



# New Year Employee Report

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## New Year Employee Sentiment Report

Workplace Insights from over 1,000 American Employees

## Manager Satisfaction

We asked respondents one simple question: “If you could change one thing about your manager in the new year, what would it be?”

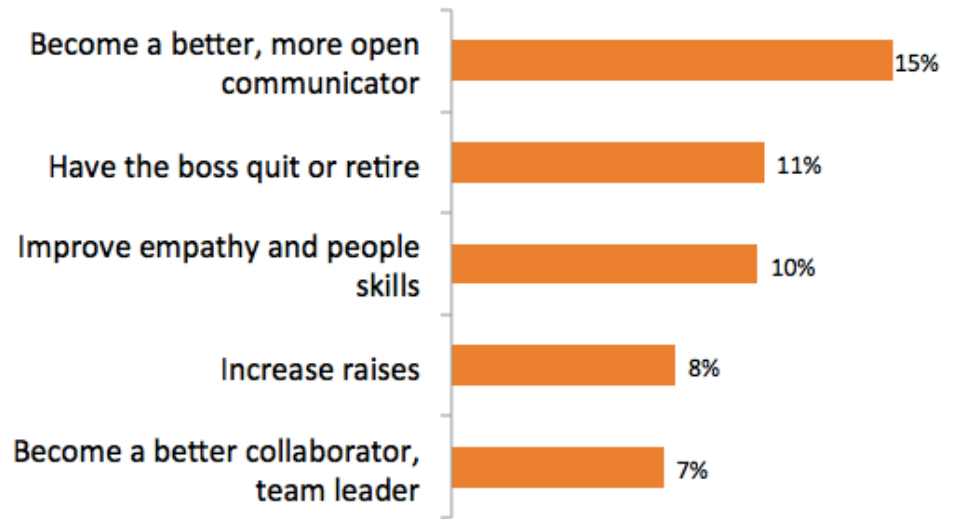
3 out of the top 5 responses focused on interpersonal skills and communication:

- *[I would have him be] more supportive and responsive to all staff.*
- *She needs to work on her people skills and needs to learn to listen...*
- *I would have my boss improve their communication skills to be more direct and empowering rather than passive aggressive and emotional.*

And some supervisors are just so bad they are irredeemable, making their departure the top 2 thing employees want to see from their boss.

**Conclusion:** There is significant room for supervisors to improve how they interact and communicate with their teams.

### Top 5 Answers Given When Asked “If you could change one thing about your manager in the new year, what would it be?”



## Workplace Satisfaction

Imagine being The Boss. We asked employees to do just that, and asked the question: “If you were promoted to be your boss’s manager in the new year, what’s the first thing you would change?”

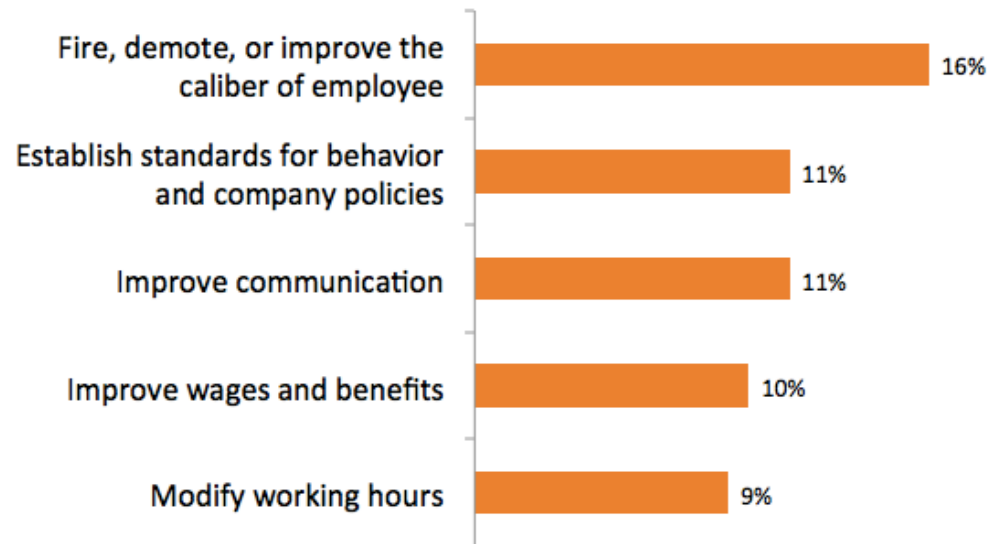
Amazingly, giving raises and improving work hours don’t crack the top 3! Instead, employees want to get rid of unnecessary colleagues, see more standardized procedures, and improved communication.

- *[I would] get rid of dead weight.*
- *[I would] make fewer policy exceptions.*
- *I would open channels to make employee voices heard.*

And yes, more money and better hours cracked the list at #4 and #5, respectively.

**Conclusion:** Peers have a huge influence on workplace satisfaction, and greater weight should be put on who is hired...and who is fired.

### Top 5 Answers Given When Asked “If you were promoted to be your boss’s manager in the new year, what’s the first thing you would change?”



## Recommendations

Employees would change a lot of things in their workplace...if only given the opportunity. It's time to be proactive and begin making some of those changes now:

- 1. Focus on who you hire:** Colleagues and supervisors make or break a workplace. That's why focusing on a candidate's cultural fit is just as important as assessing the skills he or she will bring to the table.
- 2. Don't let communication skills lag behind:** Open communication and transparency are much-desired characteristics of both a manager and a workplace. Employees want to know what is expected of them, and want someone to turn to for help and guidance.
- 3. Remember that manager = leader:** When you manage a team, the expectation are you that are a leader. This means collaborating on projects, scheduling regular 1:1 meetings, and giving your team something to rally around. Remember that your role is to make your employees be successful.
- 4. Consider non-financial perks:** Managers' hands are often tied when it comes to salary raises. But there are inexpensive perks that can be offered to improve general workplace sentiment. Consider flexible work hours, paternity leave, flex spending accounts, and fitness benefit, among others. These perks improve sentiment and show employees that you are invested in their wellbeing.

You have a great deal of control over your employees' desire to stick with you or run for the hills. Take stock of what they're asking for in the new year, because you can be sure your competitors are.