

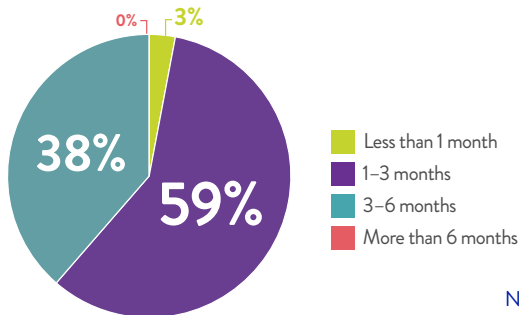
APRIL 26, 2022

The Advisory Board for the Arts regularly surveys leaders at arts organizations — including operas, ballets, symphonies, festivals, theaters, venues, schools, advocacy organizations, and museums — about issues relevant to the arts world. This online survey was fielded **April 14–21, 2022**. This is the forty-eighth survey of the series and was designed to help arts leaders understand priorities around many potential talent initiatives.

## HIRING LANDSCAPE

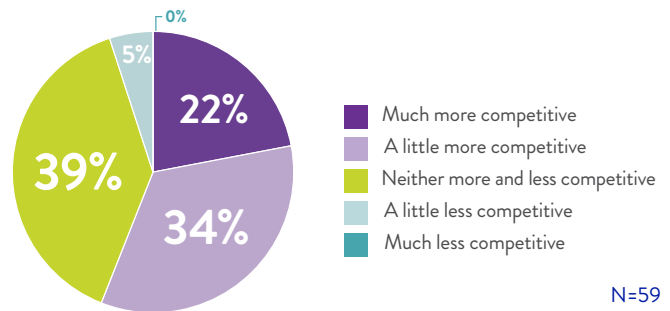
### Positions Tend to Fill Within 3 Months

Current Average Time to Fill New Positions, Across the Past 6 Months



### Impression of Increased Competition in Hiring, Current Day

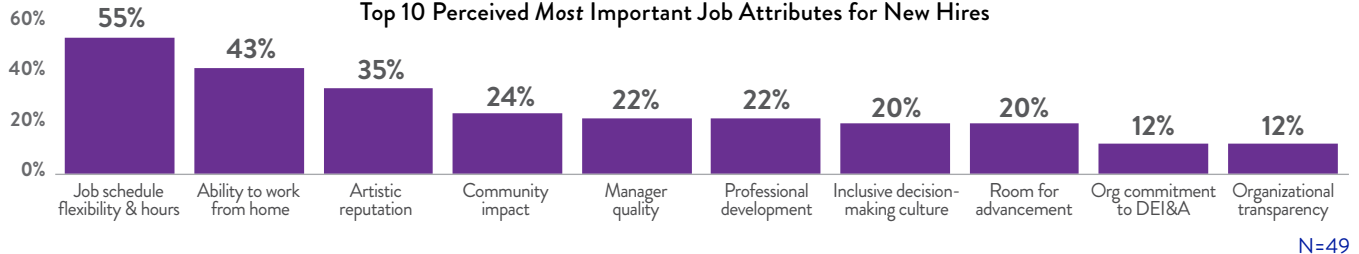
Competitiveness of Hiring Environment Today v. 6 Months Ago



## OVERALL ORG ATTRIBUTES

### Job Flexibility Most Important, Office Space Least Important; Need to Improve Professional Development

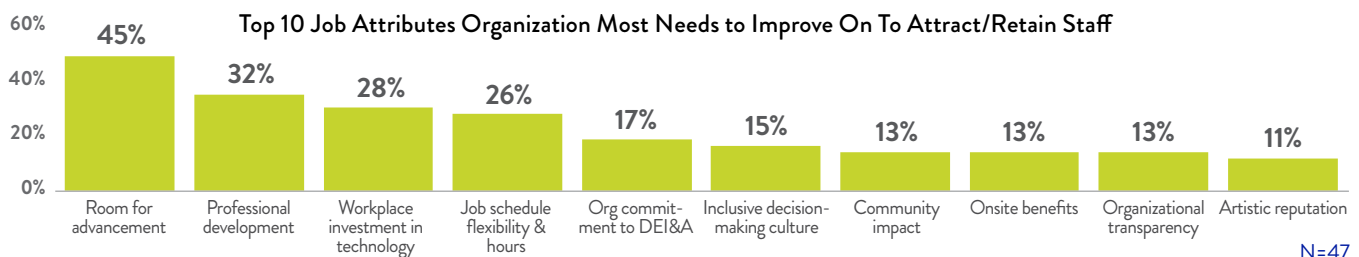
Top 10 Perceived Most Important Job Attributes for New Hires



Top 10 Perceived Least Important Job Attributes for New Hires



Top 10 Job Attributes Organization Most Needs to Improve On To Attract/Retain Staff

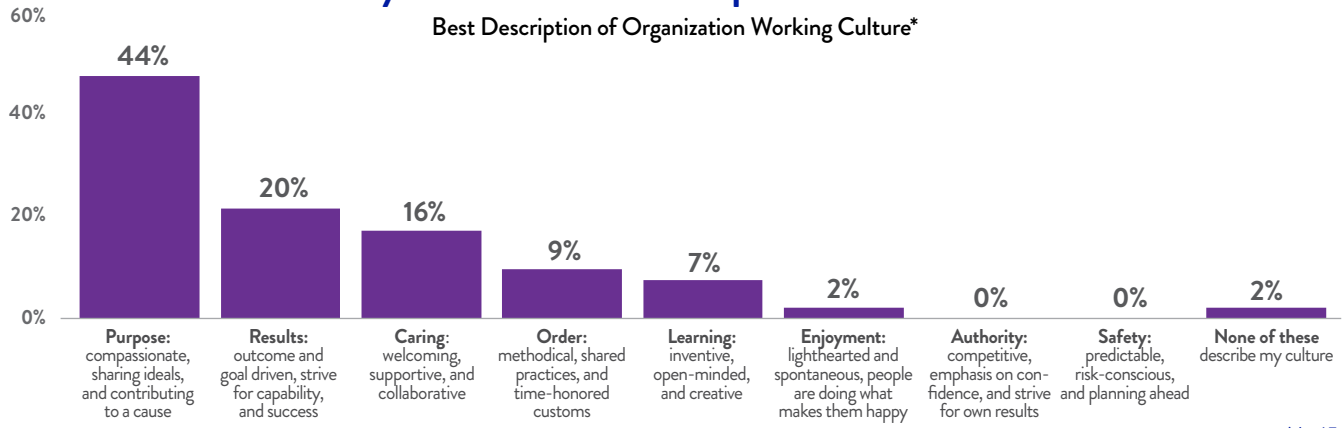


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## WORKPLACE CULTURE

### Variety of Work Cultures Represented in the Arts



N=45

\*Adapted from Harvard Business Review's 8-part framework for workplace culture

### While Some Progress Has Been Made, Many Areas Still Need Change to Improve Work Culture

#### Changes Made and Still to be Made in Workplace Culture

■ Most important change made to improve working culture (N=43)\*  
 \*19% said they have not significantly changed any of these

■ Changes to be made still to improve working culture (N=42)\*\*  
 \*\*7% said none of the above or no need to improve

