

# How startups can win the war for talent



Swipe  
to learn



# 1. Listen to your employees



# Listening drives motivation.

It is key to showing your employees that you care about their needs and what they think, and understand what's happening on the ground. In turn, you open the floor to address pain points and make any necessary organisational shifts.





## 2. Adopt flexible work arrangements



# If workers were no longer allowed to work remote or hybrid:

**67%**

would expect a pay increase to make it up for the additional costs

**46%**

would stay in their role but be less willing to go the extra mile (also known as quiet quitting)

Source: Owl Labs



A hybrid working arrangement, where the typical work week is a mix of WFH and WFO days is currently the best, and most popular course of action.

We're clearly seeing that employees and employers both agree hybrid work is a pretty good compromise. It's just a really good negotiation—a best of both worlds.

Ben Wigert,  
Gallup's workplace management  
Director of Research and Strategy





# 3. Create value and purpose

According to PWC, workers in APAC want work that provides a sense of fulfilment and meaning. They also want to present the most authentic versions of themselves at work.





# 4. Provide fair compensation







According to Pew Research Center, low pay is one of the top reasons that pushed workers in the US to quit their jobs.

In the same survey, the absence of for career advancement and subsequent pay raises was also a push factor.



**Founders, what is your organisation doing to win the war for talent?**

**Share with us in the comments below!**

