

Employee Value Proposition Questionnaire

Purpose: The results of this questionnaire will be used to help in the search process recommendations, advertising strategy, and retention of high performing staff members at the university. Because failed searches and turnover are costly, Human Resources would like to help in supporting the success of candidates and new staff members. This requires a realistic understanding of the position and the department. We hope that this process will help in creating the groundwork for a successful search, help to energize the best potential candidates to apply for positions, and allow you to retain top talent. To be effective, the employee value proposition must be an accurate representation of what staff members currently working in the department experience. Additionally, you and others in leadership positions in the department must consistently fulfill promises and deliver on commitments in order for the employee value proposition to be effective.

Please answer the questions below, and return the completed form to mcaldwell@pugetsound.edu.

- What is unique about your department's culture?
- What do high-performing staff members in your department view as important?
- Why would a talented person want to work in the department?
- What opportunities do you provide for staff members to learn and advance?

- How do you support staff members in the department to achieve work/life balance?
- How do you recognize and reward success?
- Describe the working conditions in the department and in the work space the successful candidate will use.
- What did you learn from the last person in this position? Anything of concern? Anything surprising?
- Tell me about the position.
- What does success in this position look like? What specifically would the person be doing if that individual were succeeding in the position?