

2025

Workplace Trends

Key Insights & Checklist



H3 HR Advisors
www.H3HR.com

Meet Our Team



TRISH STEED CO-FOUNDER, CEO

Trish Steed is the CEO and Principal Analyst for [H3 HR Advisors](#), co-host of the [At Work in America](#) podcast and the HR Happy Hour podcast on the HR Happy Hour Network alongside [Steve Boese](#). She is also the creator of the H3 LIVE! vlog.

A former HR executive and HCM product leader with over 20 years of experience in Big 4 public accounting, PR, healthcare, manufacturing, and IT, Trish brings that knowledge to her clients as an analyst and advisor.



STEVE BOESE CO-FOUNDER, PRESIDENT

Steve is one of the Co-Founders of H3 HR Advisors, a leading HR technology advisory and services consultancy.

Since 2013, Steve has been the Program Chair and host of the [HR Technology Conference](#), the world's largest gathering of the global HR Technology community, and authors a monthly HR Technology Column for [Human Resource Executive magazine](#). He is a frequent speaker and author on topics in Human Resources, HR technology, and the world of work.



KAREN STEED DIRECTOR, CLIENT EXPERIENCE

Karen Steed is the Client Experience Director & Learning Analyst of H3 HR Advisors.

Karen works with client teams to promote their organizational needs seamlessly and effectively, through strategy and planning. She is also responsible for the HR Happy Hour Network media production and promotion. Previously, Karen served 15 years as an elementary educator and early childhood administrator. Her focus is on learning solutions that are engaging and practical.



Summary

The 2025 Workplace Trends Checklist provides you organization's teams with actionable strategies to adapt to evolving workplace priorities. This summary highlights how the identified trends connect to services, customer strategies, and competitive differentiation.

Key focus areas include leveraging People Analytics to enhance decision-making and storytelling, integrating AI for efficiency and insights, and addressing Financial Wellbeing to reduce employee stress. Mental Health initiatives, Hybrid Work strategies, and Caregiving Support foster engagement and flexibility, while embedding DE&I principles drives innovation and inclusivity.

This holistic checklist empowers teams to thrive amidst evolving workplace dynamics. By aligning strategies with these trends, organizations can foster a more engaged, productive, and innovative workforce while positioning itself as a leader in workplace culture. Adopting these insights ensures the organization stays competitive and demonstrates a strong commitment to employee well-being and inclusion.



People Analytics

Key Insight

Leveraging data-driven decisions enhances workforce and customer engagement strategies.

Checklist

- **Assess current analytics capabilities**
 - Are you collecting and analyzing employee data that directly impacts customer-facing roles, such as customer service performance or sales team effectiveness?
 - Do your existing tools provide actionable insights that align with key business objectives?
- **Use analytics tools to monitor project performance and employee productivity**
 - Which KPIs will define success for the team and how often are they reviewed?
 - Are there areas where underperformance signals a need for intervention?
- **Invest in tools to streamline data collection, visualization, and reporting**
 - Are analytics tools capable of connecting workforce metrics to marketing outcomes?
 - Does the platform allow real-time analysis of employee and customer data to identify trends and optimize strategies?



Financial Wellbeing

Key Insight

Addressing financial stress boosts employee satisfaction and enhances the client experience.

Checklist

- Offer workshops on budgeting or provide access to financial planning tools
 - What financial topics are most relevant to your team's demographic?
 - How can participation in these workshops be encouraged or incentivized?
- Review compensation policies for equity and competitiveness
 - Are pay structures for customer-facing roles competitive enough to attract and retain top talent who influence client success?
 - How do current benefits compare with industry standards for similar roles?
- Promote flexible earned wage access or financial benefits through internal campaigns
 - Are employees aware of the financial tools or benefits already offered?
 - How can transparent and equitable compensation practices be communicated externally to enhance the employer brand?



Artificial Intelligence

Key Insight

AI augments human capabilities, driving innovation and improving customer-centric solutions.

