

# The Modern Mentality of HR

**THEN**

**VS**

**NOW**

Simply hired and fired

Considered the “law makers” of the organization

Not comfortable with technology

Don't lead or assist in strategic objectives

Merely payroll, and benefits without input

Clearly defined workspaces

Sees employees as a “resource”

Standard/impersonal performance appraisal

Standard/generic job titles for employees

Goal to merely fill a position

Creates positions to not only fulfill the position but empower and create success for the employee

Considered coaches, mentors and counselors of the organization

Knowledge of analytics and data collection, online resources and services

Shape and lead strategy by creating a culture of big ideas

Create solutions for employee situations and assist in personal needs

Custom workspaces with standing desks, open work areas and creative options

Sees employees as valued team members

Real-time recognition and feedback

Descriptive job titles based on skills, talent and experience

Creative hiring for the long-term

Creativity and complex problem-solving at work is going to be one of the most important and in-demand skills in 2020.

<https://www.idea.to/value.com/inno/nickskillcom/2016/09/leaders-agree-creativity-will-3rd-important-work-skill-2020/>

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