



EMPLOYEE VIEWS ON 'MOVING UP' VS. 'MOVING ON'

A NORTH AMERICAN SNAPSHOT

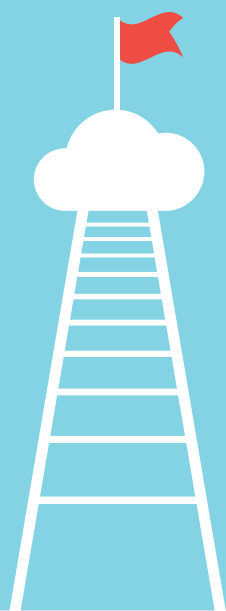
MANY WORKERS FEEL DISENGAGED ...



1 in 3

- Employees feel they are stuck in a job, not a career
- Lack career plans

COMPANIES INCONSISTENT WITH TRANSPARENCY ...



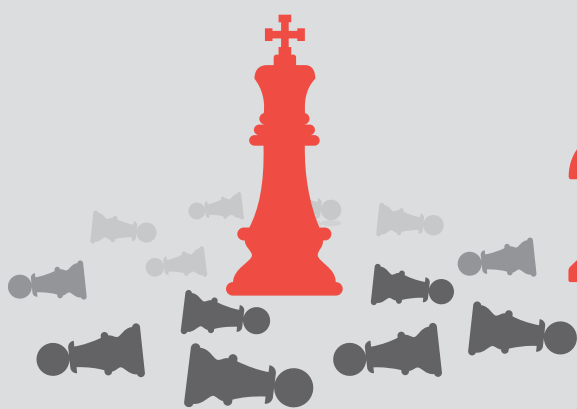
>50%

Say their company doesn't make it easy to understand internal advancement opportunities

~50%

Struggle with lack of input from managers

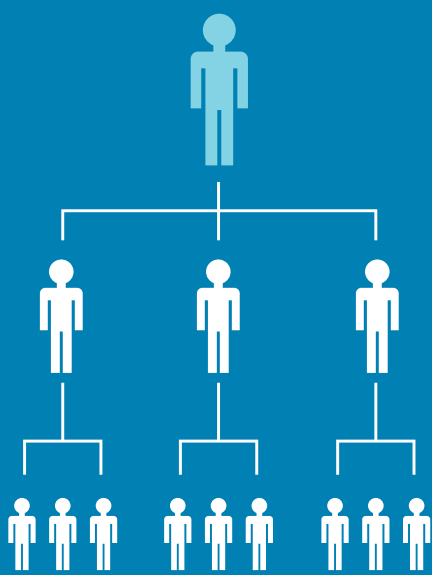
EMPLOYERS RISK LOSING TALENT ...



28%

Employees say they've considered defecting to competitors

BUT OPPORTUNITIES EXIST TO RETAIN WORKERS ...



three quarters

Would probably stay longer if they had a career path

ACT NOW

Talk to Mercer about Career View: A new tool for engaging employees. This employee-centric app empowers employees to directly navigate career progression opportunities within the organization.



ABOUT THE SURVEY

Employee sentiments on opportunities — or lack thereof — for advancement with their current employer

1,520 workers | 67% US | 33% Canada