

## Resourcing trends, by the numbers

Insights from real teams on where resource management is thriving—and where it's still falling short.



# Resource management has never been more complex, or more critical, to get right.

This report offers a directional snapshot of how teams are approaching resource management today: where they're confident, where they're under pressure, and what they're prioritizing for the year ahead.



#### Behind the data

Over 500 responses were collected via a series of LinkedIn polls conducted by Float. Sample sizes varied from 20-125 per question.

The data provides insight into common challenges, priorities, and behaviors across teams.



## A sneak peek at key findings

#### Key finding #1

People are the biggest challenge (and opportunity) in resource management

#### Key finding #2

Clear context leads to better, more confident planning

#### Key finding #3

Teams want more from their tools—and they're ready to act



### Let's jump in!



### Part one: the results



# Poll: which part of a project is the hardest to manage?

Time		25%
Budget		12%
People <		63%



# 63% said people are the hardest part of a project to manage

Managing people means managing more than tasks: it's about staying ahead of changing availability, competing priorities, and shifting workloads.



# Our POV? You can't manage what you can't see

Delivering the best client work starts with understanding team capacity. When you know who's overloaded and who's underused, you can plan more sustainably.



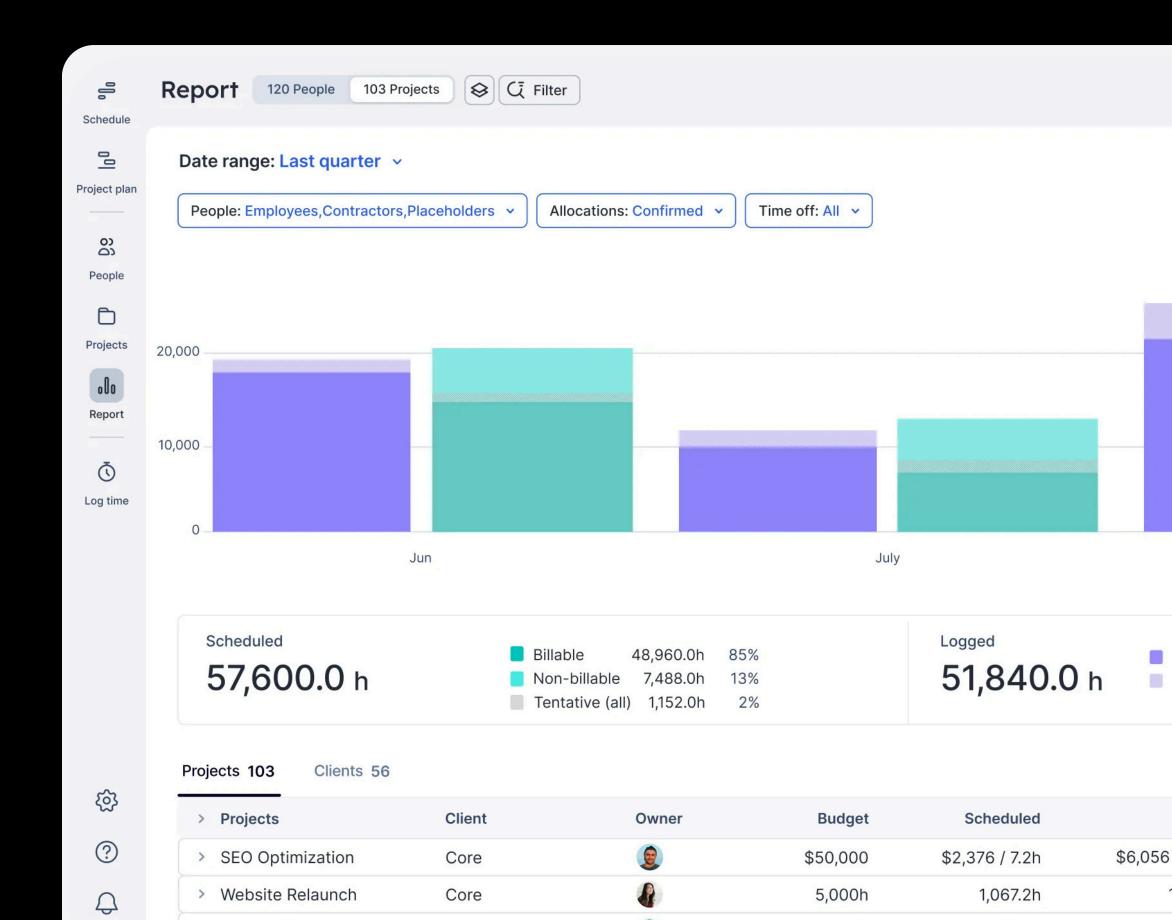
### Float tip: track utilization to keep workloads balanced

