

As one of Queensland's leading Talent specialists in Board, Executive & Management and Corporate Services recruitment, we actively look for ways to support our Clients and Talent to make informed decisions based on real data. This forms part of being Agents of Change, and it is why we communicate with and survey our Talent network regularly and stay up to date with topical issues that are impacting us all every day.

We are here to help make change for the better, whether that's supporting you on your career journey or helping you build a better team.

What Talent want

Wellness, mental health, work-life balance and flexibility have become huge talking points over the last few years, and they remain the most important factors across our Talent network, with survey results revealing that:

-  85% of Talent say their wellbeing declined during the pandemic
-  36% say that Covid decreased the importance of their careers altogether

If your team are experiencing burnout from limited work-life balance, this will decrease productivity and make them more likely to look for a new job elsewhere.

We have surveyed the Talent in our network and performed extensive research to help you understand what Talent are looking for and how you can improve your team's happiness, health, productivity and loyalty.

Top 4 non-negotiables for Talent



Remuneration and benefits

-  Competitive salary
-  Bonus programs
-  Additional superannuation
-  Company perks and rewards



Work-life balance

-  Flexible working hours
-  Wellness benefits
-  Mental health support



People and culture

-  Company values and EVP
-  Teamwork is encouraged
-  Co-workers collaborate
-  Diversity and inclusion is paramount



Career development

-  Access to resources and mentoring
-  Learning and upskilling is actively promoted
-  Career direction and coaching

Not only were these the key factors Talent were basing future role decisions on, but also the predominant reasons that they left jobs to seek new ones. Talent also felt that if these (4) factors were important to management, their overall happiness score would increase.

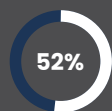
22% of employees value support of their wellbeing above all other factors

PWC, The Future of Work: What Workers Want Survey.

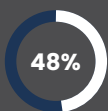
Wellbeing in the workplace

Our survey and research has indicated that health and wellness in 2022 needs to be a key focus in all workplaces and leaders need to be open-minded, proactive and provide options.

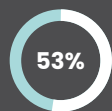
Wellness is in the top 3 priorities for Talent assessing whether to stay in their current workplaces or join a new employer.



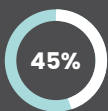
rate work-life balance poor or average



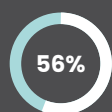
plan on changing roles over the next 12 months



feel a sense of burnout and fatigue



will experience mental illness at some stage in their life



of Talent are stressed about finances

How would your team respond to these questions?

Are they engaged, supported and happy in their roles and teams?

If not, or if you would like some assistance to improve your culture and team satisfaction, reduce turnover and attract great Talent, please get in touch and we can introduce you to our People & Culture team!

Boosting your team's wellbeing

Now is the time to act, stay ahead, have a competitive advantage, attract the Talent you need and keep your current team engaged, rewarded and intact.

Does your organisation have a clear and fixed position on flexibility including working from home?

How is your organisation looking after your Talent from a mental health and wellbeing perspective?

Is your remuneration, bonus & company perks competitive in the market for the Talent you have?
Is it attractive for the Talent you require?

Given the importance Talent place on working with great people, how do you promote your unique culture and heart of your organisation both internally and throughout your recruitment process to potential Talent?

Does your Talent have clear growth career pathways and access to resources, learning opportunities and mentorship?

41% of people left their previous job for lack of career development and advancement

McKinsey & Company, 2022 Great Attrition 2.0 Global Survey.

Ready to embrace **change**?

Implementing change in your organisation to attract and retain the right Talent is not a journey you need to walk alone. As Agents of Change, we are with you every step of the way.

Get in touch with the C3Talent team and let's make change for the better.

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