

12 TIPS FOR A BETTER Employee Experience



Attracting and retaining talented employees is vital to any business, and one of the best ways to do that is to offer a good employee experience (EX). This is the journey an employee takes within an organization, meaning all interactions starting with the job interview and onboarding, through the day to day, until the end of their tenure (and beyond). Here are 12 tips to improve your EX.



START OFF RIGHT

Implement a comprehensive onboarding program that lets new workers know what's required and expected.



ALL ABOARD

Make sure everyone understands your purpose, core values, culture and brand so they know they have meaningful impact.



MORE THAN MONEY

Workers want an environment that's supportive and adaptable, and fosters collaboration and community. A suite of perks and benefits are better than just a paycheck.



BALANCE THINGS

Make sure you're flexible and have policies in place that encourage people to do their tasks when and where they do them best. Encourage wellness and work-life balance.



WORK TOGETHER

Collaboration, teamwork, transparency and dialogue are morale boosters. Focus on people-centered connections to allow workflows to self-organize and improve.



POSITIVE MANAGEMENT

Make sure managers empower employees and help them develop their strengths. Evolve and adapt management techniques for remote workers.



LEVERAGE TECH

Use the tools and methods employees prefer. Find technologies that improve efficiency, take less time and are more engaging.



SPREAD THE WEALTH

Invest in EX for your entire workforce, at every level. Make sure everyone knows they're all being treated equally and fairly.



ENCOURAGE GROWTH

Set up training and continuing education, and champion certifications and professional development so people can become their best selves at work.



SAY THANKS

Recognize achievements for things like performance, anniversaries or constructive feedback. Give kudos regularly and equally among all employees.



OUT OF SIGHT

Get into a mobile-first mindset and take extra steps to ensure WFH employees feel fully included in all your EX efforts.



ASK & ASK AGAIN

Use a system of continuous feedback with surveys, polls and informal but frequent check-ins. Take action immediately so they know they've been heard. (And don't neglect exit interviews!)



Transform your **employee experience**.
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