

	<b>Perception</b> What are the established perceptions of talent in France?	<b>Reality</b> What did talent and companies tell us about their current reality?	<b>Future</b> What are the future directions and opportunities for the development of talent in France?
<b>Individual skills and Attitudes</b>	Excellent engineering and analytical skills.  Poorer in “soft” skills such as creativity and negotiations.	Growing awareness of the soft skill gap and hunger for learning among talent, increased demand for soft skills from companies.  Increasing emphasis on organisational mission and social impact.	France can win the war for talent through a dual focus on building soft and analytical skills.  Employers who can position themselves as genuinely caring about social impact will attract more talent.
<b>Organisations and Corporate Cultures</b>	A strong sense of hierarchy and fostering antagonistic employer-employee relations.  Employees need to build trust in management and confidence in change.	Similar quality of employer-employee relations to other countries.  Talent no longer seeking or expecting employment for life, preferring instead flexibility and better work-life balance.	Opportunity to combine strong French social culture with greater organisational flexibility and emphasis on talent potential.  Organisations can create positive feedback loops where enhanced leadership skills improve the training and attraction of dual-skillset talents.
<b>National Environment</b>	Outstanding quality of life but prohibitively high taxes.  Society could be more welcoming to diversity.	Strongly shifting mindsets with much greater international openness.  Meeting inclusion and diversity objectives remains a challenge.  Increasing appreciation for the value of the social benefits e.g. healthcare system.	Opportunity for employers to highlight the value of the French context in terms of both heritage and future (excellent quality of life, social model, analytical and soft skills, greater openness).  Opportunity (and still some need) to promote greater inclusion and diversity.