



Making Work Suck Less by Fixing Broken HR Systems

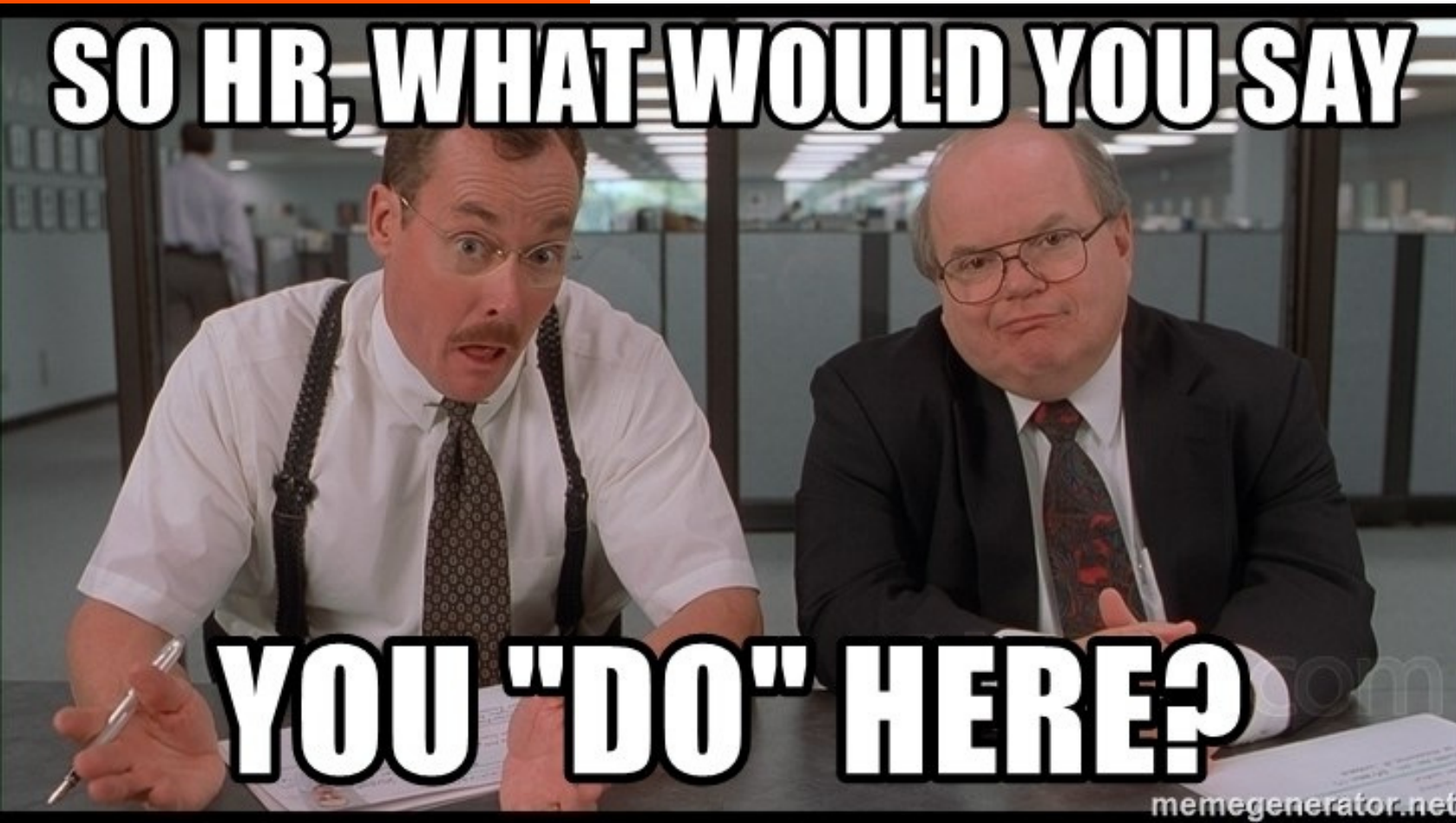


SCAN ME



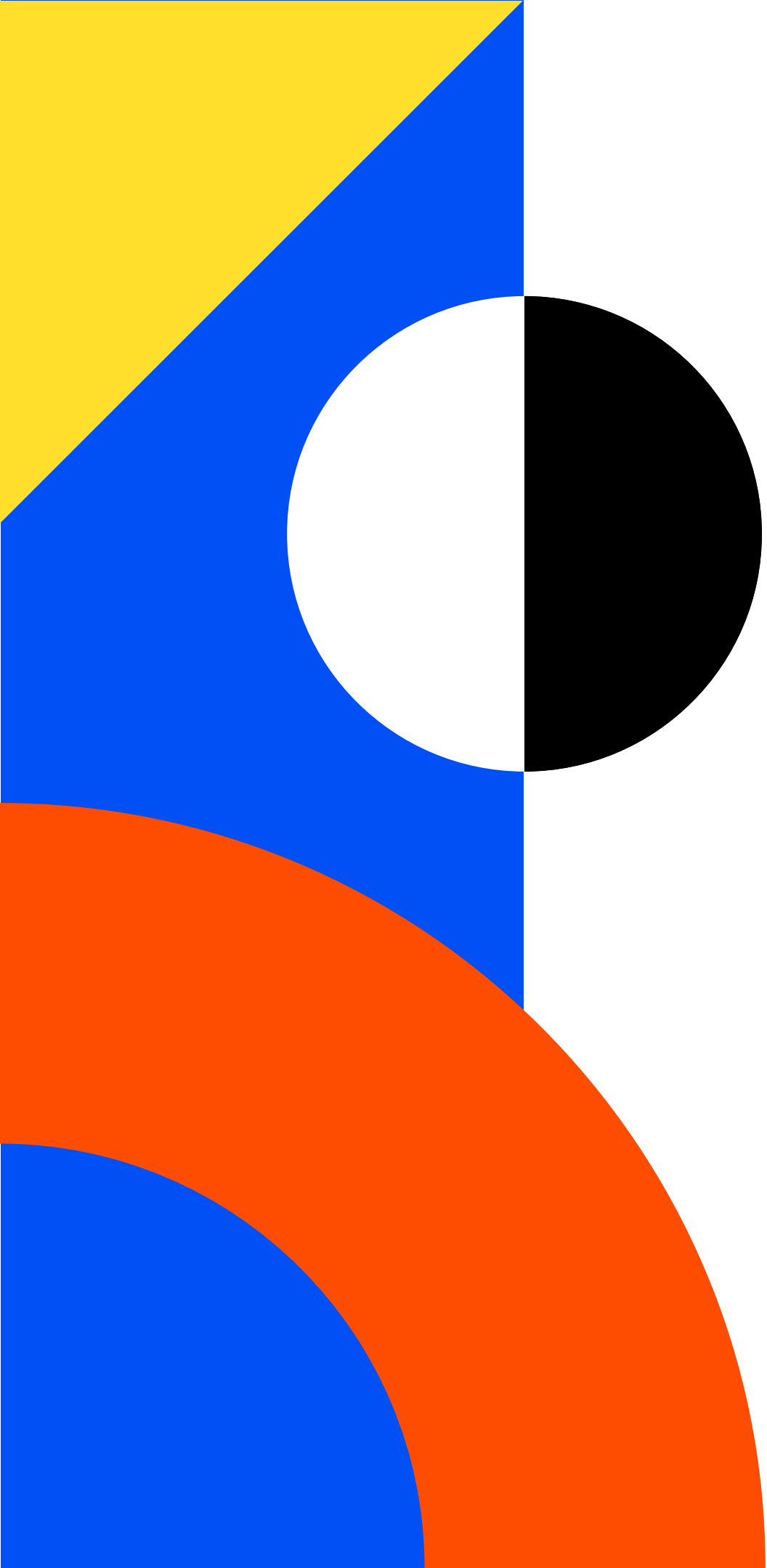
SCAN ME





**What Value Do
You Bring To Your
Organization?**





Together we will...

- 1 Explore HR Systems that are inherently broken and ineffective
- 2 Discuss why we need to focus on humanity and empathy
- 3 Identify ways to infuse humanity and empathy into your HR Systems



