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The Great Resignation vs. The Great Awakening

The Top 5 Questions Employers and Candidates Should Be Asking
To Retain Talent & Assess Job Fulfillment

What is “The Great Resignation”?

A mass wave of employees leaving their current jobs in search of roles that champion flexibility, remote work, and values other than simply compensation. The Big Quit does not discriminate between industries and is affecting everyone from those in retail to C-Suite positions.



52% of 2000 employees surveyed in North America plan to look for a new job this year—up 35% from last year



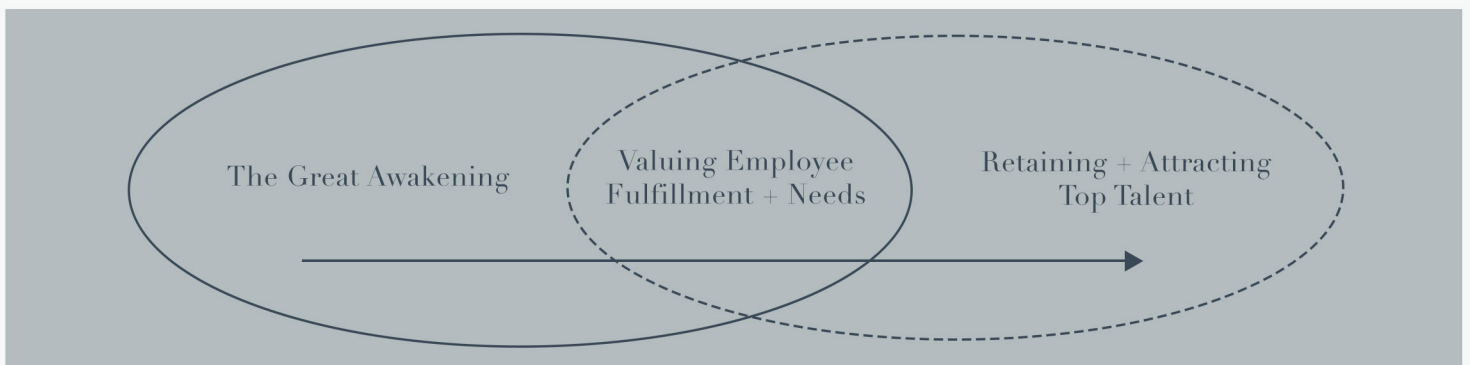
69% of Gen Z would like to work remotely at least 50% of the time



The 40-45 age group experienced the greatest increase in resignations at 27.9%

Shift Your Perspective: “The Great Awakening”

We’re reframing “The Great Resignation” as “The Great Awakening”. We’re viewing this as an opportunity for employees and ourselves to spark more joy – a huge indicator of fulfillment that will create long-term success.



The Top 5 Questions Employers Should Be Asking Current Employees to Retain Talent

- What are 3 things that are deeply motivating you at this stage in your life?
- How do you define success?
- What is an area of your life you would like to improve?
- How can our workplace support you more in achieving your goals?
- Is there anything I haven't asked you that you wished I would?

Questions Employees Should Ask Companies to Assess Job Fulfillment

- What are the company's core values and can you give me an example of how they are lived in day-to-day decision making?
- What are the ways to grow and expand at this company outside of my job description?
- What words would you use to describe the culture and environment?
- Is there a mental health/wellness strategy for employees and do people partake in it?
- How would you define success in this role and company?

The Eleven Eleven Difference

DIVERSITY, INCLUSION AND EQUITY

DI&E is an initiative close to our hearts and one we have entrenched our own hiring processes in. Our commitment here is that you can be rest assured we adhere and uphold equal opportunity employment standards to drive and impact your business.

MARKET INTELLIGENCE

We know the market. We pride ourselves on our research and tracking of data and metrics to maintain a strong understanding of the current market place and what it will take to land talent.

EMOTIONAL INTELLIGENCE

We are the only agency who's trained behavioural interviewing style screens for emotion fit, resilience, emotional intelligence and preserving your culture. This is our edge.

GLOBAL TEAM

We have a robust team of senior level and executive recruiters placed across North America, Europe and Australia expanding our deep global networks of top caliber talent.

RESULTS

Our high quality, expertly vetted candidates consistently produce bottom line results for our clients. Having spent the majority of our careers as internal recruiters, we understand the top priorities of the business and have built our firm on the pain points we experienced working with external agencies. Think of us as your internal, externals.

Interested in hearing how the Eleven Eleven Difference can catalyze your career or organization?

Get in touch at
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