



Our Re:Me report looks at how the world of work is changing since the pandemic, and identifies opportunities for employers to better connect with their employees as individuals, as well as harness a culture of care and belonging. Here, we introduce the four Rs of Re:Me.

Recognise...



...that helping employees feel they belong to a company that cares is the ultimate goal. Employers need to identify how things have changed.

72%

of UK employers feel the relationship has changed and 1 in 3 employees feels the pandemic has weakened it.



The first step is for employers to recognise how their priorities and perceptions differ from those of their employees.

Realign...



...expectations from both parties, revisiting what employees now value. 47% of employers rate their care for staff highly, yet only 34% of staff agree, so there's a disconnect.

41%

of employees feel they weren't a top priority for their employer in these unprecedented times.



There is room to bridge that expectation gap through revisiting company values and nurturing those all-important relationships.

Reassure...



...employees that they are doing a good job in difficult times. 41% of employees feel their mental wellbeing has impacted their productivity.

73%

of employees will work harder for an employer who cares about them.



That means employers need to celebrate success, amplify recognition and communicate with staff to find ways to support their wellbeing.

Redefine...



...why and how employers should segment their employees, to drive engagement for like-minded groups.

67%

of employees would like to see their benefits package reflect a post-pandemic world.



74% of employees want a benefits package tailored to their needs, so organisations should seek to understand staff as individuals.

With the world changing as much as it has, the most important thing for your clients to remember is this: employees are searching for a sense of belonging and employers that care for them as an individual.

With the help of our research, you can start the conversation about how they can achieve this. Visit metlife.co.uk/ReMe for the latest updates.