

What Employers Expect from Employees

By Kaimsha Anderson, Employment Coach for Careers That Heal

Employers are looking for employees who have a positive attitude.

An employee with a positive attitude ***is expected to:***

- Have a pleasant demeanor.
- Be courteous.
- Have good posture and excellent hygiene and know how to dress appropriately.
- Have an optimistic outlook. They see tasks as potential opportunities, rather than insurmountable problems.
- Show enthusiasm for the job. Even without being hired, they already engaged in problem-solving tasks related to the job. They listen actively and ask insightful, pertinent questions.
- Be willing to work hard.
- Be reliable, dependable and trustworthy. Employers may check references to confirm impressions they form from the interview.
- Be a team player who enjoys collaborative efforts and gets along with people.
- Fit in with the organization.

Employers expect employees to fit into the work environment.

Employer's viewpoint:

- Generally, employers assume that a person applying for a specific job is familiar with the typical working environment.
- If an applicant accepts a job offer, they also accept the environment that goes with the job.
- Certain conditions are negotiable, but they vary greatly from one job to another.
- It is typically the employee's responsibility to propose any changes, before they are hired.

Aspects of the work environment are sometimes negotiable. For instance, an employee may accommodate your request for flexible work hours or a desk or office of your own. You are

most likely to get what you want if you:

- Are well-informed about the work setting.
- Know what kind of work setting you prefer.

Employers expect employees to get along with co-workers.

Employer's viewpoint:

- Employees who can collaborate with their co-workers are likely to boost the productivity of the company.
- Employees working together as a team are more effective at meeting goals.
- Successful team efforts lead to high morale and a happy workplace.
- Less time is lost mediating conflicts between employees.