

# **ULTIMATE EMPLOYER RESOURCE GUIDE:** HAVE YOU MISSED ANY OF THESE FAVORITES?

Throughout the year, PrideStaff® provides advice and updates in blogs, eBooks, whitepapers, podcast episodes, webinars, and more. We've compiled these resources into a comprehensive guide to help your company hire, retain, and motivate its employees.

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## ATTRACT TOP TALENT

Learn about the latest trends in employment to find out what candidates are looking for in their next job. Our blog post, **Attract Top Candidates by Staying Up-To-Date on Employment Trends**, details how to tap into their needs and interests to attract and retain them.

### BECOME AN EMPLOYER OF CHOICE

What does it take to build a workplace culture that will make your company a destination employer? Read **How to Be the Employer of Choice** to find out. Learn how to build a reputation for being the company where people want to work, and top talent will seek your organization out.

### PROMOTE CULTURE TO ATTRACT TALENT

Our experts discuss the impact culture has on employee well-being and job satisfaction. Find out what can make a real difference in attracting and retaining talent in **Company Culture: Why It's Vital for Attracting and Retaining Top Talent**.

### BE A GREAT PLACE TO WORK

Paying a competitive wage and providing great benefits is just the first step to being a top employer. To meet the needs of employees, you must first understand what they are—and the best employers build service into the foundation of their business. Here's how you can **Become a Best-in-Class Employer**.

### UNDERSTAND CANDIDATE EXPECTATIONS

Listen to our podcast episode, **Special Series: Job Candidate Expectations**, to hear discussions of what today's candidates expect, what has changed, and how your organization can adapt to meet their needs and expectations.



## HIRE THE RIGHT PEOPLE

It's no secret that the key to a successful business is finding, attracting, and keeping the best possible talent. The question is how? Watch our Innovations LIVE webinar to learn about the **Future of Talent Acquisition** and consider these best practices:

### ENGAGED EMPLOYEES START AS ENGAGED CANDIDATES

Finding the right person for a job isn't easy. There's more to a candidate than meets the eye and what's on their resume. By learning **How to Spot a Highly Engaged Candidate in an Interview**, you increase your chances of hiring a highly engaged and valuable employee.

### GET THE RIGHT PEOPLE IN PLACE

Build a team that will give your company the resources you need to stay productive and profitable. Listen to our podcast **Special Series: Building Super Teams** to learn how to hire well and develop teams that work together efficiently.

### LOOK BEYOND THE RESUME

As a hiring manager, you typically see people at their best. How can you tell whether you have a promising candidate or just someone who looks good on paper? Keep in mind these **Key Differentiators That Separate Good vs. Great Candidates**.

### STOCKPILE A RESERVE OF TALENT

If you wait until your talent needs are critical, you'll always be playing catch-up with the competition. Talent stockpiling enables you to proactively build a pipeline of prospective employees and gain a competitive advantage. For more about the "why" and "how," download our eBook, **Leverage the Power of Talent Stockpiling**.

### AVOID MAKING THE WRONG HIRE

Hiring the wrong people can have severe consequences for any organization. Beyond the immediate financial implications, bad hires can impact team dynamics, productivity, and overall company culture. How can bad hires negatively impact your business in the long term? **Understand the True Cost of Bad Hires**.



## THINK OUTSIDE THE BOX WHEN HIRING

When talent is in short supply, employers must get creative in their approaches to hiring. The following resources offer outside-the-box hiring strategies you may not have considered:

### SPEAK THEIR LANGUAGE

Bilingual managers could be your key to opening up new hiring channels and getting the best from workers who are not native English speakers through clear communication. Nearly 70 million people in the United States speak a language other than English at home. [\*\*Could Recruiting Bilingual Managers Help You Overcome the Talent Crisis?\*\*](#)

### THINK SMALL FOR BIG RESULTS

Micro-recruiting is a targeted approach that enables companies to identify and tap into pockets of hidden talent to address their hiring needs. Rather than relying solely on traditional recruitment advertising methods, micro-recruiting involves leveraging personal networks, technology, data analytics, and social platforms to uncover individuals with specialized skills and experiences. Here are [\*\*3 Ways to Use Micro-Recruiting to Stockpile Talent\*\*](#).

