

# 2023 Workplace *Predictions.*

And How People Leaders Can Prepare



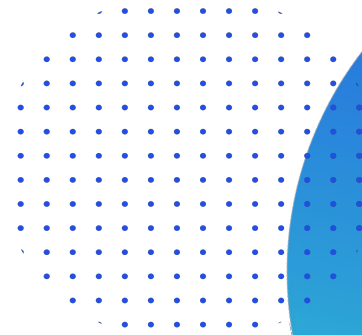
#FINDYOURFORWARD

# Introduction.

The evolution of the workplace will continue in 2023. Change is on the horizon, yet again, and people leaders must begin thinking about how these workplace changes will affect their organizations today and in the future.

Agility will continue to be key. Change seems to be never-ending within the workplace in recent years, and 2023 will be no exception. As the economic climate continues to be uncertain and large generational workplace shifts are on the horizon, people teams must be ready. The companies that are well-prepped for these challenges will come out on top at the end of this year.

Keep reading to explore the four predictions that are most likely to affect the workplace in 2023. We'll also share the questions you should ask yourselves as people leaders to ensure your company is ready to tackle these challenges.





# Contents.

---

## **Introduction**

**Section 1:** The Meaning of Work Continues to Change

**Section 2:** The Boomer Effect

**Section 3:** Remember, Quality Over Quantity

**Section 4:** Living Hybrid - The Pendulum  
Keeps Swinging

## **Conclusion**

// **AUTHOR:** SHELBY BOLINGER

// **PUBLISHED:** JANUARY 2023

## SECTION 1

---

# The Meaning of Work Continues to Change.

It shouldn't come as a surprise that how people think about work changes. However, the quickness of this shift in the past few years is a different story. This next section shares what talent leaders can expect in the next wave of what work Means to professionals.

## SECTION 1

---

Flexibility and embracing change have been critical factors for people teams over the last few years and will continue to be important traits going forward. The meaning of work is a fluid idea that continues to evolve, and companies must adjust their workplaces accordingly to continue to attract and retain top talent.

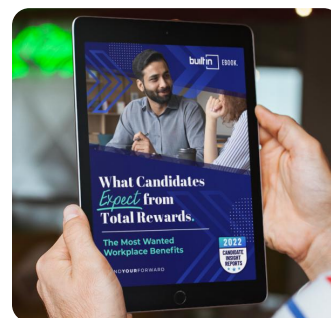
In the past few years, this evolution has been caused by dramatic economic changes, which may continue. However, another key factor is the generational shifts happening in the workplace over the next few years. **By the end of the decade, it's estimated that Gen Z will make up a third of the workplace.** And what Gen Z expects out of the workplace compared to other generations is quite different.

You can get a brief glimpse of this in our [2022 Candidate Insight Report](#) on total reward offerings, where we break down how the desire for certain benefits change as professionals move into different phases of their life.

For example, 401(k) matching and insurance are the top two priorities for the 45 to 54 age demographic. And though insurance coverage was a top priority for the 18 to 24 age demographic, mental health and wellness benefits were more important than 401(k) matching.

For the 18 to 24 age demographic, **mental health and wellness benefits** were more important than 401(k) matching.

This is just one example of how employees' needs evolve throughout their careers. Research reported in [MIT Sloan Management Review](#) also suggests that an identity shift has occurred in the workplace and that employees want to be treated as the people they are now vs. the people they once were. Or, put another way, they want to be treated as the employee demographic that currently makes up the workforce vs. being expected to act like the employee demographic that once made up the workforce. When employees are continually expected to act differently or are not provided the support they request, they're likely to exit or become less motivated to contribute.



### Your Guide on Total Reward Offerings

Find out which rewards are make or break for your business.

[DOWNLOAD NOW](#)



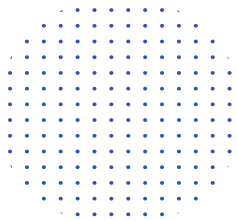
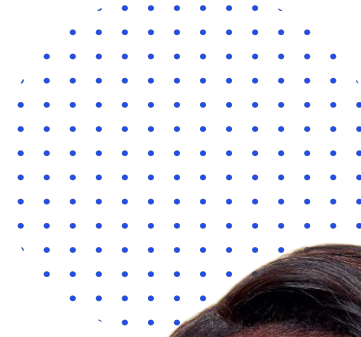
## SECTION 1

---

### Going into 2023, companies must ask themselves:

- What do candidates and employees really want from their work today and moving forward, and how will this affect our employee value proposition (EVP) and attrition?
- Where are we missing the mark in engaging our current workforce?
- Are we asking and, more importantly, acting on what candidates and employees in today's workplace expect from employers?

Companies that aren't constantly questioning the meaning of work will fall behind in the race to retain and attract top talent.



## SECTION 2

---

# The Boomer Effect.

As Boomers become less of the majority in the workplace, companies must think ahead as to what this means for them. We break down what companies can expect in the coming years and how to be fully prepared for this mass exodus.

