

5 TIPS TO KEEPING THE “Honeymoon Period” Alive With Your Employees



From the way you onboard your employees

to your daily interactions as a team, it's the **SMALL GESTURES** that help to retain your employees and make them feel loved.

According to *Harvard Business Review*, one study revealed the following list of positive results for “Employees who felt like they worked in a loving, caring culture”:



Higher levels of satisfaction and teamwork



Showing up to work more often



Job satisfaction



Committed to the organization



Accountable for their performance

Five Tips To Be Sure The “Honeymoon Period” Never Ends

When it comes to expressing your gratitude, there's a lot of great ways to spread the love. Here are five quick tips to make sure that the “Honeymoon Period” with your employees never ends:

1 Develop a Personal Relationship

From chats over coffee to weekly team lunches, take the time to listen to your coworkers' thoughts, goals and ambitions. You'll gain a new appreciation for their method of thinking, and your loyalties will deepen as you gain a new perspective of those around you.



2 Provide Support

While some weeks will feel like a walk in the park, other weeks are going to be extremely challenging. **Make sure you offer support to your coworkers, and look for ways to help each other out when the client has a last minute demand or you're running up against a tight deadline.** You'll feel great for assisting and your team will love you for it.



3 Invest Time

Investing your time in your coworkers makes a big difference. From weekly one-on-one meetings to team outings, it's important to understand the unique needs of each employee and create a plan tailored to helping them thrive. Include some wiggle room in your budget to ensure ongoing education opportunities and outings.



4 Give Praise

Make sure you're sharing positive praise with your coworkers. After JetBlue had implemented a program focusing on “peer-to-peer” recognition they found: “**For every 10% increase in people reporting being recognized, [they] saw a 3% increase in retention and a 2% increase in engagement.**”

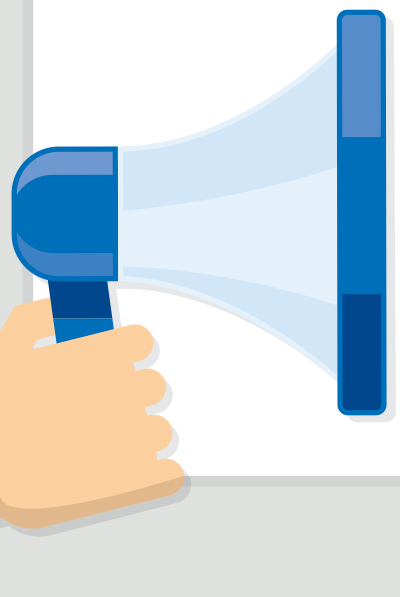


Here are a few ways to give praise:

- ✓ Departmental E-mails
- ✓ Gift Card
- ✓ Extra PTO Day
- ✓ Promotion
- ✓ Team Awards
- ✓ Bonus
- ✓ Thoughtful Gift
- ✓ Trophy

5 Communicate Daily

For any relationship to be truly successful, regular communication must take place. As companies continue to hire remote employees across multiple time zones and regions, this becomes even more important. Consider using your company intranet and video calls on a more regular basis to help employees feel connected wherever they might be.

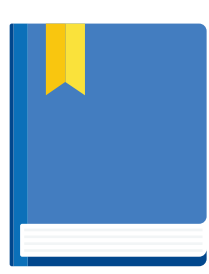
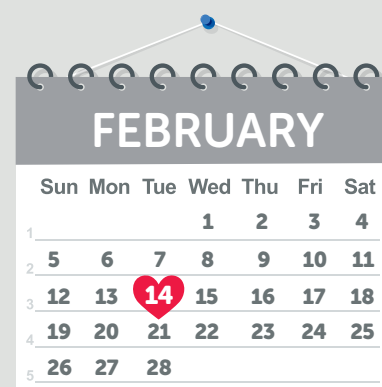


Research Shows That It All Begins With Your Candidate Experience

One study found

33%

“33% of employees knew whether they would stay with a company long-term after their first week.”



To help you get it right from the beginning, you can download our eBook, **Your Complete Guide to Onboarding From Decision to Day One.**

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Sources:
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