

GREAT PLACES

TO Work



The recipe for an amazing workplace consists of 8 simple ingredients – culture, engagement, mission, communication, trust, recognition, work-life balance, and professional development. Together, these elements make for an incredible work environment, sure to attract incredible employees.

1. Culture

An organization's culture can be seen in the behavior of the people within it and the values, vision, and traits that they share. A contagious culture is vital in distinguishing a great workplace from the rest.



46% of new hires fail within 18 months



89% of these failures are due to poor cultural fit

67% of workers believe that the most important aspect of a job is to have an employer with similar values



2. Engagement



Engagement is a telltale sign of a great workplace. Engaged employees are high-performing, loyal employees, and make for an active, happy, productive workplace.

Companies with engaged employees perform up to 202% better



Engaged employees are 87% less likely to leave the organization than the disengaged

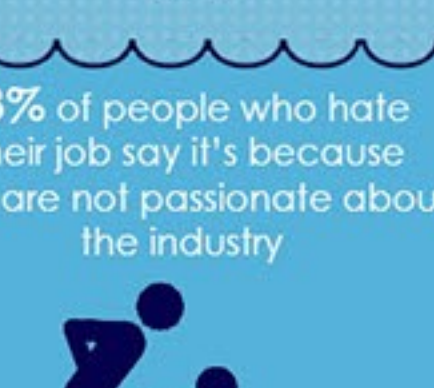


Many of the Best places to work encourage entrepreneurial spirit among their workers, with "Innovation Days" and encouragement to take smart risks



3. Mission

It's hard to love your organization when you don't love what it does. Unsurprisingly, companies that provide a sense of pride and purpose for their workers, are some of the best in the world.



54% of those who are proud of their company's contributions to society are engaged at work



73% of people who hate their job say it's because they are not passionate about the industry



4. Communication



Transparency and encouraging innovation makes employees feel like they're important to an organization, and keep them actively involved in supporting its mission.

In a survey of more than 210,000 American employees, less than half were satisfied with the information they received from management



60% of employees say they don't get enough feedback from upper management on their work



5. Trust

Employees value autonomy. Trust that they will be able to make the right choices without being micromanaged and you'll be rewarded with highly productive, efficient, and engaged employees.

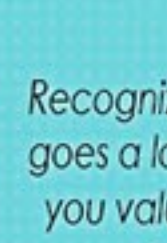


According to 90% of workers, the most valued attributes in workplace relationships are:

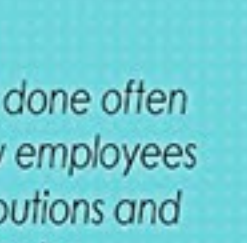
Honesty



Trust



Fairness



6. Recognition



Recognizing a job well done often goes a long way. Show employees you value their contributions and celebrate major wins.

Only 24% of employees are satisfied with the level of recognition they receive at work



70% of employees say meaningful recognition is priceless



7. Work-Life Balance

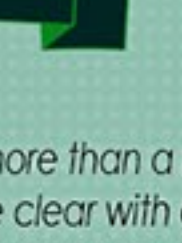
Supporting work-life balance and integration is an effective way of showing employees you care about them. Family-friendly benefits like paid leave, emergency backup care, and flex work demonstrate you're sensitive to their lives outside of work.



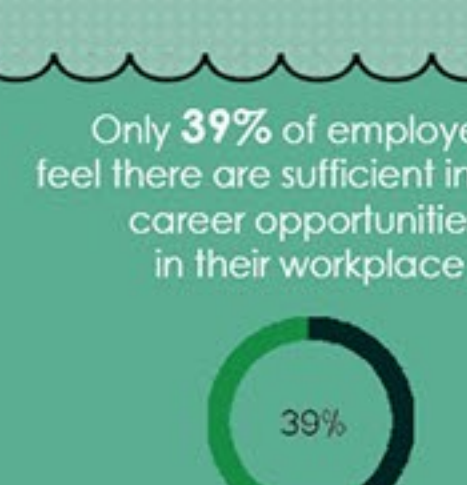
88% of workers consider work-life balance and culture to be essential



Only 28% of employees say they have a good balance between work and their spare time



8. Professional Development

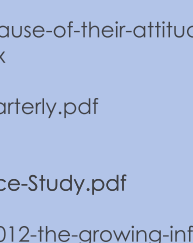


Employees want more than a paycheck out of their jobs. Be clear with employees about their professional development opportunities and how to take the next step in their career and they'll be able to stick with your organization for the long haul.

Only 39% of employees feel there are sufficient internal career opportunities in their workplace



Research shows that people who have access to career planning have high levels of satisfaction and less stress



This infographic was compiled by **Care.com** using data from the following sources

<http://www.forbes.com/sites/danschawbel/2012/01/23/89-of-new-hires-fail-because-of-their-attitude/>
<http://www.gallup.com/businessjournal/147383/secret-higher-performance.aspx>
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