



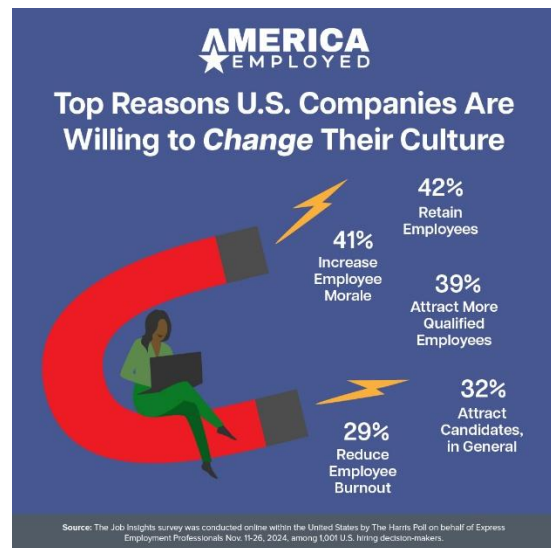
## 56% of Employers Say It's Workers Who Must Adapt to Company Culture—But Job Seekers Disagree

*New Survey Finds 54% of Candidates Want Companies to Evolve Instead*

**OKLAHOMA CITY, June 25, 2025** — In today's competitive job market, hiring managers are facing a hard truth: sticking to traditional policies could cost them top talent.

This is according to a recent Express Employment Professionals-Harris Poll survey.

Flexibility and adaptability are often essential in business, as change is an inevitable part of the process. But when it comes to company culture, U.S. hiring managers appear torn on who is responsible for adapting to the current landscape.



More than half of employers (56%) say it's up to workers to adapt to company culture, while 44% argue it's time for company culture to evolve with the times. What's driving this mindset? A striking 88% of companies say they already have the tools to train new hires to fit in, with 42% strongly backing their ability to shape cultural alignment from day one.

But job seekers see things differently.

More than half (54%) believe it's the company culture that needs to evolve, not the employees, while only 46% say it's the workers who should adapt.

The divide is even more pronounced among women: 59% of female job seekers say company culture should shift with the times, compared to just 49% of men.

However, employers aren't entirely stuck in their ways. Faced with rising concerns about turnover and hiring challenges, many companies are signaling a willingness to evolve.

A strong majority of hiring managers (84%) say their organization is open to changing its culture to meet business needs to attract more qualified candidates (39%), broaden their appeal to job

seekers in general (32%), retain current employees (42%) and boost morale across the board (41%).

“When it comes to workplace culture, the most effective path forward is one where both employers and employees are willing to adapt,” said Express CEO Bob Funk, Jr. “Success isn’t about one side yielding to the other. It’s about meeting in the middle to build a culture that supports business goals while also resonating with today’s workforce.”

### **Survey Methodology**

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from Nov. 11 to 26, 2024, among 1,001 U.S. hiring decision-makers.

The Job Seeker Report was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from Nov. 21 to Dec. 10, 2024, among 1,039 adults ages 18 and older.

For full survey methodologies, please contact [Sheena.Hollander@ExpressPros.com](mailto:Sheena.Hollander@ExpressPros.com), Director of Corporate Communications & PR.

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If you would like to arrange for an interview to discuss this topic, please contact [Sheena.Hollander@ExpressPros.com](mailto:Sheena.Hollander@ExpressPros.com), Director of Corporate Communications & PR.

### **About Robert (Bob) Funk, Jr.**

Robert (Bob) Funk, Jr., is the Chief Executive Officer and Chairman of Express Employment International, a global staffing franchisor founded and headquartered in Oklahoma City, Oklahoma. He leads a portfolio of workforce solution brands, including the flagship Express Employment Professionals franchise, along with several affiliated brands serving specialized markets. The Express franchise brand is an industry-leading, international staffing company with franchise locations across the U.S., Canada, South Africa, Australia and New Zealand.

### **About Express Employment Professionals**

At Express Employment Professionals, we’re in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. Our international network of franchises offers localized staffing solutions to the communities they serve across the U.S., Canada, South Africa, Australia and New Zealand, employing 427,000 people globally in 2024 and more than 11 million since its inception. For more information, visit [ExpressPros.com](https://ExpressPros.com).