

THREE KEYS TO EMPLOYEE SUCCESS

Having the right people on your team makes a difference but it is also important that you set your teammates up for success. Align employees with your Mission, Vision, and Values by doing the following:



HIRE AND WORK WITH IDEAL TEAM PLAYER: HUMBLE, HUNGRY, SMART.

Patrick Lencioni coined this phrase and system. At EGRAB HR we also believe in the importance of hiring and working with the right individuals. The Ideal Team Player model is to identify candidates who are:- Humble – Team-oriented, open to feedback, and ego-free.- Hungry – Self-motivated, driven, and eager to grow.- Smart – Emotionally intelligent, people-savvy, and a strong communicator.

SETTING UP FOR SUCCESS: THE P.P.A.T.A.R. FRAMEWORK

Over the years, we have found that the key to successful employees is setting them up for success, and PPATAR is an easily implemented system that allows businesses and leaders to ensure every employee thrives by equipping them with the right structure and support:- Purpose: Clearly define the “why” behind their role.- Priorities: Align daily tasks with strategic goals.- Assessment: Identifying where your team's needs lie through regular check-ins and performance evaluations.- Tools: Provide the resources and training needed to excel.- Accountability: Foster ownership and responsibility.- Review: Continuous feedback and growth conversations.



MEETING CORE HUMAN NEEDS

You may have the right people and the right system in place. However, if your work environment or culture is not solid it's a moot point. I learned years ago from June Hunt, a wonderful counselor, that people have three basic needs. The needs are as follows: to be Appreciated (Loved), to be Secure, and to be Significant. Relationships, whether personal or professional, flourish in an environment where our team feels safe and supported:

- Appreciated: Recognized for their contributions.
- Secure: Confident in their role and future. -
- Significant: Aware that their work matters.

To learn more about implementing or expanding these tools, contact us at:



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