

Hiring Through the Hype

How to navigate the noise to
find the talent who'll make a real
difference to your organisation





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What is Talent Trends?

Talent Trends is the most comprehensive workplace survey of its kind in the world, exploring what working professionals think, expect and need from their careers today.

Now in its fifth year, it brings together the views of 60,000 people, with insights covering 36 markets, to give organisations a clear picture of what's really shaping hiring and work.

Each year, we keep part of the survey consistent so we can track how expectations change over time. We also add new questions to capture emerging shifts, from the impact of AI and skills shortages, to how people feel about flexibility, progression and wellbeing.

Businesses use Talent Trends to guide their hiring decisions throughout the year. Our consultants bring these insights into everyday conversations with customers, exploring them in even more detail through the events and webinars we run around the world. It helps leaders make confident, informed decisions by basing their plans on what people are actually thinking, not just what the headlines suggest.

Talent Trends exists for a simple reason: to help organisations hire, develop and keep the talent that truly makes a difference.

How to navigate our report

We'll explore each topic from three unique perspectives to help you cut through the noise:

1. The Hype

Makes sense of the headlines and the big claims shaping each topic – and why they matter now.

2. Our Reality Check

Shows what professionals are really thinking, separating noise from fact using insight from our survey respondents.

3. Hiring Habits to Adopt

Turns the insight into action with clear, practical habits companies can use to hire with confidence.



Want to hire talent that makes a real difference to your organisation?

Cut through the hype to get to what really matters.

2026 is seeing the world of work continuing to shift at pace. Markets remain unsettled, expectations are evolving, and organisations are working hard to stay focused through ongoing turbulence and change. The environment isn't predictable, which means the need for clear direction has never felt more important.

That's why Hiring Through the Hype, our 2026 Talent Trends report, is so relevant. The largest and most in depth annual talent study of its kind, **over 60,000 professionals globally shared their perspectives**, allowing us to uncover the critical insights employers need to know. With new ideas, technologies and pressures competing for attention, the real challenge for leaders is knowing what genuinely matters – and what doesn't. **Navigating through the noise. Making decisions with confidence. Keeping people at the centre.**

2026 is also a special year for us: PageGroup's 50th. Fifty years of leading through change and helping people and organisations navigate uncertainty gives us a perspective we're proud of. It's taught us that while the context changes, the fundamentals don't. Listening well, understanding what people value, and helping them make strong, informed choices is the constant. And throughout those five decades, one thing has defined our work: connecting talent that makes a difference.

As new technology, especially AI, reshapes parts of the recruitment process, we're also helping our customers use these tools to speed up the early stages of hiring and keep the experience grounded in real connection.

The findings in this report reinforce that. Hiring today is more complex, more competitive and more human than ever. Technology will continue to move forward, and organisations will continue adapting, but trust, clarity and good judgement remain the real differentiators. When leaders remain pragmatic, communicate openly and build genuine connections, they create stability and confidence, even in unpredictable times.

[Contact our specialist consultants today](#) to cut through the noise and hire the very best talent with confidence.

Let's dive into the report.

David George
Senior Managing Director
Australia



GLOBAL TALENT TRENDS 2026

60,000
survey participants

Insights covering
36
markets

Key findings for 2026

What have we learned from this year's Talent Trends survey?

Hiring is changing fast. **AI is reshaping roles**, the **skills employers need are evolving at pace**, and professionals are clearer than ever about **how work fits into their lives**.

The companies that will win the race for top talent won't chase every headline; they'll focus on the signals that truly shape decisions and design hiring strategies that are **human, credible and effective** as expectations evolve.

We surveyed 60,000 professionals around the world for this year's Talent Trends report. Three clear themes emerged:

- 1. AI is reshaping hiring** for both candidates and clients, fundamentally changing processes, behaviours and outcomes for both sides.
- 2. Skills, cultural fit, and human capability are becoming stronger signals alongside experience and qualifications.** Hiring managers are increasingly weighting cultural alignment and human capabilities alongside skills, rather than focusing on educational achievements or linear career paths. Candidates are more likely to apply when these factors matter more than formal qualifications or years of experience.
- 3. Professionals' priorities have stabilised around wellbeing.** Wellbeing is now the deciding factor in job moves, outweighing pay and progression. This includes flexibility, mental health, and workplace culture, rather than work life balance alone. The importance of workplace culture continues to rise over time and is now non-negotiable, increasingly defining what professionals in Australia value.





Artificial Intelligence

How is it changing the pace?

The Hype

Transforming everything for everyone

Our Reality Check

Novelty to normality

Hiring Habits to Adopt

Use tech to enhance, not replace



AI

Skills

People

The Hype: Transforming everything for everyone

The daily headlines around the impact of AI on work jump to extremes. Some warn of widespread disruption, with [Goldman Sachs](#) estimating that **up to 300 million jobs globally are exposed to AI-driven automation**, most through partial task automation rather than full replacement. Others offer a more balanced picture: the [World Economic Forum](#) expects more churn than net loss, forecasting that around **170 million new roles could be created by 2030** as existing work is redesigned and new skills come into demand. Concerns also shape how people feel about AI adoption, ranging from data privacy and bias to high-profile questions of control and work quality (“AI slop”).

The noise around AI is loud, and it’s only getting louder. New tools launch every week, each promising to rewrite how we work. In hiring, that hype is already reshaping behaviour: candidates are using AI to tailor applications and boost the visibility of their CVs by optimising for **Applicant Tracking Systems**, while hiring teams are experimenting with tools to speed up screening and improve assessment. The result? A faster, more crowded and more inconsistent hiring landscape. Underneath the excitement, the real challenge is clarity, knowing which AI signals to trust, and which simply add more noise.

300 million roles to be impacted by AI
Source: Goldman Sachs

170 million new roles to be created by 2030
Source: World Economic Forum

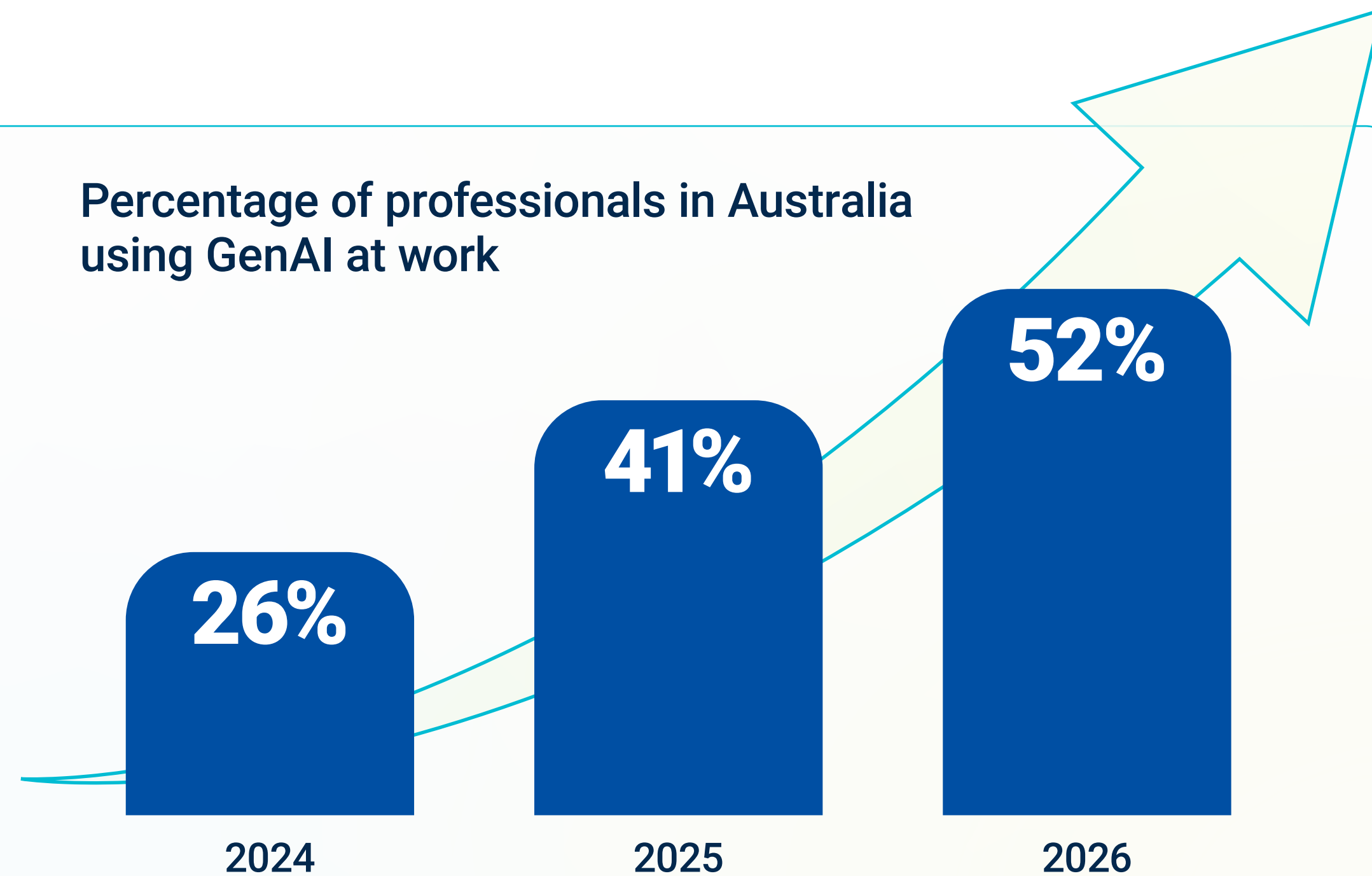
Our Reality Check: Novelty to normality

GenAI use has undoubtedly moved from hype to habit: 26% of professionals reported using it regularly at work in our Talent Trends survey in 2024, which has now doubled to 52% this year. Despite continued local acceleration, Australia still lags its global peers in adoption.

Despite widespread headlines warning of AI driven job losses, most professionals in Australia are not concerned about long term job security. 74% of survey respondents said AI does not pose a threat to their roles, suggesting anxiety is far lower than media coverage implies. Concern varies by sector and seniority, and is concentrated among those in less secure work, who are more worried about job security. This suggests AI anxiety is felt most strongly where roles lack permanence, and automation is more likely to be viewed as a threat rather than a tool.

Confidence grows when people understand how AI will affect their role, what changes, what stays the same, and what they remain responsible for. Clear guidance helps cut through the noise and gives people a firmer footing as things evolve.

