

Rethinking what we need from work

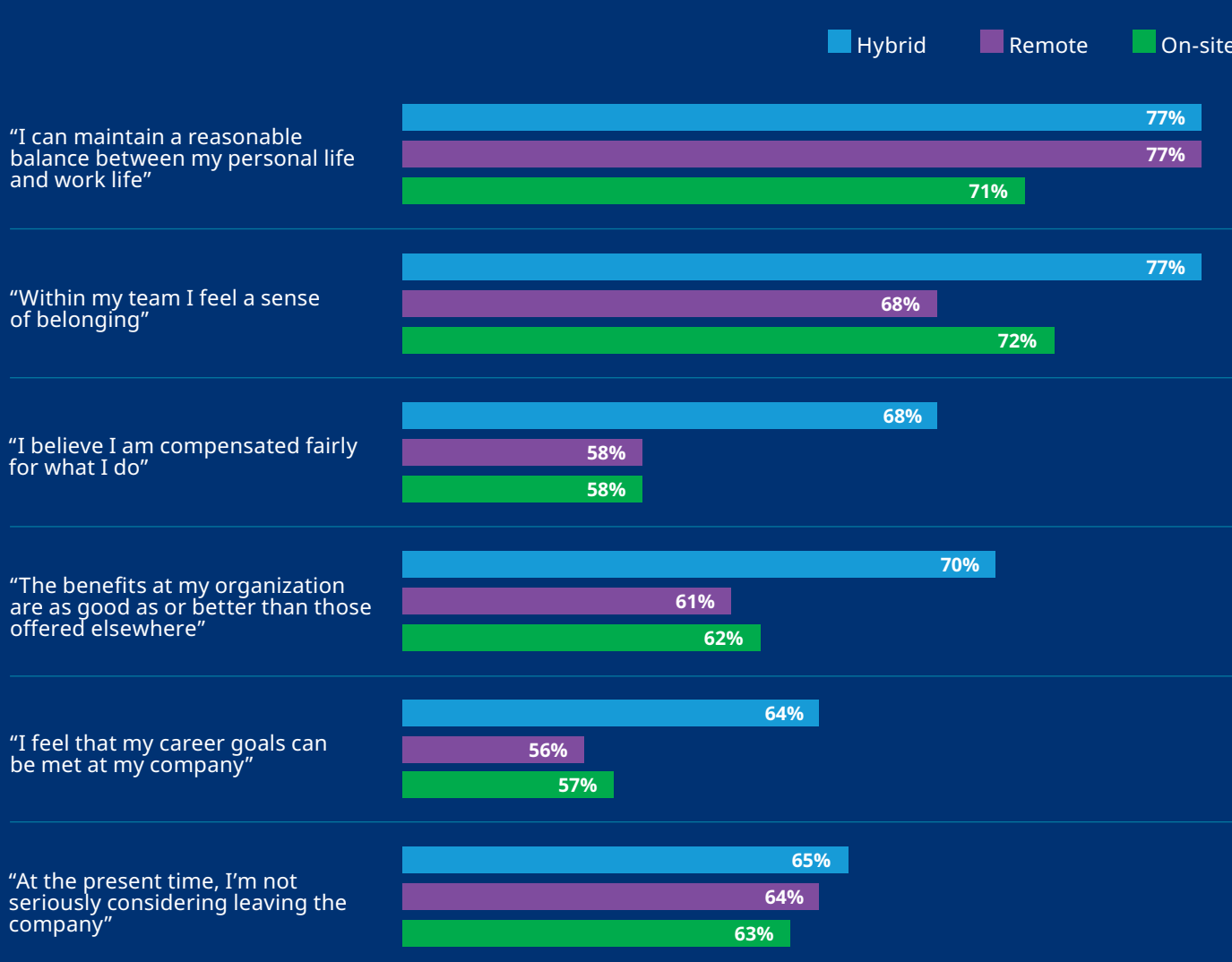
Flexibility is among the top reasons employees say they would be attracted to a new employer. Economically, this is a high value benefit that can be provided at a low cost to the employer. So it is no wonder that 69% of employers say they will adopt a hybrid model.

Discover the highlights from Mercer's 2022 Flexible Working Policies and Practices Survey which spanned 749 US Employers and see key insights from the 2022 Inside Employees' Minds Report, which captured the feedback from over 4,000 US employees.



What employees want

Good news for employers — hybrid workers are the happiest. They feel the greatest sense of belonging, satisfaction and that their career goals can be met.



Source: 2022 Inside Employees' Minds Study

But there is still a difference between what is being offered and what employees desire



Source: *2022 US Flexible Working Policies and Practices Survey
†2022 Inside Employees' Minds

What employers can do next



70% of employers offer flex time (e.g., adjusted start and stop times) as part of their flexible working strategy

42% of employers also offer part-time schedules in their flexible working approach

32% have, or are considering offering, a 4-day workweek to all or some employees

18% offer variable or alternative shifts

14% offer phased or flexible retirement

Source: 2022 US Flexible Working Policies and Practices Survey

Are your programs competitive in today's tight labor market when flexibility is more important than ever?

Visit our website to purchase the **Flexible Working Policies and Practices Survey** and benchmark your program. Industry and custom reports are available.

For more insight into what's top of mind for employees, download the full copy of the **Inside Employees' Minds Report**.



Contact us today to discuss your unique needs.