EXPRESSTALKS

THE MODERN EMPLOYEE EXPERIENCE

Where Employers are Missing the Mark with Retention Key Takeaways

WHO IS THE MODERN-DAY EMPLOYEE?

GENERATIONAL MAKEUP

- 35% Millennials (1981-1996)
- 33% Generation X (1965-1980)
- 25% Boomers (1946-1964)
- 5% Generation Z (1997-present)
- 2% Silent/Traditionalist (1945 and earlier)

CHARACTERISTICS

- Tech Savvy
- Independent and Resourceful
- Positive Impact
- Meaningful Contributions
- Flexible
- Value Work-Life Balance

WHAT THEY WANT FROM A JOB, A BOSS, AND AN EMPLOYER

JOB

- Meaningful Work
- Understand Their Contributions
- Clear Goals and Expectations
- Challenging Work

BOSS

- Listens
- Coaches
- Recognizes Contributions
- Face-to-Face Communication

EMPLOYER

- Positive Culture
- Cares About Environment & Community
- Professional Development
- Up-to-Date Technology
- Competitive Compensation
- Policies and Perks



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Where Employers are Missing the Mark with Retention Key Takeaways (continued)

 WHERE EMPLOYERS MISS THE MARK – 7 REASONS YOUR BEST EMPLOYEES QUIT 1. Overworked 2. Not Challenged 3. Stifled 4. No Development Opportunities 5. Not Appreciated 6. Poor Compensation 7. Bad Boss 	
 6 WAYS TO ATTRACT AND RETAIN TOP TALENT 1. Define Mission and Values 2. Create a Positive Culture 3. Lead with Kindness and Care 4. Provide Development and Mentoring 5. Value the Employee Experience 6. Provide Adequate Technology 	
 ASK YOUR EMPLOYEES HOW YOU'RE DOING Have Conversations Conduct Stay Interviews Send Employee Surveys Consider and Act on Exit Interviews 	

When you have an organization with a mission and values tied to serving the greater good, with a high-performance culture that values people as human beings, and a manager who cares about your happiness, success, career, and your life; you can't imagine working anywhere else!



ABOUT EXPRESSTALKS

Created to host subject-matter experts in the employment industry, ExpressTalks is live streamed to provide employment-related topics in just 30 minutes. Visit ExpressPros.com/ExpressTalks for future events and on-demand links to topics you may have missed.