

WE ASKED. YOU ANSWERED.

The Results of Our Talent Mobility Poll

Start spreading the news; The Great Resignation is here. Employees who hung onto jobs during the pandemic now have their feelers out. Priorities have shifted. A search for meaning has a stronger pull. Balance matters more than ever. In this ForceBrands LinkedIn poll, we explore talent mobility as the world begins to inch toward 'normalcy.'



Pandemic paranoia improved retention

Over half of employees said they stayed in their current job purely for job security during the COVID crisis, even though they were dissatisfied with their jobs. We all knew that wasn't going to last long. As vaccination rates increased, people began taking more risks. Employees who had postponed career transitions were no longer passive job seekers. The hiring tide had turned in their favor.



Rushing for the exits

Two-thirds of respondents either already switched jobs (17 percent) or said they were extremely likely to (47 percent) in the next six months. The Great Resignation that kicked off in summer 2021 and will continue into 2022 is underway. As recruiters, we have seen clients post more jobs and have experienced more receptive and engaged candidates. Now is the time for employers to take stock of their employee benefits and perks — the ultimate tools to attract and retain top talent.



Compensation is a likely trigger

Just 20 percent of employees reported a pay increase in the last year. Over half of respondents said their compensation didn't change either way. It's no secret that changing jobs often leads to a bump in pay — one that offers more money than any annual raise or bonus might. So if an annual raise didn't happen and the one expected is not enticing enough, higher compensation is the easiest incentive to move talent.



Recruiting heats up

Sixty percent of respondents said that they've been approached more frequently about new career opportunities recently. This finding gave us all the feels and the validation that the job market is more active than ever. Candidates are engaged. Companies are hiring. We're here for that.

The Great Resignation poses both risks and rewards for employers. It's a time for employers to pay close attention to the needs of their employees and what they want from the post-pandemic workforce. Companies that stay attuned to emerging workplace trends (and respond accordingly) will be best positioned to win over talent in the candidate-driven job market.