Gartner Research

Infographic: Employee Value Proposition Attributes That Attract LGBTQ Candidates

Human Resources Research Team

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Gartner

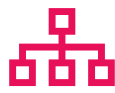# EVP Attributes That Attract LGBTQ Candidates

Highlighting Social Responsibility in Work and Opportunities for Career Growth

Employment Preferences

When considering new employment opportunities, LGBTQ employees are likely to seek a position that offers ...

... a senior position in the hierarchy. **1.35x**

... a highly skilled direct manager. **1.29x**

... a better work-life balance. **1.27x**

... a higher level of social responsibility. **1.27x**

n = 273
Source: Gartner 1H18 Global Labor Market Survey

Wellness Benefit Preferences

Top 3 Preferred Innovative Perks

Heterosexual Employees

26% Free Meals

23% On-Site Massage Therapists or Chiropractors

22% Paid Trips or Experiences

LGBTQ Employees

28% Student Debt Reimbursement

26% On-Site Daycare

23% Free Snacks

n = 782
Source: Gartner 2017 Employee Well-Being Survey

This complimentary research is part of Gartner's ongoing coverage of the business impact of the coronavirus (COVID-19).

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