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Gartner

The Future of Work

Overarching Theme: The future of work has arrived, and it's messy and going to stay that way. ([source](#))

Actions to Consider:

- Shift from managing employees to managing the life experience of your team members.
- Flexibility is the new keyword (in location, in time, in hours, in benefits for each individual).
- Make the office a hub of “innovation and social interaction” for employees when they are there.
- Mental health and wellness for employees must be addressed regularly and continually.
- Fill the skills gap with “rented” employees/contract workers.
- Learn from this pandemic to prepare you and your association for the next one.

Statistics:

COVID/Returning to Work

- According to a survey of 2,700 office workers across nine countries carried out by the polling firm Ipsos, more than a third of all office workers would quit if they were forced to go back into the office full time. ([source](#))

Working from Home

- 45% of American teleworkers regularly work from a couch, 38% regularly work from bed, and 20% often work outside, according to [a study](#) by the home improvement marketing firm CraftJack.

Changing Jobs/Quitting

- 95% said that they were considering leaving their jobs, according to the results published earlier in July. A third of these people said burnout was the reason. ([source](#))
- The second-highest rated reason for wanting to quit, at 29%, was a lack of growth opportunities, the Monster poll showed.
- Burnout is not the only cause of employees quitting. Lacking a sense of meaning and not receiving the emotional support needed to thrive are also involved. ([source](#))
- A record 4 million people quit their jobs in April, the highest number in 20 years, according to data from the Labor Department. Job quits rose the most in the retail sector and in professional

and business services. A Microsoft survey conducted in January also showed that 41% of workers globally were thinking about quitting their roles.

- Recent research from staffing agency Robert Half found that some 64% of workers believe job-hopping to be an acceptable, even beneficial, practice — especially millennial workers. Millennials resign nearly two times as often as non-millennials with comparable tenure (34.5% compared to 19.4%), according to new data from people analytics company Visier. And when they do, most will give the customary two weeks' notice, an arbitrary and mostly American phenomenon that increasingly seems antiquated. ([source](#))

Office Environment

- We've found a significant causal relationship between open-plan office noise and physiological stress. Our results show such noise heightens negative mood by 25% — and these results come from testing participants in an simulated open-plan office for just eight minutes at a time. In a real office, where workers are exposed to noise continuously during the day, we would expect the effects on stress and mood to be even greater. ([source](#))
- Workers in open plan offices who face the room, are next to a window, and have few or no desks behind them are more productive, according to a new study by UCL researchers. ([source](#))

Salary

- More than 40% of U.S. workers feel they're underpaid for their roles, a percentage that hasn't changed much in the last 10 years. ([source](#))

The Future of Work

- Is a four-day week the future of work? ([source](#)) and ([source](#))
- Why our brains don't like an eight-hour day. ([source](#))
- Working 9-to-5 is an antiquated relic from the past and should be stopped right now. ([source](#))
- 11 predictions about the future of work ([source](#))
- Flexible hours may be a solution for dissatisfied employees. ([source](#))
- Your employee may be working for someone else at the same time he's working for you.

Population Changes

- A falling global population will soon reduce the number of employees available. ([source](#))

Hourly Employees, the Gig Economy, and Contract Labor

- 57 million U. S. workers are now part of the gig economy. ([source](#))

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