Most employees (69%) 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

- 94% of executives agree that the purpose of an organization should extended beyond shareholder primacy
- But only 38% of organizations are delivering on this today
- 69% of employees feel at risk of burn out this year

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

- 39% Use of predictive analytics has increased (from 16% in 2018 to 39% today)
- Just 17% of companies use metrics to make buy, build, borrow decisions
- And only 45% 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’ #2 transformation challenge is employee motivation
- According to executives, only 40% of the workforce is able to adapt to the new world of work
- But 75% of employees say they are ready to learn new skills

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

- Just 9% of HR Teams believe they deliver an exemplary employee experience today
- But 67% of companies are redesigning the organization to become more people-centric
- Energized employees are 2x 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.