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# A QUESTION FOR YOU



# The Great Resignation is not over: A fifth of workers plan to quit in 2022

Jun 24, 2022

**The Future of Work and the Great Realignment** In uncertainty, focus on what you can control. 

**Quitting is just half the story: the truth behind the 'Great Resignation'**

## It's not a Great Resignation—it's a Great Rethink

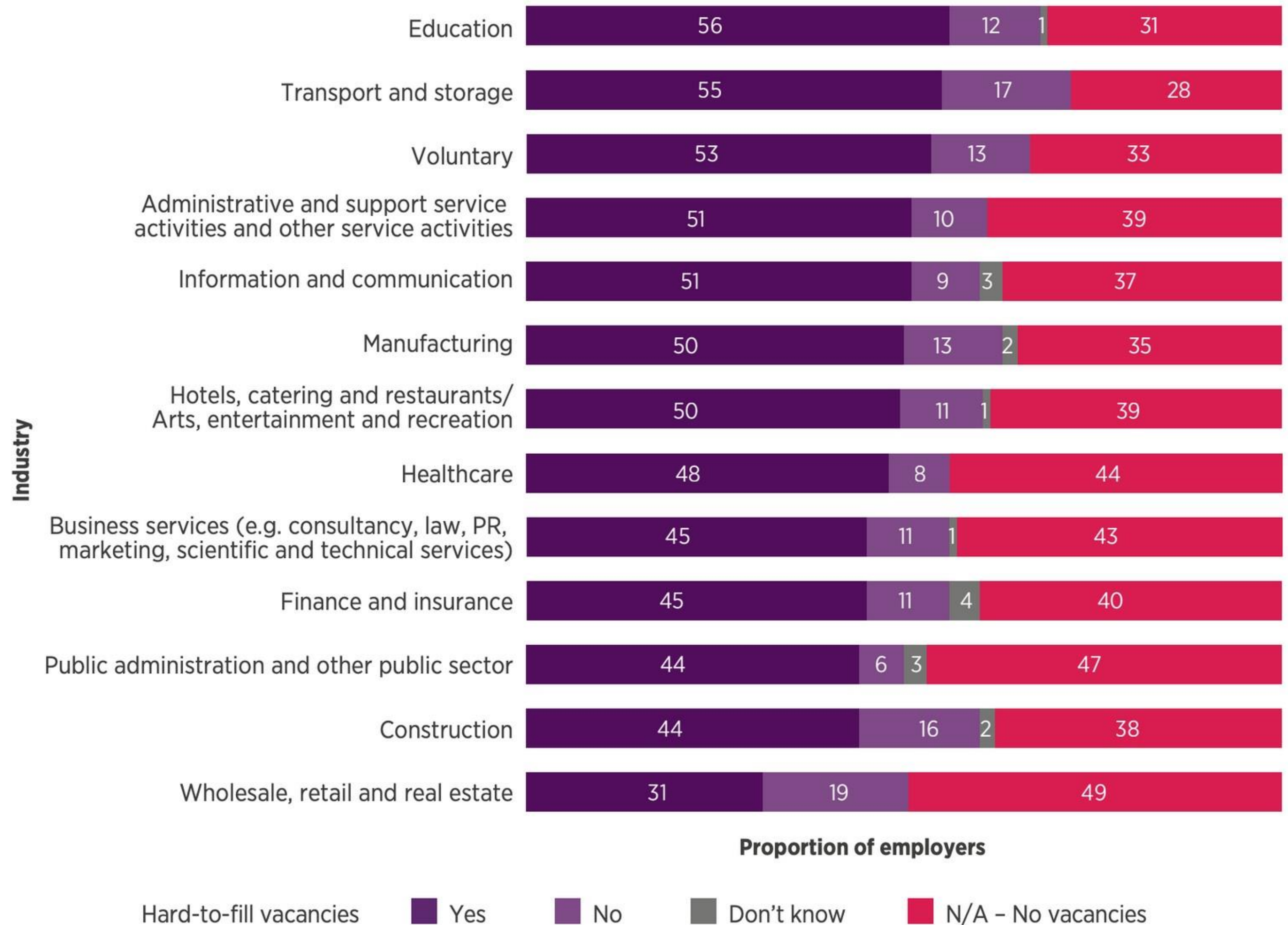
BY RANJAY GULATI

March 8, 2022 at 10:52 AM GMT

## The Great Resignation, The Great Reassessment, The Big Quit...Let's Just Call It What It Is: A Talent Revolution



# EMPLOYERS WITH HARD- TO-FILL VACANCIES



Base: industries with base sizes of less than 50 have been excluded. For a breakdown of base sizes, see Table 3.



FACTORS  
AFFECTING  
LABOUR  
AVAILABILITY



# FIND NEW SOURCES OF TALENT

7.7 million people of working age (16-64) are disabled, 19% of the working age population. Just 53% of disabled people and only 5.6% with a learning disability) are in employment (ONS)



# FIND NEW SOURCES OF TALENT



42% of Gen Zs and  
39% of millennials  
now have a side hustle  
to make ends meet  
(Deloitte)

