

# Understanding what matters for a future-ready workforce

Key themes from the American Worker Survey | December 2023

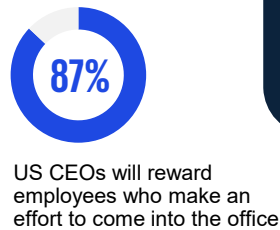
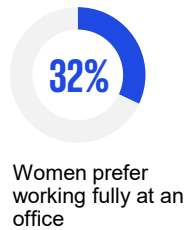
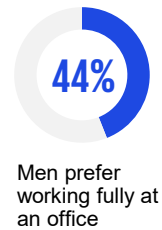
## Middle managers to navigate workforce changes

Empower middle managers as key players in workforce transformation, bridging executive vision with frontline reality and providing growth opportunities.



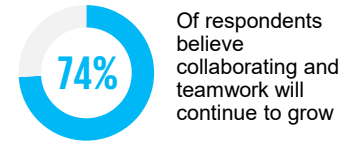
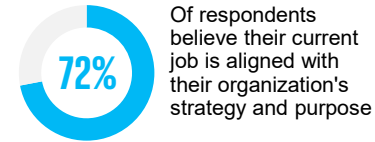
## Work-life balance continues to be important

Enhance work-life balance with inclusive hybrid models, advanced connectivity, flexible schedules, and equal career opportunities for all.



## Workers feel confident about adapting to change

Boost a future-ready workforce with a culture of collaboration, information transparency, and mental health support, aligned with organizational goals.



## Technology as a friend and a foe

Optimize technology for productivity, maintain work-life balance, and foster a supportive transition in a multigenerational workforce.



## Upskilling will matter

Reinforce employee assurance through defined upskilling objectives, strategic reskilling programs, and consistent investments in skill development.

