



# Work Institute's Quarterly Workforce Trends Report Revealing Early 2026 Retention Shifts and Emerging Employer Risks

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FRANKLIN, TN, UNITED STATES, May 1, 2026 /EINPresswire.com/ -- [Work Institute](#) today announced the release of its inaugural Quarterly Workforce Trends Report, providing employers with an early look at workforce movement, retention patterns, and emerging employee behavior trends from the first quarter of 2026.

Drawing from Work Institute's proprietary employee data and ongoing workforce research, the report compares first-quarter findings to year-end 2025 trends and highlights where organizations may face growing risk—or new opportunity—in the months ahead.

Among the report's key findings: (\*might need to change these based on what the data shows\*)

Voluntary turnover drivers continue to center on career growth, manager effectiveness, and workload strain.

Early 2026 data suggests employee expectations around flexibility and development remain elevated.

Several workforce indicators shifted from late 2025 levels, signaling evolving retention pressure across industries.

Employers who wait for annual reviews or lagging metrics may miss preventable turnover warning signs.

"Retention challenges do not operate on an annual calendar," said Danny Nelms, CEO of Work Institute. "Organizations need timely insight into what employees are experiencing now—not six or twelve months later. Quarterly reporting gives leaders a clearer opportunity to respond before risk becomes turnover."

The new quarterly report expands Work Institute's commitment to helping organizations move from reactive measurement to proactive workforce strategy. By tracking changes throughout the year, leaders can identify trends sooner, prioritize action plans faster, and make better talent decisions with current data.

## Why It Matters for Employers

Many organizations rely heavily on annual engagement surveys, historical turnover rates, or

delayed benchmarking. Work Institute's Quarterly Workforce Trends Report is designed to close that gap by giving leaders a more frequent view of workforce sentiment and retention risk.

"Most companies don't need more dashboards—they need clearer direction," Nelms said. "When leaders understand what is changing quarter to quarter, they can intervene earlier, support managers better, and protect stability."

### Supporting Smarter Workforce Decisions

The report is intended for HR leaders, executives, operations teams, and managers seeking practical insight into workforce dynamics, including:

- Retention risk signals
- Changes in reasons employees leave
- Manager impact trends
- Workforce sentiment shifts
- Recommended focus areas for leadership teams

### About Work Institute

Work Institute is a leading authority on employee retention and engagement, helping organizations reduce preventable turnover through exit interview programs, workforce research, engagement assessments, and actionable consulting solutions. Its annual Retention Report has become a trusted resource for employers nationwide.

The Quarterly Workforce Trends Report is now available. To download the report, subscribe to future releases, or learn more about Work Institute's solutions, visit [Work Institute](https://www.workinstitute.com) or contact [info@workinstitute.com](mailto:info@workinstitute.com)

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