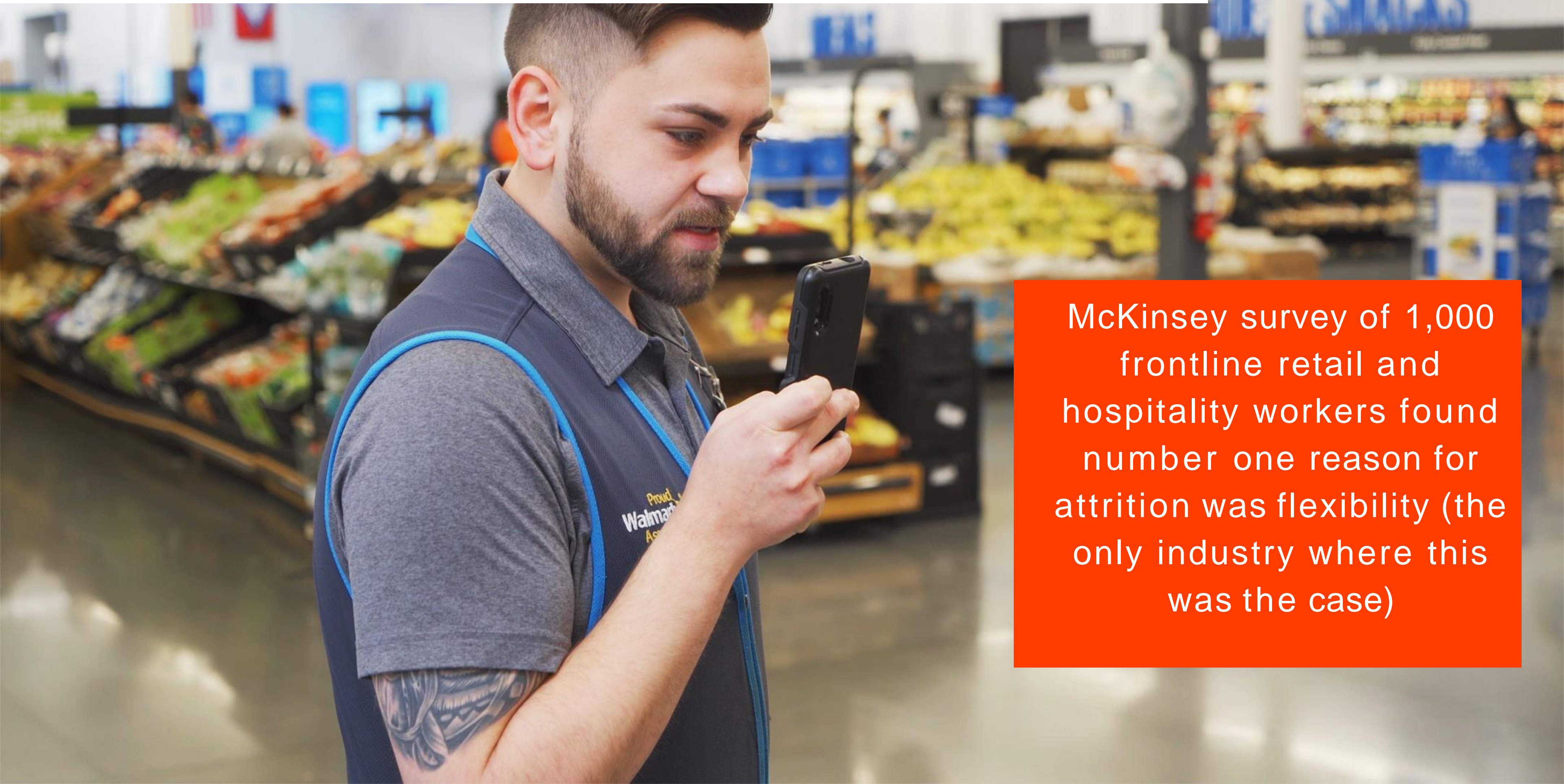
# IMPROVE CANDIDATE EXPERIENCE

A woman with blonde hair, wearing a black t-shirt and a lanyard, is looking down. To her right, a chef in a white shirt, green apron, and black hat is smiling and looking down. The background is a kitchen with shelves of brassware.

40% of Gen Z use  
YouTube to determine  
whether they want to  
work at a company.

37% would use  
Instagram, 36%  
Snapchat (Dorsey and  
Villa)

# CONSIDER FLEXIBILITY IN WIDEST SENSE



McKinsey survey of 1,000 frontline retail and hospitality workers found number one reason for attrition was flexibility (the only industry where this was the case)





Workers who can't work remotely are far less likely than others to say their job is fulfilling, that their team cares about their wellbeing, that they're fairly rewarded financially and that they can be creative in their work (PwC)


# CREATE A PURPOSE-LED ORGANISATION

Two-thirds of US-based employees said COVID-19 caused them to reflect on their purpose in life and nearly half said they are reconsidering the kind of work they do (McKinsey)

Companies that embody purpose have employees that are 1.4x more engaged, 1.7x more satisfied and are 3x more likely to retain employees (EY Beacon Institute)



# EMPOWER YOUR EMPLOYEES



Workers experience a sizable 'voice gap' at work - a gap between how much say or influence they feel they ought to have and how much they actually have on topics such as wages, working conditions and fair treatment (MIT Institute for Work and Employment Research)

# BOOST TALENT MOBILITY

More than half of employees think it is easier to find a job outside their company than inside (Deloitte)



# DEVELOP CROSS SKILLS

75% of Gen Z  
interested in a  
situation where they  
can do multiple roles  
in one place of  
employment



# 7 THINGS YOU CAN DO

- Find new sources of talent
- Improve candidate experience
- Consider flexibility in its widest sense
- Create a purpose-led organisation
- Empower your employees
- Boost talent mobility
- Develop cross skills



# THANK YOU

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