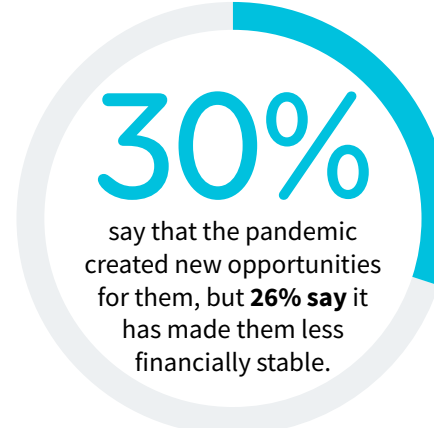
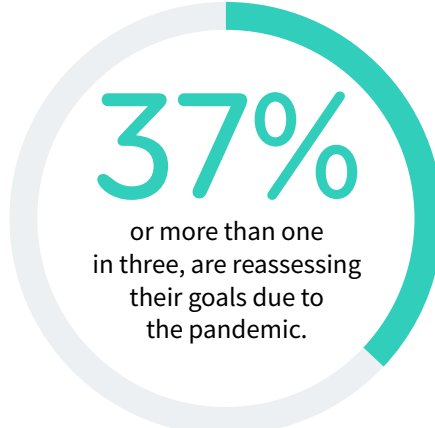
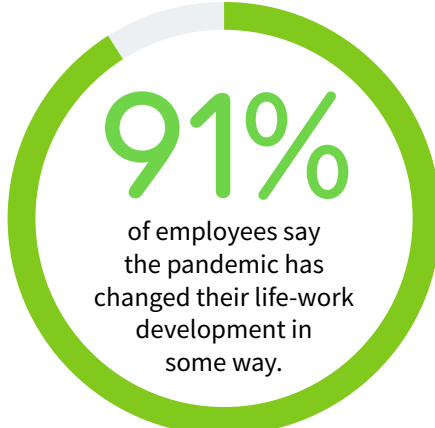


# What Is Life-work Technology?

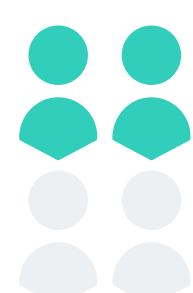
The events of 2020 changed work life for employees forever. Companies of every size in every industry around the world have discovered new challenges after massive surges in remote work, an increasingly fluid workforce, and an expectation of greater flexibility for employees even in traditionally structured environments. Many of these changes are likely to become permanent to some degree, and at the very least will influence policies for decades to come.

In the wake of all this change, our HR departments have become the conduit and focal point for our people. Their role in connecting and supporting people has been both accelerated and placed center stage.



**The future of HR is a busy one — and it starts with understanding the reality we’ve all had to accept recently: that life and work are inseparable.**

The notion of “work-life balance” is outdated. It’s not life vs. work. It’s all life.



**Nearly 50%** of workers might leave their jobs post-pandemic if their employers do not offer flexible work-from-home options — even saying they’d take a cut in pay for that flexibility and better health and safety at work.

To help organizations navigate these enormous changes, we introduced a framework called the “life-work journey” — designed to show how employees may have vastly different experiences based on six distinct phases of their lives, both at home and on the job.

## The Life-work Journey



An employee who is **At Risk** will have vastly different priorities compared to one aiming at securing their **Legacy**, and every stage in between. These stages are fluid, and most of us do not move directly from one to the next in order.

### Survey Question:

To what degree do these reflect your current life and work goals?



Just over half of employees say that “focus on payment for work, partially or wholly due to a lack of a financial safety net” is a life-work goal to a high or very high degree

These HR.com survey results show how dramatically individual needs and priorities can vary for employees in different phases.



The key for employers is to be **adaptable** and **truly understand their people** in order to recognize what stage employees are in, and provide them with the unique support they need.

To help organizations inspire their workforces at all stages, we’re introducing **an entirely new kind of enterprise solution**, one made to take care of people no matter where they are in their journeys.

## We call it Life-work Technology™.

It factors in people’s emotions and preferences, providing them with the agency and flexibility they need to thrive both in life and at work.

### Life-work Technology has two components:



#### People systems to inspire your workforce

Enabling real autonomy and flexibility, connecting people to their colleagues and roles with purpose, and amplifying human impact by understanding human signals



#### Work systems to help businesses thrive

Offering exponentially higher productivity, optimizing teamwork, and providing more opportunities for people to support one another and their communities

Life-work Technology empowers you to tune in to *the person who does the work* — what drives them, what delights them, what stands in their way — and **focus your energy and your tools** to help them achieve their dreams, both on and off the job.