

TOP 10 TIPS to Keep Your Employees Happy

10

Ask your employees how they feel valued and appreciated.

Not everyone feels appreciated in the same way. Many lean toward public recognition or tangible rewards. Some employees will feel more valued you offer them help on a project or a high five. Asking can make all the difference.

9

Find ways to show your employees their value.

Once you have learned how your employees feel valued and appreciated, make an action plan to show them their value. Put reminders and events on your calendar to continue your appreciation campaign throughout the year.

8

Provide your team with the best resources.

Nothing frustrates an employee more than feeling like they are unequipped to do an exceptional job. Regularly ask to see if they need anything which would help them be more effective at their jobs.

7

Create an enjoyable workspace

Allow your employees to decorate their workspace, socialize with their coworkers and feel comfortable in their environment. Employees are more effective when they have some downtime to check Facebook or read a chapter of their book during breaks.

6

Take time to truly listen.

When an employee comes to you make sure you're looking at them, showing understanding with a head nod or other acknowledgement, then follow through with a comment or action. Consider having regular meetings for employees to share with you where you just listen.

5

Show that you care.

If an employee shares an obstacle, personal or professional, follow up by asking if it's gotten better or improved. Ask what you can do to help or simply say, "Let me know if there's anything I can do." Your sincerity will show you care.

4

Make it personal.

By showing interest in the personal lives of your employees, your professional relationship will deepen. Saying, "Happy Birthday," asking about their kids or starting up a conversation about the big game goes a long way in building rapport. Reciprocate by opening up about your life too.

3

Make your workplace fun.

Keep your workplace fun by playing a game, doing some trivia or throwing out candy during meetings. Consider hosting an after work happy hour or team picnic on a nice day. Allow time for friendly competition such as March Madness or a Super Bowl pool. Teams who play together, stay together.

2

Execute a companywide employee engagement and satisfaction survey

As your company grows and changes, it's important to keep a finger on the pulse of your employees morale. Create an anonymous survey that lets your employees express their feelings about the organization, their leadership, their team and their role in it.

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Be the example.

Show your employees what you expect of them by setting the example. If you want all of your employees to show up on time, be on time. If you want them to be positive then show a positive attitude. Set the bar high for yourself and they too will strive to reach it.