

## How Being A Better Boss Can Help You Keep Employees



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Being an employer means being able to juggle a lot of things at once, not the least of which is keeping your [employees happy](#) so they'll stay on for a long time. Not only does this help you develop a good relationship with them, it also cuts down on your turnover and saves money in the long run.

But what are the best ways to go about it? Depending on your business, it may be beneficial to start by [hiring interns](#) and entry-level associates and growing them into management material rather than spending hours and manpower finding someone who can jump into a job they may not be fully qualified for. Putting time into training someone who has leadership qualities and the ability to put in the necessary hours can not only allow you to get the most out of each employee, it can also help you become a better boss.

Ready to get started? Here are some more tips.

**Start the process off right**

It's important to think hard about the type of employee you want to attract in the first place, and that starts with writing a well-thought out job description that will pull in someone who is willing to put in the long hours necessary for management at a later date. It's also helpful if you write it in such a way that you're presenting the job as something that can benefit the applicant, rather than listing demands. Show them what you can do for them instead of the other way around.

For more information on what to look for in a potential employee, click [here](#).

### **Work on your interview skills**

It's important to remember that just because you're the boss, that doesn't make you exempt from learning new things. One of the best things you can do to improve your own performance is to work on your interview skills. Go over the questions you typically ask and think hard about their relevance; are you asking them because they're essential to the job, or are they standard interview fare? Tailor each interview to the job title and invite the interviewee to ask their own questions of you.

### **Roll with the punches**

Being willing to adapt and grow along with your employees so they can take a page from your book will help you foster a mentoring relationship, wherein you're training them to work alongside you someday. Every year, look at your hiring practices, your business model, and your daily practices. Do they still make sense for your company? Is there a different direction you could take that would be more efficient, such as updating your computer system? Stay on top of technology and trends so that you can better serve your customers and train your employees accordingly. For more advice on what you can do to promote positivity in the workplace, read on [here](#).

### **Change what you're looking for**

It might be a good idea to change up what you typically look for in an employee, especially if what you've deemed important in the past isn't working anymore. Having a lot of experience in one area can be a great asset, but it's not the only trait you should be considering. Is the candidate good with [phone skills](#)? At working with others? Is this someone you could see in charge of your business if you had to be away for a day? Being able to handle a crisis as it comes up is a wonderful trait, but it's not always inherent in those without experience in management. If that's something you feel you can teach this person, take that into consideration as well.

The hiring process can be an overwhelming one, but it doesn't have to be stressful. Write out a list of all the things you need in an employee and think about the best ways to foster them so you can keep a loyal team around for years to come.