# Contributor Guidelines

**Top10EmployeeVoices · 2026.** Curated by the Top10EmployeeVoices editorial team.

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## Who we are

Top10EmployeeVoices gives the microphone to the people who make organisations work, amplifying real employee perspectives on culture, fairness, belonging and change. It is part of the Top10Voices ecosystem, alongside Top10HRVoices and Top10CSuiteVoices.

This is a stage for employees at every level and in every industry to share their view of working life. It was created to give space to the people who carry the weight of work, yet are rarely heard.

**Your name is optional.** If speaking openly could cost you, we can publish your piece anonymously. What matters is the story, not the byline.

### Our core values

- **Integrity.** People who walk the talk, with honesty and fairness, regardless of trend or politics.
- **Courage.** Voices that speak truth to power, challenge outdated practices and push for human-first workplaces.
- **Credibility.** Chosen for the substance of their work, not the shine of their title. Credibility is earned through impact.
- **Inclusivity.** A diverse range of people: neurodivergent, cross-industry and bold voices with something to say.

It is about time we listened.

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## What to write

Work deserves a new benchmark, one set by the people who actually do it. Not job titles or award plaques, but voices that challenge, create and care. This publication is about the

people living the work every day, and what they see that others miss. So bring us a real story, not generic sweet talk. Original. Reflective. Personal.

| WE ARE LOOKING FOR | WE ARE NOT LOOKING FOR |
|---|---|
| **A change at work you lived through, or helped drive** | Confidential employer information |
| **What your job is really like, beyond the job description** | Details that could identify colleagues without their consent |
| **A moment of fairness, or unfairness, that stayed with you** | Rants without a story or a point |
| **A challenge you navigated and what it taught you** | Generic "best practices" or corporate fluff |
| **Where work is heading and why it matters** | Theory without your own experience behind it |
| **An opinion others might be afraid to say** | Personal attacks on named people or organisations |

## What you get

- **Your time in the spotlight.** In your publication week, you are our only featured employee voice. No one else shares the slot.
- **Promotion and reach.** Published on Top10EmployeeVoices and LinkedIn, and promoted across our social channels and the wider Top10Voices network.
- **Assets.** A share kit for your own channels: your article's cover image, a quote card and a "Featured Top10EmployeeVoices" badge (PNG files).
- **A permanent home.** Your article stays in our archive, so it keeps working for you long after publication.
- **Beyond the article.** Our editors may invite selected voices to appear on our NO BRIEF podcast or to speak at Top10Voices Events.
- **Featured on merit.** You are chosen for the value of your article. There is no fee to contribute.

**Writing anonymously?** Your story gets the same slot, reach and permanent home, just without your name on it. The badge and share kit are for named pieces.

Every featured contribution is automatically eligible for that year's award cycle. Our editorial board shortlists contributions against our criteria, and an independent judging panel selects

the year's Top10EmployeeVoices, announced at the Top10Voices Awards. Award themes: Culture and Belonging; Fairness and Wellbeing; Change from Within; Courage at Work; Rising Voices. The first Top10Voices Awards will bring HR, C-suite and employee voices onto one stage (date and location to be announced). Format and timing may change at our discretion.

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## Submission process

### What we need from you

- Your unpublished article, 700 to 1,000 words, as a Word file, Google Doc export or PDF.
- Your full name and job title.
- A short bio, 150 words at most.
- Your preferred contact: LinkedIn profile, email or X handle (as a link).
- A recent head-and-shoulders photo, JPG or PNG, at least 1000 × 1000 px: face clearly visible, good natural light, plain background; no filters, sunglasses, logos or group shots. Skip the photo if you write anonymously.

**Our rule on AI.** Use it for research or to organise your ideas, but the article must be written by you. If AI played a significant part, tell us.

**Writing anonymously?** Say so in the form. Only our editors see your name, title and contact. Send a one-line description of yourself instead of a bio; we may change identifying details.

### How to submit

Use the submission form on this site: choose **Apply to contribute**, fill in the fields and attach your article, and your photo if you are named. We answer within 10 days either way, and confirm your date 7 to 10 days before publication.

### Review and editing

We review submissions weekly and may edit for clarity, structure, style or legal compliance, but never to alter your core message. All editorial decisions, including whether and when to publish, rest with our editorial board and are final.

Let your voice define the future of work. One article. One real story. One signal of change.

**Note.** By submitting, you confirm your article is original and unpublished, that you hold the rights to everything you send, including your photo, and that publishing it will not breach any confidentiality obligation. Top10EmployeeVoices, part of the Top10Voices ecosystem, receives exclusive first-publication rights and a perpetual licence to edit, publish and

archive it. Submission does not guarantee publication. Please read our Terms of Use and Editorial Standards before submitting.

## Questions and answers

### Who can contribute?

Employees at every level and in every industry, with a real story from their working life. You do not need a senior title.

### Can I write anonymously?

Yes. Tell us in the form. Only our editors see your name, title and contact, and we may change identifying details before publication. Your piece gets the same slot, reach and permanent home.

### Can I nominate someone else?

Yes. Choose **Nominate a voice** in the form and tell us who they are and why their story deserves readers. We may contact them; nominating does not oblige them or us.

### Is there a fee, and can a place be bought?

No. There is no fee to contribute and no place can be bought. Paid pieces exist only as sponsored content, always labelled "Sponsored by [Company]. Not editorially selected."

### How long until I hear back?

Within 10 days, either way. If we accept your article, we confirm the publication date 7 to 10 days before.

### Will you edit my article?

Only for clarity, structure, style or legal compliance, never to change your core message.

### Can I publish the article elsewhere?

We receive exclusive first-publication rights. You can always share the link, and quote up to 50 words with credit. Section 6 of our Terms of Use sets out the details.

### What about AI?

Use it for research or to organise your ideas; the writing must be yours. Tell us if AI played a significant part.

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