



values:

aligning values



human forward.

workmonitor 2022.

Today's workforce feels different about work and the world around them, placing a heightened focus on good values. Social justice movements, climate change, and diversity and inclusion in the workplace are top of mind.

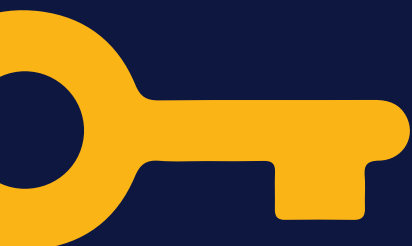
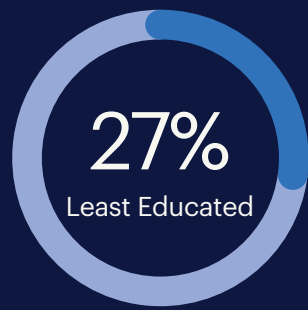
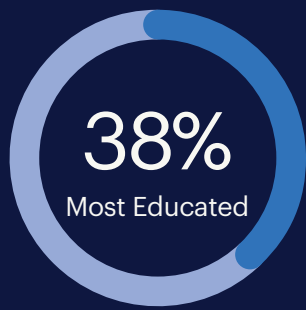
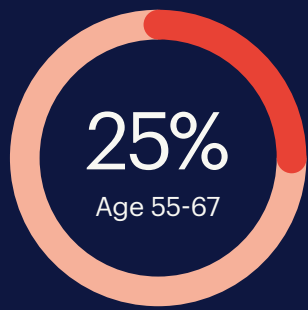
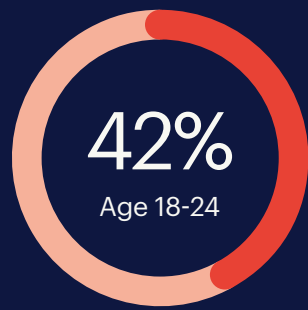
purpose over paycheck.

34%

survey respondents would not mind earning less money if their job was contributing something to society



In addition to the above percentage, both age and education play a factor:



key finding.

Good company values matter, and employees want those values to align with their own. Two areas stand out:

ESG:

environmental, social and governance issues



humanitarian relief efforts

social justice movements



green energy & sustainability

43 percent

would not join an employer if company social and environmental values don't align with their own

EDI&A:

equity, diversity, inclusion and access policies and practices

42 percent

would not join a company that is inactive in promoting EDI&A policies and practices

41 percent

would not join a company that doesn't make efforts to promote a diverse and inclusive workplace

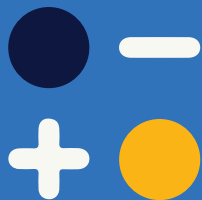


aligning values

at work

73%

survey respondents say their employers' values align with their own. To maintain that alignment:



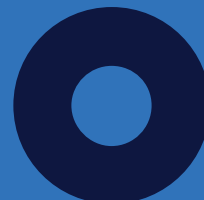
start basic

Revisit mission statement — focus on values and align culture with emerging societal issues.



tune in

Employee resource groups can reveal gaps in corporate commitment to issues important to the workforce.



stay open

Establish good ethics and values, then remain clear and open about position and intended outcomes.



human forward.