

# TeamBuilders International

A DESIRABLE WORK ENVIRONMENT combines a focused, yet flexible atmosphere with open communication at all levels. Ambitious employees thrive on challenging, goal-oriented work - and organizations able to provide it have the advantage.

To find the ideal match between company and employee, many organizations have tailored the interview process to focus on attitude, personality, and goals--as opposed to experience and educational background. The employees they are searching for display intelligence, openness, creativity, and a strong work ethic.

The typical Fortune 500 company can rarely provide the type of work environment or culture needed to attract the best of this new breed of employees. By leveraging their resources to provide an efficient, yet flexible work environment, small businesses can define a culture within the organization that's tailored to their specific needs.

Many companies are finding that it is here, as opposed to compensation, where retention of talented employees can be increased. Below is a short list of some of the most compelling work environment factors in attracting and retaining top employees.

- \* Entrepreneurial environment - Talented employees are motivated by the opportunity to be a part of an actively growing company where they can make a difference.
- \* Relaxed dress code - Many companies of all sizes have discovered their employees are more relaxed, and thus, more efficient when the dress code is not as strict.
- \* Diverse responsibility - A work environment where employees are continually challenged is ideal for attraction and retention.
- \* Great teamwork - An atmosphere where teamwork is key leads to motivated, satisfied employees who feel a stronger connection to their co-workers.
- \* Flexible schedules - By working around their employees' commitments outside of work, organizations establish a flexible work environment focused on performance, as opposed to a "punching the clock" mentality.
- \* Open feedback and communication - Talented employees thrive on making an impact, and usually have valuable ideas and feedback. Leverage this strength, and companies take steps in retaining their top employees.
- \* Mentors and coaches - Most successful small companies do an effective job of mentoring and coaching, as opposed to managing and supervising. The difference lies in useful interaction between employees, as opposed to a typical corporate structure.