

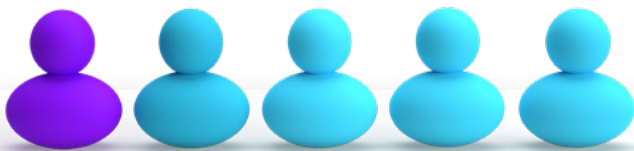
→ Employee vs. Employer

A take on personal development.

Both employers and employees agree: personal development is a must-have. However, there are always two sides to the same coin. Explore how employees experience their current personal development opportunities:

#1 Support and encouragement.

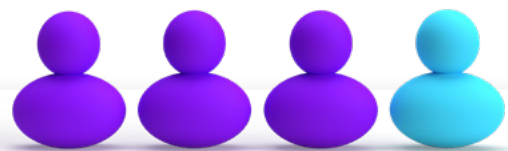
Employee's perspective



1 in 5

people in the global workforce don't feel supported by their employer to build the right skills for the future.

Employers' perspective



3 in 4

HR leaders state that their organisation supports employees in building the right skills for the future.

Employee's perspective



Only

57%

feel that they are encouraged to develop new skills by their manager.

Employers' perspective



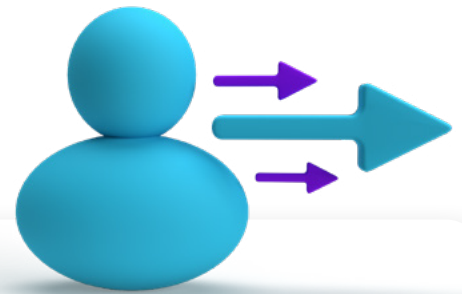
75%

believe that the managers in their organisation encourage their team members to develop new skills.



84%

of the global workforce indicates that a lack of personal development opportunities is a reason to leave their current employer – within a year(!)



Only

22%

of HR leaders believe that lack of Personal development opportunities is a reason for employees to leave their employer.



#2 The right skills for the future.

Employee's perspective



61%

of the global workforce indicate that they feel the need to upskill themselves in order to stay successful in the future.

Employers' perspective



78%

of HR leaders believe their employees need to reskill / upskill their current skillset to stay successful in the future.

Top 5 skills that employees consider highly important for long-term success:

1.

Digital skills **46%**



2.

Being flexible, efficient and creative **45%**

3.

Physical and mental health **41%**

4.

Communication skills **36%**

5.

Team skills **36%**



Top 5 skills that HR Leaders consider highly important for long-term success:

1.

Team skills **49%**



2.

Communication skills **46%**



3.

Being flexible, efficient and creative **45%**

4.

Physical and mental health **43%**



5.

Digital skills **37%**

#3 Soft skills to grow.

Employee's perspective



Almost

20%

say that their organisation doesn't offer soft skill training at all!

40%

say that their organisation only offers company-focused training.



28%

of employees want better quality within their learning offer.

Employers' perspective

The top 5 skills HR leaders currently offer in their personal development opportunities:

1.

Teamwork **43%**

2.

Communication **38%**

3.

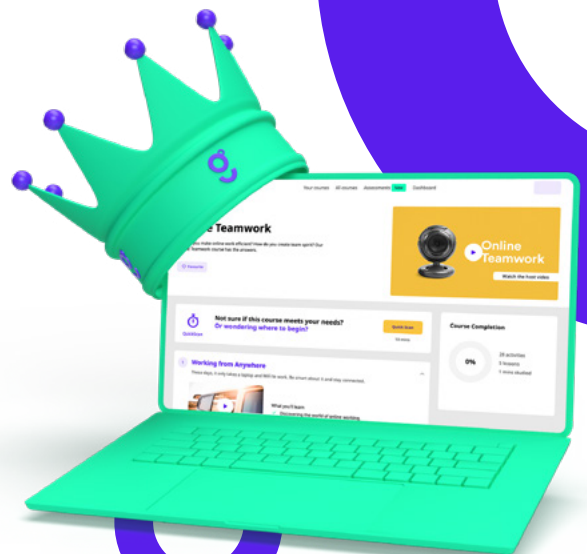
Digital skills **35%**

4.

Being flexible, efficient and creative **34%**

5.

Physical and mental health **32%**



#4 Equal personal development opportunities.

Employee's perspective



29%

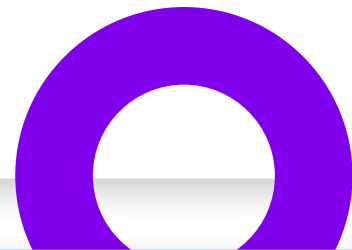
of the global workforce feels their employer doesn't equally invest in personal development opportunities for employees. **35%** believe it's based on status and level, whereas **34%** say it's depending on team or department.

Employers' perspective



57%

of HR leaders only offer personal development opportunities to certain employees



Main reasons to differentiate are:

39%

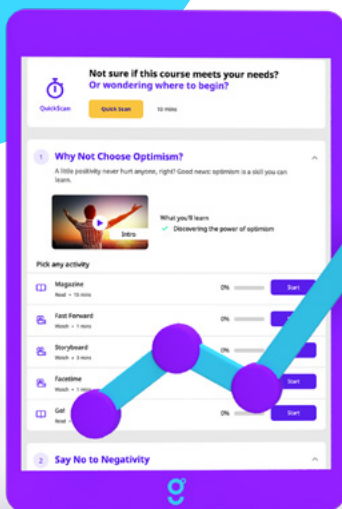
Team or department


38%

Only investing in high potentials


35%

Management and leadership





Today is a good day to find out more.



Curious to find out what else your employees
think about personal development?

[Download report](#)



Together with research agency Markteffect, GoodHabitiz asked 24,235 employees across the globe, including 12 European countries, three Latin American countries and Australia. *Next to that 4591 HR leaders and decision makers from 11 European countries and Brazil participated.*

All respondents were asked what the current skill gap is in their field of work and the role personal development plays when filling this gap. The respondents who filled out the questionnaire were between the ages of 25 and 65 and active in different roles, different industries and different company sizes. The results have been weighted according to a representative distribution of age, gender and sector per country. Based on the sample size, results are generalisable to the population with 95% confidence.