

Get on board

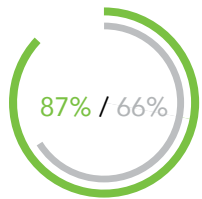
The impact and benefits of work-life design

Work-life design is not just a trend—it's a movement. It requires employers and employees to renegotiate the terms of how they view and rely on each other. While workers need to invest more in their own development, employers need to recognize that workers have priorities outside of the workplace. If they do, they'll see worker engagement rise in the form of loyalty, discretionary effort, and commitment.

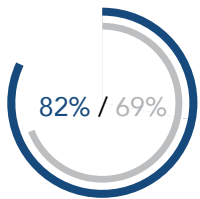
For employers of scientific talent, the costs of not adapting to a work-life design environment are high. By not changing, organizations risk the turnover of top, engaged workers. They narrow the range of talent they can attract, and may compromise performance and innovation.

Talent has a choice of where and how to work, which means your best talent is looking for greater control and ownership over how they integrate work and their personal lives and passions.

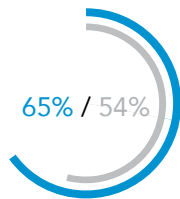
Among U.S. scientific workers who are more committed:



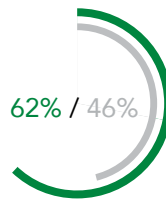
87% rate employers "high" for opportunities to be involved in interesting, meaningful work (vs. average U.S. scientific talent rating of 66%)



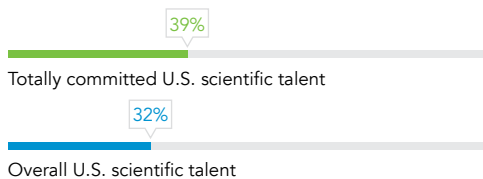
82% rate employers "high" for work-life balance opportunities (vs. average U.S. scientific talent rating of 69%)



65% rate employers "high" for offering flexible work opportunities (vs. average U.S. scientific talent rating of 54%)

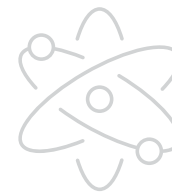
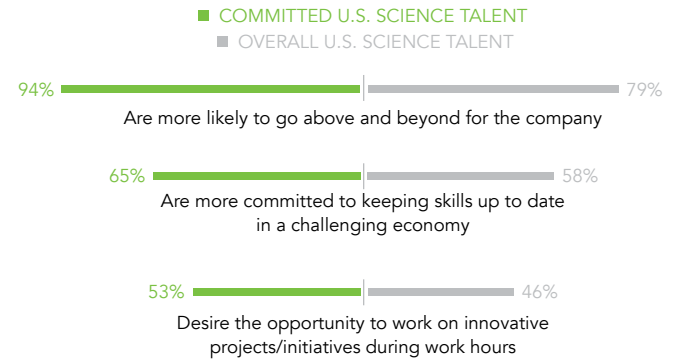


62% rate employers "high" for opportunities for community service/to meet desire for socially conscious work (vs. average U.S. scientific talent rating of 46%)



In the U.S., scientific talent that describe themselves as being "totally committed" say it is important to have opportunities to give back to the community—volunteering during work hours or at company sponsored events—versus overall U.S. scientific talent.

There is a strong relationship between work-life design elements and **higher levels of commitment**.



Looking to retain your best scientific talent?

Ensure your organization fully embraces the concept of work-life design by providing interesting, meaningful work, and opportunities to give back to the community.

For more information or to contact us, visit kellyservices.us/science today.



kellyservices.us/science