



## Employee Value Proposition (EVP)

### What it is and why it is important

Employee Value Proposition (EVP) is the jargon commonly used to describe the characteristics and appeal of working for an organisation.

An EVP describes the mix of characteristics, benefits, and ways of working in an organisation. It is the deal struck between an organisation and employee in return for their contribution and performance. This "People Deal" characterises an employer and differentiates it from its competition.

Most organisations encounter two main problems when it comes to their EVP:

- They struggle to differentiate themselves from their competition. Differentiation is crucial if an organisation is to stand out from the 'sea of sameness' that characterises some sectors
- Their branding is appealing but it does not accurately reflect the reality

An effective EVP enables an organisation to stand out as different but also it ensures that the 'packaging' reflects the 'contents'. All too often people join organisations tempted by the 'branding' and are disappointed when they experience the reality.

You know when you've got it right - you become a magnet for talent, and have engaged and motivated employees.

# Employee Value Proposition Evp Talentsmoothie

**Liying Dong**



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