

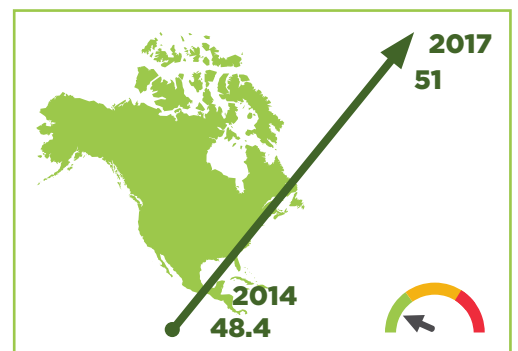
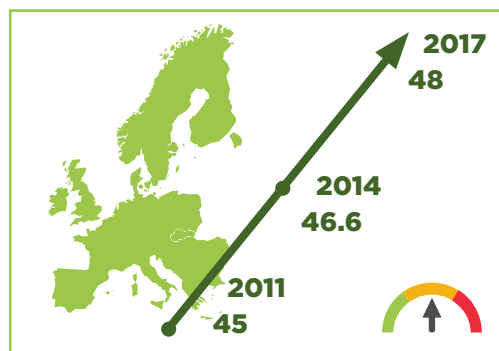
Global Talent Monitor

Global Talent Trends Q1 2017

Employee confidence in the broader business environment continued to increase, while perceptions of individual job prospects held steady globally. This increasing confidence means fewer employees plan to stay with their current employer. With fewer employees staying put, employers need to retain their best employees and boost their productivity.

Employees Still Confident About Their Personal Job Prospects

Employee perceptions of external job opportunities remained stable globally; North America hit a new high while Europe dropped slightly after last quarter's six-year high.



This Optimism is Leading to Increased Job-Seeking

Where are employees most and least optimistic about their job prospects and how actively are they seeking new opportunities?

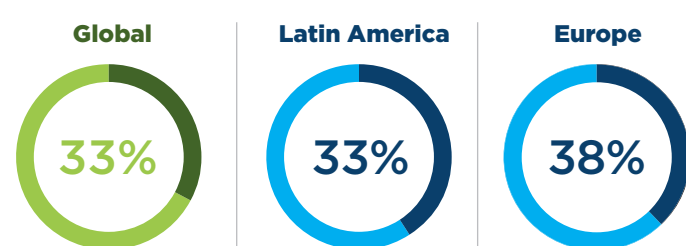


Best India: 59.6 ▶ Indonesia: 58.3 ▶ China: 56.4 ▲ International average: 49.9 ▶
Worst Russia: 41.2 ▶ Brazil: 44.0 ▶ South Africa: 44.3 ▲ International average: 49.9 ▶

While Employees Remain Dissatisfied with Their Current Roles

Intent to Stay

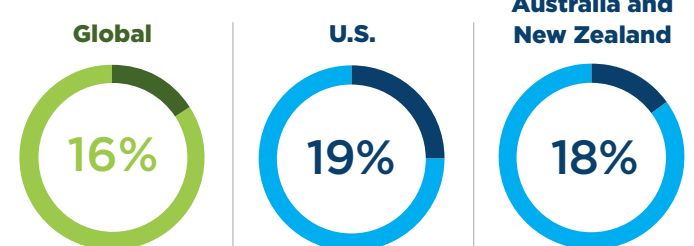
An employee's desire to stay with the organization.



Source: CEB 2017 Global Labor Market

Discretionary Effort

Employee willingness to go above and beyond.



They are Increasingly Prioritizing Tangible Benefits Like Compensation, Work/Life Balance and Stability

Employees focus on specific attributes when deciding whether to accept a job (attraction) and whether to leave their current job for a new one (attrition).

Top Three Global Drivers of Attraction



Top Three Global Drivers of Attrition



To view this quarter's complete Global Talent Monitor and compare country data, visit cebglobal.com/talentmonitor.

