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Talent Shortage: The New Pandemic

CD C 0709 TS US

Client: Citrix

Date: 8th – 15th September 2021

Sample: 1000

Demographic: US office workers who work for companies with an IT team and 100+ employees

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Leaving

- Two-fifths (40%) of US office workers have **left a job in the last year** or are **considering doing so**
 - 13% have **left at least one job** in the last year
 - While more than a quarter (28%) **have not left** a job but are **considering doing so**

Of those who have left a job or are considering doing so (n=403):

- **Motivations** for **leaving** or **considering** doing so include:
 1. More competitive **salary** (50%)
 2. I was/am **burned out** (35%)
 3. To **try something new** (33%)
 4. Employee **experience** at my workplace was **poor** (31%)
 5. **Flexibility** in when and where I work (30%)
 6. More **opportunities to innovate** (30%)





New Roles

Of those who have left at least one job in the past year (n=128):

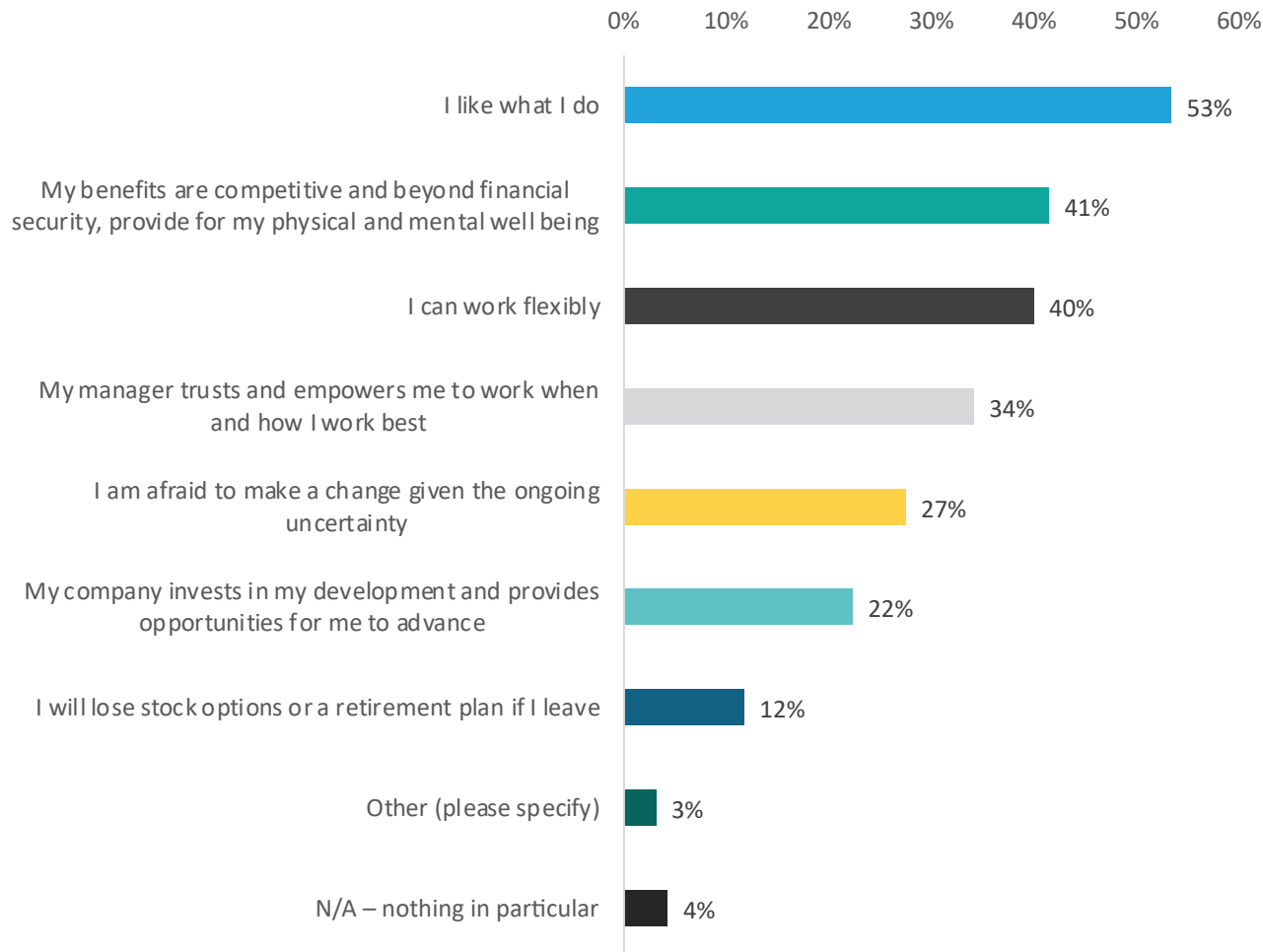
- 91% had a **full time role** in place **before leaving** their job
- **Other opportunities include:**
 - Part time role (9%)
 - Side hustle/consulting/freelance role (9%)
- While 5% **left without** having **any opportunities** in place
- More than half (53%) **took a pay cut or demotion** in their new role