Float's **Reports** show how busy your team is, week by week, person by person. Spot who is over capacity and rebalance workloads before burnout hits.



### Reports in Float







## Poll: what hurts team productivity the most?

Workload imbalance	40%
Inadequate resources	24%
Insufficient training	16%
Long hours & overtime	19%



# 40% say that an unbalanced workload is the #1 productivity blocker

What crushes performance? Not long hours or training gaps—just the reality of being overworked at times, and underutized at others.



# Our POV? Visibility into capacity is your competitive edge

It's how you protect your people and your margins. Knowing who has room (and who doesn't) keeps your work moving and your people thriving.

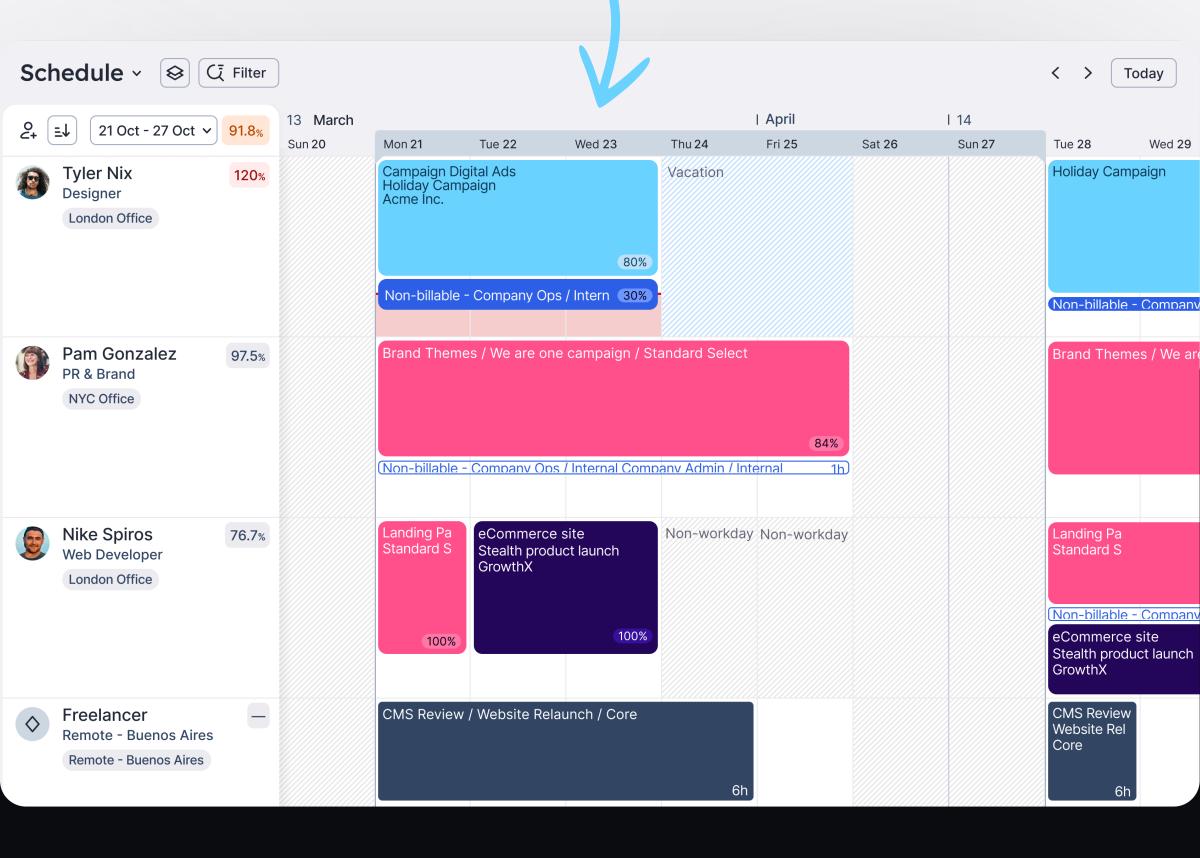


# Float tip: use the Schedule view for capacity planning

With Float's **Schedule**, you can balance work based on real-time availability, not gut feel. That way, you can always see who's at risk of burnout, and who's got bandwidth for more.



## The Schedule view in Float





### GG

Capacity is critical for understanding your resourcing needs. Understanding capacity means you're going to be on the front foot when you need to either scale up or down based on volume and forecasts.



Jacquie Ford
Head of Consumer
Operations at News Corp



# Poll: do you consider teams needs and interests when planning projects?

Yes! **√** 100%

No... 0%



# It's unanimous: people-first planning isn't optional—it's expected

When you factor in people's needs and interests, you don't just balance workloads: you make better choices about who's right for the work at hand.



## Our POV? Empathy is a strategy

Planning with context is how you avoid burnout, boost retention, and hit your delivery goals—because when people feel seen, they stay engaged and perform at their best.

