



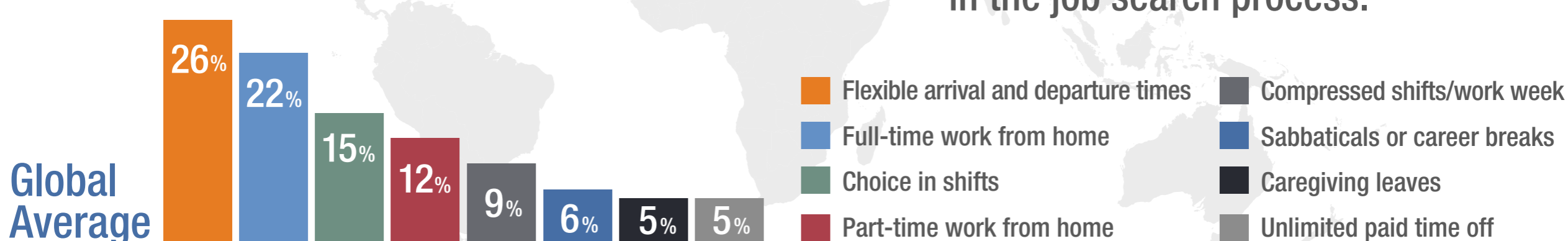
# Work, for Me

Understanding  
Candidate Demand  
for Flexibility

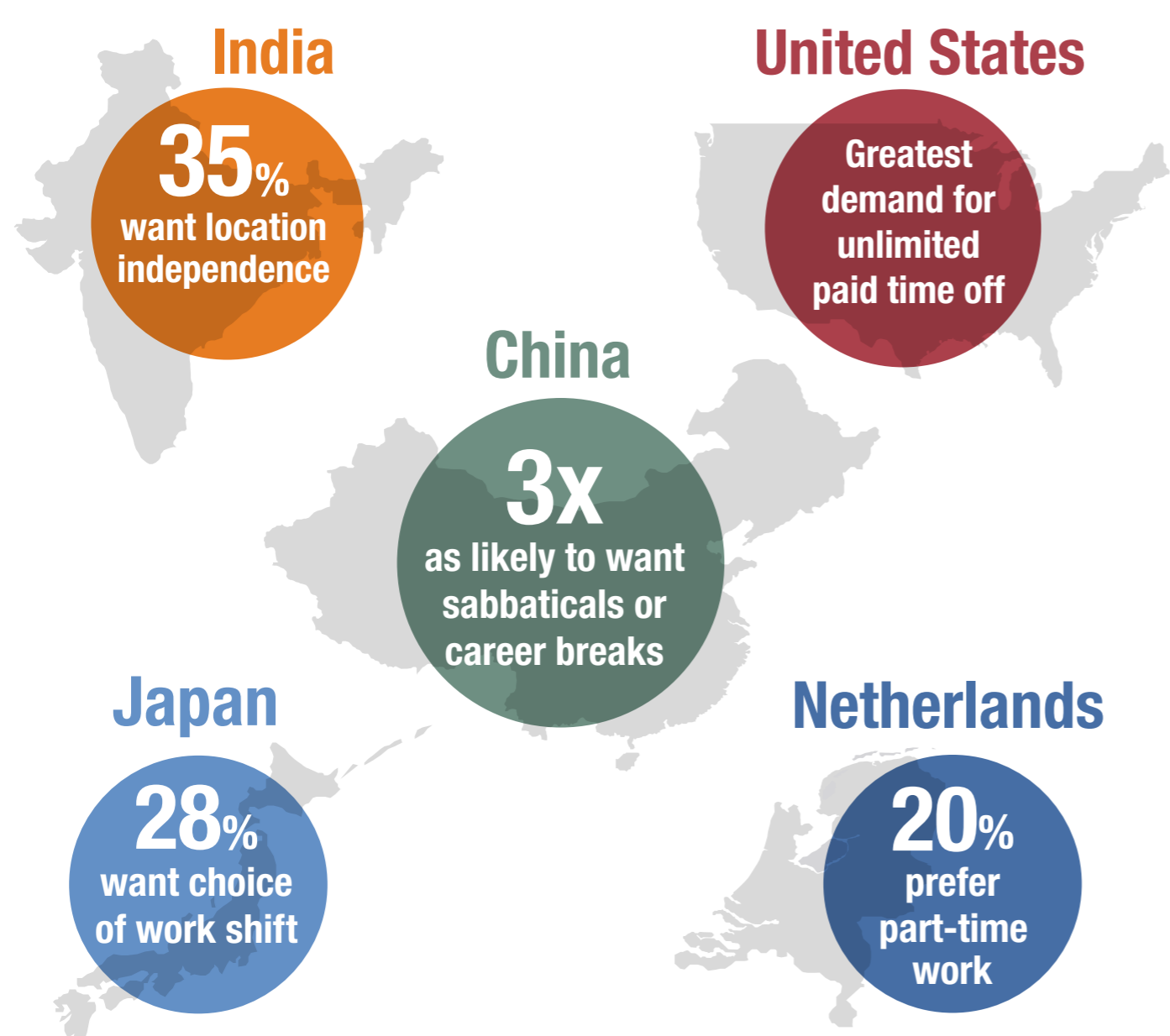


## Schedule Flexibility Preferences

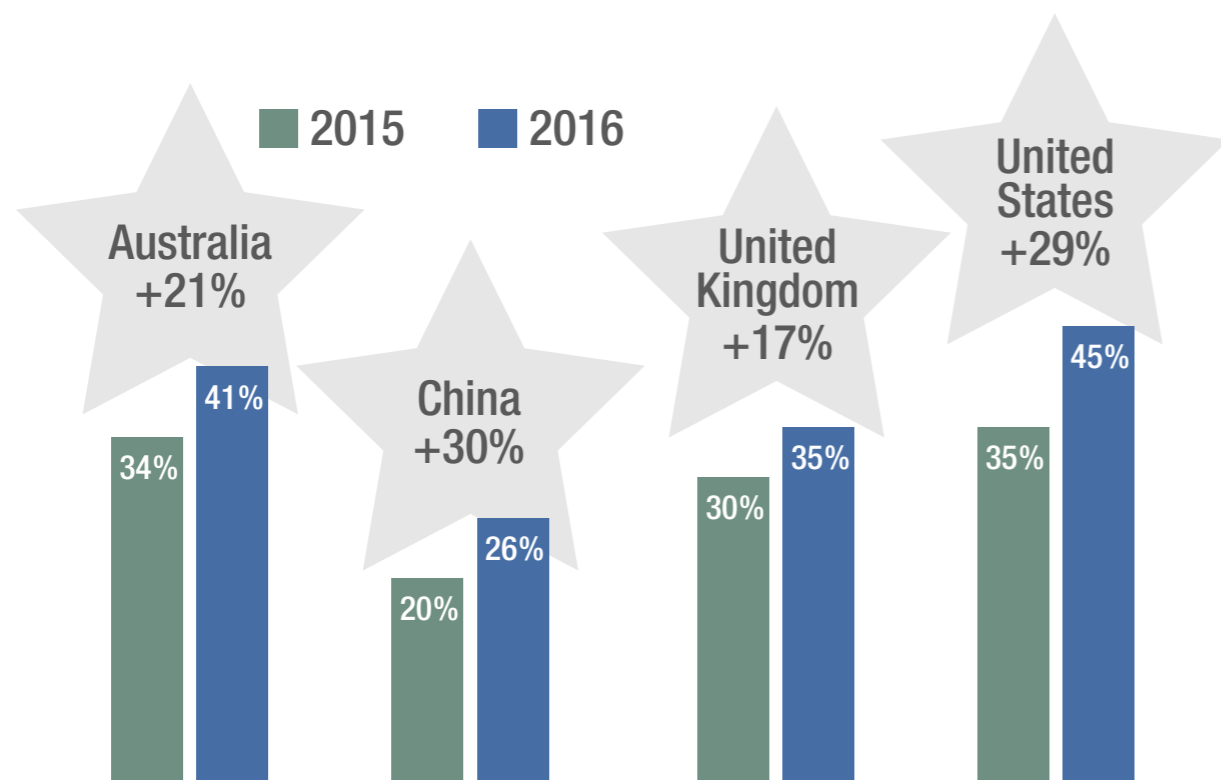
In the 2016 Global Candidate Preferences Survey, candidates shared what matters most to them in the job search process.



## Candidate Flexibility Preferences Vary by Country

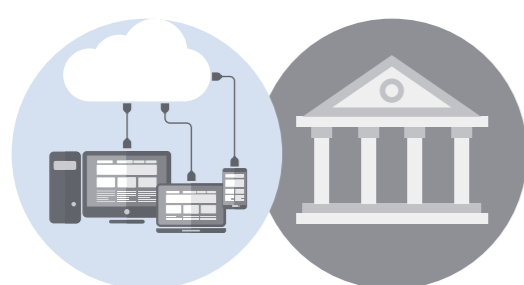


## Schedule Flexibility Increasing as a Top-Three Motivator for Career Decisions



## Industry Makes a Difference

Individuals with desk jobs, such as those in IT or financial services



**32%** prefer full-time work from home  
**27%** prefer location independence

People working in healthcare or retail



**12%** prefer compressed shifts or work-weeks  
**23%** prefer choice and control in work shifts

**36%**

of respondents prefer a work model other than full-time employment



\*Especially in Latin America

## Key Considerations for Employers in a World of Flexible Workplaces

- 1 Align incentives with outcomes
- 2 Normalize existing flexibility policies
- 3 Take baby steps
- 4 Leverage technology
- 5 Consider collaborative hiring
- 6 Explore new talent pools



## About the Respondents

- Nearly **14,000** individuals currently in the workforce
- **19** influential employment countries across the globe
- **18-65** years old
- Various **career levels** and **industries**