### LOOK FOR TRANSFERABLE SKILLS

For companies to succeed, hiring managers must consider recruiting candidates with transferable skills. Transferable skills are abilities and competencies that can be applied across different roles, industries, or contexts. Find out [\*\*How to Recruit for Transferable Skills\*\*](#) and why it makes sense.

### RELY ON EMPLOYEE REFERRALS

A strong employee referral program gives you a competitive advantage. Referred employees typically take less time to hire, show greater productivity, and tend to stick around. It's worth exploring [\*\*How to Build Referral Pools That Attract Top-Performing Talent\*\*](#).

### OFFER SCHEDULE FLEXIBILITY

Increasingly, candidates seek more flexibility from their employers. Whether they have family obligations, school commitments, or simply want to work where and when they choose—they're looking for options. The reality is [\*\*Schedule Flexibility Could Help Attract More Talent\*\*](#).



## RETAIN TOP PERFORMERS

You've built a great team—that's the good news. The challenge is you must give them a reason to stick around. At a time when **resignations greatly outnumber layoffs**, consider these ideas to keep your best people happy on the job.

### PROVIDE FEEDBACK AND RECOGNITION

Employers must offer both if they want people to perform at their best, course correct if they've gone wrong, and maintain morale no matter what comes their way. **Do you know The Important Difference Between Feedback and Recognition** and how to balance the two?

### UPSKILL AND RETAIN

It's not easy for companies to keep their best employees engaged and committed. Increasingly, employers are turning to upskilling, a win-win for employees and managers. Consider these **Strategies for Retaining Employees Through Upskilling** to help you hang on to your best people and keep them motivated.

### SUPPORT YOUR TEAM

Today's workers—especially Millennials and Gen Z—prioritize mental health. If they experience excessive stress or negative impacts on their mental health in the workplace, they won't hesitate to find an employer that will prioritize employee well-being. **Could Mental Health Support Be the Key to Employee Retention?** Here's what you need to know.

### HELP THEM GROW WITHOUT LEAVING

Limited career growth opportunities can be a deal-breaker. People want to advance their careers—many would be happy to stay with the same company to do so. Give them a **clear path to grow without leaving**, or be prepared to wave goodbye.



## FOSTER EMPLOYEE ENGAGEMENT

Maintaining an engaged workforce requires thought, effort, and strategy—but it pays off. Motivated, happy employees improve productivity, morale, retention, and profitability. Making employee engagement a priority is a smart business decision.

### WHAT IS EMPLOYEE ENGAGEMENT?

It's difficult to pinpoint exactly what employee engagement is, but it includes feeling like part of a team. Engaged employees feel their work has meaning and their efforts are recognized and appreciated. For a deeper dive, read about the [Three Categories of Employee Engagement](#).

### WHY IS ENGAGEMENT IMPORTANT?

Engaged employees are enthusiastic about their work and happy to work for the company. They believe in the company's mission and embrace its values. Most of all, they value their jobs and contribute to the success of the organization. Consider these [5 Key Benefits of a More Engaged Workforce](#).

### KEEP EMPLOYEES ENGAGED EVERY DAY

Managers would be thrilled to find their employees fired up and eager to work every day, but that's not a realistic expectation. Even the most motivated employees require encouragement and support to do their best work—and consistent employee engagement doesn't happen by chance. [Here's How to Maintain an Engaged Workforce Throughout the Year](#).



## KEEP PEOPLE MOTIVATED

Do you want to inspire your people to go “above and beyond” on the job rather than going through the motions and doing only what is required? If you want to know how to get your employees to show enthusiasm and dedication for their work, read about **Motivating “Above and Beyond” Behavior in Employees.**

## SHOW APPRECIATION FOR YOUR EMPLOYEES

If you fail to appreciate your workers, you may not get the best from them or even lose them entirely. A recent report shows that employee recognition is worth the effort. Workers who feel appreciated are 56% less likely to seek new job opportunities. Learn **How to Show Staff Appreciation** and reap the rewards.