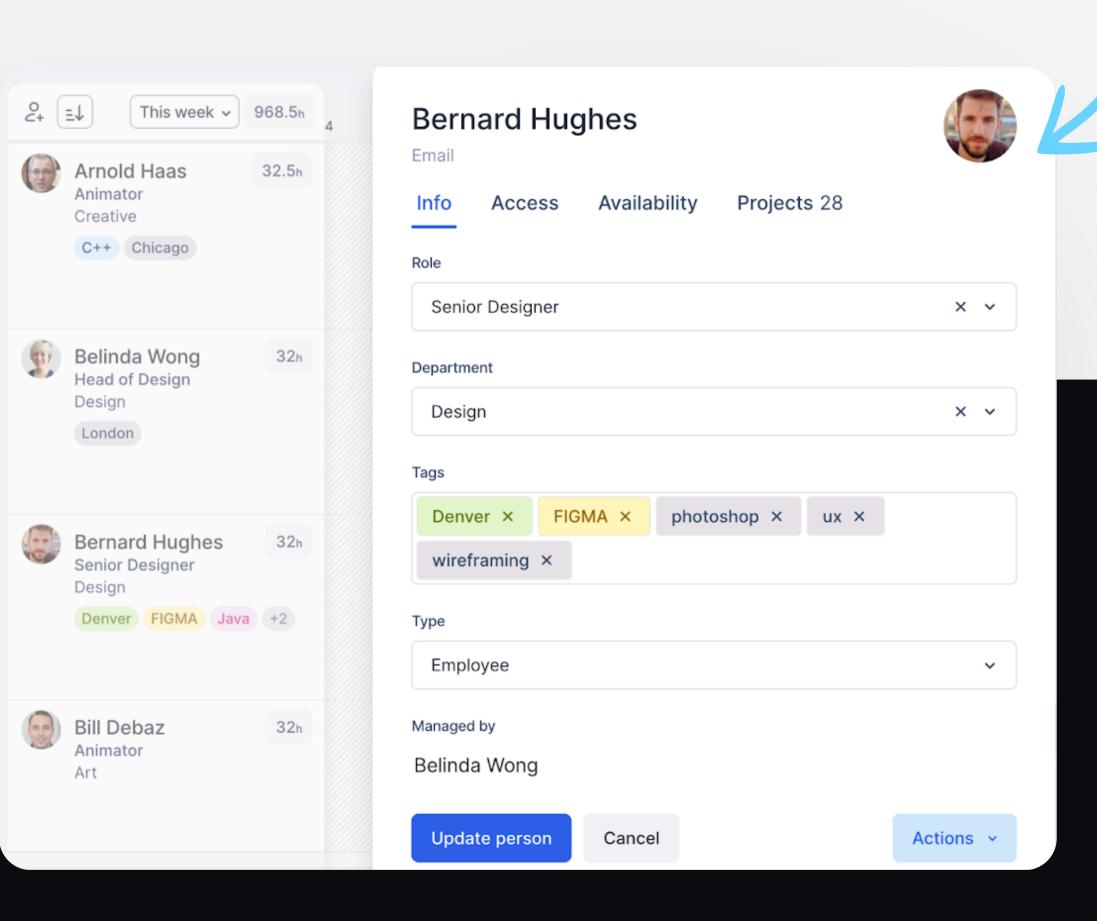


# Float tip: add skills tags to every team member

Use **Tags** to identify individual strengths or specialties to make staffing smarter and faster. With Tags, you're not just filling a role: you're assigning the best-fit for the job.



### Using Tags in Float





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If you filter in Float, you can learn a little bit more about your colleagues than if you were just looking in the Excel list. You can see what project they are working on and learn more about their profession and skills.



Comford Agemo
Sr. Capacity Manager at
Scholz and Friends



# Poll: what's the most underrated factor in team performance?

Role clarity	13%
Team chemistry	17%
Clear scope	52%
Leadership support	17%



# 52% say a clear scope beats clarity, chemistry, and leadership support

You can't deliver what you don't understand. Without a clear scope, teams can't plan effectively or work efficiently. A clear scope sets the stage for success from day one.



## Our POV? When the scope is solid, the rest will follow

Great collaboration, productivity, and team chemistry all start with knowing what's expected. That's when teams can focus on doing great work—together.

