

# 2023 Perspectives

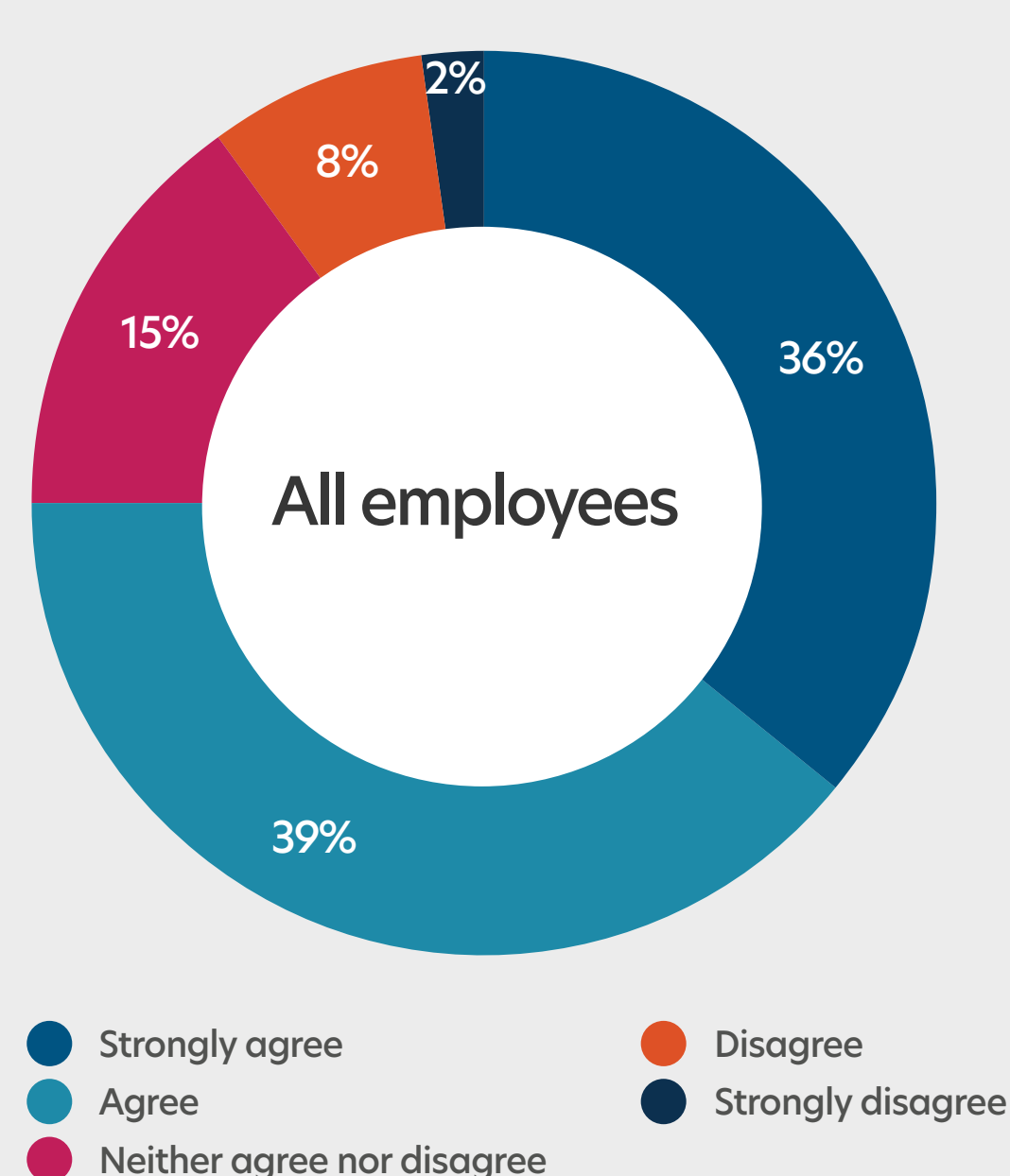
## Four Paradoxes of Career Development

Our 2023 career research polled over 2,000 leaders and individual contributors about their career development perspectives. The results? The emergence of four paradoxical themes with seemingly contradictory messages—all of which are true.

### Paradox #1

I'm more engaged in my current job when talking about my next job or my future.

75% of employees agreed with the statement, "Career development has been a priority for me this past year."



81% said that career development impacts engagement in their current role.

### Paradox #2

Values and strengths are important in my current job, and financial reward will be important for my next job.

