

10 Expectations Employers Have for Employees

Employers often expect their employees to be respectful, hardworking and a team player. Employer expectations can have several benefits, like keeping employees focused and motivated to stay on task. Familiarizing yourself with some of these expectations can help prepare you for a new role or help you advance at your current company. In this article, we discuss what an employer's general expectations are and provide a list of several expectations employers may have for their employees, plus some tips on how to meet your employer's expectations.

What are employer expectations?

Employer expectations of employees refer to what employers want to see or hear from their employees while they are working besides getting their jobs done. These expectations may change depending on the profession, though many employers expect their employees to have drive, motivation, collaboration skills and respect for themselves and others. Meeting and exceeding employer expectations can lead to career advancement, so it's important that employees are aware of their employer's expectations.

List of employer's expectations

Here is a list of expectations employers may have for their employees:

1. Have a positive attitude

Employers may want their employees to have a positive attitude that extends to coworkers and makes the workplace have a cheerful atmosphere. Having a workplace that is happy can lead to improved employee morale, which can provide a better experience for everyone. To keep a positive attitude at work, try to focus on the parts of your job that you enjoy, push yourself to get more accomplished and surround yourself with positive colleagues if you can.

2. Dress properly

It's important for employees to dress appropriately for the work environment they are in because clothing can help to present a professional image of the company to customers and other members of the public. Many companies have dress codes listed in their employee handbook that can guide you on what you can wear while on the job.

3. Be punctual

A great way to show your motivation and professionalism is to be punctual for your job. Being punctual can show your commitment to planning and overall respect for your employer's requirements. Punctuality can also help you advance in your career because your employer may see you as organized and reliable. Here are a few things you can do to be consistently punctual:

- Get your clothes ready the night before
- Set several alarms to help you wake up
- Give yourself a lot of time to get ready
- Limit distractions like cell phones or televisions

4. Be dependable

Employers want to trust that their employees are working efficiently and that they can depend on their employees to produce their best work. For example, if an employer assigns you a project that is due tomorrow, they know they can depend on you to finish the project quickly without lowering the quality. You can be dependable for your company by staying organized and being consistent in your work, which shows employers they can trust you to do your job.

5. Help others

Employers value leadership skills in employees, and one way to show leadership skills is by helping your colleagues. You may offer to help colleagues by assisting them with projects, answering questions they may have or lowering their workload by taking on some of their work. By assisting your colleagues, you can also establish connections and build relationships that can help contribute to a friendly environment.

6. Desire to grow

Employers may try to help their employees develop their skills, so they expect employees to have a desire to grow and an eagerness to build their skills. Employers may expect their employees to have a high growth potential that they can develop while working.

7. Communicate effectively

Employers may expect their employees to communicate their needs, ideas and opinions effectively. It's important for employees to express their thoughts to others constructively, which requires verbal and written communication skills. A good way to provide clear communication at work is by providing context to your thought, then explaining thoroughly what your idea means. For example, if you think of a new project idea for your company, you can explain what your project entails, who your project helps and how it benefits the company overall. Using clear and concise communication can help employers understand their employees' ideas better.

8. Meet deadlines

Employers typically require their employees to meet their deadlines consistently. Meeting deadlines can help a company reach its goals, maintain organization and deliver its services more efficiently. It's necessary for employees to meet their deadlines so the company can stay on schedule and keep its clients satisfied. To better meet deadlines, prioritize projects by the due dates, plan enough time to finish each task and organize deadlines in a calendar or planner.

9. Be self-motivated

Employers value employees who are self-motivated and have an inherent drive to finish their work and to do their work well. Employees who are self-motivated can finish a project on their own without being closely managed. You can work on being self-motivated by focusing on one project at a time and writing a list of steps that can help you finish your work independently.

10. Learn from your mistakes

Employers understand their employees make mistakes from time to time. Instead of being discouraged by your mistakes, employers often encourage you to use your mistakes as a learning experience. To better learn from your mistakes, remember what caused the mistake in the first place to avoid that error in the future.

Tips to meet an employer's expectations

Here are several tips you can use to assist you in meeting your employer's expectations:

Work hard

An important quality for an employee to have is that they consistently work hard to perform their best. Employers can see you are working to the best of your ability and they can assist you as you develop within your role. When you give your best effort, your employer can better recognize the value that you bring to the workplace and see your commitment to the organization.

Collaborate with colleagues

Employers encourage teamwork among their employees, which can help build trust and positivity in the workplace. Collaborating with your colleagues shows employers you have communication and teamwork skills, which may assist in career advancement to a managerial role.

Ask questions

Asking questions is a great way to better understand your employer's expectations. Sometimes, employers may have expectations you are unfamiliar with, so asking questions can help you get rid of any confusion and provide clear expectations. Asking questions can also show employers you are proactive, curious and willing to learn.