

Get ready for work-life design

In this era of talent supply chain management, talent has a choice of where and how to work, as evidenced by the 31 percent of global workers—free agents—who choose flexible work styles over traditional employment arrangements. The best talent is looking for greater ownership over work-life design, and seeking out the organizations that will partner with them to achieve this. For the companies that do, engagement will rise in the form of loyalty and commitment.

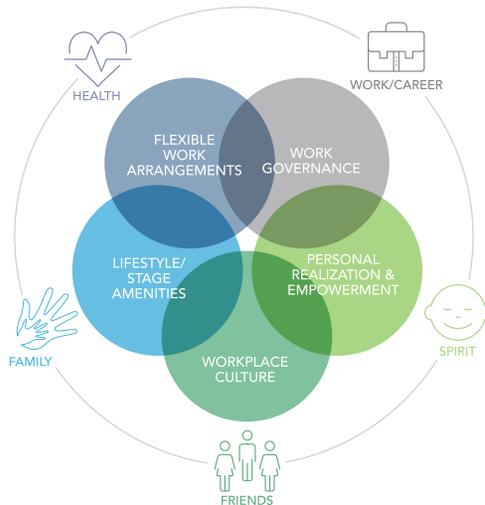
The work-life design palette

Work-life design elements that global workers value and draw from to positively impact the balance between their work demands and personal life, by percent of global workers:

63% Flexible work arrangements such as working remotely or telecommuting; flexible schedules and hours

49% Paid time off that includes vacation days, sick days, and holidays

43% Wellness programs that could include on-site fitness centers, health club memberships, and stress reduction programs



37% Limitations or restrictions for working beyond designated business hours

82% Growing skills and knowledge in order to keep up with industry changes

37% Opportunities to work on innovative projects and initiatives during work hours

57% Highly collaborative environments with cross-functional teams

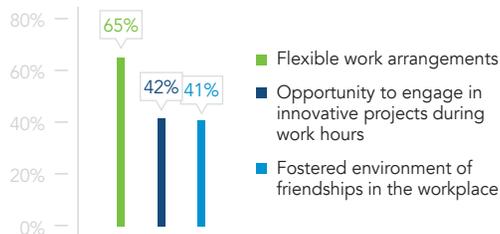
39% Innovative and creative cultures

37% A fostered environment of friendships in the workplace

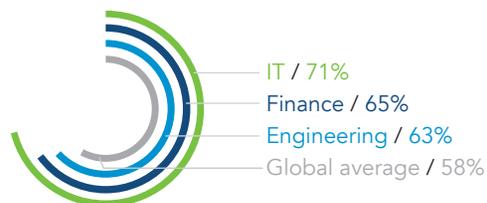
Skill sector comparisons

Professional/technical (PT) workers, overall, value work-life design more than other workers—and they expect it.

Work-life design elements that PT workers value above global average:



I feel I am in a position of high demand in the workforce:



No longer a gender issue

Women and men weighed in on work-life design preferences—here's where we see some great differences:



Regional cultures

Worldwide, regional cultures play a strong role in determining what matters most to workers.

When it comes to attracting talent in the Americas, seven out of 10 workers want work-life balance, which ranked third as an attraction factor. Nearly six in 10 want flexible work arrangements, which ranked fifth.



Workers who value flexible work arrangements

In addition to analyzing worker preferences and psychographic insights based on survey data from the 2015 and 2014 Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly Free Agent Research (2015) survey data and other research sources.

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