

Career Mobility: It's About *Mindset*, Not (Necessarily) Movement

An intentional career mobility strategy can help orgs address key people challenges like employee engagement, development, and retention.

But mobility isn't what it used to be ...

What Is Mobility Now?

Mobility once simply meant moving employees upward through an org's hierarchy. Now, it's that and so much more. Mobility's become a **mindset** about:



Enabling opportunities

Employees participate in opportunities that benefit both the org and the employee



Thinking beyond roles

Rather than moving to new roles, employees often take on part-time or gig work on the side of their "day job"



Providing freedom to grow

Employees are given flexibility to experiment, learn, and grow

5 Mobility Trends

The rapid evolution of career mobility has sparked related changes to mobility strategies and technologies—as evidenced by these 5 key trends:

1. More experimentation

Orgs are embracing new ways of supporting mobility



2. Talk of leveling the playing field

Leaders are talking about using mobility to open opportunities to more people



3. More opportunities for employees

Employees can create the careers they want—even if they look different from everyone else's



4. More data, better decisions

More data about employees' capabilities can help orgs make better decisions about their mobility



5. Tech enablement

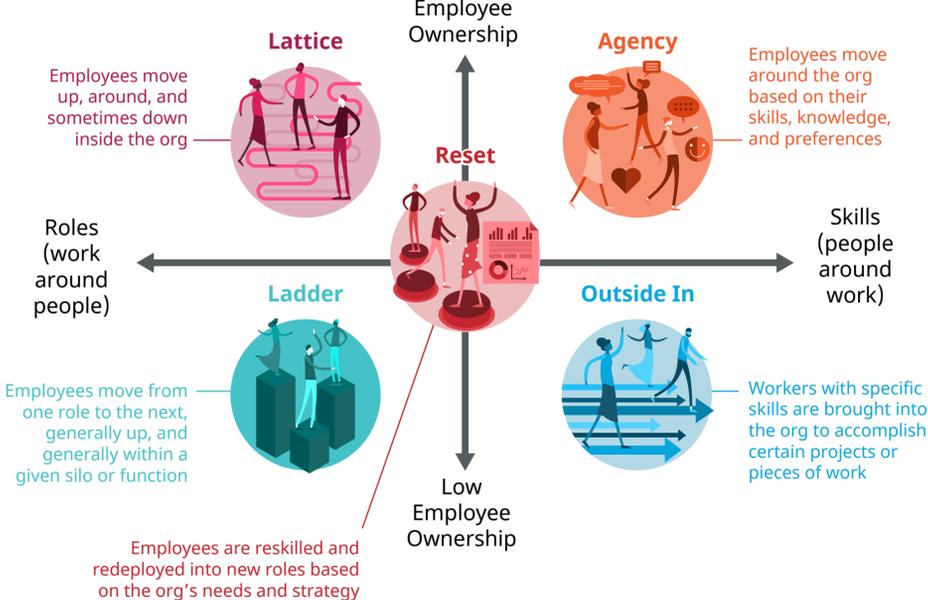
There's been an uptick in the number and sophistication of mobility tech offerings



Understanding Different Approaches to Career Mobility

This research identified 5 approaches to career mobility, which sit along 2 axes:

- The degree to which employees own their careers (*vertical axis*)
- Whether work is organized by roles or by skills (*horizontal axis*)



Different Approaches Solve Different Business Challenges

Orgs typically invest in mobility initiatives to support 1 of the following 5 business goals. Different approaches lend themselves better to some goals than others, which influences orgs' mobility strategy decisions.

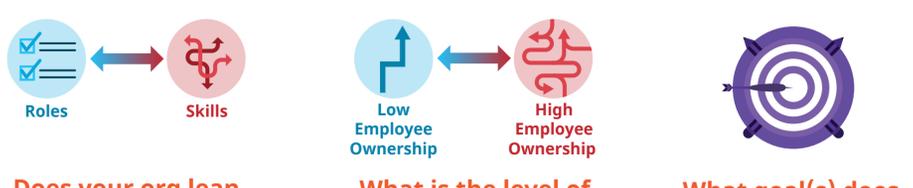
	Ladder	Lattice	Agency	Outside In	Reset
Retention & Engagement	Benefit	Main Goal	Benefit	Doesn't Factor	Benefit
Development & Skills-Building	Main Goal	Main Goal	Benefit	Doesn't Factor	Benefit
Moving Skills to Where They're Needed	Benefit	Benefit	Main Goal	Main Goal	Main Goal
Succession	Main Goal	Benefit	Doesn't Factor	Doesn't Factor	Doesn't Factor
Reinvention / Adaptation	Benefit	Benefit	Benefit	Main Goal	Main Goal

Legend:

- **Main Goal (purple):** The primary reason(s) orgs identified for implementing career mobility.
- **Benefit (yellow):** Benefits associated with implementing the given approach.
- **Doesn't Factor (gray):** Goals not considered when implementing the given approach.

Find Out Which Career Mobility Approach Is Best-Suited for Your Org

Leaders looking to find out which approach might suit their org can do so by thinking through 3 crucial questions.



Does your org lean towards roles or skills?

What is the level of ownership that employees have over their careers?

What goal(s) does your org hope to achieve through career mobility?

New Interactive Mobility Tool

Explore the 3 crucial questions listed above in detail through a guided survey

Get recommendations on the approach that's best for your org

<https://redthreadresearch.com/career-mobility-tool/>

For more on mobility, check out the full report: <https://www.redthreadresearch.com/career-mobility>