Percentage of professionals in Australia using GenAI at work

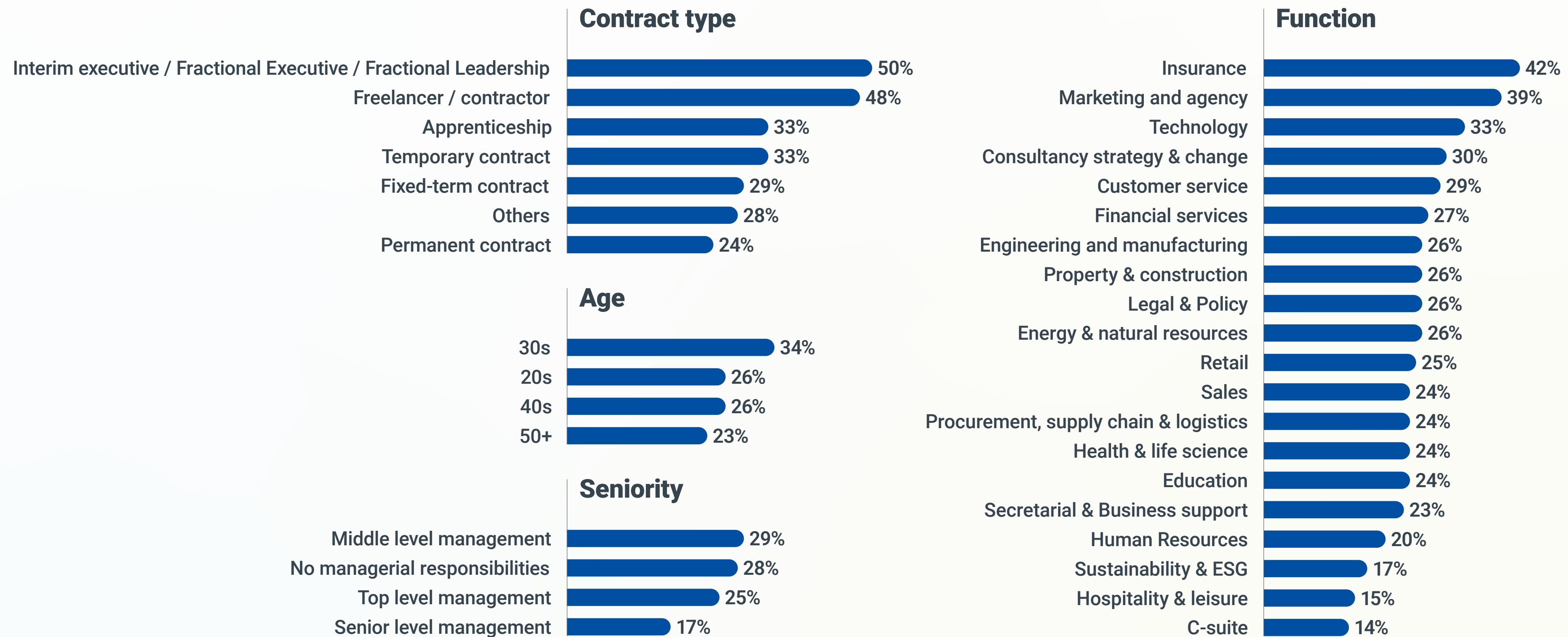


AI

Skills

People

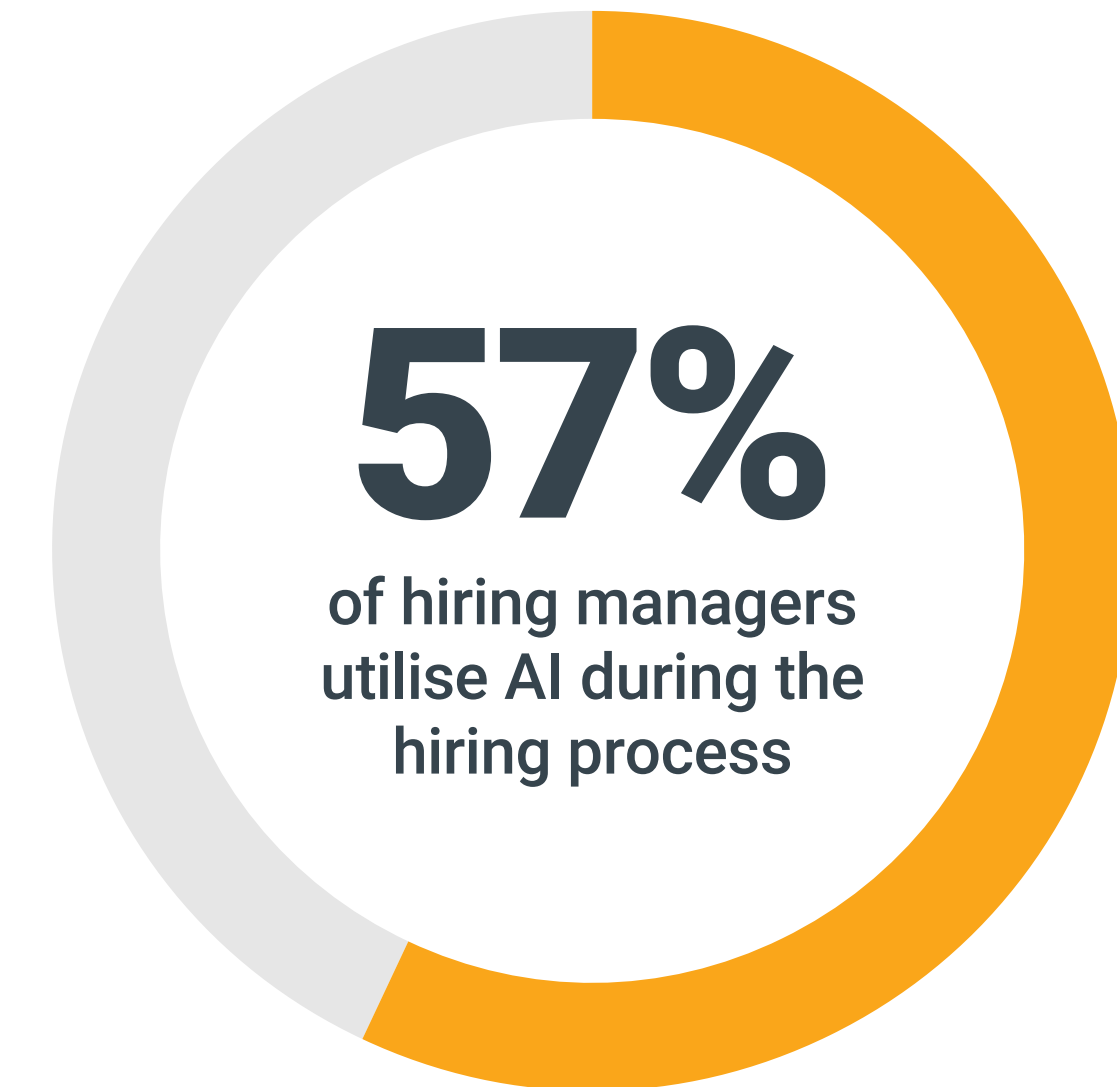
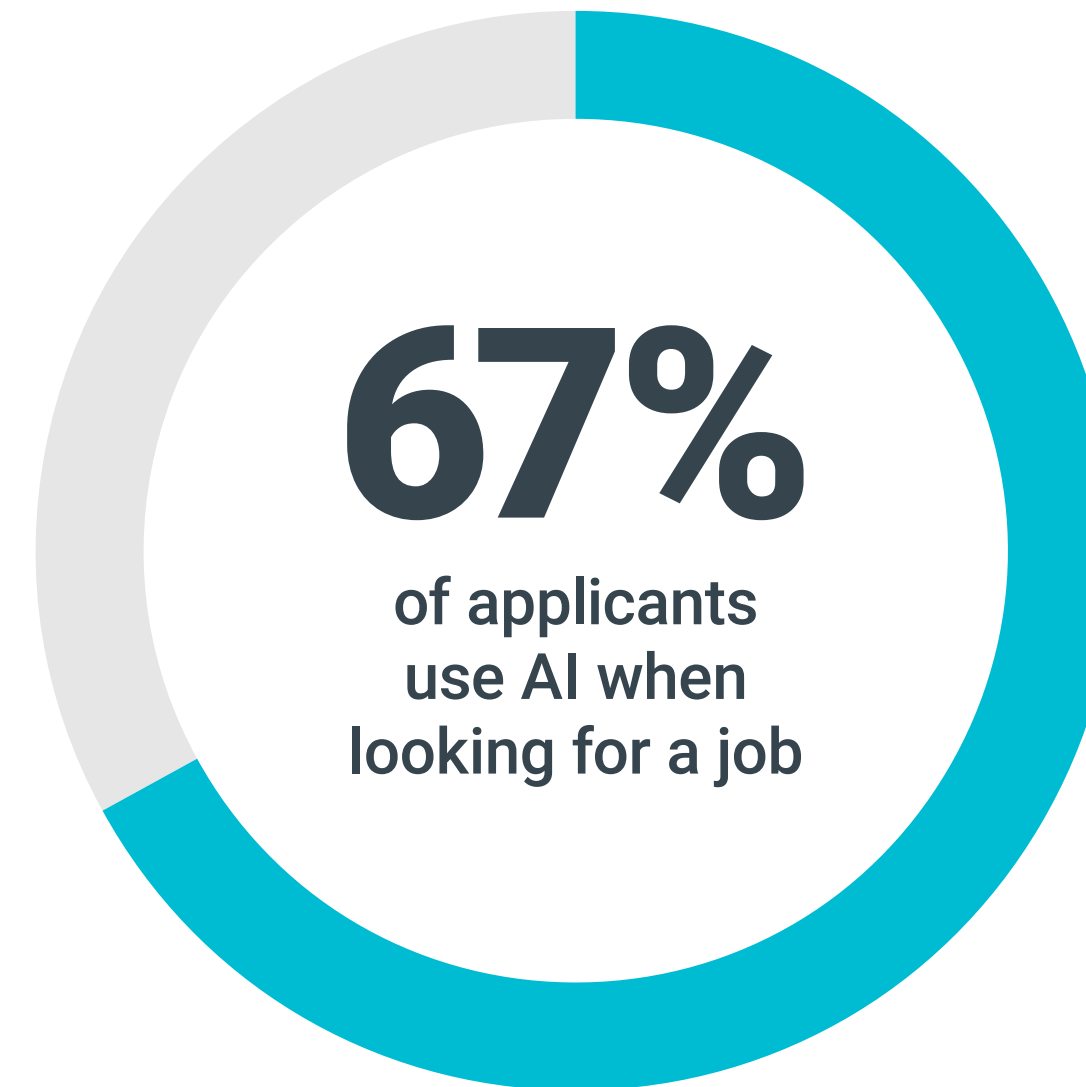
Percentage of those who see GenAI as a long-term security threat



Firmly embedded in the hiring process

AI now underpins many hiring processes and practices. 67% of job applicants say they use AI to **tighten language, tailor CVs and summarise skills**. Meanwhile, 57% of hiring managers use AI to **refine job descriptions, write interview questions and draft candidate communications**. As AI perfected CVs become the norm, it's harder for applicants to stand out, and for employers to differentiate between candidates. In Australia, this has increased the emphasis on human traits, with employers placing greater weight on judgement, cultural fit, and capability to balance rising volumes of similar looking, AI generated applications.

In this environment, a candidate's competitive edge shifts to **what AI can't convincingly imitate** on their behalf: sound judgement, lived experience and the warmth of a two-way conversation. Interviews that explore how people make decisions reveal strengths AI can't easily imitate, such as how they prioritise, weigh trade offs and respond under pressure.



ADVICE FROM OUR EXPERTS

“AI can make work easier and faster, but it doesn't replace good judgement. The organisations getting the most value from AI are clear about how work should be done and where human oversight still matters.”