Human Resources

The people who make up the workforce of an organization, business sector, industry, or economy.

System

A set of principles or procedures according to which something is done; an organized framework or method.

Applicant Tracking Systems

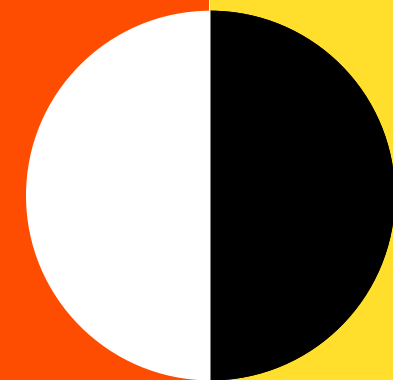
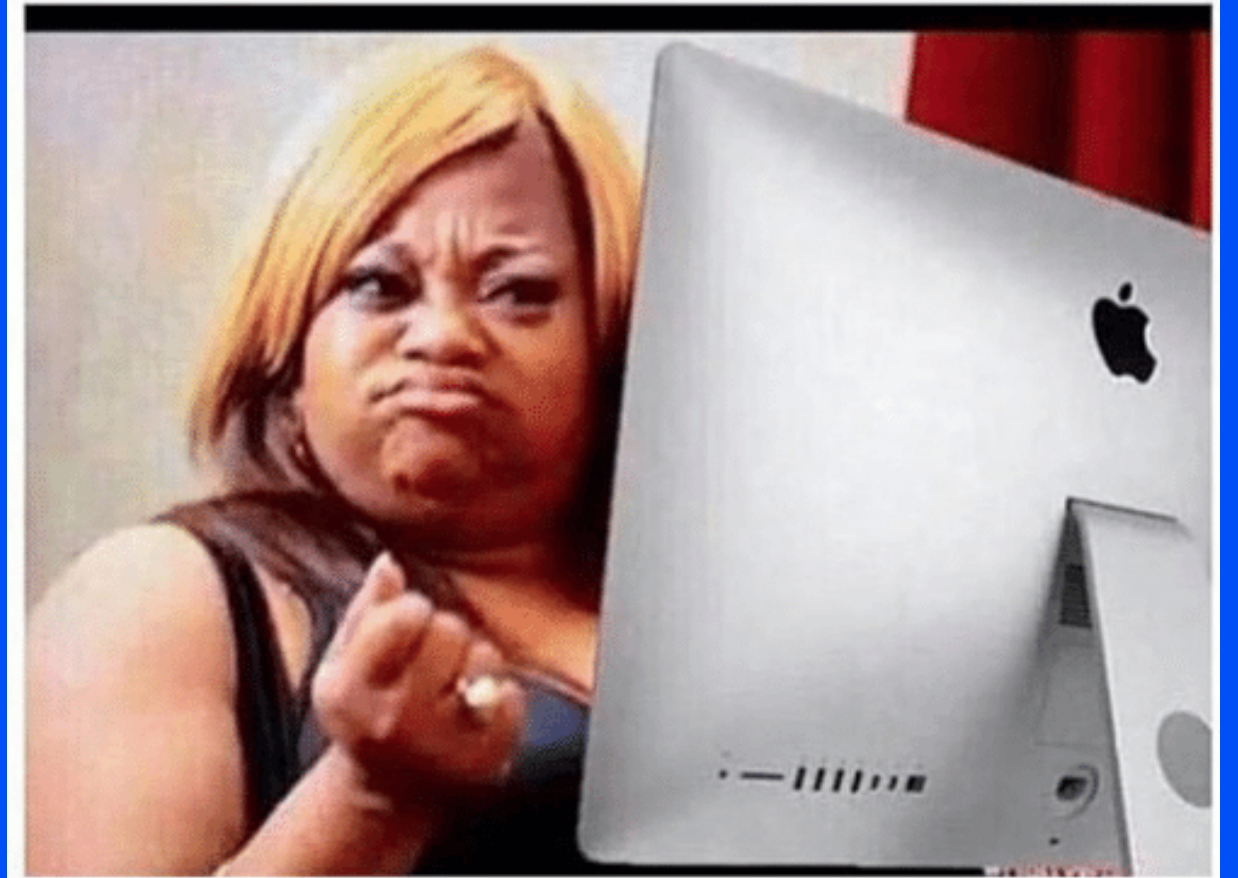
92% never complete the application

