





Reasons for the failure of Employee Experience Initiatives...



Calibrating Expectations...

Employee expectations are relative, influenced by multiple factors and sometimes infeasible to implement



Personalizing the day to day experience...

Lack of full visibility into what each employee wants doesn't allow customizing their day to day experience



Shaping memories—both good and bad...

Organizations often focus on responding to negative experiences that don't matter much to employees

Here are a few ways to improve Employee Experience...



Employ individuals with diverse backgrounds to improve your perspective and problem-solving skills



To calibrate experiences, take a long view, focus on salient events, not smaller incidents



Provide each employee with a set of relevant choicespersonalized suggestions for training opportunities etc.



Involve employees in creating a company wide-'Experience Vision':

- Ask them what changes they would implement
- What makes them excited to come to work

To get deeper insights into how you can leverage 'iEngage' to craft stellar employee experiences, write to us at nitinbehki@saltodeefe.com



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