**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 extended 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%** Use of predictive analytics has increased (from 9% in 2016 to 55% today).
- **9%** 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.

Welcome to brighter empathy.