









Non-monetary rewards

| 12.5% | Greater flexibility in working hours |
|---|--------------------------------------|
| 12% | Greater role responsibilities |
| 10% | Additional time off |
| 10% | Secondment to another office or team |
| 10% | Wellbeing benefits |
| 10% | Career development and coaching |
| 8% Continual professional development- firm organised | |
| 5% Involvement in other projects e.g. innovation | |
| 4% Overtime allowances (food, taxi etc) | |
| 4% Study support – financial | |
| 4% Tangible recognition for exceptional performance | |
| 4% Pay mobile phone bill, home internet etc | |
| 3% Charity/volunteer support- additional time off | |
| 2% Study support- time off | |
| 2% Client secondment | |
| 1% Team socials | |