PEOPLE TRENDS FOR STARTUPS · NOVEMBER 2026

Hiring is up, people are staying put, and offices fill up midweek.

THE MONTH IN NUMBERS

Jobs added in October

165,000

Actual 165K

Expected 65K

Unemployment edged down to 4.1%.

Quits rate, Sept.

2.1%

August 1.9%

September 2.1%

Honey pot training

~25%

of companies train on social engineering

2019 survey

Require full-time office

34%

Require 34% Don't 66%

Office use, busiest day

87.3%

New York 87.3%

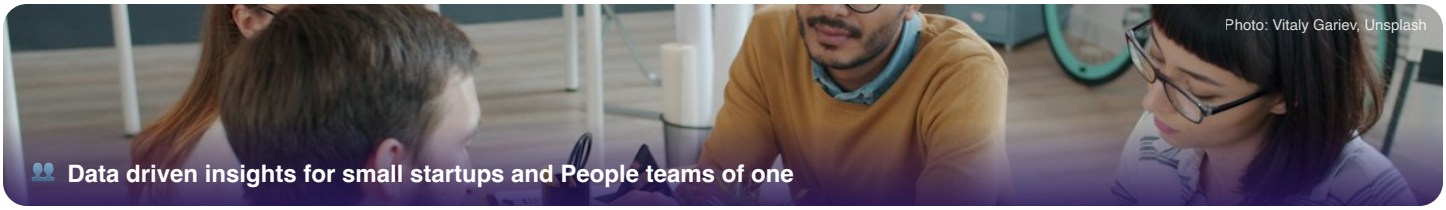
San Francisco 59.9%

AI used in HR

39%

of organizations; recruiting is the top use at 27%.

Jobs, unemployment and quits are preliminary. Training figure is an older GetApp survey cited by Bitdefender. Sources: Fox Business, Hunt Scanlon, BLS JOLTS, Flex Index, Kastle, SHRM, Bitdefender. Links at peopletrendsforstartups.com.



4 SMALL STEPS FOR THIS MONTH, AND THE RESEARCH BEHIND EACH

1 Write a one-page relationship rule.

No relationships inside a reporting line, disclose to someone outside it, and founders follow it too (see Nvidia).

The research: 28% of employees in a workplace romance never disclosed it, and SHRM's CEO called disclosure the most effective way to limit favoritism, retaliation and harassment claims (SHRM, 2019).

2 Add an Illness and Injury Prevention Policy.

A short written program naming who is responsible, how people report hazards, and how injuries are investigated.

The research: In California, "every employer" must have a written program with eight required parts (8 CCR § 3203). This is a California rule, so check what applies in your state.

3 Create operating principles for your startup.

Five to seven plain sentences on how you decide and disagree. Add them to onboarding.

The research: Google studied 180 teams and found how a team worked together mattered more than who was on it. Psychological safety ranked first and structure and clarity third (Google re:Work).

4 Put the pay range in every job post.

Add the range to open roles now, even where it isn't yet required.

The research: Among employers that list ranges, 70% say they got more applicants, and 82% of workers say a range makes them more likely to apply (SHRM, 2023). The employer figure is self-reported.

Denise · First People hire at two early-stage startups

General information, not legal advice. Talk to an employment lawyer before changing policy.

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