Of those who took a pay cut or demotion (n=68*):

- 60% did so because their **new company is a start up** and they **see significant upside** (given equity)
- **Other reasons for doing so include:**
 - Working in a **new industry/role** (51%)
 - Can do **more meaningful** work (47%)
 - Contributions are **valued** and **recognized** (47%)

Question:

If you have not changed jobs, what is keeping you in your current role?



Insight

Of those who have not changed jobs in the past year (n=872):

- 53% have **stayed in their current role** because they **like what they do**
- **This was followed by:**
 - My **benefits are competitive** and provide for my physical and mental wellbeing (41%)
 - I can **work flexibly** (40%)

Remote Working

- Nearly two fifths (37%) **agree** that **remote workers** will be at a **career disadvantage** for not working out of a central office location
 - 14% **strongly agree**
- While 43% **disagree** that this will be the case
- Almost half (48%) say their employer **currently offers hybrid working**
 - One third (33%) are **fully in the office**
 - While 19% are **fully remote**

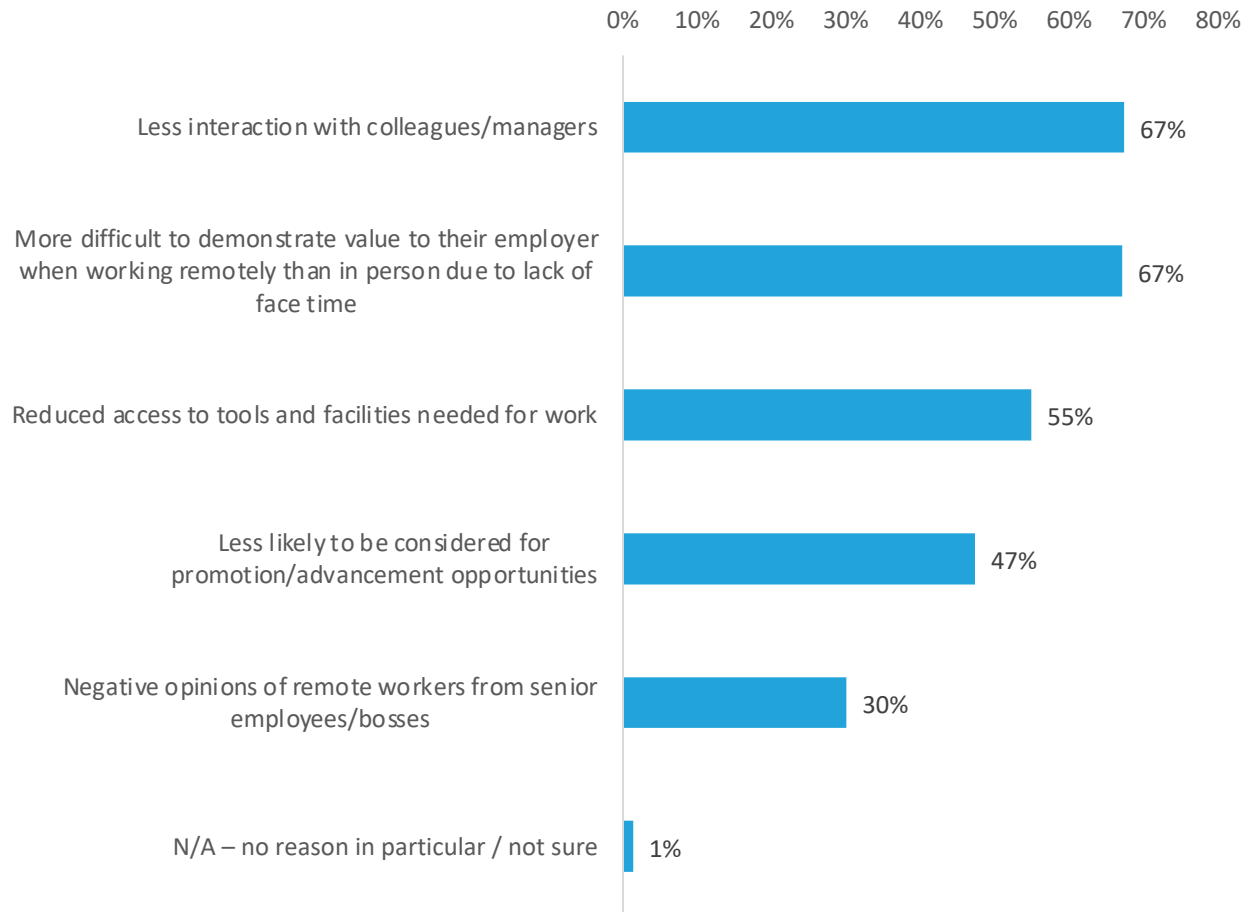
Of those who have left at least one job in the past year (n=128):

- 34% were **fully remote** at their previous role
 - Another 34% were **fully in the office**
 - And one third (33%) were offered **hybrid working** by their employer



Question:

Why do you think that remote workers who aren't working out of a central office location will be at a career disadvantage?



Insight

Of those who believe remote workers will be at a career disadvantage (n=370):

