

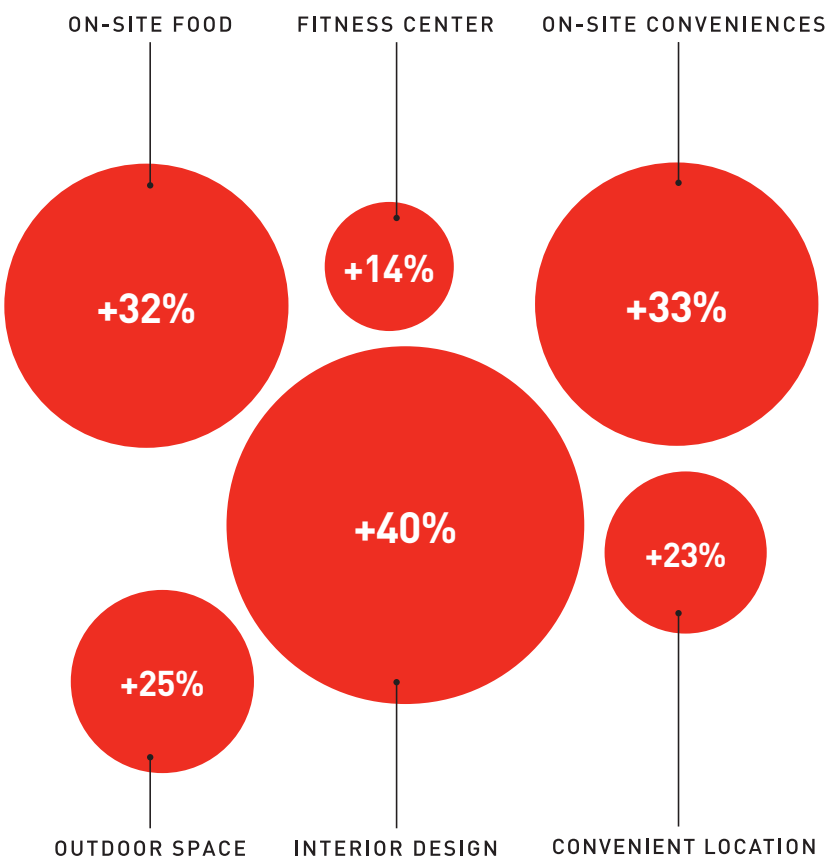
# The Retention Puzzle

HOW THE WORKPLACE  
IMPACTS EMPLOYEE  
RETENTION

1 KEY FINDING

The workplace significantly impacts employer satisfaction for tech talent

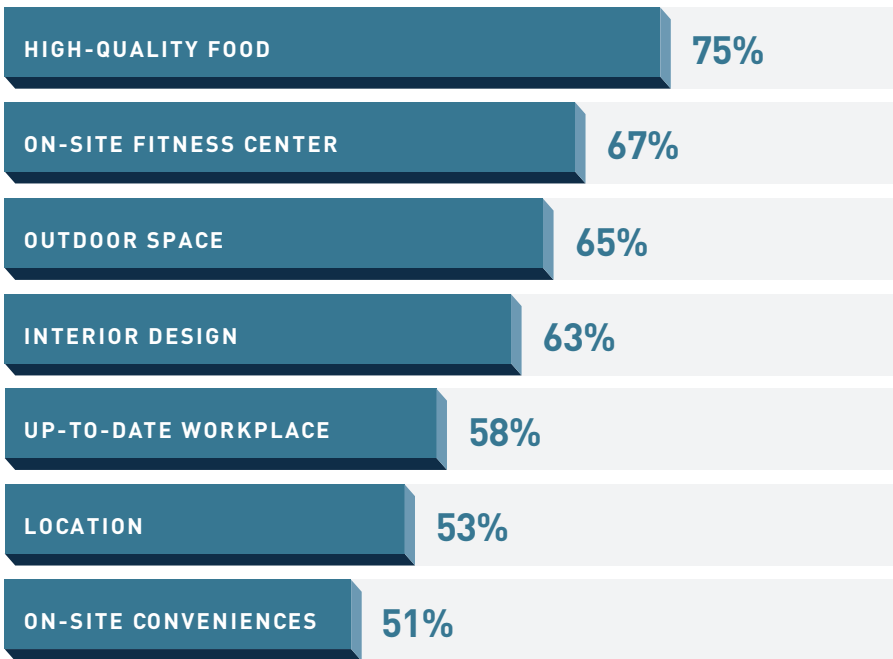
**COMPARED** with other industries, tech talent is significantly more likely to say that workplace design and amenities increase their employer satisfaction. These are the offerings that result in the greatest satisfaction increase.



2 KEY FINDING

Wunderkinds — young talent in leadership positions — expect the most from their workplace.

**WUNDERKINDS**, defined in this survey as senior managers and directors under the age of 35, are highly sensitive to their workplace environment. They are 15% more likely than other survey respondents to say the workplace “greatly impacts their employer satisfaction.” These are the factors that matter most to this sought-after talent pool.



3 KEY FINDING

Sustainability matters for employee retention

EMPLOYER RESPONSIBILITY

9 in 10

respondents think employers have a responsibility to promote sustainability initiatives within the workplace.

SUSTAINABILITY & RETENTION

29%

of respondents would consider leaving an employer if they did not promote workplace sustainability initiatives

4 KEY FINDING

An up-to-date workplace is the top driver for employee workplace satisfaction

9 in 10

87.3%

NEARLY 9 IN 10 EMPLOYEES THINK THAT THEIR EMPLOYER HAS A RESPONSIBILITY TO PROVIDE A WORKPLACE THAT IS UP-TO-DATE



1 IN 3 EMPLOYEES UNDER 45 WOULD CONSIDER LEAVING AN EMPLOYER BECAUSE OF AN OUTDATED WORKPLACE