



2025

Workplace Trends

If your culture crystal ball is cloudy, you're not alone. It's complicated to predict what the future of work might hold. With emerging generational disconnects and expectations, new hybrid and RTO arrangements disrupting norms, and a growing percentage of the workforce requiring reskilling to effectively capitalize on AI – the future is anything but “business as usual.”

Fortunately, we've got something here that's better than a crystal ball. Backed by 25+ years of industry expertise, we highlighted the trends forward-thinking HR leaders will focus on in 2025. It comes down to this: **It is critical to build morale, trust, and inclusivity during times of change.** In 2025, we forecast that strategic HR leaders will invest in the right AI, put humanity first, prioritize safety, uplevel skills to uplevel performance, and use data to evolve strategy in real time.



Invest in **the right** AI.

Talent sourcing. Skill mapping. Reskilling. Automation. There's an AI solution for ... everything. Strategic HR leaders won't let their eyes glaze over. Instead, they'll identify and invest in the right AI to meet their needs – and roll out strong organizational ethics to scale efficient use.

2025 success signals:

Tapping into employee data.

Without the right data, AI is a waste of money. More than half of business executives plan to invest in new technologies over the next 12 to 18 months (PwC). Mining employee recognition's rich, human data for insights that boost people, ROI, and the role of HR is the right next step in the near-future of AI people analytics.

Clear employee communication.

While 93% of CHROs say they have begun using AI in their organizations, only 33% of employees have heard about it. When employees strongly agree that there is a clear plan for AI integration, they are nearly 3x as likely to feel very prepared to work with AI and 4.7x as likely to feel comfortable using AI in their roles (Gallup).

Scaled workforce productivity.

Nearly half of employees (45%) say their productivity and efficiency in their roles have improved because of AI (Gallup). When HR leaders invest in the right AI tools, they'll drive business forward.

Learn more > [Human Intelligence: Supercharge Your Business With AI](#)



Put **humanity** first.

In contrast to AI, there's also a concurrent, vital shift to prioritize humanity in the workplace. Mapping out the long-term impacts of employee experience initiatives – like ERGs and inclusivity efforts – will resuscitate engagement and restore visibility for the workers feeling unseen.

2025 success signals:

Recognition done right.

About 1 in 5 workers think AI will replace their functions ([ADP](#)). On top of that, just 22% of employees strongly agree they get the right amount of recognition for the work they do ([Gallup and Workhuman®](#)). Recognition is not just a nice-to-have, but an essential tool to build trust and engage employees.

Championing ERGs.

Acknowledging the impact of these important organizations uplifts humanity in the workplace. In fact, 60.8% of employees surveyed believe that ERGs can contribute to psychological safety ([Workhuman Human Workplace Index](#)).

Cultural transformation.

Engagement hit an 11-year low in 2024 ([Gallup](#)). When culture is human-centric – as in, workers are acknowledged and valued through strategic recognition – employees are 9x more likely to be engaged ([Gallup and Workhuman](#)).

Learn more > [The Human-Centered Workplace](#)



Prioritize safety.

Safety, from psychological to physical, is an increasingly important value to the global workforce. In fact, [Gallup found](#) that most workers worldwide have never received safety training. Fostering psychological safety is just as essential, too. In 2024, [Workhuman found](#) that 23% of individual contributors reported low psychological safety.

2025 success signals:

An uptick in safety programs.

Three-fourths of workers feel their employers' safety efforts aren't very effective. Innovative organizations will flip this script, reinventing a culture in which safety isn't just expected – it's celebrated.

Accessibility for all.

[The U.S. Bureau of Labor Statistics](#) shows that unemployment rates are higher for people with a disability. Navigating neurodiversity and better equipping employees with personalized career paths will allow all workers new opportunities to grow their careers.

Improved belonging.

The work starts from the top down. Role modeling matters. Employees who always or often feel their time in manager check-ins is well spent are 3x likelier to have high psychological safety. ([Workhuman® iQ report](#)).

Learn more > [How to Champion a Culture of Workplace Safety](#)



Uplevel skills, uplevel performance.

Employees are motivated to learn new skills so they can (first and foremost) perform better in their roles. With that, employees who strongly agree their organization encourages them to learn new skills are more than 8x as likely to strongly agree there is a path for them to grow in their organization ([Gallup and Workhuman](#)). In short, the research shows a rise in skills foreshadows a rise in performance.

2025 success signals:

Applying AI skills analysis.

[Workhuman researchers](#) found that the top skill recognized in 12 months of data across all clients was “efficiency.” Strong leaders will use AI to investigate their own employee data and uncover unique findings.

Promoting L&D.

Only 26% of employees strongly agree that their organization encourages them to learn new skills. These employees are 47% less likely to be searching or watching for other job opportunities ([Gallup and Workhuman](#)).

New emerging leaders.

[Workhuman researchers](#) found that 45% of people who received recognition for upskilling had higher psychological safety (which we know drives innovation and engagement). Focusing on upskilling – and effectively recognizing the associated positive changes – ensures a pipeline of new leaders ready for the future.

Learn more > [Promoting Upskilling to Harness the Power of Advancing Technology](#)



Use **data to evolve** in real time.

As Workhuman CHXO KeyAnna Schmiedl put it, “Our work isn’t just about numbers – it’s about people and conversations. HR combines these two kinds of data, quantitative measures and qualitative insights, to predict and navigate change. With this nuanced understanding, HR helps organizations innovate, adapt, and persevere through times of uncertainty.” Savvy HR practitioners understand that staying mindful of emerging data stories can inform – and change – their people strategies in an instant.

2025 success signals:

Comprehensive people analytics.

A full 88% percent of executives doubt the value of investments (PwC), and 72% of CIOs doubt the validity of data (PwC). The need for data that is accurate and abundant is what will build trust and ultimately drive strategy forward.

Culture and business influence.

Retention and engagement are CEOs’ top priorities. How HR ties their data to culture, business, and bottom-line impact remains the X-factor to your influence.

ROI on everything.

Gone are the days without proof points and validation for your efforts, strategy, and resourcing. Strong leaders won’t just pick transactional vendors. They need partners who are laser-focused on their goals and ROI – partners like Workhuman.

Learn more > [Workhuman’s ROI Guarantee](#)



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revolutionize your culture.**

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