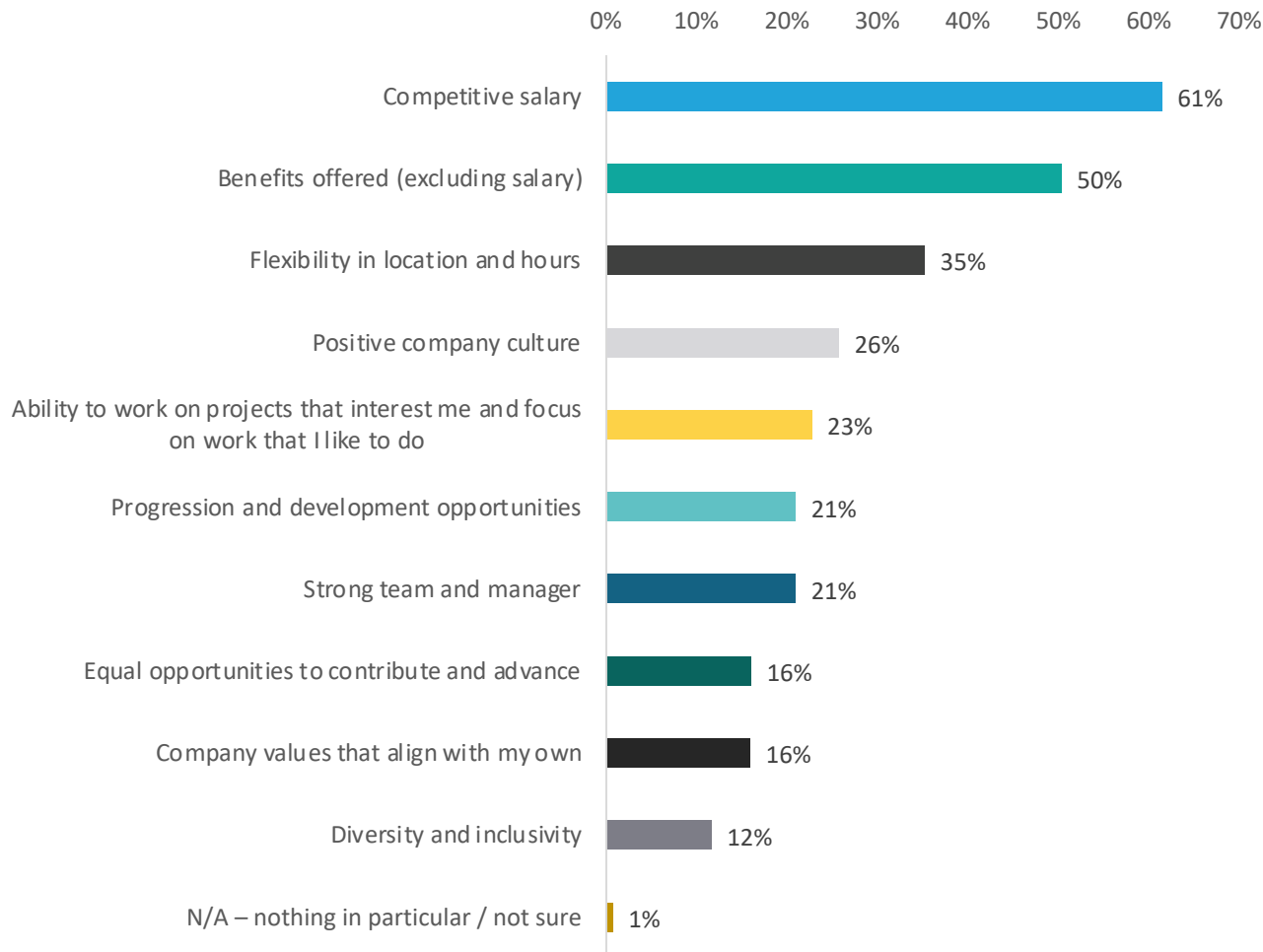
- Two thirds (67%) think this is because remote workers will have **less interaction with colleagues/managers**
- **Other reasons include:**
 - More **difficult to demonstrate** value to their employer (67%)
 - **Reduced access to tools and facilities** needed for work (55%)

Preferences

- 99% say that **work-life balance** is **important** to them
 - 81% think this is **very important**
- Just 1% admit work-life balance **isn't very important**
- 80% say it is **important** to be able to **work from anywhere**
 - Over two fifths (42%) believe this is **very important**
- While 17% think this **isn't very important**
- 3% say this is **not important at all**
- Over half (55%) would **accept a lower salary** in return of the **ability to work from anywhere** on a **flexible schedule**
 - Almost a fifth (19%) **have done so** in the past
 - While 36% **would accept** this but **have not done so**
- 63% look for a **company culture** that is **collaborative**
- **Other preferences in a company culture include:**
 - **Values** align with my own (61%)
 - Measured on **outcomes** instead of output (40%)
 - Measured on **input** instead of social (31%)

Question:

What are the most important things you look for in a job?



Insight

- The **most important things** that US office workers **look for in a job** include:
 - Competitive salary (61%)
 - Benefits offered (excluding salary) (50%)
 - Flexibility in location and hours (35%)

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Any questions?

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An open report or magazine is shown in the background, displaying various charts and graphs. One chart shows a green circle with "80%" and another shows a purple circle with "88%". There are also smaller charts with "53%" and "50%". The text on the pages is partially legible, mentioning "Top 3 countries" and "Most common".

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