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

- **82%** of executives agree that the purpose of an organization should extend beyond shareholder primacy
- But only **22%** of organizations are delivering on this today
- **70%** of employees feel at risk of burnout this year

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

- **48%**
- Use of predictive analytics has increased (from 14% in 2016 to 48% today)
- **14%**
- Just **12%** of companies use metrics to make buy, build, borrow decisions
- And only **47%** use metrics to identify who is at risk of leaving

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

- **87%**
- HR leaders’ #2 transformation challenge is workforce capability
- According to executives, only **40%** of the workforce is able to adapt to the new world of work
- But **87%** of employees say they are ready to learn new skills

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

- **Just 6%** of HR Teams believe they deliver an exemplary employee experience today
- **But 60%** of companies are redesigning the organization to become more people-centric
- Energized employees are **3x** 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.**