Joshua Wrafter

Managing Director, New South Wales



Hidden in plain sight

One in three hiring managers (34%) say they're unsure whether a CV or cover letter has been created or edited using GenAI. When applications look increasingly perfected, presentation becomes a weaker signal of capability, and hiring teams need clearer ways to understand how someone actually works.

This is where **structured evidence matters**. Short tasks, prioritisation exercises and scenario walkthroughs reveal how people think, communicate and make decisions, strengths AI can't convincingly imitate. These approaches help separate genuine capability from AI generated polish, and create a fairer baseline for everyone applying.

As AI changes the perception of what a 'strong' application looks like, overreliance on CVs risks overlooking people with the real skills and judgement to succeed.

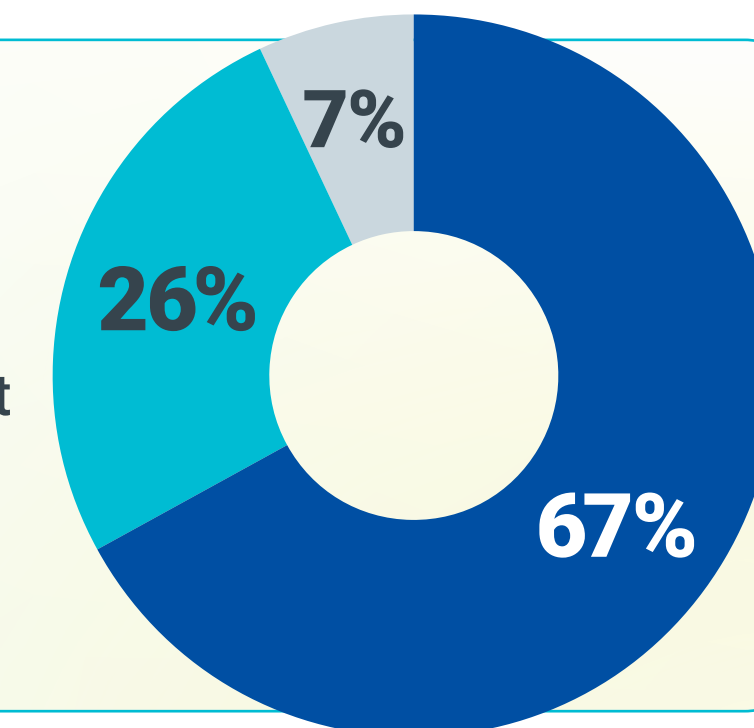
For hiring teams, the challenge is no longer identifying a "perfect CV", it's finding the person behind a perfected application.

Evidence led assessments turn that into a consistent process, helping organisations validate the soft and hard skills candidates claim they possess on their CVs.



How confident are employers in spotting Generative AI use in CVs or cover letters?

- Confident
- Not confident
- Unsure



Hiring Through the Hype: Habits to adopt around AI

Make AI part of a human-centred process

Use AI to remove bottlenecks, speed responses and keep candidates informed, not to replace judgement or connection.

Be open about where AI fits

Explain how AI supports the process (screening, admin, communications) and where people stay accountable. Transparency builds trust fast.

Improve the candidate journey end to end

AI is widely used now, so delays and gaps in hiring processes shouldn't be normal. Use automation to smooth the experience and speed up the process.

Look past polished applications

Remember that candidates use AI too. Use short work samples and scenario tasks to see real capability, not just presentation.

Treat onboarding as the final hiring step

Confidence comes from human contact. A clear, steady start reinforces trust and reduces early attrition.

ADVICE FROM OUR EXPERTS

“AI hasn't rewritten the rules of recruitment, it's changed the pace. The value lies in using it to sharpen human judgement, not replace it. In a market this dynamic, people still make the difference. AI simply helps us spot potential faster than ever.”

Bez Tavassoli
Regional Director
Queensland





Skills

What sets talent apart?

The Hype

Capability now beats credentials

Our Reality Check

Adoption of skills-based hiring is growing, not widespread

Hiring Habits to Adopt

Assess what matters



The Hype: Capability now beats credentials

At its core, skills-based hiring means choosing people for what they can do, and can learn next, rather than where they studied or how linear their career path looks. Hype around skills-based hiring has been around for the best part of a decade. However, as roles change faster than job titles, specialist, technical skills remain hard to find, the shift toward capability over credentials is moving from talking point to practice, even if adoption remains uneven across organisations.

This is backed by credible advocates. [Research from Harvard](#) shows that while organisations signal intent to adopt skills-first hiring by removing educational requirements, adoption often lags in practice. Legacy assessment methods and ingrained habits continue to shape hiring decisions.

Why does this matter more than ever now? In a world where GenAI can “perfect” a CV in seconds, employers need signals that reveal **applied capability and human qualities**: judgement, resilience and communication, that sustain performance over time.

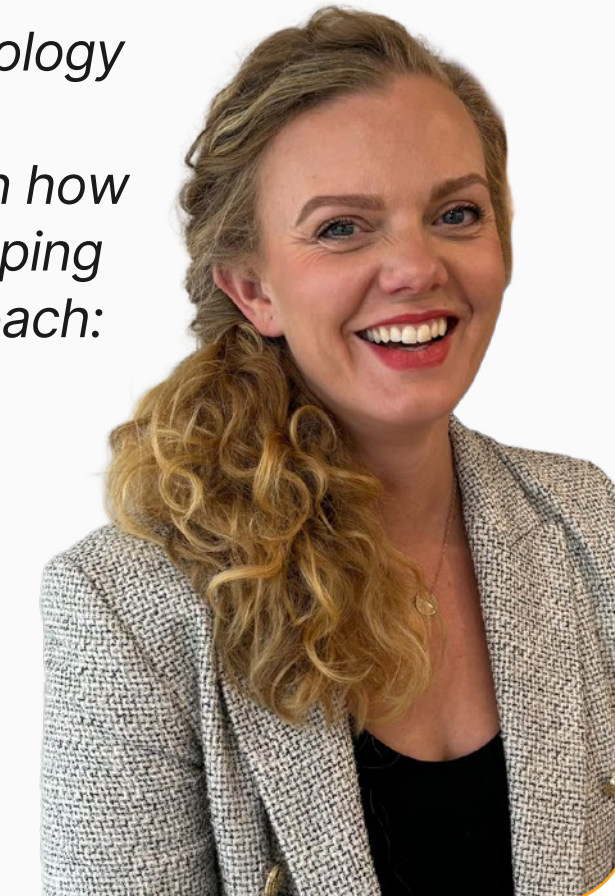
ADVICE FROM OUR EXPERTS



As AI becomes more commoditised and intuitive to use, technology alone is no longer a differentiator – people are. When every organisation can access similar tools, the real advantage lies in how well employees apply them. This shift, combined with AI reshaping roles and creating new ones, is accelerating a skills-first approach: valuing real-world capabilities over job titles or degrees. Companies that hire for capability unlock broader talent pools and find unconventional high-potential candidates.”

Leela Jenkins

Regional Director, Customer Partnerships
Australia



AI

SKILLS

People

Our Reality Check:

Interest in skills-based hiring is growing, but adoption remains uneven

Australia shows a more human-led approach to hiring than global peers. While interest in skills-based hiring is growing, employers in Australia continue to place strong emphasis on human and soft skills, cultural fit, and leadership quality.

Hiring is increasingly about fit for the role, the team, and the manager, particularly as hiring becomes more difficult despite higher candidate volumes. Cultural fit and human capability carry significant weight in hiring decisions, with interpersonal skills, communication, and adaptability among the leading priorities. Employers in Australia prioritise these traits, recognising their importance in building resilient teams.

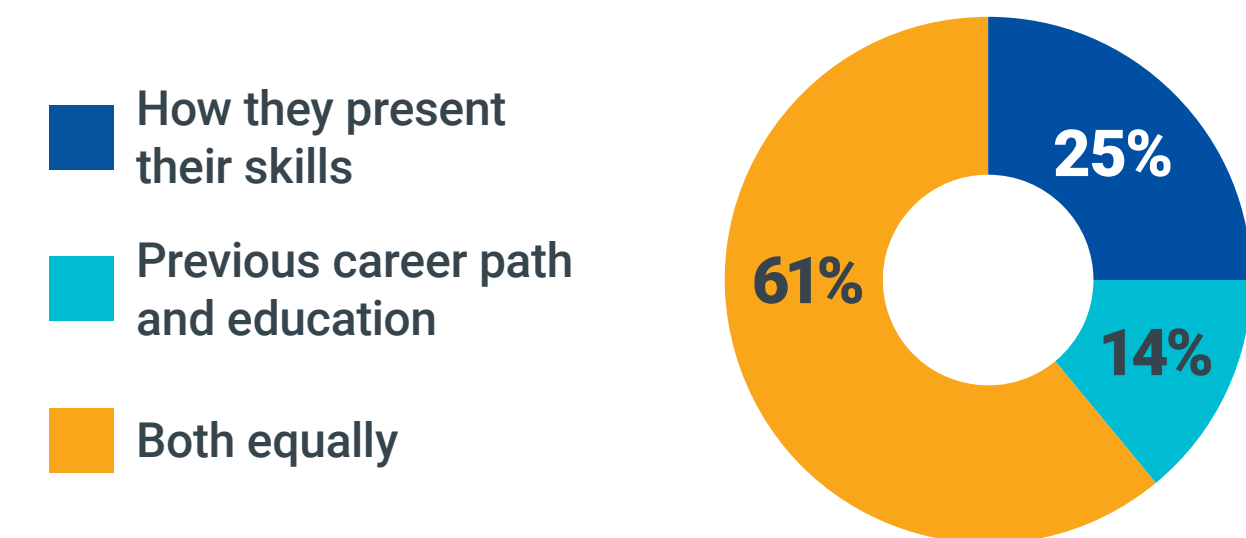
Leadership and manager quality play a critical role in attraction and retention. In Australia, 23% of professionals cite leadership as influential when joining a company, compared with 18% globally. Employers place greater importance on the manager relationship for retaining talent, reinforcing the role of leaders in hiring outcomes and long-term workforce stability.

In response to persistent skills gaps, some organisations are exploring skills-based hiring, recognising that strong candidates may not always align with traditional job titles or career histories. Among those already adopting this approach, support is high, with 97% saying it delivers clear benefits. The most common reasons cited are better identification of capabilities (50%) and clearer criteria for assessing candidates (48%). While uptake remains limited, 16% of hiring managers plan to move toward skills-first models.

