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Isaac M. O'Bannon • Jan. 05, 2022



For many workers, 2022 will be a chance to start anew, perhaps even with a new job, research from talent solutions and business consulting firm Robert Half shows. The

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Seeking Greener Pastures

More than 4 in 10 workers surveyed (41%) said they plan to look for a new job in the first half of 2022, up from 32% [six months ago](#). The top reasons are to secure a salary boost (54%), better benefits and perks (38%), and the ability to work remotely permanently (34%). Those most likely to start job searching are:

- Gen Z professionals (52%)
- Employees who have been with their company for 2-4 years (49%)
- Technology workers (47%)

In addition, the survey found that 28% of professionals planning to look for a new job would quit without another one lined up.

“This is the first time in my 37-year staffing career that I’ve seen so much movement in the market and so many opportunities for workers at all levels,” said Robert Half senior executive director Paul McDonald. “With nearly half their workforce poised to make a move, companies should be highly concerned about retention in the coming months.”

Stuck With Nowhere to Grow

Regardless of job search plans, 87% of workers surveyed feel confident about their current skill set and 61% seek a promotion as the next step in their career. Yet, 41% feel they don't have a clear path for advancement at their company. Moreover, one-third of employees (34%) feel performance discussions with their manager are ineffective and don't help them reach their professional goals.

McDonald noted, “In today's environment, workers are in the driver's seat. To help keep their best on board, managers should have regular check-ins with their direct

reports to discuss career goals, development plans and what could make their

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bringing in — and keeping — top talent.”

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