Average: 51 clicks to complete an application



SOURCE: [HTTPS://WWW.SHRM.ORG/RESOURCESANDTOOLS/HR-TOPICS/TALENT-ACQUISITION/PAGES/MOST-PEOPLE-NEVER-FINISH-ONLINE-JOB-APPLICATIONS.ASPX#:~:TEXT=ACCORDING%20TO%20APPCAST%2C%20ONE%20OF,IS%20A%20WHOPPING%2092%20PERCENT](https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/most-people-never-finish-online-job-applications.aspx#:~:text=According%20to%20APPCAST%2C%20one%20of,is%20a%20whopping%2092%20percent)

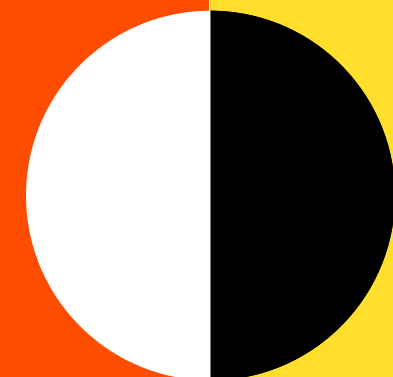
When you upload your resume, and then on the next screen it asks you to manually input your employment history



Employee Monitoring Software

60% of employers report using some kind of "Bossware" to monitor employees.

SOURCE: [HTTPS://WWW.NYTIMES.COM/WIRECUTTER/BLOG/WHAT-TO-DO-ABOUT-BOSSWARE-EMPLOYEE-MONITORING/](https://www.nytimes.com/wirecutter/blog/what-to-do-about-bossware-employee-monitoring/)



Employee Survey Fatigue

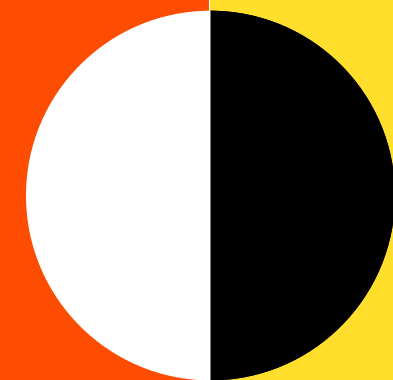
77% want feedback more than once per year

92% of employees want their org to listen to feedback

7% say their company acts on feedback



SOURCE: [HTTPS://WWW.QUALTRICS.COM/BLOG/EMPLOYEE-SURVEY-FATIGUE/](https://www.qualtrics.com/blog/employee-survey-fatigue/)



