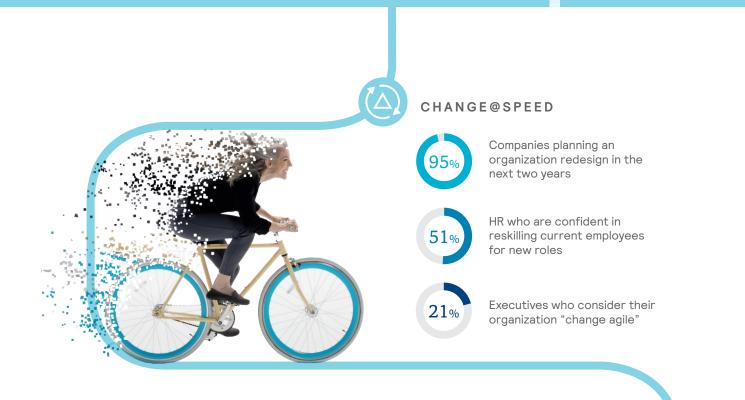
MERCER TALENT TRENDS STUDY 2018 FINDINGS: USA





WORKING WITH PURPOSE

Thriving employees are

3x more likely to work for a company with a strong sense of purpose

PERMANENT FLEXIBILITY

79% of executives say flexible working Is core to their EVP, but

41% of employees are concerned that flex impacts promotion opportunities, and only

10% of HR leaders say that flex is visibly present in their organization



PLATFORM FOR TALENT

Only a fifth of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



DIGITAL FROM THE INSIDE OUT Digital or Mostly Digital Organizations are twice as likely

to have high scores on change agility



MAKE TOMORROW, TODAY

