

Key findings from the 2024 American Worker Survey

Optimism for GenAI / automation

50%

Automation tools have improved professional abilities

28%

Think their roles may be eliminated due to automation

69%



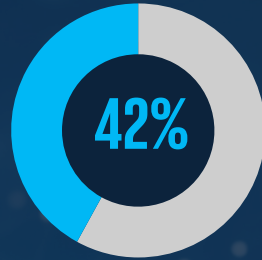
Use automation tools at least once a week

62%

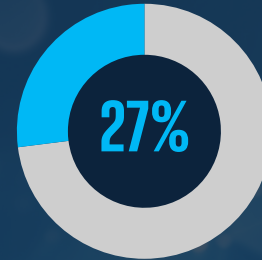


Orgs emphasize continuous learning about automation tools

Workers weigh their options on new jobs



Considered leaving their company in the last year



Are actively looking for new roles

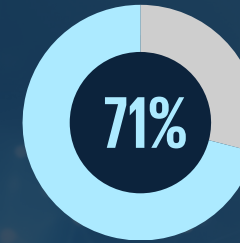
Key reasons to leave: Work-life imbalance is top concern

34% Work-life imbalance

32% Non-competitive pay

32% Feeling disrespected

Workers expect flexibility



7/10 say remote work helps balance work and caretaker responsibilities



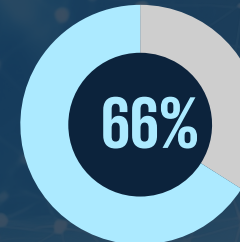
73%

Confident their managers trust them to be productive when remote



52%

Hybrid work preferred over fully remote or fully in-office



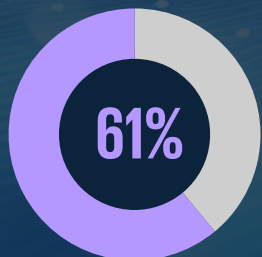
4-day work week: 66% say they could accomplish the same amount in four days as in five



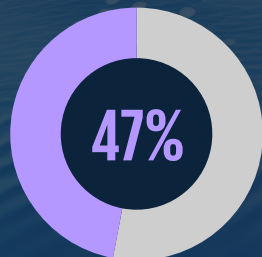
62%

Social aspects of working on-site increase their sense of belonging

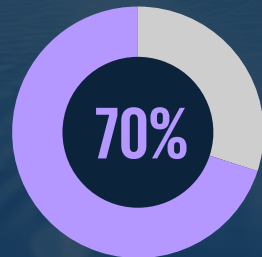
Rethinking college degree requirements



Most say college degrees do not predict success in role



Say company misses qualified talent due to degree requirement



Most have used alternative learning pathways like certificate programs

Manager engagement is relatively high

Most employees say they meet with their managers frequently enough

Agree 75%

Disagree 25%

Most employees say they receive constructive feedback

71%



Improvement areas



39% of employees lack mentors beyond their direct manager



29% report that their manager's feedback is not constructive