**These systems
were created from a
place of **fear**,
lacking **empathy**.**



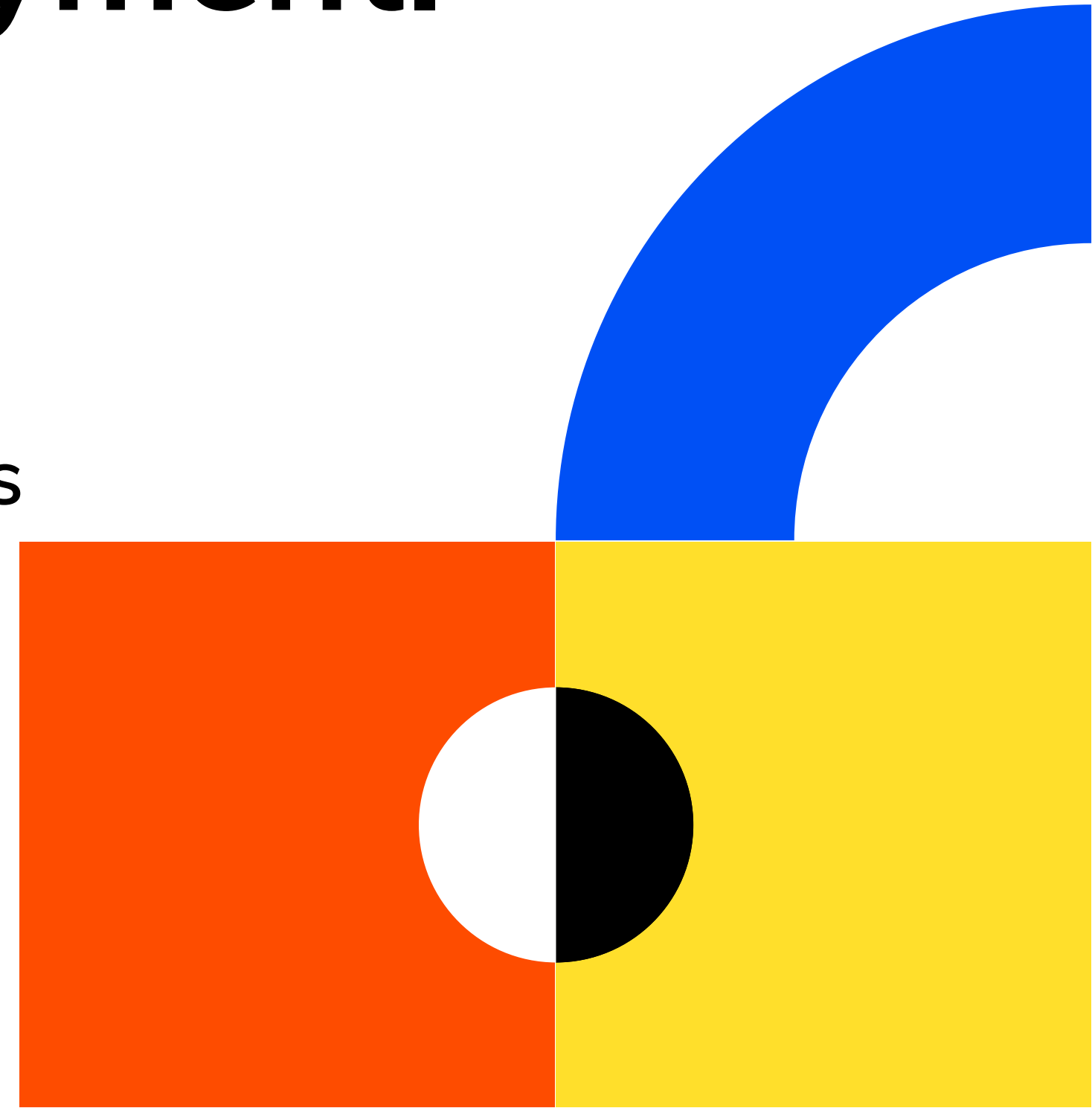
In 2030, Gen Z will account for 30% of total employment.

They are seeking workplaces that...

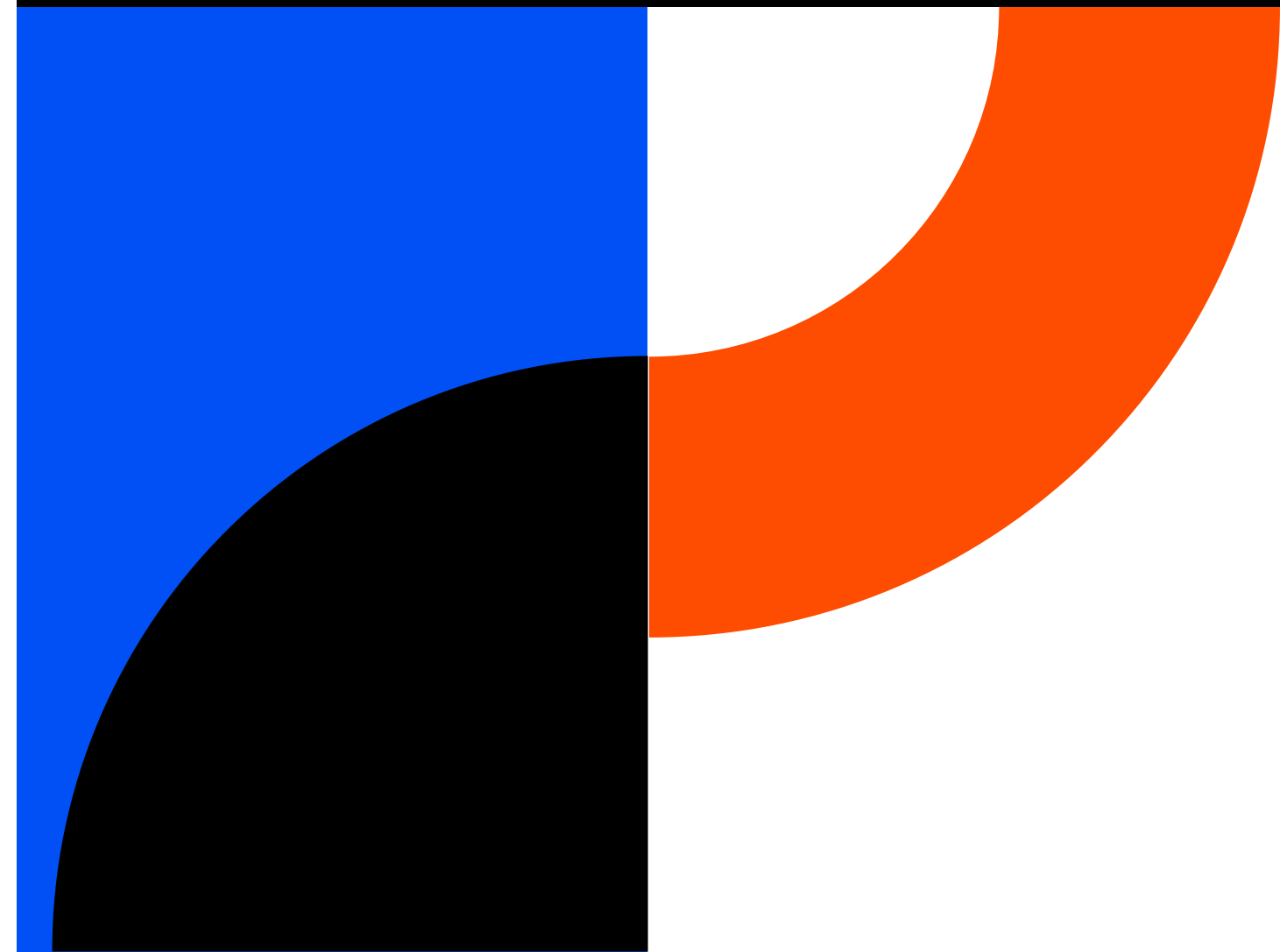
- Communicate and demonstrate values
- Prioritize learning
- Create diverse and inclusive workplaces
- Foster Ethical leadership



SOURCE: [HTTPS://WWW.WASHINGTONPOST.COM/TECHNOLOGY/2022/08/11/GEN-Z-WORKFORCE-HYBRID/](https://www.washingtonpost.com/technology/2022/08/11/gen-z-workforce-hybrid/)



If employees
described your
workplace, does the
word **trust** come up?