## SECTION 2

---

Regarding generational shifts, Boomers are expected to age out of the workplace by 2030. And they are already leaving the workplace in droves, with **10,000 professionals reaching retirement age every day in 2022**. Not only is this a big deal when thinking about what a workplace means to professionals, but it also leaves a significant gap for companies to fill in senior roles.

### Companies must ask themselves:

- Are our middle management leaders ready to take on these responsibilities?
- Have we nurtured and invested in developing them to take on these roles?
- And if not, how can we build the infrastructure to prepare our middle managers for more senior leadership roles?

Upskilling and professional development will be vital in doing this. And not only will an effective upskilling program help prepare middle management for senior roles, but it can help your organization develop more junior talent along the way. Which, during a recession, will be extremely useful to cut costs and make the most of your resources. It's a stepping ladder that will help you get through tough times and consistently have ready-to-go talent internally to keep your company's performance going over the years.

Another inherent benefit of upskilling and reskilling current employees is meeting their needs and desires for career development and growth. According to the Society of Human Resource Management, career training and development opportunities fall within one of the top factors employees seek from their employers. In addition, Pew research shows that **63 percent of employees quit their jobs in 2021 due to a lack of opportunities for advancement**. And the University of Phoenix's Annual Career Optimism Index 2022 also shows that 68 percent of staff would remain with their current employer for their entire career if they upskilled them, and 65 percent said they'd stick around if their employee reskilled them. Additionally, the report indicates that 46 percent of employees don't feel they are as skilled as they need to be, **52 percent feel they need to learn new skills within the next year to continue their careers, and 49 percent said they'd like to develop their skills but aren't sure how to do so**.

Employees want to develop and grow, and ideally, they'd like to do it where they currently work—they are ready and willing to take on new responsibilities and opportunities for growth to meet the needs of filling more senior leadership roles. The companies that do the work now to grow, develop and attract future leaders will be well-suited for a smoother transition into this massive exodus of senior leaders in the coming years. It's future proofing that needs to happen sooner rather than later for a business to continue to thrive now without needing to scramble to recover later.



### SECTION 3

---

# Remember, Quality Over Quantity.

As the need for talent changes, so should your recruitment strategy. Less is more should be the mindset for people teams going into 2023. The next section shares why this mindset will be key and how to make the most of the resources you have today.

## SECTION 3

---

As we enter an impending recession, companies must keep quality over quantity in mind when bringing in new talent. Resources will be cut, and having a hiring mindset rooted in understanding what skills are needed vs. what skills can be nurtured internally will be critical. And, as we learned from the hiring frenzy in the first half of 2022, hiring without an infrastructure to onboard and train candidates properly is a cause for disaster.

### **Companies must think about the following and what's important to their business the most when developing a hiring plan going into 2023:**

- What unique skill sets are emerging that will be critical to our business? Can those skills be nurtured with current talent, or does a more niche professional with this skill set need to be hired?
- Does paying more for great, new talent outweigh the benefits of investing in current, high-performing talent on our teams?
- How will we nurture soft skills like agility within the workforce that will help our business evolve effectively alongside impending change?
- If we do decide to bring on new talent, do we have the most effective onboarding program to make them feel welcome and ready to tackle the challenges ahead?



## SECTION 4

---

# Living Hybrid - The Pendulum Keeps Swinging.

Did you think the hybrid work debate was over? Think again. As companies begin to change the status quo, a battle between employees and employers is on the horizon. Read on to hear how the decisions you make around hybrid work will affect your ability to recruit and retain talent.



## SECTION 4

---

Another year calls for another debate between in-office and remote work. While sentiments from workers have mostly remained the same, companies have begun to change their policies, requiring employees to come into the office more than ever since the pandemic first started.

HR Dive reports that a whopping 90 percent of companies plan to enforce a policy where their employees work from the office at some point every week. And yet, 40 percent of professionals said being forced to work from the office at any point would be cause for quitting their job. Also, **when employees don't feel heard or respected when they request autonomy in how and when they complete their work, they're more likely to quit or reduce their engagement and work productivity.** This is critical to help them meet their human need to balance work and life.

The impact of in-office investments and fear of lost productivity are just some of the factors swinging the hybrid work pendulum in a company's favor. And as budgets and resources continue to be tight in 2023, companies must seriously consider the impact of these in-office work requirements.



## Conclusion.

No matter the job market, talent with experience and a desired skill set will always be in demand. Companies must never lose sight of how to retain and hire this talent effectively.

Listening to what your current employees want and constantly evolving to support them personally and professionally will be critical to companies' continued success. Remember, individuals can survive without companies, but companies cannot survive without talent.



# United We Tech.

Built In helps tech professionals stay on top of trends and news, expand their networks and carve out futures at companies they believe in.



---

**Let's work together.**

**CONTACT US**