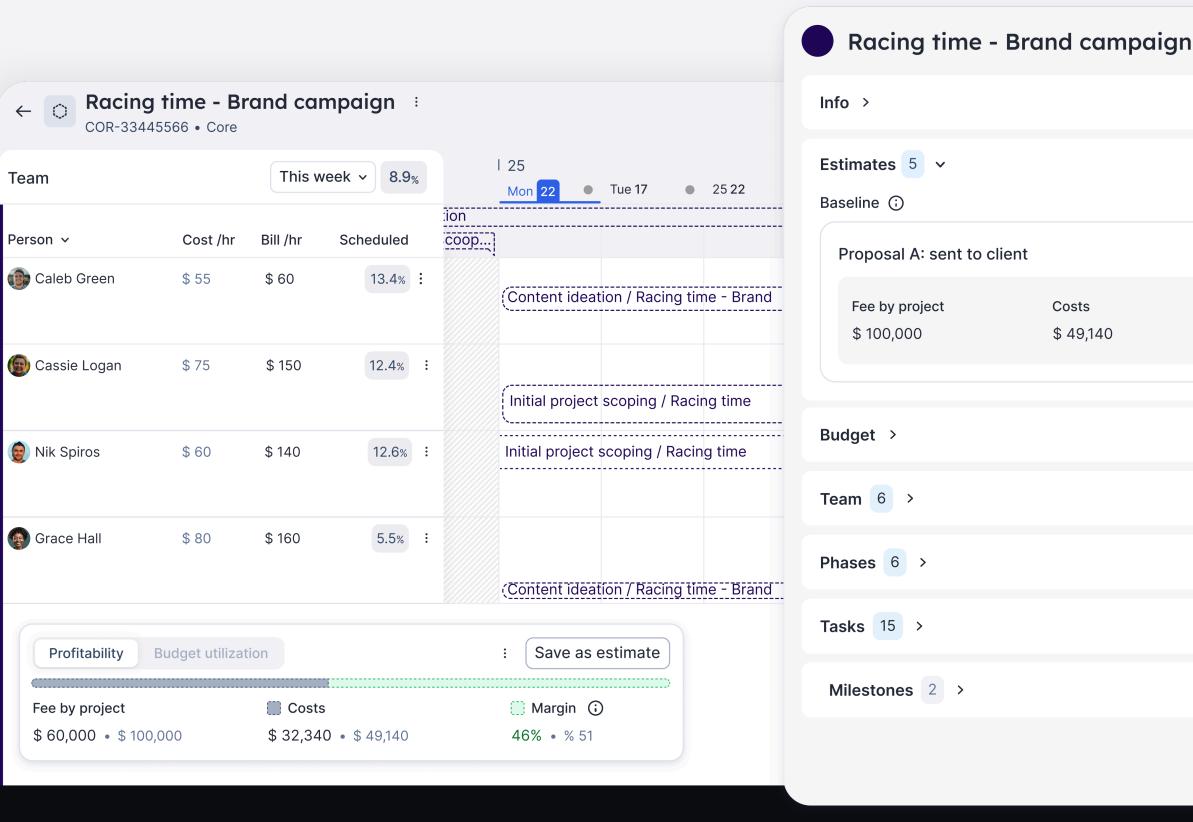


### Float tip: scope work in the Project view

Float's **Project view** helps you define what needs to happen, when, and with which resources—so every project starts on solid ground.



### The Project view in Float





## Poll: where do you manage your resources?

Spreadsheets	7%
A resource management tool	25%
A resource management tool	23/0
My brain	18%
	Γ00/
All of the above	50%



# Over half of teams are planning in more than one place

We asked where people manage resources. The top answer? All of the above. Your brain, spreadsheets, dedicated tools: teams are still juggling them all.



# Our POV? Scattered resourcing leads to misalignment

Resource management needs a single source of truth. When data is scattered, visibility breaks down—and so does trust in the plan.



### Float tip: connect your tools to keep workflows in sync

Once your projects and people are in Float, use our **integrations** or **API** to keep resourcing data flowing and your schedules aligned.



### Snapshot of the Float integration catalog



Drag and drop your Jira issues directly onto your team's schedule.

Learn more



#### Trello

Plan your team's tasks in Trello and schedule when they get done in Float.

#### teamwork.

Sync your team and projects from Teamwork to Float.

Learn more



Work assigned via Aprimo Productivity Management is reflected directly in Float.

Learn more



Sync people, work items, and timelines between Karbon and Float — automatically and in real time, keeping your resource planning aligned with your client work.

Learn more



Antire is an approved Float partner who provide an integration service to Netsuite.

Learn more



Using workflow tool Zapier, sync boards and board items between Monday.com and Float.

Learn more



Using workflow tool Zapier, sync projects and tasks between Float and ClickUp.

Learn more



Using workflow tool Zapier, auto-create new projects or clients in Float from contacts, leads, or opportunities.

Learn more



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Our HRIS pushes employees into Float automatically every night and their PTO. Because of the open API, Float really is the central resource for understanding availability holistically across the company.



Andrew Barden
Sr. Director of Delivery
Operations at Instrument



# Poll: what's your preferred tactic for workload management?

Regular capacity meetings	17%
A searchable skills database	11%
A shared schedule	44%
True task-based time estimations	28%



# 47% say a shared schedule is key to solid workload management

When everyone's working from the same plan, it's easier to assign the right work, prevent overload, and adapt in real time.



## Our POV? Planning is a team sport

Resource managers lead the process, but everyone needs visibility to play their part. Shared schedules bring clarity to every level, without extra meetings or handoffs.

