

WHAT CANDIDATES WANT IN 2020

Here’s a list of values that are important to high quality candidates in today’s workplace. How well do you and your organization meet each of these? If not, how can you?

Mentioning these early in your job postings is a great way to attract more candidates.

Value	Description
Open Communication	People are empowered to express ideas openly at all levels
Shared Values	Staff is aware of the organization’s values and shares in its focus.
Honesty	Workers sense equity and integrity in all activities. Fairness and straightforwardness are the accepted norms.
Trust	The organization recognizes the character, ability, and honesty of individuals within the organization.
Respect	Everyone is considered worthy of high regard.
Fairness and Equity	There is freedom from bias to enable one to do what is right or proper.
Supportiveness	Employees encourage others during difficult periods. Each person supports team members’ strengths and limitations.
Opportunity for Advancement	Promotions and opportunities for growth are available based solely on one’s qualifications.
Fact Based Decision Making	The organization objectively decides on solutions without regard to the way things have always been or other subjective measures.
Constructive Feedback	Feedback is healthy and moves employees toward personal and business goals while increasing their productivity.
No Fear Work Environment	Politicking, disrespecting ideas, surprise attacks, and mean-spirited behavior are not supported.
Flexible Work Environment	It is accepted that there are many ways to accomplish a task. Work is accomplished and measured based on productivity and not on hours.
Accountability and Responsibility	Individuals are held accountable and responsible for accomplishing goals and tasks. True empowerment exists not just in words, but in actions.
Risk Taking	People are supported for taking risks. When risks do not work out, the outcome is seen as a learning lesson and not a fault.
Family / Work Balance	Organization respects the balance of work and family. Employees are not required to put either at risk in order to be seen as loyal or be promoted.
Cross-Functional Team	People are trained for a variety of functions and processes in order to increase knowledge and productivity and work together effectively.
Diversity	Organization strives to achieve sensitivity to all cultures in the workplace.
Training	Capacity and availability exist for one to learn at an accelerated pace.
Casual Dress Code	Focus is on productivity and not clothing. Flat organization employees can communicate and work within all factions of the organization.