

# EVOLUTION OF WORK 2.0: THE ME VS. WE MINDSET

Employees are high on meaning and connections at work, but feel employers are missing the mark on talent management.



In an effort to better understand what workers consider when deciding to stay at their current job or accept a new position, ADP Research Institute® (ADP RI) surveyed employees and employers in 13 countries. The Canadian responses below highlight a disconnect between workers and their employers around important factors such as talent management, recruitment and retention.

**Less than 50% of Canadian employees rate their company as strong in all elements of talent management.**



**Expectation**

vs.



**Reality**



**Despite these poor perceptions, Canadian employees feel like they know how to succeed.**

**67%**

feel they know how to be successful at their company

**72%**

understand how their performance will be judged

**61%**

feel empowered to excel in their job

**63% of Canadian employees are actively looking or open to a new job.**



**43%**

open to a new job



**20%**

actively looking



**Canadian employees feel very connected with their peer group, but do not feel as connected with more senior employees.**

**37%**

feel connected to direct managers



**69%**

feel connected to peers

In an era of continued modernization and technological advancement, the **human connection**, it seems, is as **powerful as ever**. Canadian employers that can bridge the divide between me and we have the best shot at winning the war for talent.

Learn more at: [adp.ca/EOW2](http://adp.ca/EOW2)