

### Diversity is a reality.

Traditional work structures and processes may not match the diverse needs of every employee.

### Inclusion is action.

By embracing flexibility, employers can create an environment where every employee can thrive.

A 2021 study conducted by [Deloitte](#) revealed that **78%** of millennial employees and **77%** of Gen Z employees believe that a flexible work environment is essential for achieving a healthy work-life balance.



## Creating Flexible Work Environments



### Actions That Promote Success

	Practice	Result
<b>Understand your employees</b>	Understand the specific needs of each employee. Conduct assessments to identify how they do their best work.	Promotes individual success
<b>Match skills to tasks</b>	Assign tasks and projects to employees that align with their skills and interests, maximizing their potential for success.	Reach optimal performance
<b>Provide work-life balance</b>	Implement flexible leave options, including paid time off and mental health days, and encourage employees to take breaks when needed without fear of repercussions.	Reduce stress and burnout
<b>Accept differences</b>	Develop diverse teams with members from various backgrounds and neurodiversities to encourage collaboration and the exchange of unique perspectives.	Enhance innovation and problem-solving

A strategy I will try is: