

Three Reasons You Should Hire For Value Alignment



New Hires Will Integrate into Your Company Faster

Hiring based on your core values means you will have employees who integrate faster, are more productive on teams, and are more likely to stick around in the long-term versus hiring solely for experience. When you hire someone who's already invested in the mission, vision, and values, they'll establish themselves within the company culture more quickly. Research shows, the sooner a new hire assimilates to their team and the company culture, the more likely you'll be to have long-term retention.

You'll Have Stronger Cross-company Alignment

How many times have you seen or struggled with an organization becoming siloed or departments failing to work together cohesively? It often happens when teams, and the people on those teams, are not aligned with its core values. When you hire for a cultural and value fit, you'll have stronger cross-company alignment.

When your employees focus on living out the core values, their work will naturally become more aligned across the company. When teams are aligned and centered in the core values, they will all be better focused on how their individual goals and priorities fit together company-wide.



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Increased Employee Engagement

You're most likely already aware of how crucial having strong employee engagement is to your business. When you hire for value alignment, you'll see an increase in employee engagement naturally. Hiring for value alignment means your new employee will already be invested in the values that drive your business; you won't have to wait and hope they have buy-in.

When your team is invested in your company's core values, they'll be more motivated and engaged to accomplish more than "just what's required of them." In fact, highly engaged and aligned teams can increase profitability by 21%. Engaged and aligned employees are the key to increasing the productivity output and bottom-line within your organization.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



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