Global Talent Trends | Most employees (63%) believe their organization does not effectively balance economics and empathy when making decisions. Leading companies listen intently to their people and show they care by nudging them towards brighter futures.

**Focus on futures**
Work together to ensure people thrive now and in the future

- 85% of executives agree that the purpose of an organization should extended beyond shareholder primacy
- But only 35% of organizations are delivering on this today
- 63% of employees feel at risk of burn out this year

**Sense with science**
See ahead by augmenting AI with human intuition

- Use of predictive analytics has quadrupled in 5 years (from 10% in 2016 to 39% today)
- Just 15% of companies use metrics to make buy, build, borrow decisions
- And only 43% use metrics to identify who is at risk of leaving

**Race to reskill**
Transform the workforce by reskilling for a new world economy

- HR leaders’ #1 transformation challenge is workforce capability
- According to executives, only 45% of the workforce is able to adapt to the new world of work
- But 78% of employees say they are ready to learn new skills

**Energize the experience**
Inspire and invigorate people by redesigning their work experience

- Just 4% of HR teams believe they deliver an exemplary employee experience today
- But 58% of companies are redesigning the organization to become more people-centric
- Energized employees are 4x more likely to report a healthy, flexible and inclusive workplace

Download the full Mercer Global Talent Trends Study at: www.mercer.com/global-talent-trends

Keen to know how companies win with empathy? **Speak to Mercer.**