

# How distributed teams = a better employee experience

Building culture around a distributed workforce is a skill — and skills require practice to perfect! When done right, your employees are front and center, and the workplace changes for the better.

Read to learn what the employee experience looks like in the distributed work world (and what it means to you):



# 1. Distributed team members are looking for...

Having their work-life balance respected

Trust and flexibility with and from their employers

An increase in diversity

If an organization isn't adapting to the times and isn't accommodating the demand of job seekers, you risk your And it's not a favorable one.

**Fun fact:** According to Indeed, 95% of candidates consider a company's reputation an important factor when considering a new job opportunity.

## 2. Easier, cheaper, and better recruiting

Job seekers are calling the shots, and their demands are clear:  
employees want a people-centric workplace.

If a company adopts a people-centric culture while embracing a distributed workforce,  
this company is more likely to...

### Attract stronger talent

Top talent will see the company taking direct action to put employees first and accommodate their needs.

### Improve diversity & inclusion

This larger talent pool is another way to boost DE&I efforts, as you'll now have access to people from all over the world!

### Increase internal referrals

Current employees trust your company and like working for you. Your top talent will refer people from their network, fortifying your workforce as a whole!

### Lower recruiting costs

Your people-centric brand reputation will bring talent to your doorstep. People want to work for a company that treats them well.

**Fun fact:** According to Recruiting Daily, job ads that mentioned “remote work” resulted in companies seeing a 13% reduction in recruitment costs

### 3. Streamlined & refined onboarding processes

With a distributed workforce, you have the chance to change your onboarding process for the better. As of now, only 29% of new hires feel fully prepared for their role after their onboarding experience.

We go into detail on best onboarding practices in our [full eBook](#), but first, let's examine why refining your onboarding is vital to the employee experience:

93%

93% of employers find exceptional onboarding critical for the success of new hires

70%

70% of new hires with exceptional onboarding experiences indicated that job was the best job they could possibly have

2.6x

New hires with great onboarding experiences are 2.6X more likely to be extremely satisfied at work



# 4. Employees who develop & grow with your organization

An organization that wants to elevate the employee experience has to offer growth and development opportunities.

34%

34% of employees indicated career development as the biggest motivator for leaving their previous role.

70%

70% are somewhat likely to leave their current position for an organization willing to invest in their growth.

By investing in professional development for your employees, you're setting them — and your company — up for success.

**Fun fact:** Retention rates rise anywhere from 30 to 50% for companies that emphasize learning in their company culture.

**Thanks for reading!**  
**For more insights into the  
future of the employee  
experience, download our free  
eBook today.**

**Download now**

## About the Author



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Lee Rubin is the co-founder and CEO at Confetti. Lee is a visionary culture leader with a decade of experience in B2B sales. She's one of the world's experts on remote event planning. She's helped tens of thousands of companies, including Google, Facebook and Microsoft improve their culture.



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# About Confetti

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Our Confetti team is standing by for all your event planning needs.

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