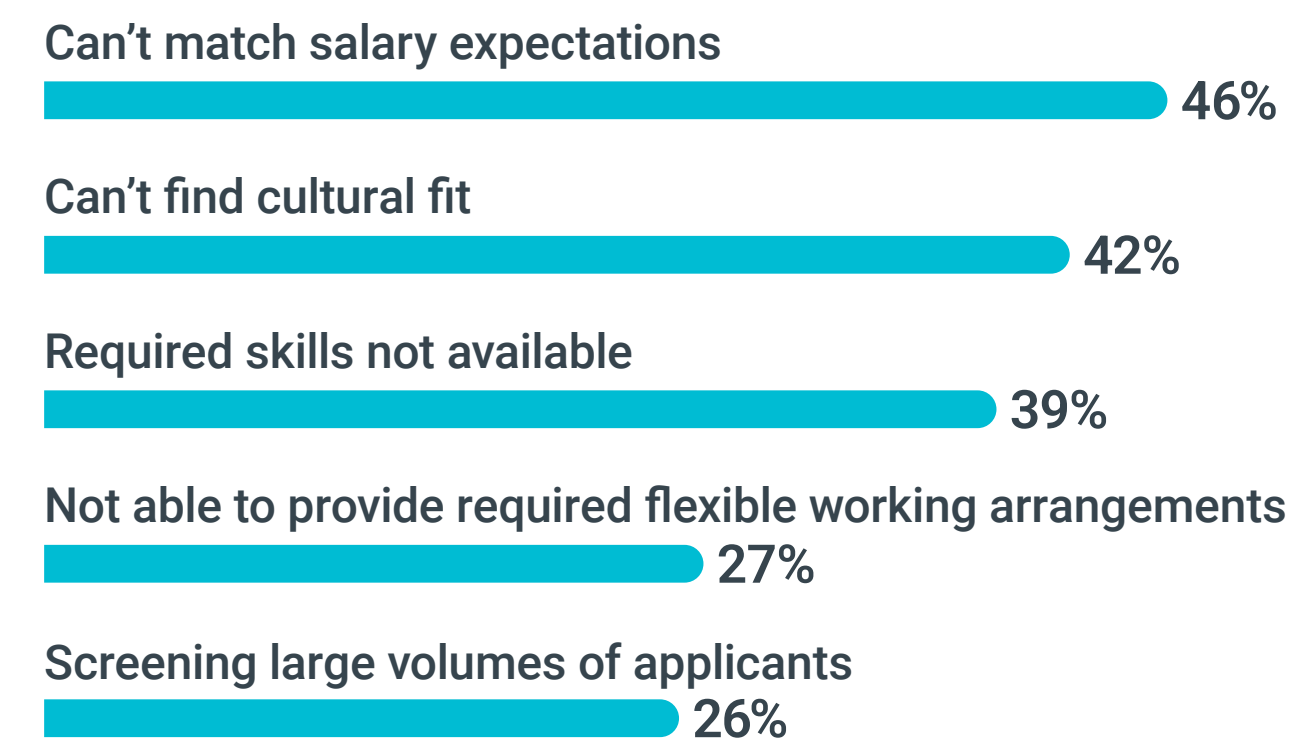
Despite this shift, traditional markers still matter. Most employers value skills presentation and education or career history equally, while a growing proportion now prioritise how candidates present their skills.

For employers, progress starts with clearer role design. Defining what success looks like over the next six to twelve months helps identify the skills that matter most. Clear assessment criteria then allow those skills to be evaluated more consistently, improving fairness and giving candidates earlier insight into how they could develop in the role.

What employers in Australia value more in a candidate during the hiring process



Top 5 challenges faced by employers in the past 12 months when recruiting new talent



Soft skills lead

As competition for talent remains strong, hiring managers in Australia continue to prioritise human skills that are difficult to automate or replicate. In 2026, interpersonal skills (47%) and communication skills (46%) top the list of most sought after capabilities, closely followed by adaptability (41%).

Compared with 2025, the pattern is consistent but more pronounced. The increase across all three skills suggests growing emphasis on how individuals work with others, navigate change, and communicate effectively, not just what they know.

Rather than signalling a shift toward new skill categories, the data points to a strengthening focus on core human capabilities. As technical requirements continue to evolve, employers appear to be doubling down on interpersonal strength, communication, and adaptability as differentiators in hiring decisions.

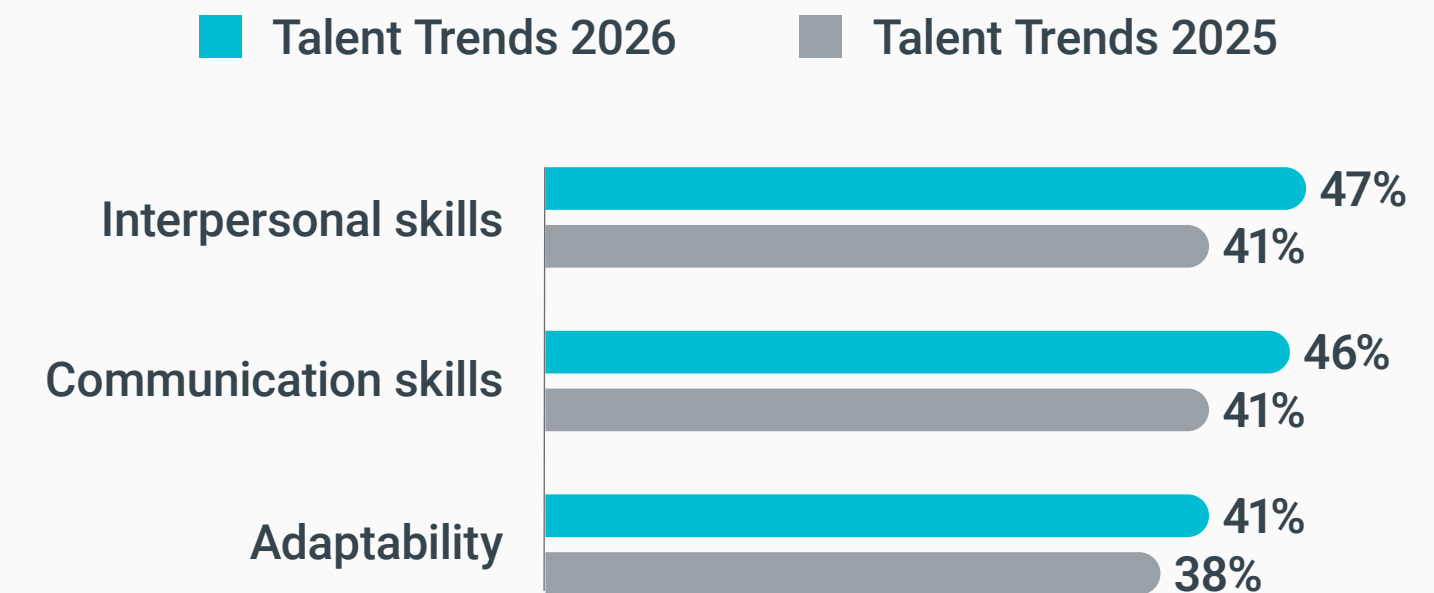
Why these skills?

- In both 2025 and 2026, hiring managers consistently prioritised interpersonal skills, communication, and adaptability, underscoring their importance as core enablers of performance. What changed was the strength of emphasis.
- By 2026, interpersonal skills ranked highest, followed closely by communication skills. This suggests a growing focus on how people work with others, build trust, and navigate different working styles, particularly as roles become more cross functional and collaborative. Strong communication remains critical, enabling clarity, alignment, and effective decision making in increasingly complex environments.
- Compared with 2025, the 2026 data shows a firmer emphasis on relational capability and flexibility. Rather than a change in direction, it reflects a deepening reliance on human skills that help teams function well, absorb change, and sustain performance over time.

Together, the data highlights the growing importance of human skills as roles become more fluid, collaborative, and change driven.

Talent Trends 2026 | Australia

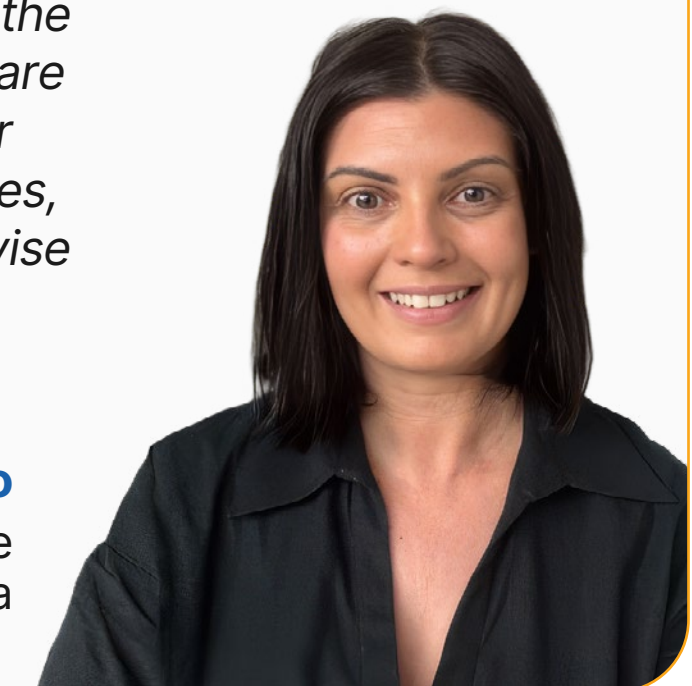
Most sought-after skills for hiring managers



ADVICE FROM OUR EXPERTS



Skills development has become a core business priority. As AI changes the nature of work, we need to prepare our workforces to deliver greater value, assume new responsibilities, and effectively guide and supervise the use of AI in decision-making and outputs.



