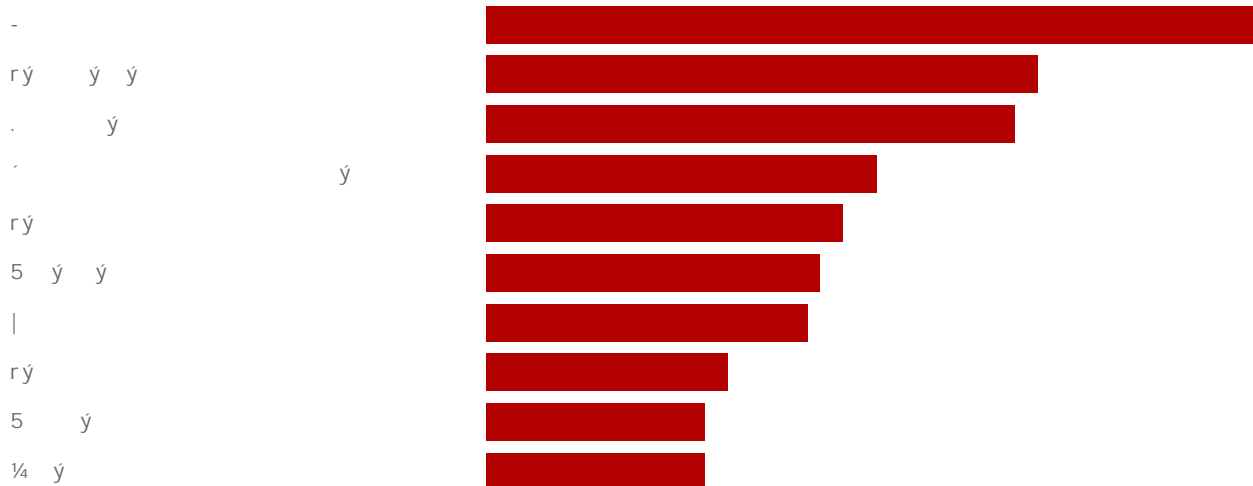


Amid labor shortages and high turnover, the employee-employer relationship is shifting in favor of the employee.

Key Finding

According to the Institute for Corporate Productivity (i4cp), 67% of employers cite burnout as the top factor driving talent loss in 2021.

Top factors driving talent loss in 2021



Source: i4cp, 2022 Priorities & Predictions

Employees are demanding flexibility and an equitable work experience regardless of where they work.

Key Insights

Remote job listings grew by 357% in 2021. ([LinkedIn 2021](#))

Coming out of the pandemic, nearly three quarters (73%) of workers globally want flexible work options to stay. ([Microsoft 2021](#))

According to a [2021 Visier report](#), flexible work would help alleviate burnout, more than any other benefit or initiative.

Over one-third of employees say that going back into the office full-time would make them more likely to look for a new job. ([Qualtrics 2022](#))

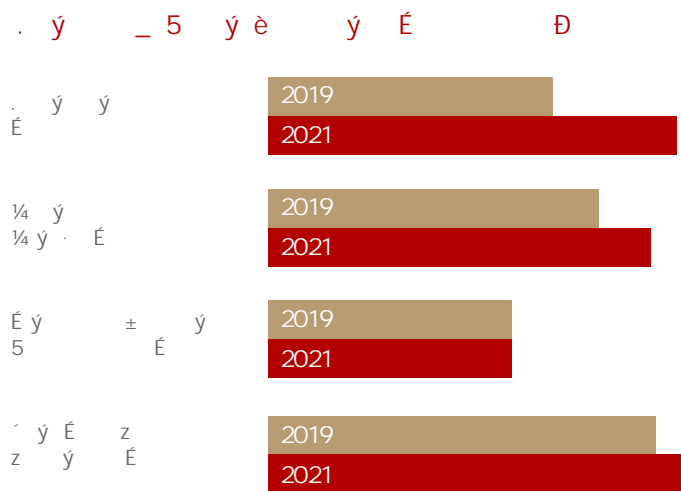
A recent [Atlassian](#) survey on teams found that healthy teams are found across all work models — in fact, hybrid and remote teams had “a small leg up” over office-based teams.

HR, IT, and Real Estate will be collaborating like never before to enable a new way of working.

“If your goal is to bring people together in real life at work — sometimes, all the time, or anytime — you need to design a day employees won’t want to miss. At the very least, it’s critical to be intentional about how you plan your company’s days in the office, not only to add incentive, but also to make it worth your employees’ and your company’s time.”

— Erica Keswin, *In the Hybrid Era, On-Sites Are the New Off-Sites* (HBR 2022)

Rapid advances in technology continue to drastically reshape the way work gets done.



Source: Gartner

“Collaborative work — time spent on email, IM, phone, and video calls — has risen 50% or more over the past decade to consume 85% or more of most people’s work weeks. The Covid-19 pandemic caused this figure to take another sharp upward tick. These demands, which can be invisible to managers, are hurting organizations’ efforts to become more agile and innovative.”

— Rob Cross et. al, *Collaboration Overload is Sinking Productivity* (HBR 2021)

By 2025, humans and machines will spend almost an equal amount of time on tasks in the workplace.

([World Economic Forum’s Future of Jobs report](#))

Nearly 80% of workers are using collaboration tools for work in 2021, up from just over half of workers in 2019 - an increase of 44% since the pandemic began. ([Gartner Digital Work Experience Survey](#))

The global market for digital health technologies should grow from \$174.7 billion in 2021 to \$384.8 billion by 2026 with a compound annual growth rate (CAGR) of 17.1% for the period of 2021-2026. ([PR Newswire](#))

Key Takeaways

51% of CEOs said retaining talent is among their organizations biggest challenges. ([2021 Fortune/Deloitte CEO Survey](#))

48% of American workers would switch to a new job if offered skills training opportunities. ([Gallup](#))

According to [Qualtrics](#), women's intent to stay has dropped 8% in the past year (compared to 3%



Key Findings

According to a February 2021 [HBR study](#), 89% of workers said that their work life was getting worse, 85% said that their well-being declined, and 56% said that their job demands had increased.

In a January 2022 BCCWF poll, 88% of respondents ranked managing burnout as their chief concern when it comes to supporting their

