What's Driving **Global Workplace Trends**

This study examined nineteen trends beginning to transform the global workplace (see Table 1 below) that can be classified into five overarching needs that employees all over the world relate to in one way or another.

Table 1: Workplace Trends Reflect Needs of Workforce

Each of these nineteen workplace trends below reflects a basic human need, which crosses all demographics of employees surveyed. These five basic needs are **Freedom, Knowledge, Stability, Self-Management,** and **Meaning.**

Employees will be able to work from anywhere in the world.	People will choose to spend their time working on things that are of personal interest to them or have a broader impact on society.	Departments and hierarchy will no longer exist.	Employees will work wherever their skills are needed rather than remaining loyal to one company.	The need for employees to constantly shift roles will require learning new skills quickly.	Technology will allow for deeper personal connections across distance and time.	A standard retirement age will cease to exist; people will retire by choice.
Employees will do all of their work from a mobile device.	Employees will primarily rely on self-service and/or information from the Internet to solve problems and get their job done.	Companies will search globally for the best talent.	Organizations will take more risks in order to keep up with the pace of change.	Organizations will use technology to measure and impact the well-being of employees.	Social media will become the collaboration platform for work.	
Employees will define their own work schedule, based on what is convenient and effective for them.	Employees will be paid in real-time based on their work contribution (reaching a project milestone, etc.).	Companies will exclusively hire contract workers on a project-by-project basis (little to no full-time, steady employees).	People will use technology to learn anything, anytime, anywhere.	Technology (such as real-time sensors) will enable organizations to proactively adjust the performance of individuals and teams.	Automation, smart machines, and artificial intelligence will replace people for repetitive work.	