Jasmine Timpano
Head of People and Culture
Michael Page, Australia

AI

SKILLS

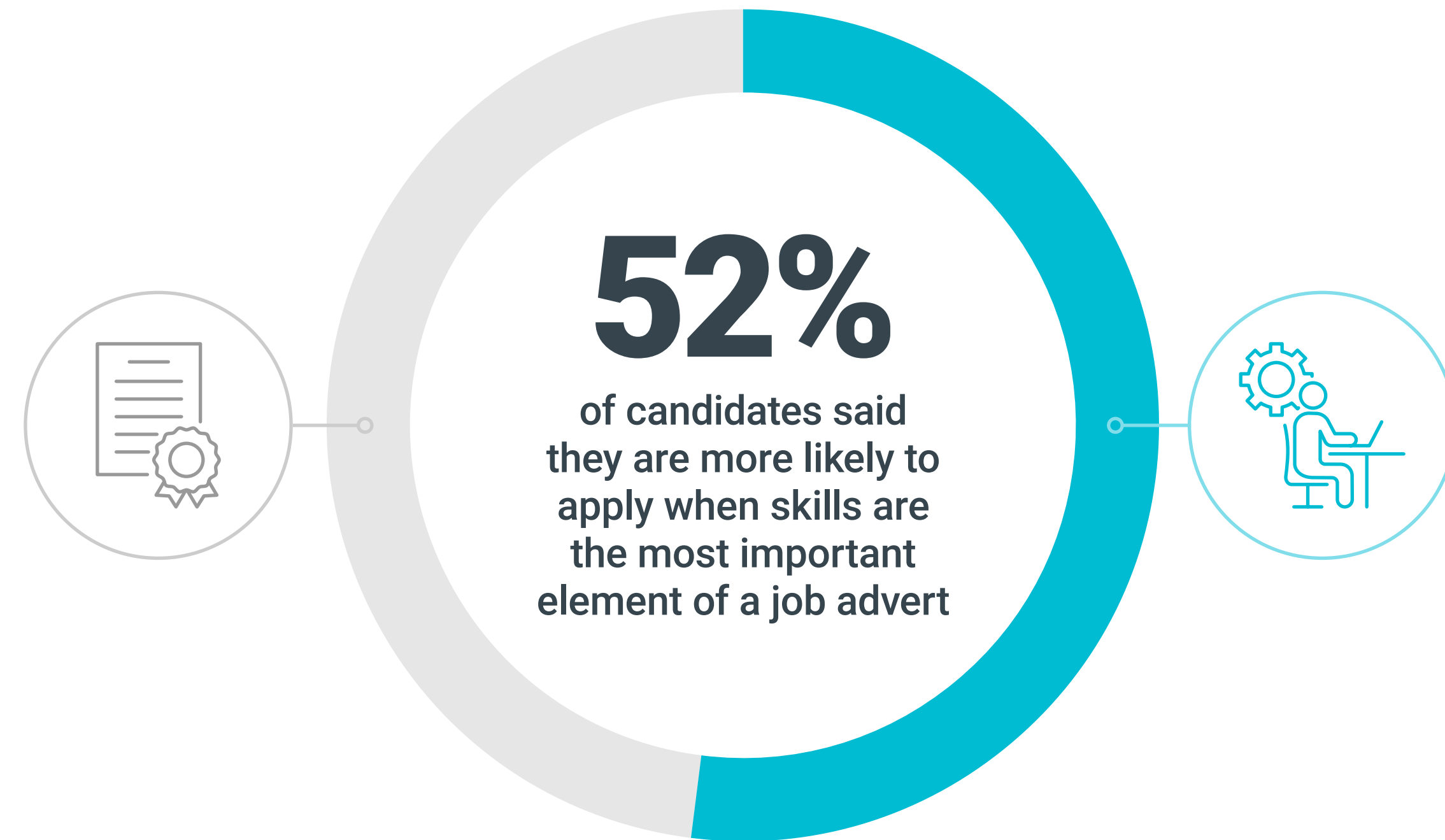
People

Skills-based hiring needs human eyes

25% of hiring managers are now prioritising skills over education or career history, and candidates are taking notice. 1 out of 2 professionals in Australia looking for roles told us they were more likely to apply when skills are promoted as the most important element of a job advert.

As we explored earlier in this report, AI is having a profound effect on what happens next in the hiring process. For candidates, it is easier than ever to use AI to ensure the skills listed on their CV are matched to job advert requirements. Increasing numbers of hiring managers, meanwhile, are relying on AI tools to then match these CVs back to roles.

When both candidates and hiring teams rely on AI, there's a risk the process optimises for matching algorithms rather than real capability. Human review stops strong talent being filtered out before they've had a chance to demonstrate what they can do. It's about striking a balance: utilising technology for efficiency, but building a process around human qualities and human judgement.



Hiring Through the Hype: Habits to adopt around skills

Start with outcomes, not job titles

Define what success looks like in the next 6–12 months and map the capabilities needed to deliver it.

Spot skills that point to potential

A skills-first approach complements existing methods. It helps uncover talent beyond traditional credentials or linear career paths.

Assess skills through evidence

Use practical tasks and structured scoring to see how people think and work. It brings consistency and reduces bias.

Keep talent pools warm

Build “always on” attraction and agile hiring models for roles with persistent demand. It shortens time to hire and strengthens your pipeline.

Equip managers

Provide question banks, evidence guides and rating anchors so decisions don’t default to gut feel. This improves fairness, pace and hiring confidence.

ADVICE FROM OUR EXPERTS

“In a skills-led market, clarity remains a competitive advantage. When we define what great looks like and assess it consistently, we don’t just hire faster, we hire with improved confidence. AI can support the process, but it’s our judgement, our transparency, and the way we connect with people that turn good hiring into long-term success.”

Brodie McDougall
Regional Director
Western Australia



Professionals' Priorities

Why are candidates moving (or staying put)?

The Hype

Everyone wants everything

Our Reality Check

Wellbeing and culture shape decisions in Australia more than pay or progression

Hiring Habits to Adopt

It's all about building trust



The Hype: Everyone wants everything

The pandemic didn't just disrupt work, it rewired what people expect from it. It forced millions around the world to rethink how, where and when they work, and those shifts didn't snap back when offices reopened. Instead, they reset the baseline. Flexibility became normal, not novel. Wellbeing moved from a perk to a priority. And for many, work became something that had to fit alongside life, not consume it.

That reset helps explain why career movement has remained cautious. This year, 86% are open to new roles with 43% actively looking for a new job, virtually unchanged from 42% in 2025. Rather than signalling stagnation, the data points to a workforce that is deliberate. When uncertainty persists and stability feels harder to secure, many prefer to hold onto roles that already meet their revised expectations, instead of taking risks on unfamiliar environments.

Across industries, professionals want to protect the gains they fought for during those years, not because they're chasing perfection, but because they've lived through a version of work that finally felt sustainable. That's the hype: the idea that "people want it all." But underneath it sits a more grounded truth, **clarity, trust and transparency** now determine whether someone is even willing to consider a change.

So while it can look like professionals want everything, the reality is more selective. People aren't asking for more, they're asking for fewer unknowns. Confidence now comes from clarity, trust and follow through. If those are missing, even strong opportunities struggle to compete.

ADVICE FROM OUR EXPERTS



People make decisions through the lens of trust. They want to know how work will fit into their life, and whether an employer is being open about pay, flexibility and conditions. Expectations have already shifted, and clarity, fair pay and genuine transparency now shape whether a job candidate says 'yes', keeps looking or stays put.

Sam Ryan

Regional Director
Victoria



Our Reality Check: Wellbeing and culture shape decisions in Australia more than pay or progression

In Australia, human led benefits matter more than they do globally. Wellbeing and a strong workplace culture now shape career decisions more than pay or progression, reflecting a broader shift in what professionals value at work. This goes beyond work life balance alone to include mental health, psychological safety, inclusion, and the quality of everyday working relationships.

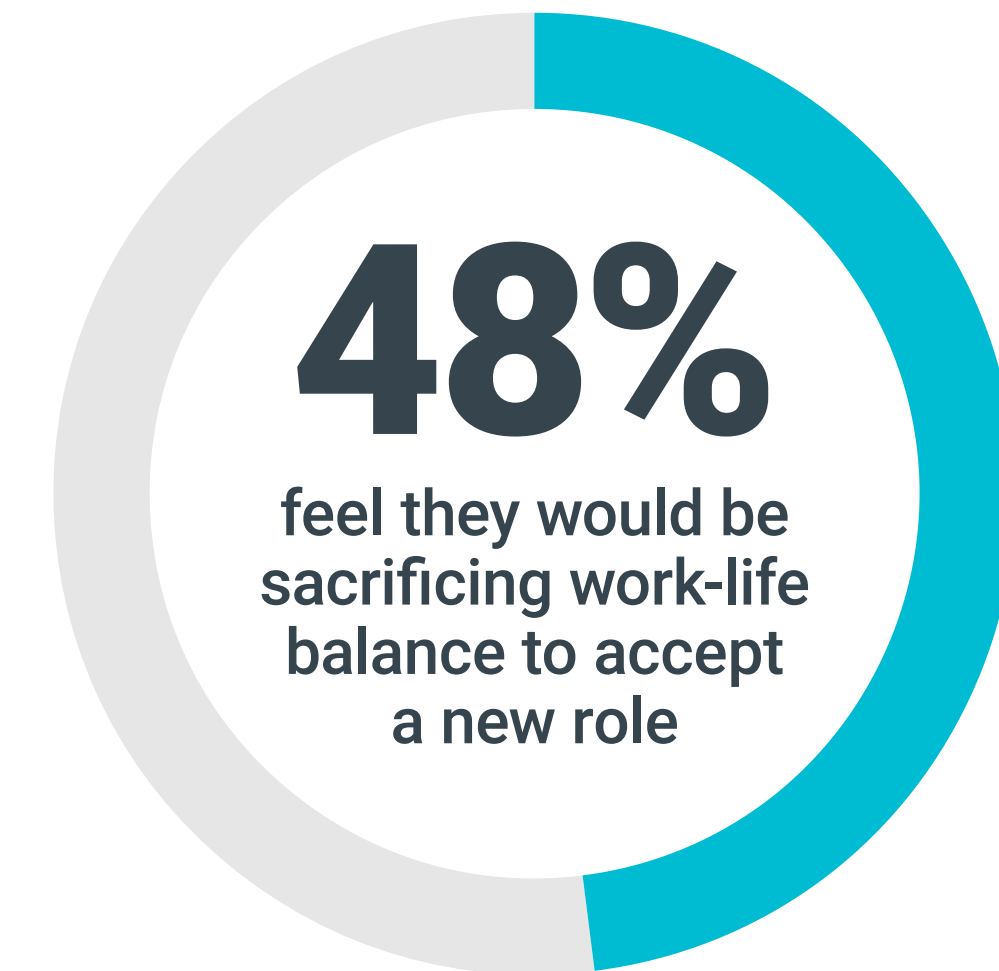
This shift is evident in how Australians view sacrifice and reward. Six in ten professionals (61%) say they would refuse a promotion with a pay increase to protect their wellbeing, compared with 50% globally, signalling that personal sustainability increasingly outweighs traditional career advancement. Almost half (48%) also say that changing roles would mean sacrificing work life balance, a concern that outweighs job security, pay, progression, familiarity with their current role, or existing work relationships.

When wellbeing is perceived to decline in a role, people begin to look elsewhere. 60% say they would be more likely to search for a new job if asked to come into the office more often, highlighting the tension employers face between supporting wellbeing and encouraging greater time in the workplace.

