



10 Tips for Maximizing Employee Satisfaction

1. Be clear in expressing job expectations and what leads to success with the company; also share the company's vision, mission, values, policies, and any other information employees are expected to know or follow.
2. Recognize when employees contribute to the company's success; thank them with words and thoughtful gestures.
3. Be accessible; designate times to communicate with employees individually and in groups, including hearing their concerns and suggestions.
4. Help employees identify and grow their strengths through coaching and mentoring; identify pathways for advancement where possible.
5. Be vulnerable; share challenges you have experienced and what helped you overcome those challenges.
6. Support employee mental wellness by encouraging work-life balance and offering flexibility where possible, especially where people have responsibilities such as child care, elder care, etc.
7. Be aware of your company's workplace culture including unwritten "rules" about how things are done; encourage positive relationships and connections between co-workers so people feel like part of a team. Team building activities, staff lunches, and employee resource groups are a few ways to strengthen ties.
8. Where possible, help employees to feel a sense of control and autonomy in their work; avoid micro-managing.
9. Where possible, provide stability. Most people struggle with unpredictability, especially if it risks their ability to meet financial commitments.
10. Help people to find meaning in their work – how do their efforts benefit themselves, their families, their community, your customers, the boatbuilding sector and related sectors, the provincial economy, etc.