Global Talent Trends | Life Sciences | Most employees (65%) 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

- 69% of executives agree that the purpose of an organization should extend beyond shareholder primacy
- But only 23% of organizations are delivering on this today
- 68% 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 increased (from 8% in 2018 to 54% today)
- Just 14% of companies use metrics to make buy, build, borrow decisions
- And only 59% 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 employee change fatigue
- According to executives, only 45% of the workforce is able to adapt to the new world of work
- But 85% of employees say they are ready to learn new skills

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

- Just 3% 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 8x more likely to report a healthy 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.