61% indicate values and strengths are the most important areas of focus when discussing career with their leaders.

But financial reward is the top criterion for people who choose or are considering a move to a new position.

1 Financial reward

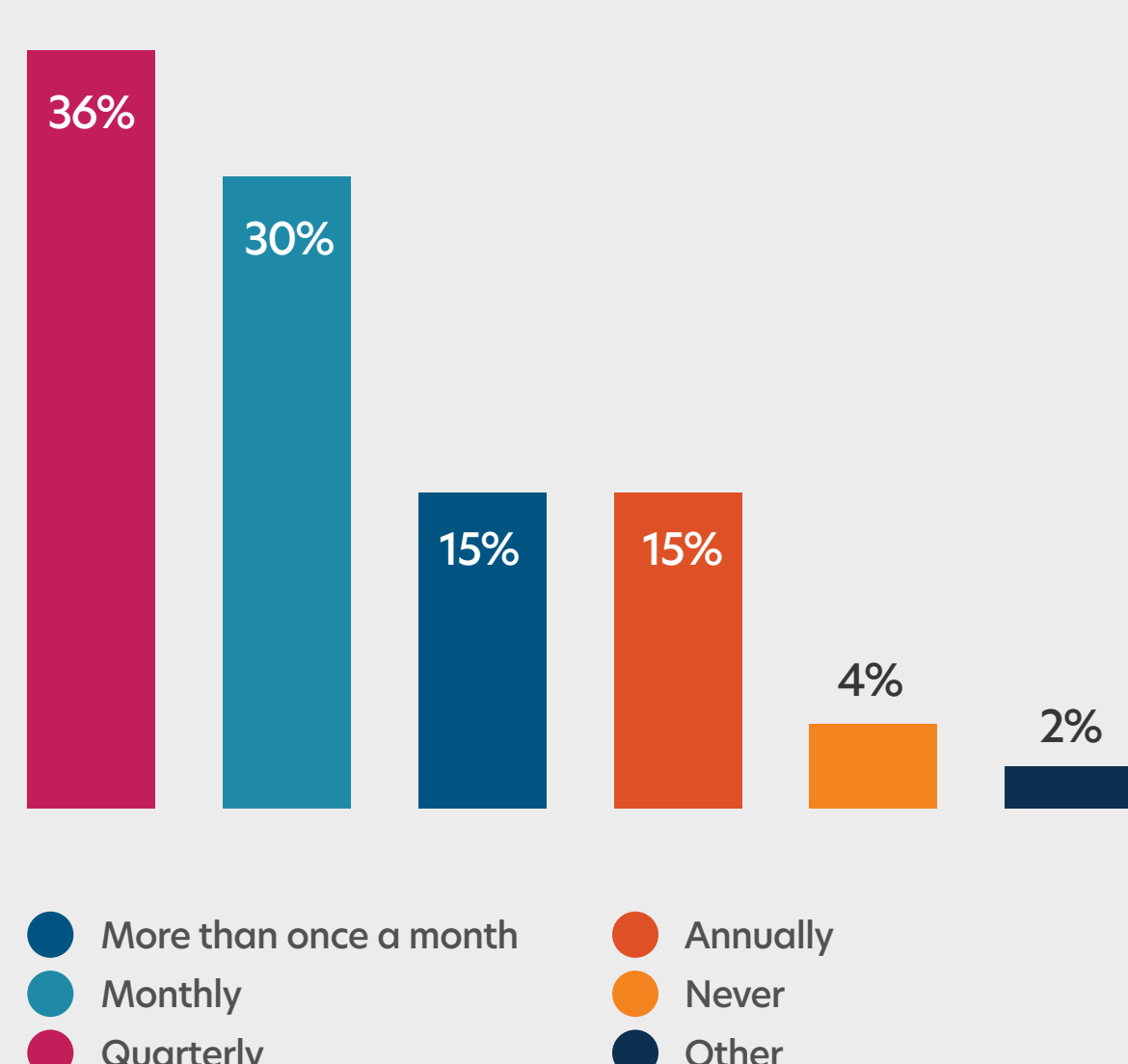
2 Promotion

3 Work-life balance/interesting work

### Paradox #3

Ask me what I want—often—and tell me what the organization wants.

81% of employees want to discuss their careers quarterly or more frequently.



96% of employees want their leader to play some role in their career development.

### Paradox #4

I want to prioritize my career development, but my current responsibilities prevent it.

74% of employees say they will likely take advantage of development opportunities.

But only 43% say they spend the right amount of time on their development.

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