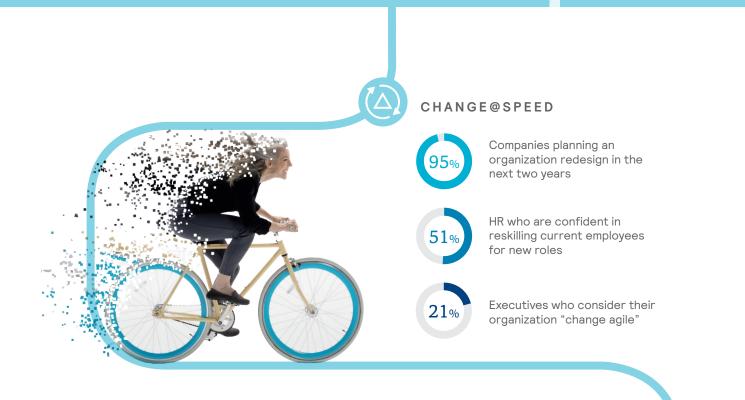
# MERCER TALENT TRENDS STUDY 2018 FINDINGS: USA





#### 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

