

Decoding the Aspirations of Job Seekers Today



What's Motivating Workers to Move Jobs?

Between 2022 and 2023, more than one in five workers (22%) had left a job. During the past 12 months, this number dropped to just 17%. But have motivations changed? Uncovering the perceptions of job seekers in the current labor market defines what's motivating employees to leave their current roles or decline job offers.

Take a look at why workers are leaving or declining jobs right now.

Leaving Current Roles

Workers indicate that beyond seeking increased compensation, they left their current position for career advancement (33%), better company culture (27%), change in location/geography (26%), better company leadership (25%), and greater work flexibility/remote work opportunity (24%).

What Motivates Job Seekers to Look for New Employment?

● 2024 ● 2023



While this number has decreased by several percentage points over the last three years,

24% of workers acknowledge leaving a job within the first 90 days of starting a role.

The primary reasons for leaving within this three-month period include:

- Poor company culture: 47%**
- Disapproval/distrust of company leadership: 31%**
- Limited career advancement: 28%**

Ensuring the experience promised as a candidate matches the experience delivered as an employee is critical for employers today.

Declining Job Offers

When it comes to declining job offers during the last year, less than one-quarter (21%) of workers have turned down a new role. Contributing to their decision to refuse a new job is poor location or geography (38%), limited career advancement (33%), and limited flexibility to work from home or remotely (30%).

Why Did You Decline a Job Offer?



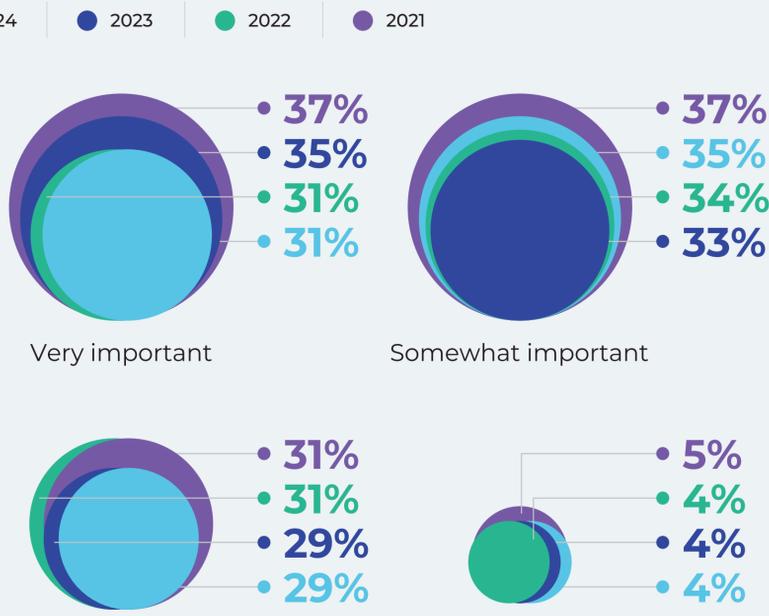
Remote Work Preferences

In the last year, worker preferences for remote work have remained steady, with nearly one-quarter (23%) of job seekers indicating they would decline a job if they were required to work fully in office.

The importance of remote work in whether to accept or reject a job offer remains foundational in the current labor market. In fact, 66% of workers indicate this is at least somewhat important in their decision-making process.

How Important Is Remote Work In Your Decision to Accept or Reject a Job Offer?

● 2024 ● 2023 ● 2022 ● 2021



Apply New Job Seeker Insights to Your Recruiting Function

For employers today, it is important to remember that preferences do vary between workers, and a one-size-fits-all approach is not ideal. Remember that authenticity is key, from the interview stage through to onboarding and beyond.

Download the 2024 Employ Job Seeker Nation Report to learn how you can optimize your recruiting function informed by the reality of job seekers right now.

[Download the Report](#)

