

win with

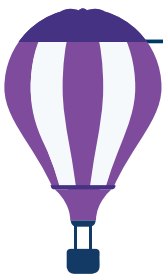
empathy



Global Talent Trends | Japan | Most employees (72%) 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



84% of executives agree that the purpose of an organization should extend beyond shareholder primacy

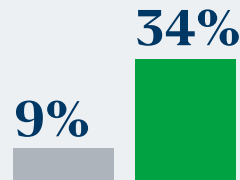
But only **40%** of organizations are delivering on this today

55% 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 34% today)



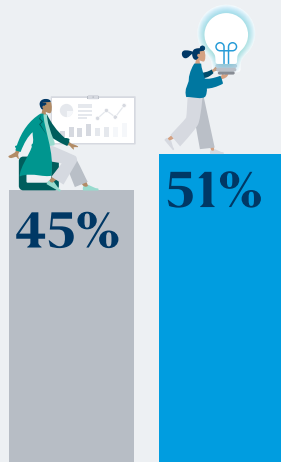
Just **13%** of companies use metrics to make buy, build, borrow decisions



And only **38%** 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 workforce capability

According to executives, only 45% of the workforce is able to adapt to the new world of work

But 51% of employees say they are ready to learn new skills



Energize the experience

Inspire and invigorate people by redesigning their work experience



Just **3%** of HR Teams believe they deliver an exemplary employee experience today



But **71%** of companies are redesigning the organization to become more people-centric

Energized employees are **5x** more likely to report an inclusive, healthy and trusting 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.**

welcome to brighter