**Is it too good
to be true?**

Establish Trust Through Transparency

EARLY 1900S ANTARTIC EXPEDITION

MEN WANTED
FOR HAZARDOUS JOURNEY, LOW
WAGES, BITTER COLD, LONG
MONTHS OF COMPLETE
DARKNESS, CONSTANT DANGER,
SAFE RETURN DOUBTFUL,
HONOR AND RECOGNITION IN
CASE OF SUCCESS.

ERNEST SHACKLETON

4 BURLINGTON ST.





milwaukeepubliclibrary

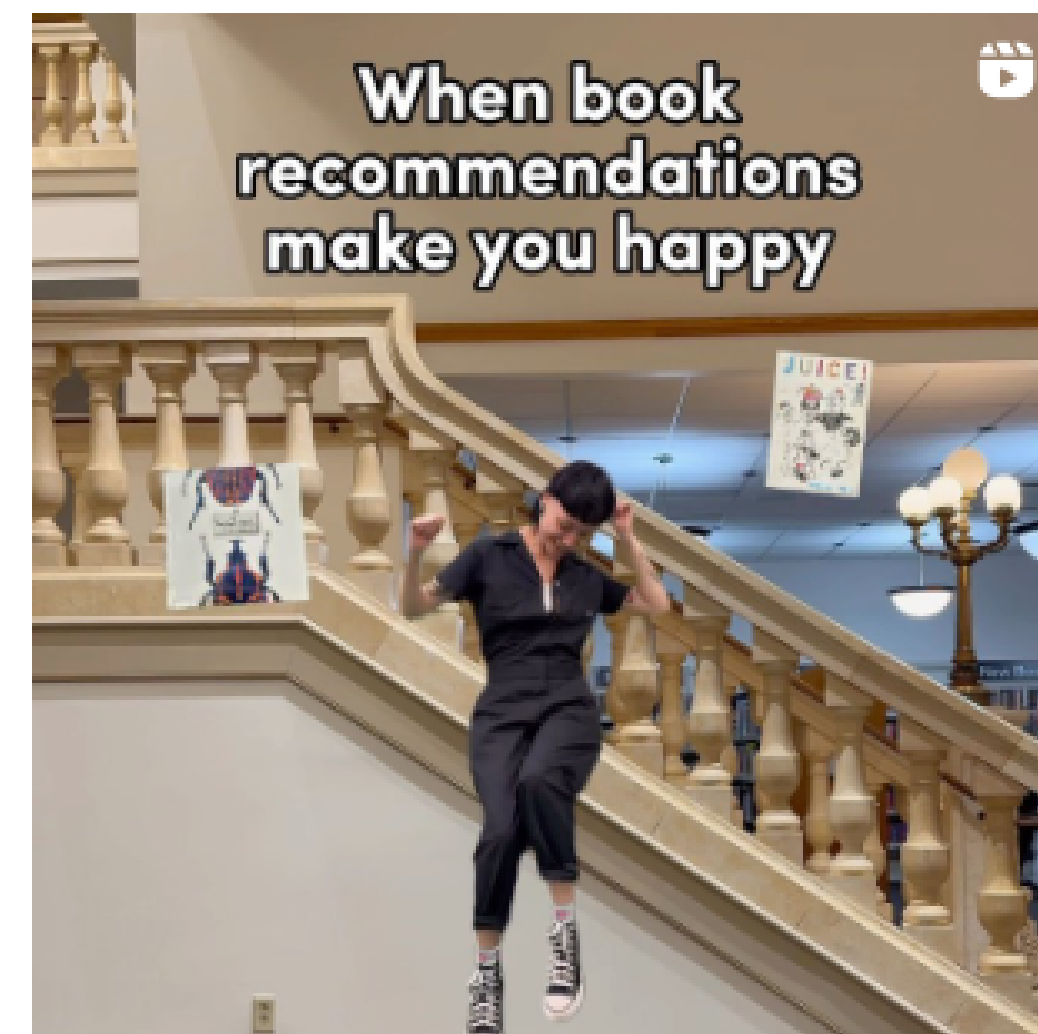
Milwaukee Public Library

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117 Following **104.1K** Followers **3.6M** Likes

Inspiration starts here - we help people read, learn, and connect.

linktr.ee/milwaukeepubliclibr...



milwaukeepubliclibrary ✓

Follow

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1,424 posts **158K** followers **1,102** following

