

Five Ways to Make Today's Workers Happier*



In the wake of a global pandemic and seismic shifts in our culture and the way we work, people from all walks of life are taking long hard looks at their jobs—and deciding to leave. Many of those people are seeking more than just a better paycheck or a change of scenery, they're looking for something more. Something that makes their lives more fulfilling.

Here are a few ways you can help your current workforce find happiness right where they are.



Don't Just Delegate Drudge Jobs

Make daily work life more interesting by giving employees responsibilities that go beyond their assigned tasks. For example, offer them committee memberships that can influence product development, include them on decision making, or assign them to high-profile projects.

Offer Regular Reinforcement

This one's easy to do but also easy to forget. People want to know how they're doing, both in terms of meeting expectations and where they need improvement. So tell them. Offer rewards and recognition as well as coaching that leads to greater success.

First, Blame the System Not the Person

When a problem occurs--when a worker falls short on a task—focus first on the work system rather than the person. Analyze what factors may have led to the problem. If you conclude the individual, not the system, was at fault, try resolving any issues with that employee first, before heading to HR.

Continued

*Top 10 Principles of Employee Empowerment
<https://www.thebalancecareers.com/top-principles-of-employee-empowerment-1918658>



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Open Your Ears

The first step toward happier employees isn't you talking. It's you listening. Yes, you can guide workers by asking questions, but then allow them to express themselves. And don't be afraid to ask for advice or opinions.

Don't Forget Compensation and Titles

For employees, the basics are always the same. They want to feel properly compensated, appreciated, and rewarded. So monitor pay and development. Make sure you're offering training and opportunity for workers to learn new skills and promotions. Then recognize them—with increased pay and new titles—when appropriate.

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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