

Get on board

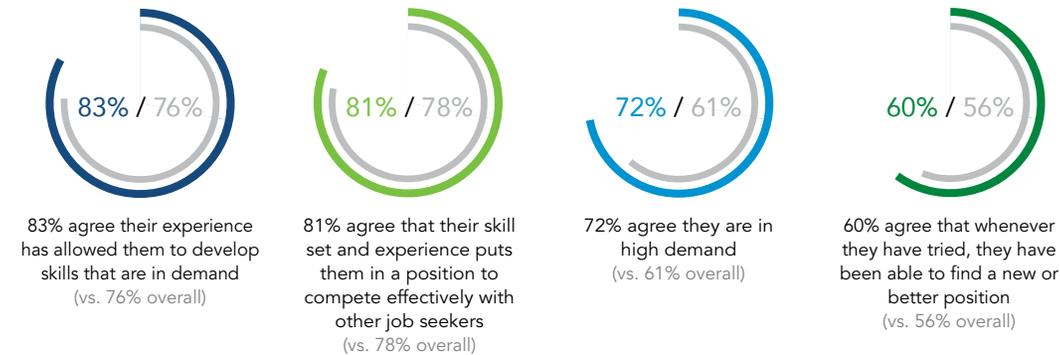
The impact and benefits of work-life design

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 IT 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.

U.S. information technology workers outscore the U.S. average on components of talent agility—they are well aware of their market power and value, so if they are dissatisfied, they know they can find a better opportunity.

Among U.S. IT talent:



In the U.S., 77 percent of millennial IT workers agree they are in high demand, versus 69 percent of baby boomer IT workers.

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



In the U.S., millennial IT talent has an edge over older cohorts in their level of confidence in skills and market demand.

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