

# THE EMPLOYEE EXPERIENCE

A fantastic employee experience will boost retention, profit and productivity. Here's how.

## PRIORITY

[McLean]

Providing a great employee experience jumped from the average organizations' #5 most important priority in 2021 to the #2 spot in 2022.

## HOWEVER...

While the number of employers that say enhancing their EmpEx over the next several years is....



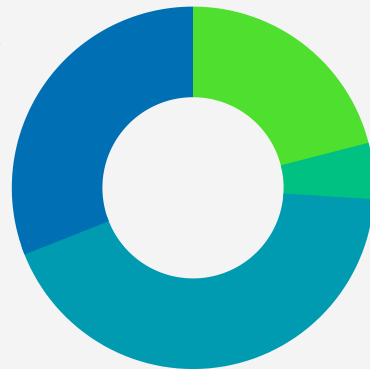
...the number of employers that currently have an EmpEx strategy integrated with their business strategy is only...



[WTWCo]

Furthermore, almost half of companies have no plans to revisit or adjust their **Employee Value Proposition (EVP)**

In Progress  
31%



No Plans  
43%

[McLean]

## THOSE WHO DO

[Qualtrics + WTWCo]

Organizations that do invest in EmpEx are found **11.5x** as often in Glassdoor's Best Places to Work, and **2x** as often in the American Customer Satisfaction Index, and are a full **2.7x** more productive than their industry peers.

## IN FACT,

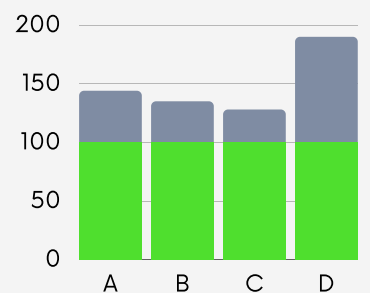
Companies with a defined EmpEx strategy are -

**44%** more likely to have a positive organizational culture

**35%** more likely to have engaged employees

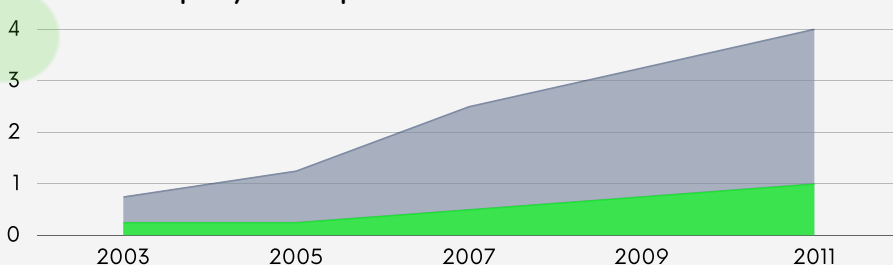
**28%** more likely to have positive overall worker wellbeing

**90%** more likely to have higher retention rates than their peers



[WTWCo]

Organizations with great cultures had a **4x** higher revenue growth rate over a decade than companies without great culture. An excellent culture comes from an excellent Employee Experience.



[Forbes]

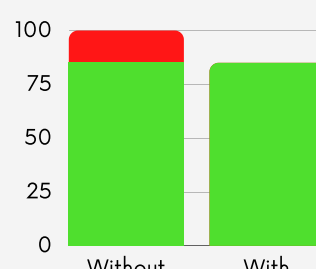
# THE QUESTION IS...

## How do you master the Employee Experience?

### FEEDBACK

A manager has to give honest feedback to their staff in order for them to be more productive, engaged, aligned, and ultimately, happy. At the same time, they should be open to similar feedback from their team - it builds trust and encourages them to be willing to listen.

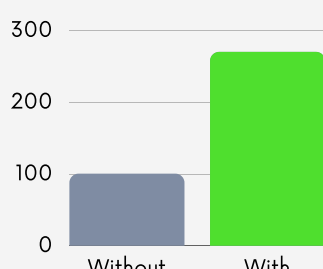
Organizations that implement regular employee feedback report 14.9% less turnover!



[Hubspot]

### RECOGNITION

Giving your team positive reinforcement and public recognition is massively rewarding for them, even if it's just on a subconscious level. For a lot of employees, it's on a conscious level - the **#1 reason most people leave their jobs is a lack of recognition.**



When employees are consistently recognized for accomplishments, they're **2.7x more likely** to be highly engaged.

[Quantum Workplace]

### CULTURE

There are countless elements that make up a great culture, including everything we've already discussed so far. Some underappreciated pieces of culture building include creating an effective and inspiring mission statement, creating an online social community, and promoting Diversity, Equity, and Inclusion (DEI).

It affects retention tangibly - in fact, organizations that don't prioritize DEI experience **1.6x more** voluntary turnover.



[McLean]

**These are only the first steps - check out our full handbook on mastering the employee experience here!**

**An excellent employee experience is waiting at HelloTeam.com. Book a demo with us today and join The Great Retention instead of The Great Resignation!**



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