FUTURE STATION

Several Trends Shaping FUTURE OF WORK FOR 2026 & BEYOND

SHIFTS

Trust is eroding as a system resource

From implicit trust → to constant verification

Health (mental & physical) becomes a productivity constraint

From health as a personal issue → to health as an economic and organizational constraint

EU digital sovereignty takes shape

From open global tech access → to regulated, region-driven digital ecosystems

Technology use creates a new layer of inequality

From income differences only → to income + differences in how people use technology

Green skills become expected

From specialized sustainability roles → to expectations across most functions

Geopolitics enters everyday decisions

From macro context → to day-to-day business decisions

AI growth meets physical limits

From limitless scaling → to energy, chips and infrastructure constraints

Solo life reshapes consumption and work

From standard life paths → to more fragmented, self-directed choices

4 Generations at work

For the first time in modern organizations, 4 generations are working side by side with different expectations about work, authority, and technology

Digital hygiene evolves into AI resilience

From Microsoft Office-level skills → to AI fluency, cyber awareness and critical thinking

Work becomes a portfolio, not a position

From one job, one role → to multiple roles and income streams

Employers become educators

From education as a pre-work phase → to continuous learning inside organizations

Organizations become hybrid and agentic (human + AI)

From human-led teams → to human + AI systems making and executing decisions

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