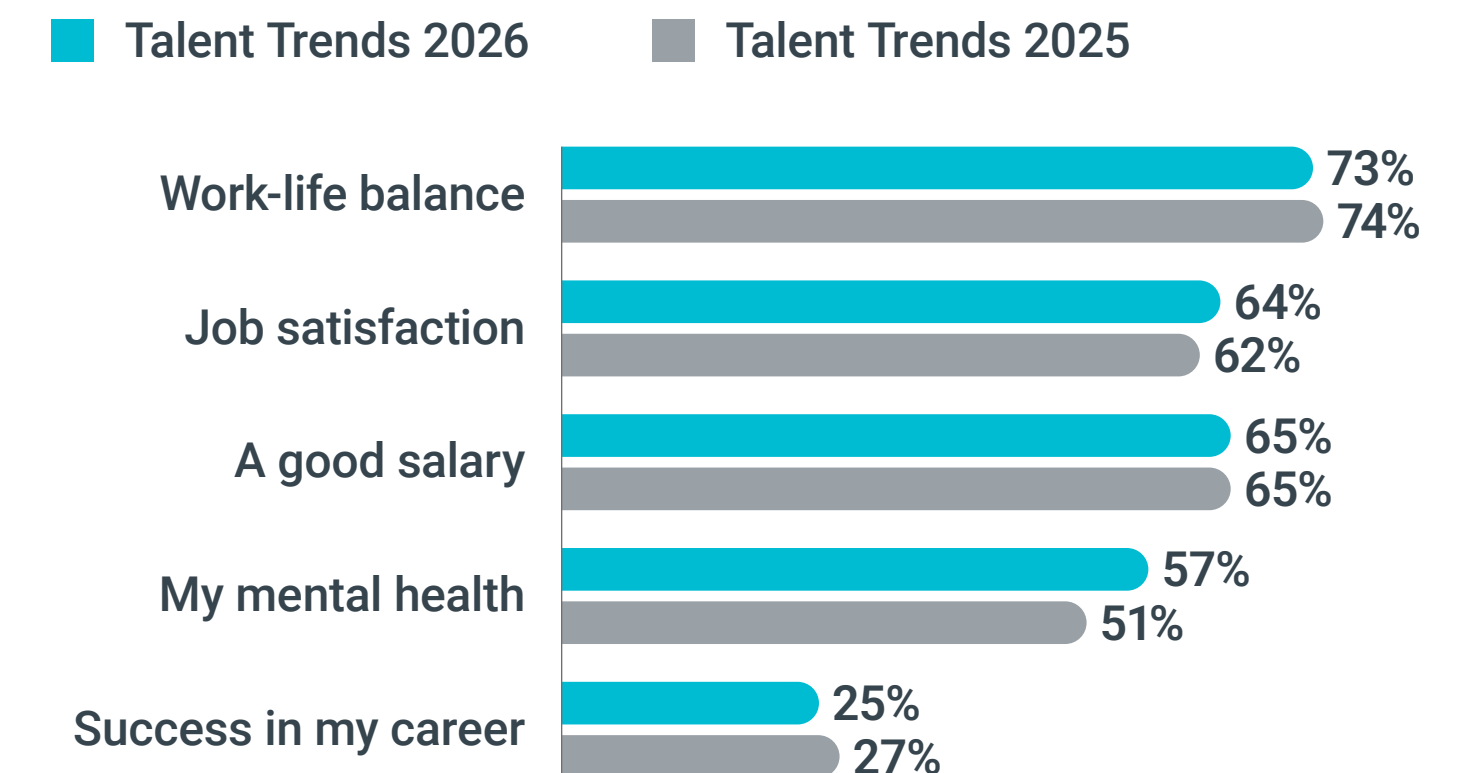
Looking at priorities more broadly, wellbeing and culture dominate Australia's top considerations. When professionals rank what matters most to them at work, work life balance and job satisfaction consistently feature as top priorities, reinforcing that human experience carries more weight than traditional career markers alone.

Culture is becoming more nuanced and more important over time. Year-on-year comparisons show an increase in employees reporting positive cultural experiences at work, including feeling part of an inclusive workplace, feeling safe at work, having strong relationships with colleagues, and experiencing effective management styles. Together, these signals point to a growing expectation that culture is lived and felt day-to-day, not just stated.

In practice, this places pressure on employers to balance wellbeing with evolving office expectations, including where work happens. Rather than positioning flexibility as working less or avoiding the office, organisations that perform best provide clarity on how work happens, from work rhythm and collaboration windows to hybrid patterns, autonomy, and office location. This helps candidates picture daily life in the role, not just a job title, long before they decide whether to engage.



What matters most to professionals when thinking about work?



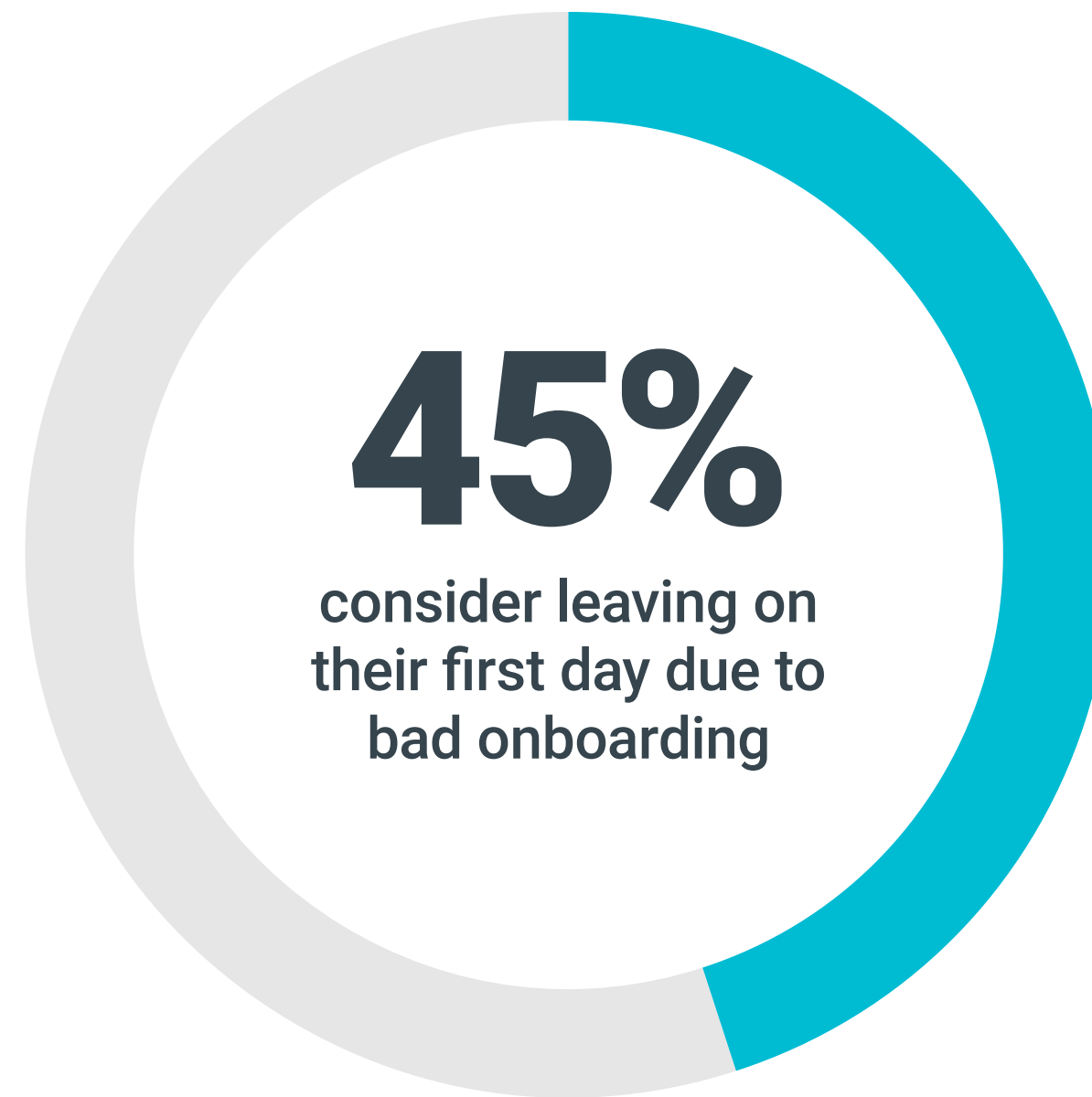
The importance of authenticity

In Australia, authenticity has become a baseline expectation rather than a differentiator. While 56% of professionals say they are satisfied in their current role, openness to change remains high (27%), indicating that satisfaction alone is not enough to anchor people in place. Decisions to stay or move are shaped less by dissatisfaction and more by confidence in what an organisation will actually deliver.

Trust in leadership is broadly consistent across professionals, regardless of whether they are actively looking, undecided, or not open to new roles. This suggests trust rarely collapses outright. Instead, it is reinforced or weakened through lived experience. Culture, clarity, and follow through consistently weigh heavily in how professionals judge whether an employer is credible, particularly once work life balance expectations are met.

Authenticity is tested most sharply at moments of transition. Early experiences, especially onboarding, play a critical role in confirming whether roles, expectations, and support match what was signalled during hiring. Where gaps emerge, confidence can erode quickly. Where experience aligns with promise, trust is strengthened and commitment follows.

Taken together, the data shows that professionals are not asking for more, but for alignment. Authenticity now sits at the centre of retention decisions, acting as the filter between stated intent and believable opportunity, and setting the conditions for transparency to matter.



AN INDUSTRY VIEWPOINT

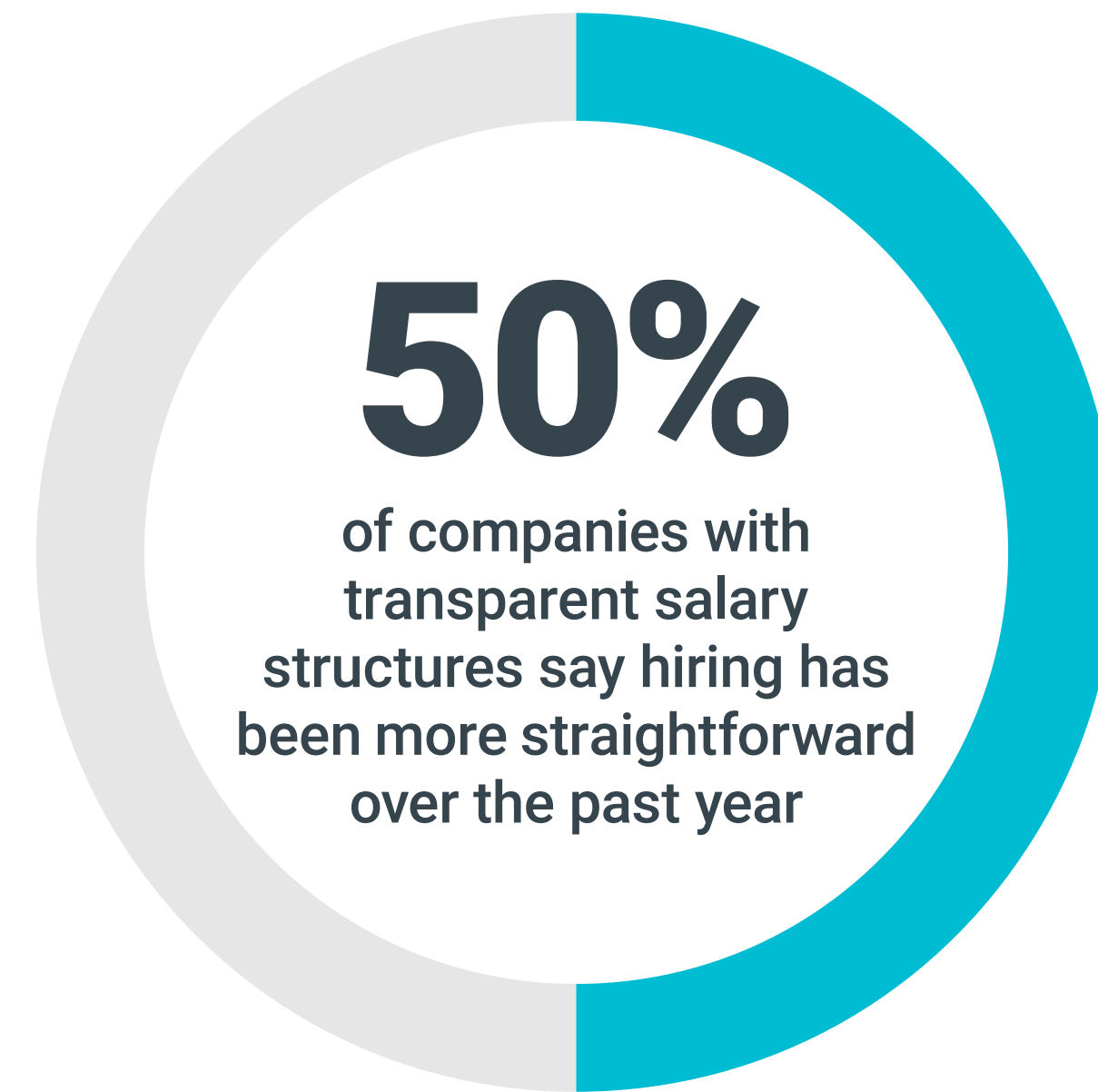
“One of the biggest pressures I’m seeing is around inclusivity and psychological safety. Employees want to feel they belong, that they can be authentic, and that the culture they were promised is the culture they work in. If people feel the environment isn’t inclusive or the values aren’t lived, trust erodes. It affects how people show up, how long they stay, and how they talk about you as an employer.”

