

The

CYCLE OF EMPLOYEE EXPERIENCE *and*

HOW YOU CAN IMPROVE IT



1. ATTRACTION

- Be well-known in the industry
- Have a great company culture
- Make compensation and benefits appealing

2. RECRUITMENT

- Utilize employee referrals
- Use different recruitment platforms
- Be specific with qualifications



3. ONBOARDING

- Have a detailed job description
- Communicate the company values and vision
- Express expectations
- Follow up with them regularly



4. DEVELOPMENT

- Encourage responsibility for development
- Know their expertise
- Encourage external learning
- Recognize and reward



5. EVALUATION

- Recognize a good job
- Base evaluation on facts
- Train them to help reach personal goals



6. RETENTION

- Build a great relationship
- Communicate mission and aspirations
- Get feedback and check morale
- Understand their motivation



7. SEPARATION

- Find out the real reason
- Someone better would come along
- Ask for honest feedback
- Look ahead



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