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3 WAYS TO KEEP TOP TECH TALENT

We spoke to technology professionals across the US and UK to uncover what they expect from their career—and to help employers navigate how to keep and grow them into future leaders.

1 Reduce short-term thinking with a long-term outlook

As demand for tech talent grows, top performers are finding themselves in high demand leading many to consider different opportunities.

54% of tech workers are now planning their careers in terms of months, not years

75% say better opportunities created by the talent shortage could make them look elsewhere

72% say hybrid and remote work have made it much easier to change employers

57% are actively considering changing their career

To re-engage employees, tech leaders should

- Encourage employees to actively participate in shaping their career journey
- Continually assess the skills required and provide training to support
- Develop assessment tools to ensure employees get timely feedback

Lack of clarity around promotions leads to disengagement
66% of tech workers believe they must go beyond their role's responsibilities to secure a promotion yet **47%** of them say they refuse to work harder until they receive a promotion.

2 Mend fractured cultures with blended learning

Hybrid and remote work have made the workday more flexible, but they have also led to growing resentment, disconnection and heavier day-to-day workload.

49% say that the psychological contract between leader and employee has suffered

Culture is at a crossroads

62% work longer hours than they thought they would when they joined

49% consider leaving their role because the job isn't what they signed up for

58% resent having to accommodate their colleagues' flexibility demands

Now is the time to be hyper-focused on culture

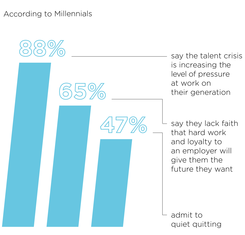
- Earn the trust of employees by making good on commitments to their wellbeing and growth
- Find ways to blend development opportunities into remote and hybrid work every day
- Give employees space and time to grow outside of work, reducing burnout

3 Close the succession gap by moving up Millennials

The Baby Boomer generation is retiring and Gen X is surprisingly close behind, but their successors are feeling unsupported and unmotivated.

45% of Gen X tech professionals tell us they are actively considering early retirement, while 59% of their Millennial successors agree with the statement, "I feel burnt out."

According to Millennials



To prepare tech leaders for their next roles, offer customizable learning and development programs that engage, motivate and meet their specific needs

- Offer tailored training on people management to mid-career employees
- Help millennials develop the soft skills to influence the broader organization over the long-term
- Encourage emerging leaders to work with a range of existing, and newly formed, teams to grow collaboration

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Are You Ready to Move Your Tech Talent Toward Tomorrow's Competitive Edge?

Read our eBook to learn how you can create a progressive employee experience that retains, engages, and grows your tech talent.

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