Laura Darnley
Partner, Ward Hadaway

It pays to be transparent

Pay transparency can be one of the quickest ways trust is built, or lost. When salary information is unclear, people fill in the gaps themselves, and uncertainty often turns into dissatisfaction. Almost half of professionals in Australia are in organisations with non transparent salary structures, contributing to higher job seeking activity. This suggests a clear link between opacity and mobility.

On the employer side, the impact is also visible. Globally, **50%** of employers with **transparent** pay structures say **hiring has been more straightforward** over the past year. Clear salary information reduces uncertainty for candidates, aligns expectations early, and increases the likelihood that offers are accepted. When people understand the value exchange from the start, decisions are made with confidence and hiring becomes smoother.



Hiring Through the Hype: Habits to adopt around professionals' priorities

Be upfront about pay and expectations

Share ranges, ways of working and how success is measured and rewarded up front. This will give job applicants the knowledge they need to apply with confidence.

Build trust through consistent communication

Every touchpoint matters. Respond promptly, set clear expectations of the process and make space for candidates' questions.

Handle sensitive topics directly

Being open about flexibility, workload and progression strengthens confidence. Vagueness drives doubt.

Help people picture their first months

Give candidates simple acceptance offer packs, including introductions, priorities, early milestones so they know what to expect.

Make onboarding part of your promise

A human-led, structured start reinforces why people joined and increases the likelihood they'll stay.

ADVICE FROM OUR EXPERTS



Successful hiring starts with honesty. When companies are clear about pay, expectations and growth from the beginning, candidates feel they can trust them. That trust is what turns a process into a relationship, and it's what helps candidates picture a future with a prospective employer long before they say 'yes'.

Natalie Rainbow
Director
Victoria





Conclusion: AI-enabled but people-powered

In a year where noise around work and technology is louder than ever, the organisations that hire well are the ones who focus on an AI-powered, human-centred process. AI now shapes how people search, apply and assess – but its value comes from sharpening human judgement, not replacing it. Skills are becoming stronger indicators of long-term potential, especially as applications become easier to perfect. And across every market, work-life balance, trust and transparency are increasingly important factors in whether employees stay, negotiate or move.

These trends aren't separate – they amplify each other. The growth of AI raises the need for more human connection. Skills-first hiring demands clearer role design and human-led decision-making. And the things professionals are prioritising – work-life balance and flexibility – make every interaction a moment to build or lose confidence.

AI

Lead with a clear, human-centred strategy. Use AI to speed search and sharpen early stages, but keep judgement, **context and connection** human-led. Be explicit about **where AI is used and why**, so candidates understand how decisions are made.

FINAL TAKEAWAY

The future of talent isn't humans versus technology. It's designing hiring and workplaces where **AI supports the process – and people lead the decisions.**

WHAT TO PRIORITISE NOW

SKILLS

Find the person behind the profile. Define outcomes and capabilities, assess consistently, verify with tasks, and prioritise **signals that predict performance** – especially soft skills.

PROFESSIONALS' PRIORITIES

Provide confidence throughout the hiring process. Be upfront on wellbeing, flexibility and pay; make onboarding part of the offer so people can say "yes" with conviction.

ADVICE FROM OUR EXPERTS

“As work keeps changing, people want open communication and decisions they can trust. When organisations make their purpose clear and put transparency at the heart of their model, candidates feel confident making their next move.”

David George
Senior Managing Director
Michael Page Australia



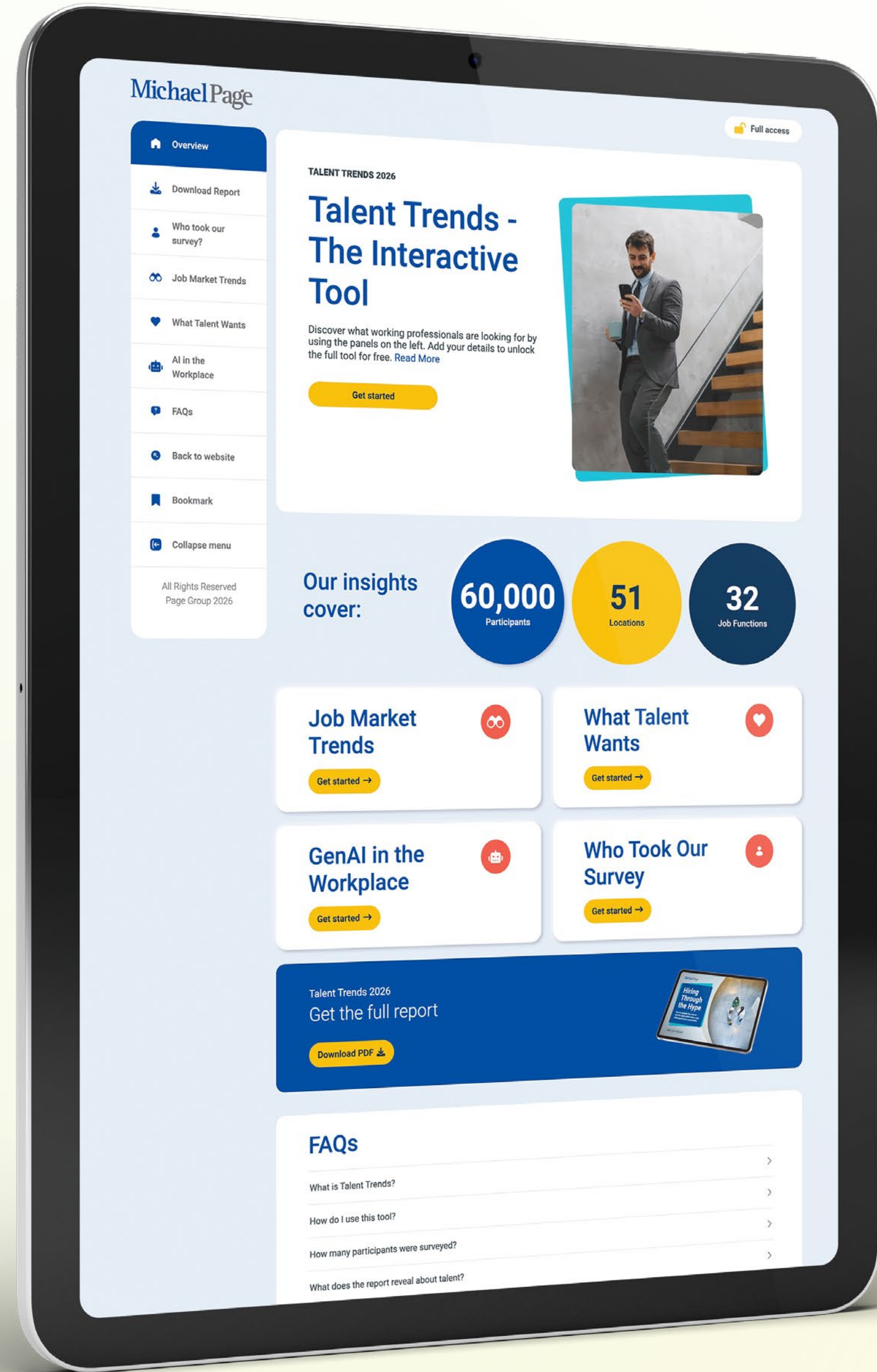
Want to know more?

Explore our data your way

This report covers a fraction of the insights from our Talent Trends 2026 survey. When it comes to finding the talent you need in a competitive hiring landscape, we know that knowledge is power. That's why we also offer **exclusive access to our interactive tool**, which puts all the information you need on what's driving the talent market right at your finger tips.

You can explore our data your way – by choosing any two filters across countries, industries or job functions – and the tool is an easy point of reference to come back to as many times as you need.

GIVE THE TOOL A TRY





About PageGroup

Are you hiring?

With operations in 36 markets across the world, PageGroup provides recruitment services and career opportunities on a local, regional and global level. We're specialists in helping organisations find the talent who make a real difference.

MichaelPage

Experienced talent

Michael Page provides specialist search, selection and staffing, covering experienced professionals, expert hires and managers across permanent and non-permanent roles. We partner with our customers to hire proven talent across a wide range of specialisms and industries.

PageExecutive

Executive search

Page Executive delivers executive search for C-suite, non-executive and senior leadership roles. Our Principals and Partners combine deep industry expertise with global reach to identify and secure transformational leadership talent on both a permanent and interim basis.

