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WHAT DOES THE WORKPLACE OF THE FUTURE LOOK LIKE IN 2023?

We spoke to

4,000 professionals

from **25 industries**

across the US and UK to understand the organizational issues keeping them up at night.

With the future of work looking increasingly unpredictable, leaders can't afford to leave anything to chance.

It's time to lead with intention in 2023. Here's what you need to know about the hopes, attitudes and fears shaping the workplace right now.

EMPLOYEES ARE VOTING WITH THEIR FEET

It's no surprise that **75% of people are concerned about the cost-of-living crisis**.

That concern is clouding career decisions.

24% of people think it will be normal to work for an employer for no more than two years.

44% say they're thinking about their career path in months, not years.

58% say they'd leave their job for one they were less interested in if it offered a higher salary.

This short-term thinking is a big challenge for employers. It's clear that The Great Resignation isn't over yet.

So, how do leaders hold onto and hire the best people in 2023? It's time to listen even more carefully to the worries of your workforce and think holistically about ways to help everyone develop and grow.

Money matters, but it's not the only way to support your teams. Culture is increasingly important, too. And in recent years, many workplace cultures have struggled.

WORKING FROM HOME REVEALS HOME TRUTHS

The past three years have proven that workers can be just as, if not more, productive working from home.

47% of people who mostly work in the office resent accommodating their remote colleagues' flexibility demands. Even when hybrid working policies are fair for all, they still raise problems.

52% say working from home leaves them feeling disconnected from their colleagues... and that disconnect could be enough to make them look for work elsewhere. Yet calling everyone back to the office isn't the answer, either.

64% say going back to the office will have a negative impact on their health.

Now leaders face a balancing act between:

giving people the flexibility to work in ways that work for them with agreed upon workday boundaries for those working from home and...

building connected teams with a strong culture that everyone wants to be part of.

TIMES ARE TOUGH, BUT THERE'S A SUSTAINABLE FUTURE AHEAD

While money matters make many people think short-term, millennials still have the future in mind — for them and the planet.

54% of millennials (and 65% of Gen Z) consider themselves climate activists.

62% would welcome targets in their current roles that relate to sustainability.

65% say they'd feel more inspired at a company with an ESG policy embedded into its business practices. ESG policy — and they'd be more loyal to that company, too.

54% would consider changing careers to a sustainability-focused role. That number rises to 65% amongst Gen Z.

With boomers reaching retirement age and many Gen X-ers below them preparing for early retirement too, it's time to build the businesses millennials want to lead. That includes getting ESG and DE&I policies in order in 2023.

Let your sustainability credentials shine through and make your purpose clear, and you'll inspire your next generation of leaders to stick with you — and step up when the time is right.

ARE YOU READY TO STOP GOING WITH THE FLOW AND START LEADING WITH INTENTION IN 2023?

For a deeper dive, download our eBook on **The Future of Work in 2023.**

Or **talk to us** to understand what you can do right now to give your organization a competitive edge.

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Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We hire, assess, develop, and compensate people so they can perform to their potential and ensure that organizations have the talent they need to succeed as they navigate and advance their careers. Our 15,000 experts in more than 30 countries deliver on that core promise.
Organization Strategy, Assessment & Succession, Talent Acquisition, Leadership & Professional Development, and Total Rewards.