

HR Not Raving About Their Workforce



Become more comfortable recommending your employees

Giving recommendations can be tricky. Sometimes we have mixed views because we know too much or we know too little about a person. There is a pressure that comes from being asked to make a recommendation. It is not unlike being asked to be in the wedding party of someone you are not certain you really want to stand up for but you are not sure how to say no. In the workplace a recommendation is an important commodity. It can make or break a person's chance of getting a project, a raise, a promotion or a new job.

We asked the HR Insider readers your thoughts on recommending your own workforce. Our specific question was 'For what percentage of your employees would you offer an unflinching glowing recommendation? Here is what you told us:

HR Insider readers would recommend fewer than 25% of their workers

The majority of HR Insider readers told us that you would comfortably recommend less than 25% of their workforce. Another 18% said up to half of their workers and just over a quarter would recommend between 50% and 90%. Taken as a whole this means almost three quarters (72%) of HR Insider readers would recommend fewer than 50% of their workers.

Getting To Know You

What do these numbers mean? On the one hand they may reflect dissatisfaction with workers or at least some workers. On the other hand it may reflect the fact that it is difficult to offer a 'glowing recommendation' to employees you do not know well.

It is not uncommon for HR to interact with employees around issues that can be challenging; discipline and conflict, failure to complete information properly or on time, complaints, requesting services or training dollars and a myriad of small challenges that can leave you feeling less than generous in your general opinions.

It can be important gain perspective on your feelings about your workforce because you have to make decisions every day that impacts their training, opportunities and experiences. If you are feeling inclined to being a little down on some of them you may be predisposed to think less positively when you make decisions.

If you find yourself among the majority who are struggling with the idea of offering a glowing recommendation why not step back and see if you are able to get to know the skills and competencies of more of your workers. According to a poll the HR Insider conducted in June titled 'why would anyone choose a career in HR' the majority of you (46%) told us it was to 'help people manage their jobs/careers'. Taking the time to know your employees may help you enjoy your role further. Start this week and take some time to get better get to know a few individual employees. Positive experiences with a few people often spill over into a new outlook on others and generally more positive feelings in you!

Resource

[Why Would Anyone Choose A Career In HR](#)