Global Talent Trends | North America | 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 36% of organizations are delivering on this today
- 56% 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 9% in 2016 to 53% today)
- Just 9% 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 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 1% of HR Teams believe they deliver an exemplary employee experience today
- But 53% 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.