Milwaukee Public Library

🎨 @MPLCreates

📖 @MPLSpecialCollections

sprout.link/milwaukeepubliclibrary

Followed by samsum.art, austinchanning, annhandley + 1 more



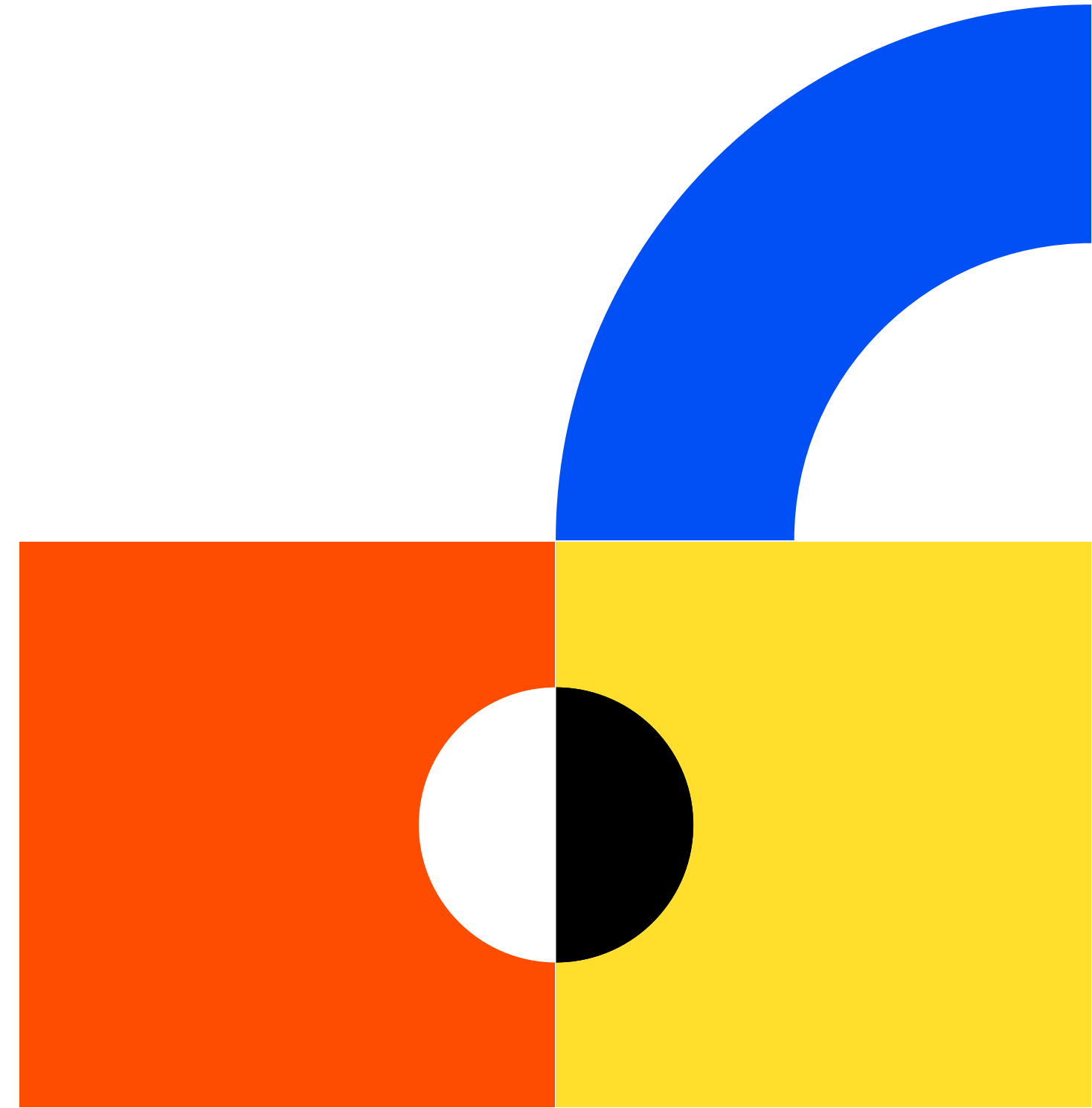
High Trust Organizations

76% more engagement

40% less burnout



SOURCE: [HTTPS://HBR.ORG/2017/01/THE-NEUROSCIENCE-OF-TRUST](https://hbr.org/2017/01/the-neuroscience-of-trust)



55% of CEOs believe a lack of trust is a threat to their organization.



