



About the Talentor Global Talent Survey

The Talentor partners had strategic conversations with 118 executives in 22 countries including CEOs (30%), CHROs and human capital leaders (53%), and other executives (CMO, COO, CFOs). Respondents were from private companies in different sectors. Sixty-five percent of respondents were from large size companies (250+), twenty-five percent from medium sized business and the rest from small size companies (<50 employees).

The main target of the survey was to ask for trends in talent acquisition and retention and its impact on the recruitment industry.

**Talentor Global
Talent Survey**

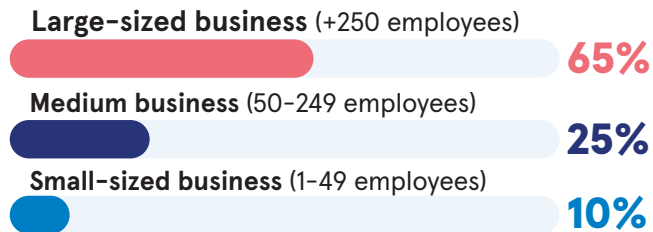
Companies participated

118 companies from all over the world have participated in this survey:

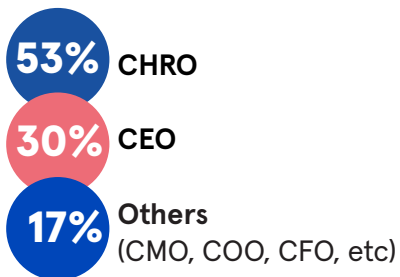
Location



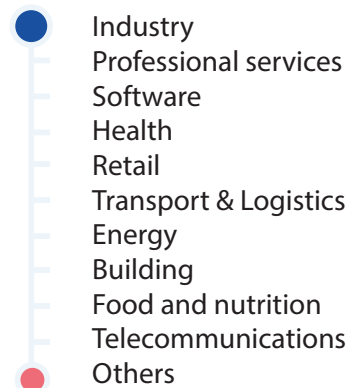
Size



Position

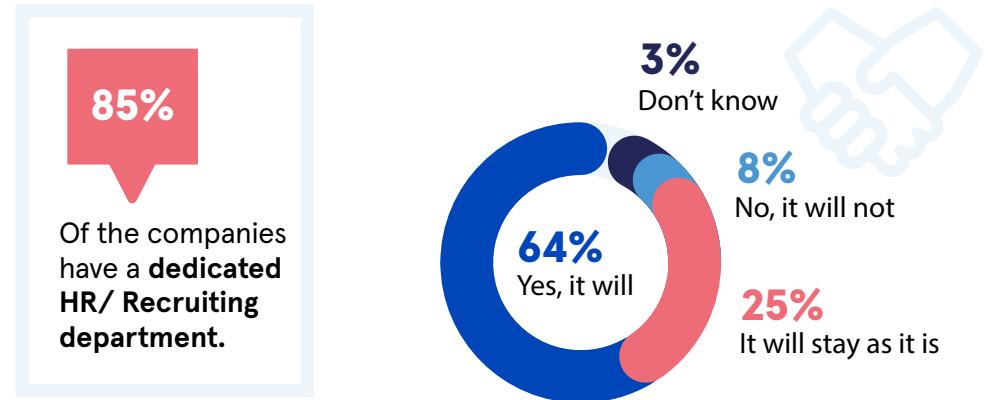


Sector



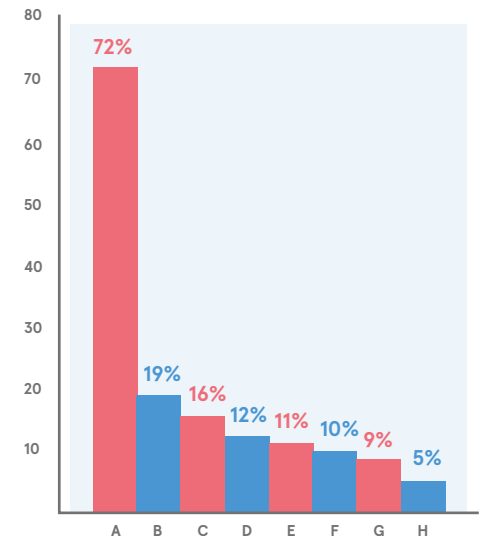
Questions asked

Will it become harder for your company to attract the right candidates that match your company values in the next year(s)?



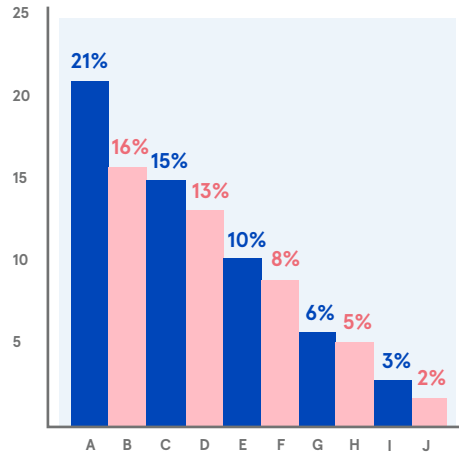
What do you think are the most important things you have to invest to attract the right potential?

