

10 Things Employers Look For In Employees

1. **Passion-**With the employment rate being as low as it is in today's work force employers are looking for employees that have a passion for the industry. Compensation varies greatly from one industry to the next and employees can always get more money from company X down the street. With employers recognizing this, hiring managers are now more than ever trying to hire employees that have a passion for their profession.
2. **Education-** The majority of today's employers are looking for the most qualified candidates which often translates into the most educated candidate. Having a strong educational background also shows a willingness to learn.
3. **Accountability-** Employers often lean towards potential employees that they think will take accountability for their actions. Employees that take accountability have a much better chance not only to get the job, but employers look to these people as potential managers in the company.
4. **Positive Attitude-** Employees that have a positive attitude are the employees that make the difference in the company culture. The majority of employers strive to have a positive company culture and hire accordingly.
5. **Work Experience-** With most hiring managers having such busy schedules, candidates that have direct work experience is becoming more and more important. These candidates need far less training which means a manager has more time to devote to day to day job duties.
6. **Work Habits-** Hiring managers want employees that have good work habits. Good work habits can mean anything from being organized, thorough, and prepared. Employees that have strong work habits tend to need less supervision and make fewer mistakes.
7. **Self Starters-** Employers often look to hire those employees that are self-motivated and set high standards for themselves. Managers are always looking for individuals who do not have to be told several times that they have a deadline coming up or have a presentation in the board room at noon that same day. Employers want to have confidence that their employees will have their work done or their deadlines met without being reminded on numerous occasions.
8. **Team Players-** Almost all jobs require some amount of team work, whether it involves working on a one-time proposal or ongoing collaboration. Team work is an essential part of almost all professions. Employers are always searching for potential employees that can work well within a team environment.

9. **Punctuality-** Employers want to hire employees that are consistently on time or even a few minutes early. Continual tardiness can mean a lot to the bottom line of most companies in a year but it also shows the rest of the employees that it is okay to be tardy which in turn can have a negative effect on the whole company.

10. **Track Record-** Ensuring at least two or three references are done from prior managers is a good indicator of what hiring managers can expect from a potential employee. Candidates should be able to provide references from each of their former supervisors as only the former supervisors can accurately speak to that individual's past performance. Friends, teachers, neighbors and colleagues are not proper references and can not paint an accurate picture of what a prospective manager can expect in an employee.