



## ***The Employee Experience and Your Organization***

In today's economy, there are many opportunities for skilled individuals. This job market offers employees the freedom to be selective in choosing the perfect job for them. The motivation behind their choice depends on many factors – pay, opportunities for growth, rewarding work, flexibility, social interactions, manager communications, and more. These factors are all elements of the most important part of an employee's time with your organization, and what ultimately makes your organization desirable - the employee experience.

The employee experience is made up of everything an employee goes through during their time with your organization. From day one, every interaction an employee has impacts their experience. When employees have a positive experience, they feel more personally fulfilled, satisfied, and engaged. Engaged employees are more likely to have a positive mindset when they come to work each day, performing their work well and staying at your organization longer.

Organizations who retain these high-performing employees gain the financial benefits of employee retention and the success associated with the work of a dedicated team. These organizations have a more motivated and engaged workforce, dedicated to performing their jobs well and driven to succeed. These employees exemplify your organization's reputation – contributing to why new employees will choose your organization, why they will stay, and what they will say long after they have left.

For these reasons, it's important that organizations focus on offering an excellent employee experience. Ensure employees have access to the resources to do their job, a comfortable work environment, and regular interactions with managers and peers. An excellent way of ensuring that employees receive the support and recognition associated with a positive employee experience is by putting a strategic recognition program into place.

A properly designed recognition program will align initiatives so that employees receive regular connection, from the day they are hired until their final day on the job. Employees will be supported through onboarding, recognized for performance achievements and tenure, they will have opportunities to develop skills and receive feedback, and will have opportunities for essential social connections.

In this time of employment opportunity, make sure your organization is putting their best foot forward to attract top candidates. Once you've hired these individuals, continue to take steps to retain your high performing people. Cultivating a reputation for a positive employee experience will give you an advantage over your competitors, setting your organization up for success.