Future of Work Trends

Reinvention
Redesign to stay relevant

Sustainability
Shape the smarter future

Accountability
Stand by what you do

Scarcity
Survive the Big Quit

Individuality
Make business personal

Vitality
Beat burnout

Inclusivity
Unleash the power of all
What makes a difference to employees?

There are no silver bullets to retention. The problem is multi-faceted, and so are the solutions. Retention must be addressed as both a short-term and long-term proposition. Here are some places to focus:

• **Playing for a winner**: Employees need confidence that the organization is well led and headed in the right direction.

• **Somewhere to go if I stay**: Employees need to have a positive view of their opportunities to learn and grow with the organization.

• **A fair exchange**: Employees need to know that they are valued as people and see a balance between rewards and contributions.

• **Control and influence**: Employees want autonomy, authority and meaningful work. Employees want an opportunity to shape how and where work is done.

• **Environment for success**: Employees want a positive and energizing work environment that is sustained by collaborative support from co-workers allowing them to perform at their best.

Source: Korn Ferry employee survey data analysis