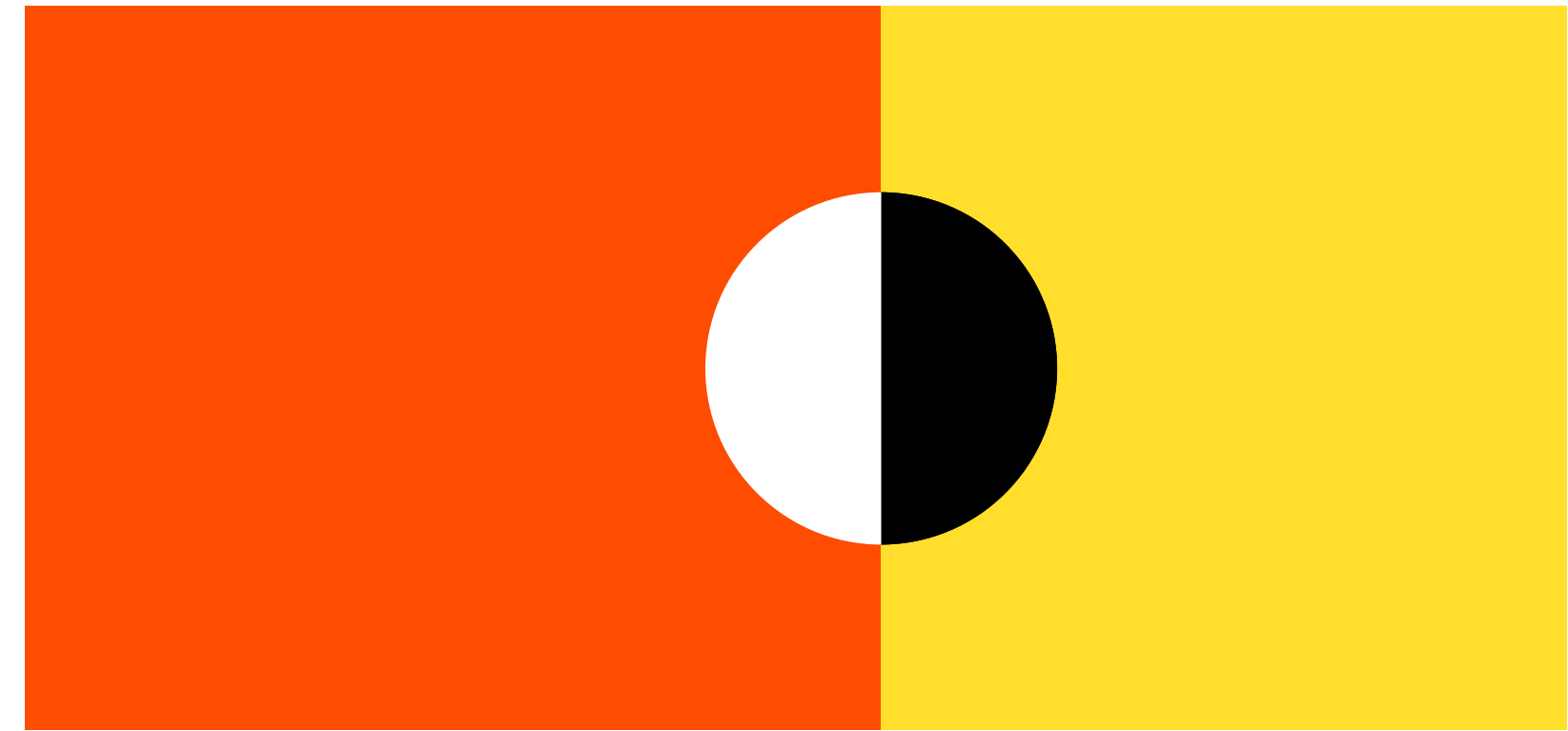
SOURCE: [HTTPS://HBR.ORG/2017/01/THE-NEUROSCIENCE-OF-TRUST](https://hbr.org/2017/01/the-neuroscience-of-trust)



But most have done little to increase trust because they don't know where to start.



SOURCE: [HTTPS://HBR.ORG/2017/01/THE-NEUROSCIENCE-OF-TRUST](https://hbr.org/2017/01/the-neuroscience-of-trust)





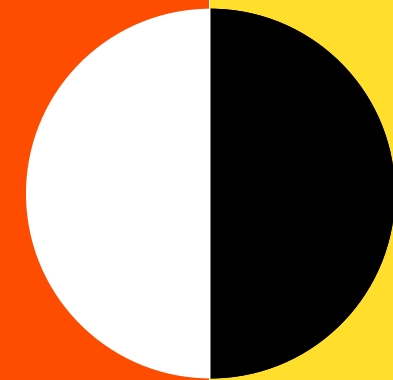
**INTENTIONALLY
BUILDING
RELATIONSHIPS**



Share Your Story

Why are you at your organization?

Why do you choose to stay?



Performance Evaluations

91% of companies conduct them annually

Cost a Fortune 500 Company \$2.4 million per year in lost time

Only 14% of employees feel inspired to improve after

SOURCE: [HTTPS://WWW.FORBES.COM/SITES/FORBESHUMANRESOURCESCOUNCIL/2020/02/19/HERES-WHAT-CAN-HAPPEN-WHEN-COMPANIES-GET-RID-OF-PERFORMANCE-REVIEWS/?SH=40165D155451](https://www.forbes.com/sites/forbeshumanresourcescouncil/2020/02/19/heres-what-can-happen-when-companies-get-rid-of-performance-reviews/?SH=40165D155451)





PERFORMANCE EVALUATIONS



The place to start...

What do you need?

Consider some High-Trust Factors:

- Whole-Person Growth
- Vulnerability & Transparency
- Recognition & Appreciation