- A. Offer more flexibility
- B. Communicate a compelling vision and values
- C. Offer better training and education
- D. Invest in active sourcing to find passive candidates
- E. Pay more than the market average
- F. Other
- G. Work with best recruiting and search companies
- H. Promote best sales person to Head of Recruiting

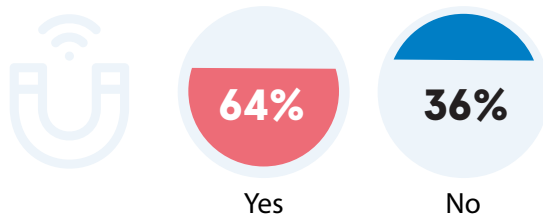


How is your company addressing the current tight labor market?

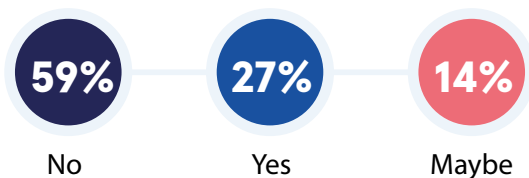
- A. Offering hybrid work options for employees
- B. Improving benefits for employees
- C. Investing health and wellbeing benefits
- D. Increasing compensation for employees
- E. Making remote work a permanent option for roles that allow
- F. Changing processes to address labor shortages
- G. Relying more on outsourcing
- H. Others
- I. Offer different working-hours-models
- J. Offer workation (work and vacation in combination)



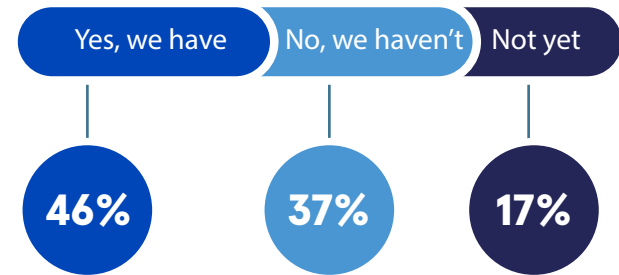
Do you have an employee referral program that pays employees to refer new hires or do you plan on creating one?



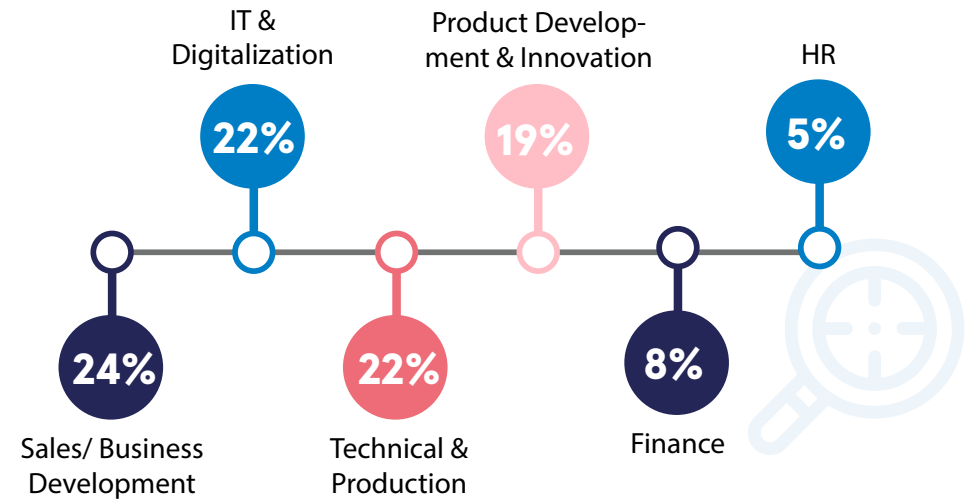
Do you have a program to stay in touch with and potentially rehire previous employees?



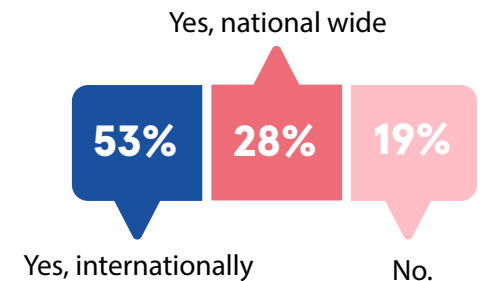
Diversity, Equity and inclusion is one of the big trends. Do you have a DEI strategy in your company?



Most looked roles/ profiles for 2022/23



To attract the people needed for your company's further development do you increase your geographic area of recruitment?



Talented Global Talent Survey

Conclusion

According to the first Talented Global Talent Survey, company leaders are struggling to find the right talents and keep them in their organizations. For the majority the biggest risk to their business achieving its growth targets is, not to find enough people for their companies. For this reason, 53% of the interviewees are expanding their search on an international level, 28% on a national level, to achieve the needed growth rates. 64% of executives believe attracting the right talent is becoming more difficult than in the past.

Therefore, offering more flexibility in working conditions and improving employee benefits as well as investing in health and wellbeing benefits are the main topics to overcome labour shortage.

Thank you again to all participants, our partners and survey working team for driving this initiative (Alberto Fernández from Spain, Ken Schmitt from USA, Barbara Hansen from Czech Republic and Gunita Smirnova from Latvia)! **Thank you for your time participating and working with us!**



More information

Contact us and we will refer you to your local executive search partner in your country!



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