



Global Research:

# 3 trends that are shaping the labour market.

→ and how personal development can be a game-changer!

## #1: The rise of a growth-driven workforce.

# 84%

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



# 57%

of employees agree that personal development opportunities are an influential factor in the decision to stay at their current job.

# 61%

feel the need to reskill themselves to stay successful in the future.

And only

# 50%

of the global workforce feel that they're encouraged to develop new skills by their manager.



## 4 out of 10 employees

don't have a personal development plan in place – at all.

## #2 Acquiring the in-demand skills of the future.

The top 3 skills that are considered the most important for the future



46%

Digital skills



45%

Productivity



42%

Mental Health & Wellbeing

Our research highlights how employees from different generations want to focus on developing different sets of skills.

Age <35

42%

believe mental health and wellbeing will become more important in the future.

Age 35-49

45%

believe productivity will become more important in the future.

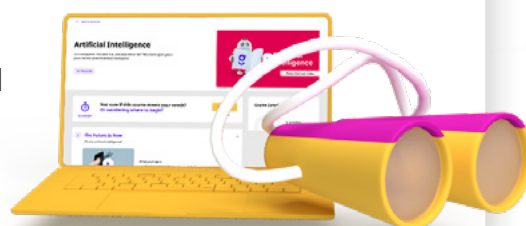
Age 50+

48%

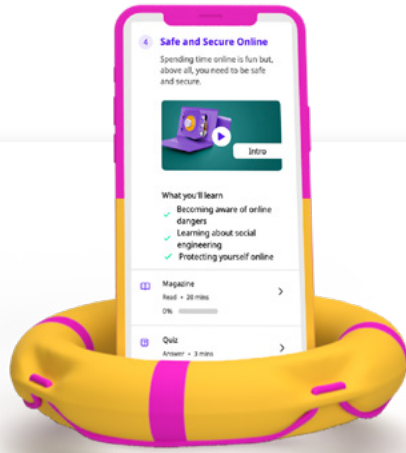
believe digital skills will become more important in the future.

80%

of employees expect their job to become more digitally focussed in the next two years.



More than half of the global workforce (54%) works fully or partially remote.



Up to

# 49%

of the age group 50+ feel that they lack the right digital skills to sufficiently perform their job.

The most important skill to focus on in the upcoming years across all age groups:

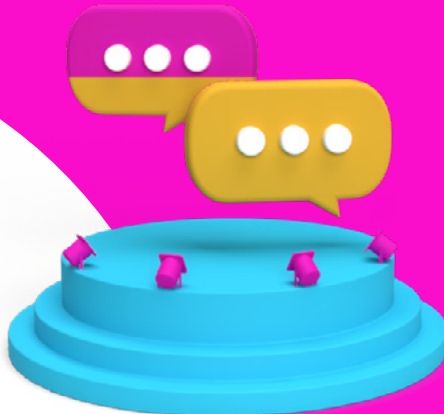
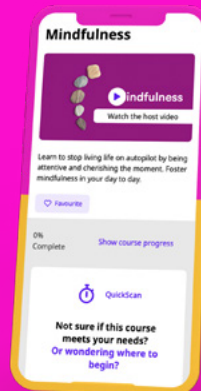
## Mental health & wellbeing

↪ With women being more affected than men (53% vs 39%)



# 46%

of the Gen Z population indicate that they are stressed or anxious.



Finally, it turns out that

# 58%

of the employees say that not having the right skills affects their team and collaboration in a negative way.

## #3 Adopting a human-centric leadership style.

# 24%

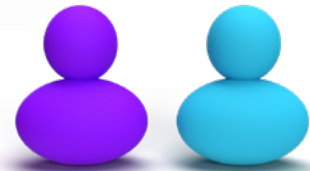
believe that it's the employer's responsibility to make sure that the organisation is offering personal development.



**Only a third of the global workforce**

say that they are (very much) aware of the L&D strategy of their organisation.

And with employees already stating they are not aware of their organisation's L&D strategy, it won't come as a surprise **that only half of the global workforce feel encouraged by their manager or organisation to develop new skills.**



➔ **Only little over half are allowed to work on personal development within working hours.**

# 39%

of the global workforce wants time to work on their personal development during working hours.



## Top 2 reasons for unequal access to personal development:

➔ **30%** believe that access to personal development opportunities is unequal.

# 35%

Status & Level

# 34%

Team or Department

# 71%

believe that access to personal development opportunities will influence their position in the labour market in a positive way.

# 40%

feel that the lack of personal development opportunities makes it hard for them to develop the right soft skills needed for the future.

↪ And almost 20% say that their organisation doesn't offer soft skill training at all.

# 48%

say that their organisation only offers company-focused training courses.



## The top 3 ways employers can support their employees in building new skills:



# 39%

Time to develop myself during working hours



# 38%

Training opportunities that fit my learning requirements



# 29%

Better quality within my learning offer

# Today is a good day to find out more.

Want to know more about how personal development can help you tackle challenges that you're currently facing in the labour market?

[Download our full report](#)

Together with research agency Markteffect, GoodHabitiz asked 24,235 employees across the globe, including 12 European countries, three Latin American countries and Australia. The 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.