

TOP 5 MISTAKES KILLING YOUR TALENT MAGNET

IF YOU'RE STRUGGLING TO ATTRACT AND KEEP GREAT TALENT, CHANCES ARE YOU'RE MAKING ONE OR MORE OF THESE COMMON—BUT FIXABLE—MISTAKES. USE THIS GUIDE TO SPOT THEM EARLY AND TAKE ACTION.

1. IGNORING EMPLOYEE FEEDBACK

WHEN LEADERSHIP DISMISSES OR OVERLOOKS EMPLOYEE FEEDBACK, IT ERODES TRUST AND MORALE. LISTENING AND RESPONDING TO FEEDBACK BUILDS A CULTURE OF RESPECT AND INCLUSION.

2. OUTDATED OR UNINSPIRING JOB DESCRIPTIONS

GENERIC OR OUTDATED JOB POSTINGS FAIL TO ATTRACT HIGH-PERFORMERS. MODERN CANDIDATES WANT CLARITY, PURPOSE, AND A GLIMPSE INTO YOUR CULTURE.

3. WEAK OR MISSING ONBOARDING

A POOR ONBOARDING EXPERIENCE LEADS TO EARLY DISENGAGEMENT. EMPLOYEES NEED STRUCTURED, SUPPORTIVE ONBOARDING TO FEEL WELCOMED AND EQUIPPED TO SUCCEED.

4. NO RECOGNITION OR REWARD SYSTEM

FAILING TO RECOGNIZE YOUR PEOPLE LEADS TO DEMOTIVATION. CONSISTENT APPRECIATION AND MEANINGFUL REWARDS BUILD LOYALTY AND RETENTION.

5. LEADERSHIP MISALIGNMENT

WHEN LEADERS DON'T MODEL THE VALUES THEY PREACH, CREDIBILITY SUFFERS. CONSISTENT BEHAVIOR AND MESSAGING ACROSS LEADERSHIP IS CRITICAL TO MAINTAINING TRUST.

