

Give Your Employees What They Really Want

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Easy
Small Business HR

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Businesses spend a lot of time and energy thinking about the tangible job perks that they think is of the most value to their employees. If you were to ask a manager to write down the things that their employees value most, the list would most likely look a lot like this:

- Competitive Salary
- Health Insurance
- Paid Time Off
- Work Life Balance
- Flexible Work Schedule

The reality is, these are things that are extremely important to employees. But, there is one item missing from the list that is equally as important:

Your Feedback

Employees really want to know what you think about how they are performing on the job. They want to hear directly from you that you were pleased with how they handled a project. They also want to know when you think that they could have handled a situation differently, and welcome your advice and mentorship. Your staff just wants to know that you are aware of the work that they do and that you appreciate their efforts.

Employees don't want this feedback once a year during their performance appraisal. They want to hear in "real time" what you are thinking and feeling.

Sounds like a lot of work? It can be. Talking to your employees on a regular basis costs you nothing, but the pay off in terms of employee morale, and productivity is invaluable.

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