

# What Do Employees Want?

With only **1 in 10** employees defining workplace success as high performance, what are the rest thinking?

## 75%

of employees are unengaged at work\*

Employers need to rethink how they develop and motivate individuals to meet performance goals.

\*Right Management Career Development Study, 2012.



## 6x

greater employee engagement

Employers that provide career development opportunities are six times more likely\* to engage their employees than organizations that do not.

\*Right Management Career Development Study, 2012.



A new global study by Right Management highlights how employees define career success and what they expect at work.

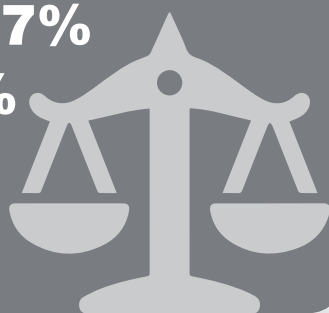
“Understanding employee **career motivations and aspirations** is key to creating a **high performance culture**.”

Mara Swan, Global Leader, Right Management; Executive Vice President, ManpowerGroup

### Balance Takes Priority

#### TOP 5 CAREER ASPIRATIONS:

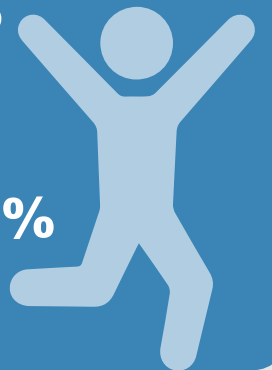
- Achieve work/life balance **45%**
- Be the best at what I do **17%**
- Earn a lot of money **13%**
- Help other people **11%**
- Help society **6%**



### Happiness Trumps Salary

#### TOP 5 DEFINITIONS OF SUCCESS AT WORK:

- Happiness/enjoyment **26%**
- Salary **19%**
- Doing the best work **18%**
- Respect and recognition **15%**
- High performance **10%**



## Employees Want **R-E-S-P-E-C-T** from Leaders and Co-Workers



TOP EXPECTATIONS OF LEADERS

**53%** Respect for my knowledge and experience

- 51%** Mutual trust
- 37%** Transparency
- 32%** Opportunities for learning and development
- 30%** Relationship of equals regardless of job title

TOP EXPECTATIONS OF CO-WORKERS

**59%** Mutual trust from my colleagues at work

- 48%** Respect for my knowledge
- 46%** Relationship of equals
- 41%** Transparency (no politics)
- 21%** Friendship

## Why are Employees Looking to EXIT?



Top motivators for leaving

- Work/life balance **35%**
- Higher compensation **35%**
- Better work culture **25%**
- More challenges **25%**

## How can employers close the gap?



### SEGMENT and TARGET

Identify those employees who define workplace success as high performance and offer them targeted development opportunities.



### ACTIVATE and ENGAGE differently

Two-thirds of individual engagement motivators can be tied to career development discussions. Create a focus on career and start at the top by enabling leaders to have career conversations with their employees.



### Focus on LEARNING and DEVELOPMENT

Make learning a priority in your organization. Leverage ongoing assessments to identify skill gaps and adjacencies and provide employees access to the tools and experiences they need to develop new skills.

The **Global Career Aspirations Survey** was commissioned by Right Management to better understand career motivations and how individual perceptions are shifting in the workplace. 1,225 respondents across various sectors in Canada, USA, Belgium, France, Germany, Switzerland, UK, Australia, India and Singapore took part.

Right Management is the global career and talent development expert within ManpowerGroup (NYSE: MAN). We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries. Visit [www.right.com](http://www.right.com) to learn more about our capabilities and solutions.

