

# Five Things Your Employees Are Looking for at Work



For your top workers, and for the ones you hope to attract, a job is more than a job. It's a place to engage others, to feel challenged, and to be fulfilled.

To hire and retain such workers, you need to create an environment in which they can thrive. That happens in organizations where morale is high, coworkers are motivated, and the culture fosters growth and a sense of contributing to a greater good.

Here are five key things they're looking for from you.



## Respect

Today, more than ever, employees want more than just a paycheck. They want to be treated with dignity and respect while they're earning one. So, avoid micromanaging. Let them do the job you hired them to do. Give them room to innovate. And, if things go wrong, talk out it in a straightforward, honest way.

## Trust

All healthy relationships begin here. You can show workers trust by challenging them. For example, try giving them a task that may be a bit of a stretch. Then celebrate when they rise to the occasion!

## Feedback

It's surprising how often managers forget to talk regularly with employees about their projects and performance. Feedback benefits the worker and the company. It helps improve processes, boost productivity, and motivates employees to succeed and grow.

Feedback can happen in regularly scheduled performance reviews and by the occasional pat on the back. It can come when employees have done something wrong or when they've risen to a challenge. Use it judiciously and frame it positively. You'll see great results!



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## Appreciation

Tell workers you value them. Use words and actions. Surprise them with bonuses and other tokens of appreciation that say, "Hey, job well done; we like having you here." It's not just good and right to do so; it's great for business. Appreciation is a motivator that drives innovation and productivity.

## Mentorship Opportunities

Talented employees want to mentor. You can address the need by putting them in a position to act as advisers to other employees and teams. By asking them to serve as a mentor, you show them you trust them, you value them, and you encourage them to grow even as you improve performance throughout your company.<sup>1</sup>

### 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.

<sup>1</sup><https://www.thebalancecareers.com/top-ideas-about-what-employees-want-from-work-1919064>



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