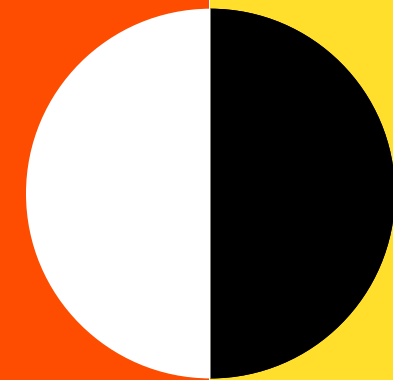


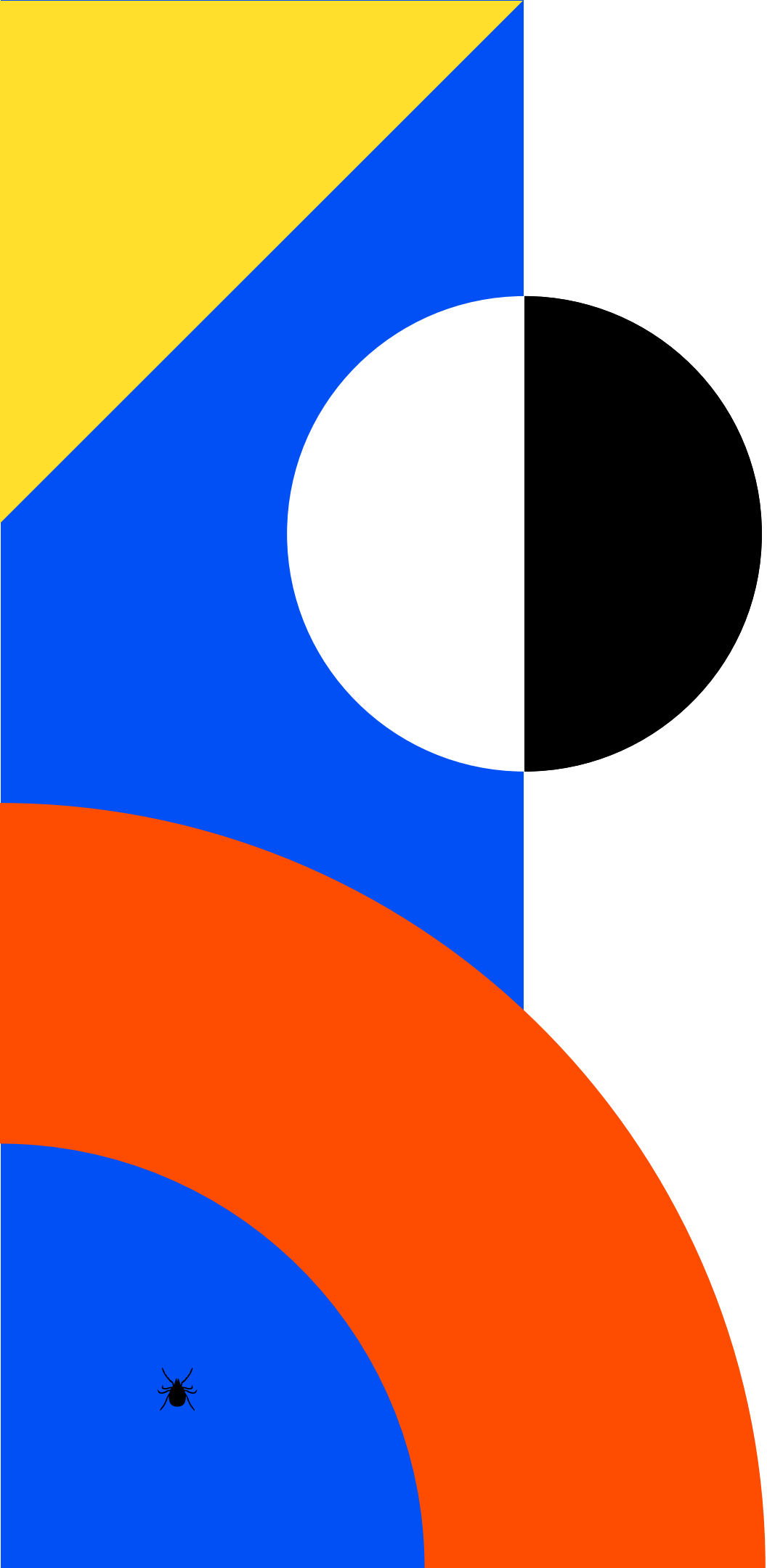
Check-In

What do you need as an employee?

What do you need as a department?

What do you need as a human?

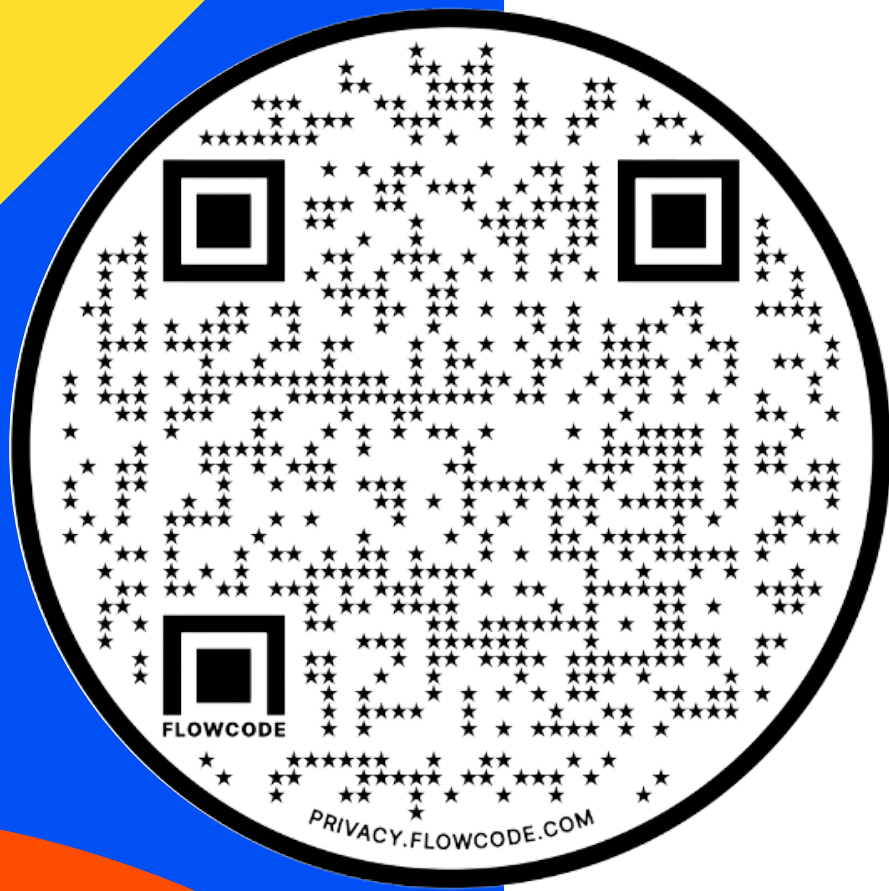




In summary...

- 1 Stop trying to be perfect and embrace transparency
- 2 Understand people's why (job posting, orientation, performance evaluation)
- 3 Start with yourself as an employee, to identify systems where you can infuse humanity





**How could you
make work suck less?**

For you.

For your employees.

For your organization.