

The MiXx Monthly – June 2025

Your Trusted HR Insight – June 2025
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HR HEADLINES

Employee Engagement Is Slipping—But It's Fixable

Recent Gallup data shows employee engagement in small businesses has declined slightly for the third quarter in a row. The top reasons? Lack of recognition, limited flexibility, and unclear career paths.

👉 Action Item: Conduct a pulse survey or employee engagement survey this month to assess what's affecting morale.

COMPLIANCE CORNER

EEO-1 Reporting Deadline Approaching

If you have 100+ employees or are a federal contractor with 50+ employees, your 2024 EEO-1 Component 1 report is due June 30, 2025.

- Confirm your portal access
- Review demographic data
- Double-check NAICS codes and establishment details

Need a checklist? We've got you covered.

ASK THE EXPERT

Q: "Can I implement summer hours without rewriting contracts?"

A: Yes, if done carefully. Summer schedules (like half-day Fridays) can be implemented as a temporary policy. Be sure to:

- Issue a written memo
- Outline dates and eligibility
- Reinforce expectations about workload coverage

Want a sample policy? Email us!

HR TIP OF THE MONTH

Spot High Potential Early — And Don't Wait to Develop Them

High-potential employees (HiPos) often leave when they feel unseen. Identify them by:

- Performance + agility in change

- Leadership curiosity
- Peer influence and initiative


Start mentoring or stretch projects now — don't wait for promotions to plan development.

HR TOOLBOX

Featured Download: Onboarding Checklist (Word/PDF)


Summer hiring? Don't drop the ball on onboarding. This customizable checklist helps you:

- Track forms and compliance
- Schedule culture integration steps
- Create early wins for new hires

[ Request your copy now]

Need strategic HR support this summer?

Policies, compliance audits, new manager training — we've got your back.

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