

DALE

Office Interiors

Key takeaways

What Modern Workers Want:

Understanding the priorities of the 2020s workforce

In partnership with

**Working
the future**
INSIGHT • STRATEGY • CHANGE

Understanding the labour market

- End of employer-led labour markets
- UK skills shortages - in the week of 13-19 September, there were 1.9 million active job adverts in the UK (REC)
- Pandemic-enforced autonomy has fuelled diversity in working patterns, accelerating an expectation of career customisation
- Today's labour market is highly transparent
- Employer rigidity restricts access to full talent pool

Compelling experiences don't cost much...

... Focus on inclusion, community, connectedness and belonging

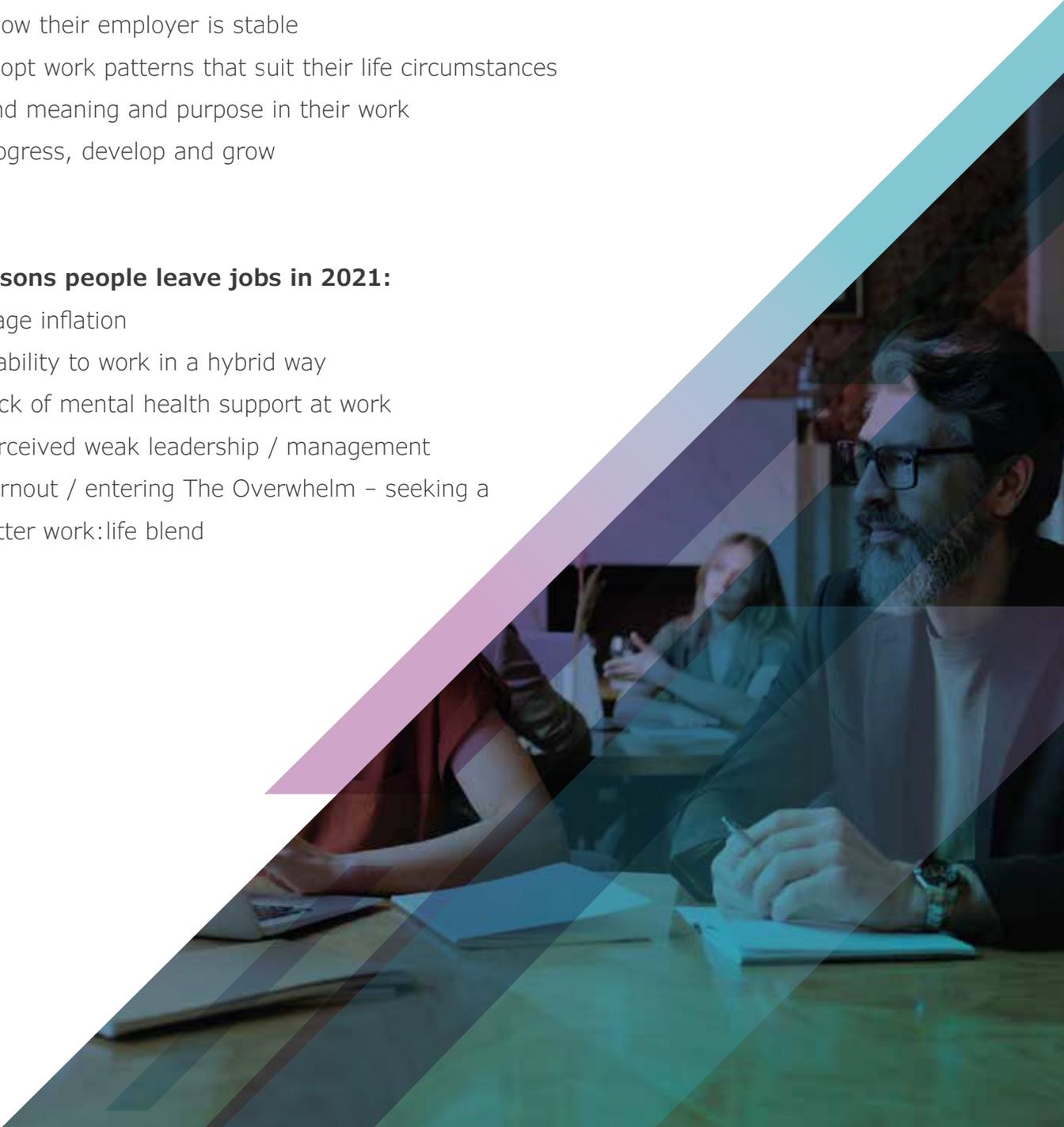
Understanding the modern worker

Modern workers want to:

- Be treated equitably
- Work for a good boss
- Know their employer is stable
- Adopt work patterns that suit their life circumstances
- Find meaning and purpose in their work
- Progress, develop and grow

Reasons people leave jobs in 2021:

- Wage inflation
- Inability to work in a hybrid way
- Lack of mental health support at work
- Perceived weak leadership / management
- Burnout / entering The Overwhelm – seeking a better work:life blend



The future of work: Employer as brand

Focus on:

- Employer brand
- Great management and leadership
- Customised learning journeys and career pathways
- Inclusion and belonging
- Sustainability, equity and inclusion
- The workplace and its value



“We are hardwired to connect with others, it’s what gives purpose and meaning to our lives...”

Brené Brown

Can we support you with your office change?

We are here to support you whether it be simply advice over the phone to engaging with us for support with office transformation.

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