

#Trends report : Work Model Trends Will Explode in 2023

Résumé

Les grandes tendances émanant des nouveaux modèles de travail

Workcations : Il s'agit de la tendance à combiner travail et vacances. Les employés profitent des options de travail à distance pour voyager tout en étant en mesure de travailler.

Flex Holidays : Les vacances flexibles sont un calendrier de vacances flexible, où les employés peuvent prendre des congés quand ils le souhaitent, plutôt que d'être limités à des dates spécifiques.

Gen Flex : Gen Flex est le terme utilisé pour décrire la génération Z qui est entrée sur le marché du travail de manière virtuelle en raison de la pandémie.

Sur-emploi par choix : La tendance des employés à cumuler plusieurs emplois pour gagner de l'argent supplémentaire, que ce soit pour l'épargne, les investissements ou les loisirs.

Sukima : Terme japonais qui désigne la transformation du temps libre en argent supplémentaire, facilitée par des applications comme Jobcase et Timee.

Talent Snatching : Tendance des entreprises à se faire concurrence pour attirer et retenir les meilleurs talents en proposant des offres d'emploi compétitives.

Signatures électroniques informelles : Une tendance vers des signatures électroniques plus informelles et authentiques, telles que "Lukewarm Regards" ou "En cas d'urgence, composez le 911 ; pas d'urgence, essayez Google".

Le rebondissement de carrière : Transition d'un parcours professionnel à un autre, généralement pour un travail plus satisfaisant.

Le bonheur comme mesure de la réussite : Une tendance à considérer le bonheur et la satisfaction professionnelle comme des indicateurs importants de la réussite sur le lieu de travail.

Les "pick-up parties" : Tendance des clients à commander des produits et à les récupérer lors d'une fête en personne plutôt que de les faire livrer à leur domicile.

Save-from-Home : La tendance des gens à économiser plus d'argent en raison de la réduction des frais de voyage et de l'augmentation des salaires.

Article

From quiet quitting to four-day workweeks and productive paranoia, 2022 has had its fair share of workplace trends worth noting. As we approach 2023, and with the disruptive changes of COVID-19 still in play, there is no doubt that the future of the work landscape will continue to evolve.

Payroll and compliance provider [Deel's 2023 playbook lists 12 trends](#) to keep an eye on, giving businesses the insight and foresight to prepare for what's ahead. And although these trends have been in the works for a while, they are likely to become more entrenched in the new year.

The flexible workplace

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As more businesses shift to a hybrid or remote-only model, Deel believes chief remote officers will lead the charge in transitioning their companies' workforces. This [BBC article](#) highlights some things about this role. It also raises important questions, such as whether chief remote officers will become permanent roles and how the position would look if a company were fully remote and not hybrid.

Workcations, flex holidays, Gen Flex, and Flexetariat are other trends that Deel lists. The sheer variety of new working styles gives employees more flexibility and power regarding their schedules. For example, flex holidays, where employees can take holidays when they want them and not on mandated days, have been gaining

popularity. Gen Flex, meanwhile, is simply Gen Z and how they were thrust into the workforce in a virtual fashion.

Getting the bag

One major trend is over-employment, and Deel highlights "by choice." More and more employees are doing gig work in addition to their traditional jobs and using the extra income for savings, investments, or hobbies. There's an entire subreddit dedicated to this trend, and despite it having just been launched a year ago, it now has 124,000 members and counting.

Deel also mentions Sukima, a Japanese term for turning free time into extra cash, that apps like Jobcase and Timee enable. According to Deel, young people are taking advantage of this trend to make extra money working odd jobs like waiting tables or making deliveries.

Talent snatching is also becoming more common as companies compete to acquire and retain the best talent. Offers will rain down on job seekers, and reports, like [this one from Huawei](#), continue to predict an increased demand for roles with critical digital skills and knowledge.

Authenticity and satisfaction

Then, we have casual e-signatures — think, 'Lukewarm Regards' and 'In case of emergency, dial 911; not an emergency, try Google.' Tiktok videos on unique email closings with the hashtags #emailsignoffs and #emailsignature have over 70 million views combined. Authenticity at work has been an essential [trend for Millennials](#), and this is expected to continue for Gen Z.

Deel also speaks of 'career bouncing', which is not to be confused with salary bouncing. Career bouncing entails transitioning from one career path to another, typically for more gratifying work.

Glassdoor and Indeed's [Hiring and Workplace Trends Report 2023](#) also highlights happiness as a measure of success in the workplace. 86% of the report's respondents say that how they feel at work impacts their home life.

And then there are other trends, such as pick-up parties — where customers can order a product and then collect it at an in-person party instead of having it delivered to their home — and save-from-home, where people are saving more than ever thanks to reduced travel expenses and increased salaries.

Final Thoughts

The Deel report and other industry trends point to a changing workplace with more employee flexibility and opportunities. This can be an exciting time for those who embrace and take advantage of these trends. Ultimately, these trends can help employers attract the best talent, increase employee satisfaction and create an environment that fosters growth and development.

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