Checklist

- Identify repetitive tasks that can be automated to free up team capacity
 - Which routine tasks consume the most team time and resources?
 - Is there potential to redirect saved time into strategic or creative initiatives?
- Use AI tools for customer insights, content creation, or predictive analytics
 - Are AI tools being used to deepen customer segmentation or campaign targeting?
 - How can predictive analytics support product roadmaps or marketing strategies?
- Provide training on new AI tools to enhance team adoption and efficiency
 - Are employees comfortable with using AI tools in their workflows?
 - How can training be designed to minimize intimidation and maximize utility?



Employee Mental Health

Key Insight

Proactive mental health support drives a healthier, more engaged workforce.

Checklist

- Evaluate current mental health programs
 - Are there programs in place to support high-stress roles, such as customer service or product management teams working on tight deadlines?
 - Do these programs include options for stress management and resilience training tailored to marketing and product teams?
- Provide regular training for managers to address mental health
 - Are managers equipped to recognize signs of burnout or stress in employees working on critical client-facing or product launches?
 - Can managers integrate mental health practices into daily workflows to create a balanced team culture?
- Use mental health awareness in branding to connect with socially conscious consumers
 - Are campaigns reflecting authentic commitment to mental health?
 - How can external partnerships strengthen brand credibility in this space?



Remote & Hybrid Work

Key Insight

Flexible work models support employee satisfaction, productivity, and client innovation.

Checklist

- Equip remote workers with tools for seamless collaboration
 - Are existing tools user-friendly and integrated into daily workflows?
 - Are there gaps in tools that prevent collaboration with in-office teams?
- Optimize onboarding for hybrid environments
 - Does onboarding include clear guidance on tools and workflows for hybrid success?
 - Are hybrid onboarding practices ensuring new hires quickly adapt to client-focused and project delivery goals?
- Develop guidelines to ensure fair treatment for remote and in-office staff
 - Are remote workers being considered for promotions and leadership roles?
 - Do guidelines address workload balance and prevent proximity bias?



Caregiving Benefits

Key Insight

Supporting caregivers enhances loyalty and productivity.

Checklist

- **Communicate caregiving benefits clearly to employees**
 - Are caregiving benefits easy to find on company intranets or portals?
 - How can leaders demonstrate visible support for caregiving policies?
- **Offer benefits like backup care, eldercare resources, and flexible schedules**
 - Are caregiving benefits designed to support team members managing dual roles as employees and caregivers?
 - Can these benefits be promoted externally as part of the commitment to holistic employee support?
- **Conduct employee surveys to identify caregiving needs**
 - Are surveys capturing the unique challenges faced by employees balancing caregiving and professional demands?
 - How can survey insights inform adjustments to benefits?



Diversity, Equity, Inclusion & Belonging

Key Insight

Integrated DE&I strategies drive innovation, creativity, and client trust.

Checklist

- **Assess current DE&I initiatives for impact and gaps**
 - Are marketing strategies inclusive, considering diverse client needs and perspectives?
 - Are employee resource groups (ERGs) leveraged to inform inclusive marketing and product development?
- **Establish measurable goals and accountability frameworks**
 - Are DE&I goals reflected in marketing content and product design to resonate with diverse customer segments?
 - How are teams measuring the impact of DE&I initiatives?
- **Foster leadership buy-in and consistent messaging**
 - Are leaders actively communicating how DE&I contributes to innovation and customer success?
 - Is marketing using inclusive storytelling to build stronger connections with clients and employees?







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Launched in 2009, The HR Happy Hour Media Network features the longest continuously running internet radio show and podcast on all things HR and HCM.

Succeed by building relationships that drive your ambitious business results forward with experience and insights you can trust

-  HR and learning leaders bringing our combined 70+ years of experience to your project
-  Providing an objective look at your solution and marketing needs
-  Helping you reach your product and customer goals
-  Utilizing our company research to support your business imperatives
-  Thought leadership to understand the evolving workplace
-  Projects tailored specifically to your needs

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