PageGroup / Enterprise Solutions PageOutsourcing

Scaled recruiting and outsourcing

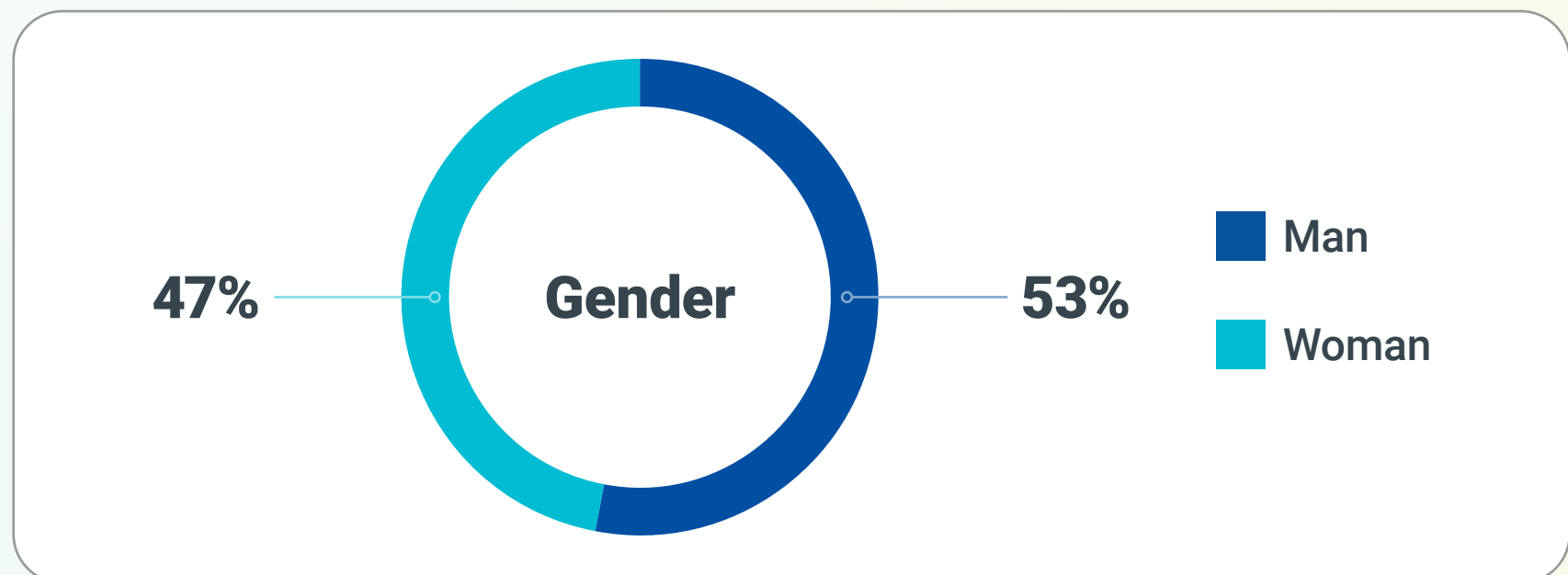
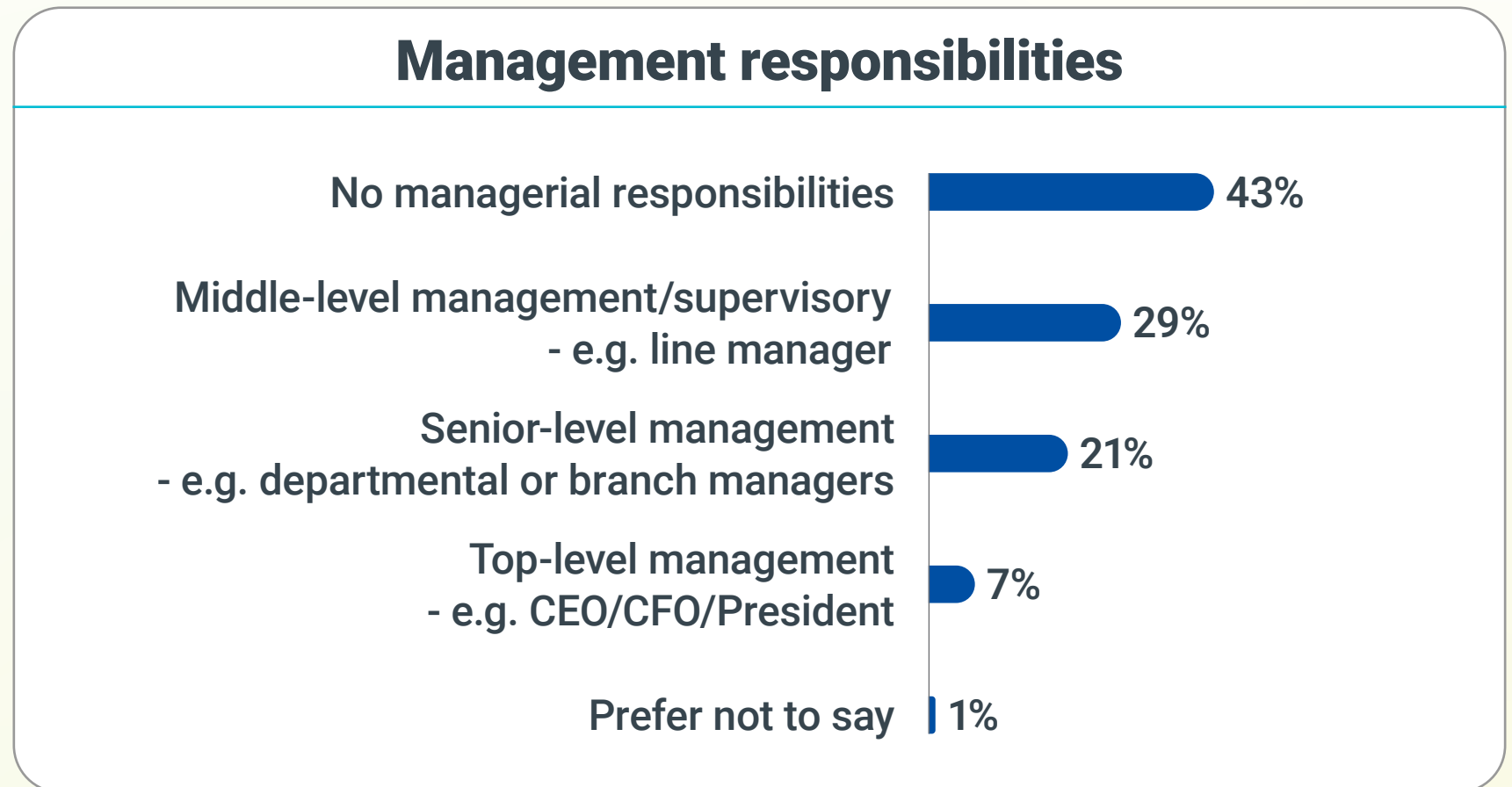
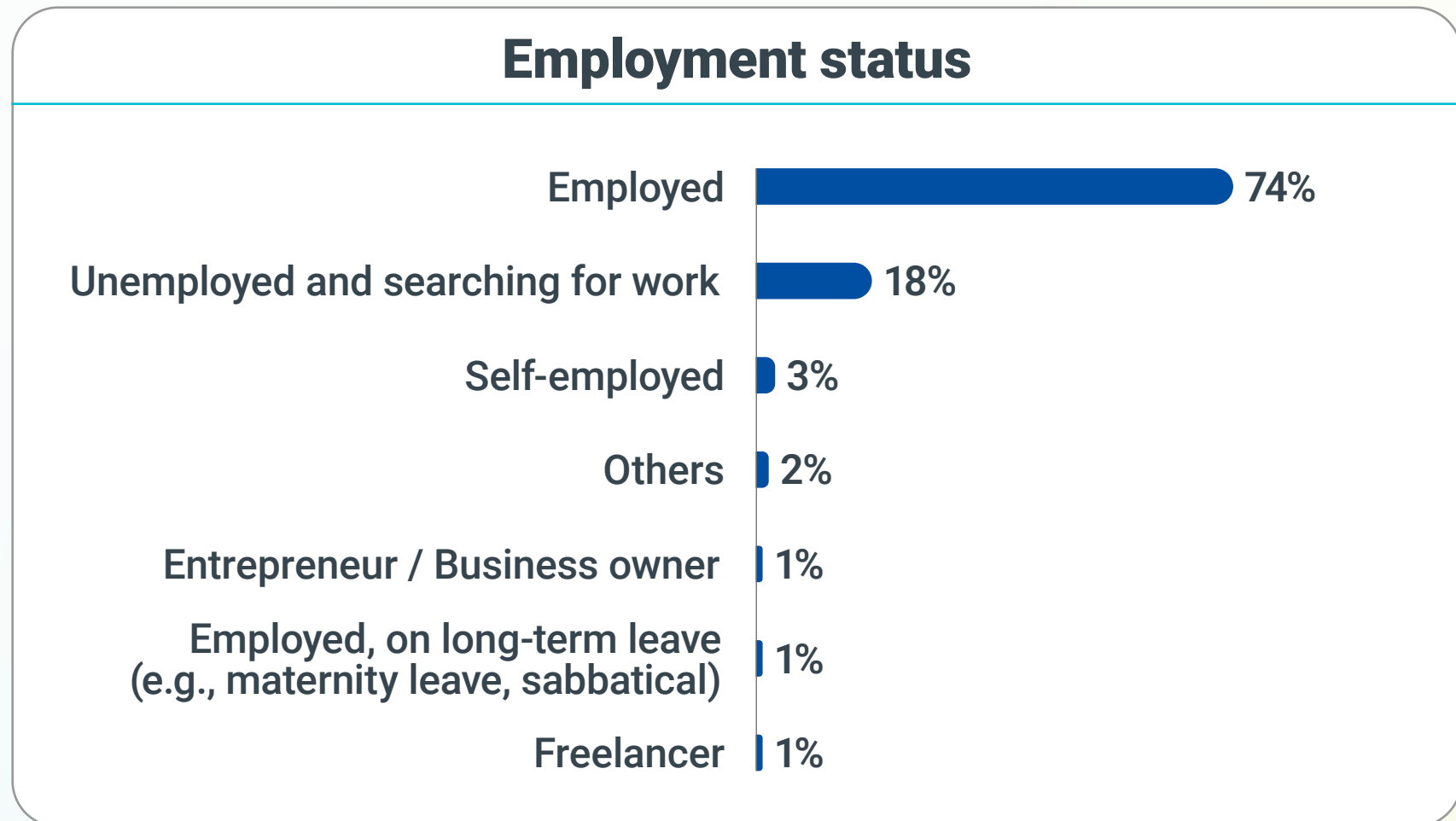
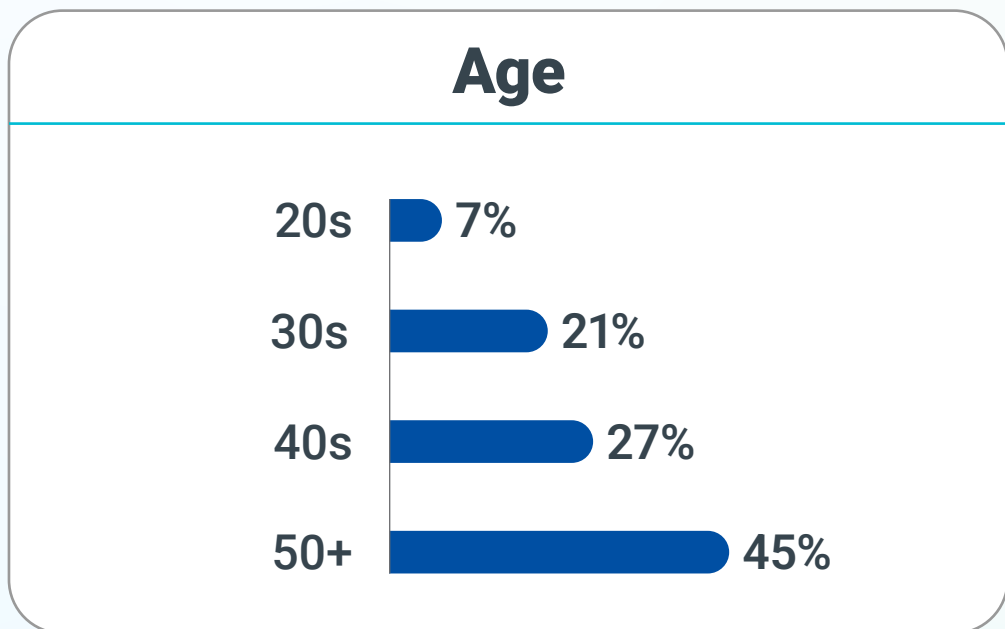
Enterprise Solutions and Page Outsourcing specialise in talent solutions for large and complex customers, delivering scalable hiring and outsourcing programmes across permanent and temporary workforces. Our support includes RPO, MSP, project recruitment and advisory services for organisations with high-volume or multi-market needs.





Who took our survey in Australia?

2,368
survey participants



The logo graphic consists of two overlapping rounded rectangular shapes. The top shape is a vibrant cyan color, and the bottom shape is a darker blue. The text is centered on the dark blue shape.

Michael Page

TALENT TRENDS 2026 | AUSTRALIA