Most employees (67%) 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

- 89% of executives agree that the purpose of an organization should be extended beyond shareholder primacy
- But only 39% 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

- Use of predictive analytics has increased (from 20% in 2018 to 37% today)
- Just 16% 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’ #1 transformation challenge is not understanding need for change
- According to executives, only 45% 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
- 45% of HR teams believe they deliver an exemplary employee experience today
- But 47% of companies are redesigning the organization to become more people-centric
- Energized employees are 3x more likely to report a trusting and inclusive workplace

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

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.