSE

- Increase retention
- Drive down overtime
- Improve staff wellness and fulfillment
- Protect investments in training (about \$30,000/person) by reducing turnover

"Our staff are our biggest asset. We all need to do our part to create an environment where every staff member is positioned to make a positive impact."

*- Josh Tewalt, Director
(sponsor)*