



Shaping the future of work: your 2026 workplace trends checklist



10 actions to move your organization forward

Build AI-collaboration readiness

- ☐ Revisit how you evaluate AI-readiness, focusing on future-readiness and adaptability. Prioritize curiosity, judgment and learning agility.
- ☐ Look at existing roles through an AI-collaboration lens, aligning hiring and assessment with AI adoption and reskilling strategies.

Modernize your assessment strategy for an AI-enabled world

- ☐ Introduce clear guidance to clarify when AI use is appropriate, expected, or restricted, creating transparency for candidates and employees.
- ☐ Explore ways to assess human-AI collaboration in real work contexts, not just whether candidates avoid using it.

Strengthen your skills-based hiring approach

- ☐ Take a closer look at anything labelled “skills based hiring” by clarifying what’s being measured (foundations vs. proficiency), auditing where skills are predicted or observed in your process, and making small, targeted adjustments to create a more rounded view of each candidate.

Upgrade assessment accessibility and fairness

- ☐ Embed fairness principles at the design stage of every assessment rather than treating accessibility as an add-on.
- ☐ Set a clear baseline that considers a universal approach to access, make vendors meet those standards and ask them what they can do to help you. Equip managers with simple guidance so access is built in before anyone needs to ask.

Shift from individual to team level performance insights

- ☐ Implement tools that measure team dynamics such as collaboration quality, psychological safety, and decision making effectiveness.
- ☐ Pilot clear team-impact criteria that measure observable team behaviors and system-level outcomes – not just individual readiness.

Build an experiential workforce strategy

- ☐ Focus on co creating employee experiences by reducing friction, clarifying growth pathways, and leading with fairness so people feel empowered to invest in themselves and unlock stronger individual and business performance.