## INVEST IN PROFESSIONAL DEVELOPMENT

Companies that focus on personal and professional growth for their employees have a significant competitive advantage. Find out why **Providing Opportunities for Learning, Advancement, and Enrichment** is more than a good idea; it’s an investment in your organization’s future.

## REDUCE STRESS AND OVERWORK

In today’s competitive work landscape, employee well-being has emerged as a critical factor directly influencing productivity, morale, and overall success. With the increasing difficulty of finding qualified people to fill jobs, many businesses depend on their core teams to pick up the slack—making burnout a real threat to businesses of all sizes.

The strategic utilization of temporary support staff can foster employee well-being, prevent burnout, and strengthen teams. Discover ways to empower **Employee Well-Being Through Temporary Support Staff.**





## INCORPORATE DIFFERENT PERSPECTIVES

The reality is that people of all ages exist in the workplace. Don't you want them to do more than co-exist? Download our eBook, **How to Manage Generational Differences in the Workplace**, to attract, retain, and make the most of different perspectives.

### HOW DOES EACH GENERATION APPROACH WORK

Each generation approaches work a little differently. With so many generations working together, **understanding generational differences on topics** like quiet quitting is important to hiring and retaining this diverse workforce.

### ATTRACT TALENT WITH DIVERSITY

Diversity is not just a buzzword. **Today's younger workforce values diversity**. It's fundamental to their career choices and workplace expectations. To attract, engage, and retain top talent entering the workforce, companies must proactively embrace diversity and create inclusive environments.

### DRIVE DEI IN YOUR ORGANIZATION

Diversity is critical in today's interconnected business environment. A hiring process that welcomes candidates from all backgrounds is crucial to achieving a diverse workforce. Here's **How to Create an Inclusive Hiring Process for a Diverse Workforce** that will eliminate bias, enhance representation, and attract top talent from various backgrounds.

### WELCOME THE DIVERSITY OF VETERANS

Veterans bring unique skills, experience, and attributes to the workplace. They are an inherently diverse workforce from small towns, big cities all over the country, and all walks of life. The **value veterans bring to the workplace with their unique skills**, experience, and other qualities make hiring them a worthwhile addition to any organization.





## HOW PRIDESTAFF CAN HELP YOUR BUSINESS

PrideStaff helps organizations build teams that are adaptable, innovative, and aligned with their long-term objectives. Our **locally-owned offices** can provide the support and resources your business needs to grow and thrive.

### ADD FLEXIBILITY TO YOUR WORKFORCE

PrideStaff can help you develop a flexible staffing strategy, empowering you to quickly **scale your staff up or down** to adapt and thrive in any situation.

### TAKE A STRATEGIC APPROACH TO WORKFORCE PLANNING

Businesses that engage in strategic planning are better equipped to anticipate market shifts, adapt to technological advancements, and keep up with changing consumer behaviors. PrideStaff can help you **future-proof your business** by building a strategy that turns uncertainties into opportunities.

### SAVE TIME AND MONEY

When you work with PrideStaff, your company gains agility which is essential to business success. We offer strategies to help you save money, improve workforce management, and boost your bottom line. Read about how partnering with PrideStaff can help you **lower hiring costs, increase flexibility, reduce turnover**, and more!

### OVERCOME OBSTACLES AND THRIVE

Obstacles like finding the right talent, adjusting to economic fluctuations, or managing seasonal demands can seem daunting. At PrideStaff, we understand the complexities of your business challenges and offer **tailored solutions to help your business thrive**.







# PRIDESTAFF®

Part of how we live Our Mission to “Consistently provide client experiences focused on what they value most” includes sharing valuable information to help employers succeed. We do the research, talk to the experts, analyze the statistics, and present it all for free—and it’s available to anyone. Contributing to the success of the communities we serve is important to us.

[pridestaff.com](https://pridestaff.com)

## ADDITIONAL RESOURCES:

[Blogs](#)

[Podcasts](#)

[Whitepapers](#)

[eBooks](#)

[Webinars](#)

[Videos](#)