



Discover

Discover Assessments





Hey there,

Let us send you a warm welcome to the winter issue of our newsletter, which is here to give you a sneak peek into the ever-evolving world of recruitment and hiring. Before we take you through the essentials, we would like to show our gratitude to everyone who took the time to write or talk to us about our previous issue on [**HR Trends Influenced by the Pandemic**](#)

Industries, companies, and teams around the globe have spent the last two years adapting to the pandemic's aftermath. Gone are the days when people sitting in their cubicles was a common sight. With every business process moving online, the hybrid workplace is here to stay. It comes as no surprise that this new way of working has had an incremental impact on the recruitment processes followed by companies, be it big or small. Hiring managers and recruiters must be vigilant in adding a new employee to their workforce as one wrong hire can not only waste your hard-earned moolah but can also adversely affect the work environment for other employees. In this issue, we'll share some super-effective yet easy to implement steps to develop high-achieving employees.

We value your feedback on us and what we do, so [**get in touch**](#) if you have any questions or concerns about our profiling solutions.



Steps to Create High-Achieving Employees!

No doubt the pandemic has given enough reasons for a malaise to permeate work teams in any organisation. However, you would obviously want to have go-getters in your team who push your organization to reach its ultimate goals.

To guide them and help them figure out the means to do so, here's what you should do:

- Create professional, and financial buckets to organize the goals of each individual in your team. By doing so, you get a solid understanding of what motivates, inspires, and pushes your team ahead.
- Take a holistic view of your team's personal lives. No matter how fun it may seem to find employees working for your company for 20 hours a day, that isn't the reality. As a recruiter or leader, you must ensure that your workforce is able to work and fund an impactful personal life.
- Start the conversation in a periodic fashion to ensure that their goals are aligned with that of the organization's objectives. Pen down what they share and make sure to be a patient LISTENER.
- Don't stop at only listening. DIG DEEPER! Employ the SMART framework and run through the different goals and objectives your team has stated in the previous step. Identify ways how you accommodate all or at least most of them.
- Empower your team via rewards, recognitions, and powerful means of appreciation. Stay focused on why you are investing your time and effort into this exercise and be patient to repeat the process till the ultimate goal is achieved.

Every business leader desires results-oriented team members, and the key to getting there is assisting them in setting clear goals for themselves. Follow the steps mentioned and be ready to embrace a team filled with high-performing employees.

To know more about our gamified assessments and expedite your hiring process, visit our website:

<https://discoverassessments.com/>