

Get on board

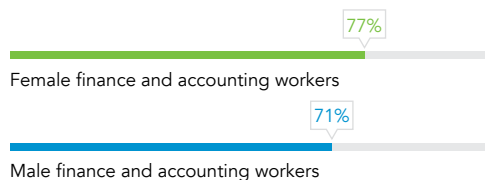
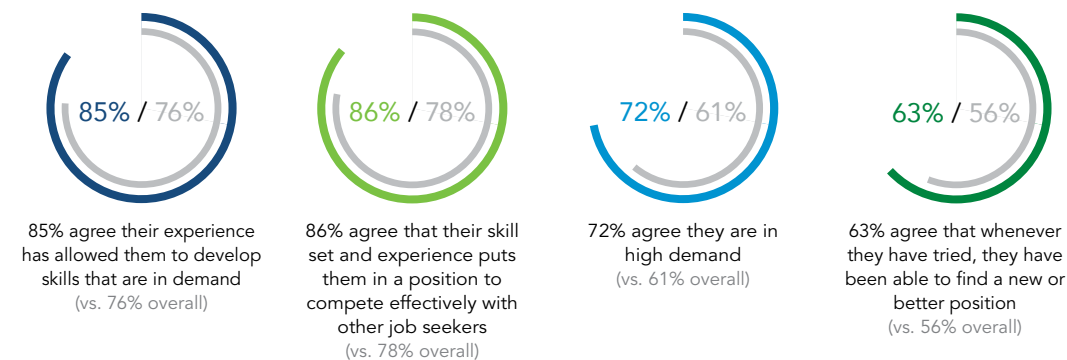
The impact and benefits of work-life design

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 finance and accounting 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. finance and accounting 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. finance and accounting talent:



In the U.S., 77 percent of female finance and accounting workers agree that if they were to consider changing jobs, they are in a good position to secure a similar or better position of employment, versus 71 percent of male finance and accounting workers.

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



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

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