Global Talent Trends | United States | 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

87% of executives agree that the purpose of an organization should extend beyond shareholder primacy
But only 35% of organizations are delivering on this today
54% of employees feel at risk of burnout this year

Sense with science
See ahead by augmenting AI with human intuition

55% of organizations use predictive analytics (from 9% in 2016 to 55% today)
Just 8% of companies use metrics to make buy, build, borrow decisions
And only 61% 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 change resistance
According to executives, only 40% of the workforce is able to adapt to the new world of work
But 84% of employees say they are ready to learn new skills

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

Just 0% of HR teams believe they deliver an exemplary employee experience today
But 55% of companies are redesigning the organization to become more people-centric
Energized employees are 5x more likely to report a healthy and flexible 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.