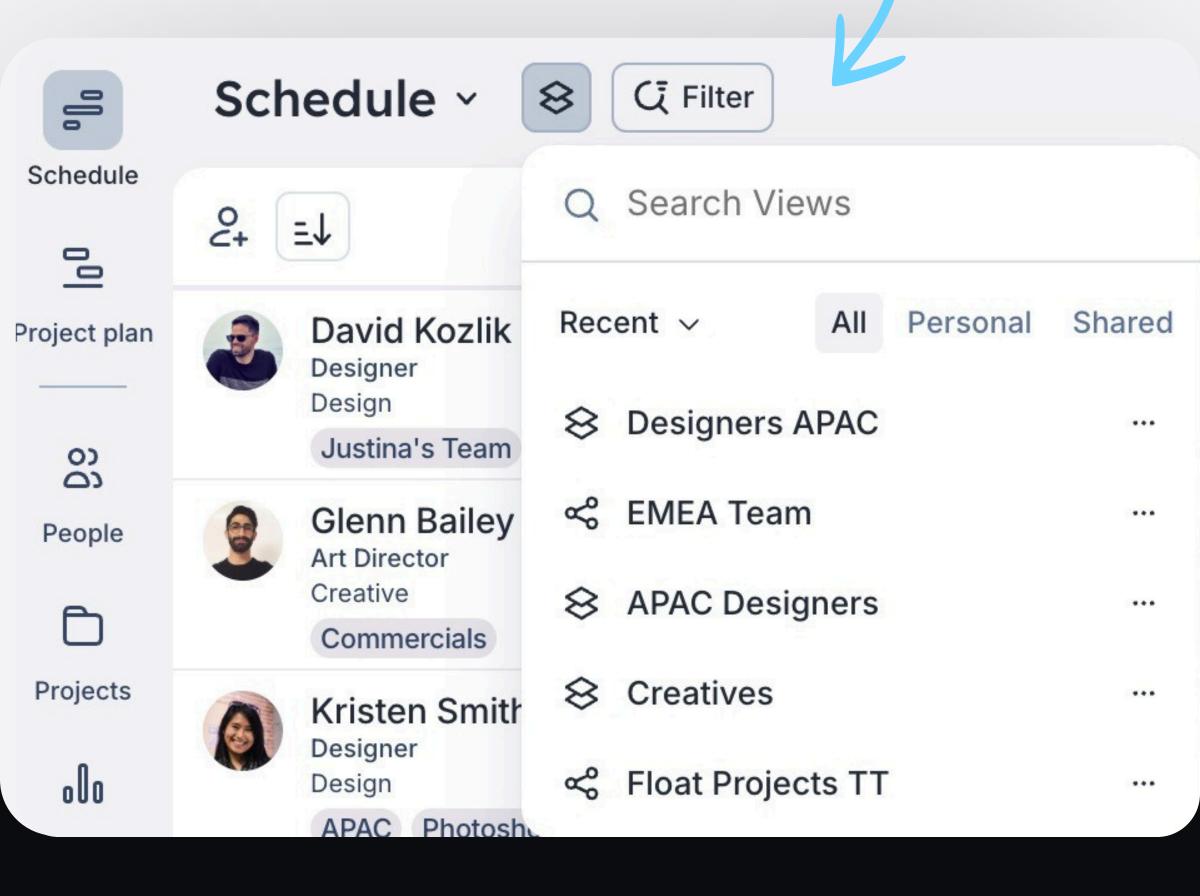


# Float tip: make your shared schedule even smarter with custom Views

Filter by team, role, department (whatever matters most) then save and share that view with others. It's the easiest way to give everyone the visibility they need, without the noise they don't.



#### Views in Float





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We love the sorting and filtering options and being able to build and save our favorite schedule Views. We weren't able to do that in our last software, so the custom Views for us has been an added bonus with Float.



Leah Zeis
Executive Director,
at BuzzFeed



## Poll: what's your estimation superpower?

Building in buffer time	23%
Spotting risks	57%
Leveraging historical data	20%



# 57% say spotting risks is their estimation edge

The majority of teams say their strength is risk awareness. The ability to see what might go wrong helps keep timelines intact and projects on track.



## Our POV? Estimates are future-proofing

When you build with risk in mind, your plan is both smarter and sturdier. Real estimates account for what might go wrong, not just what should go right.

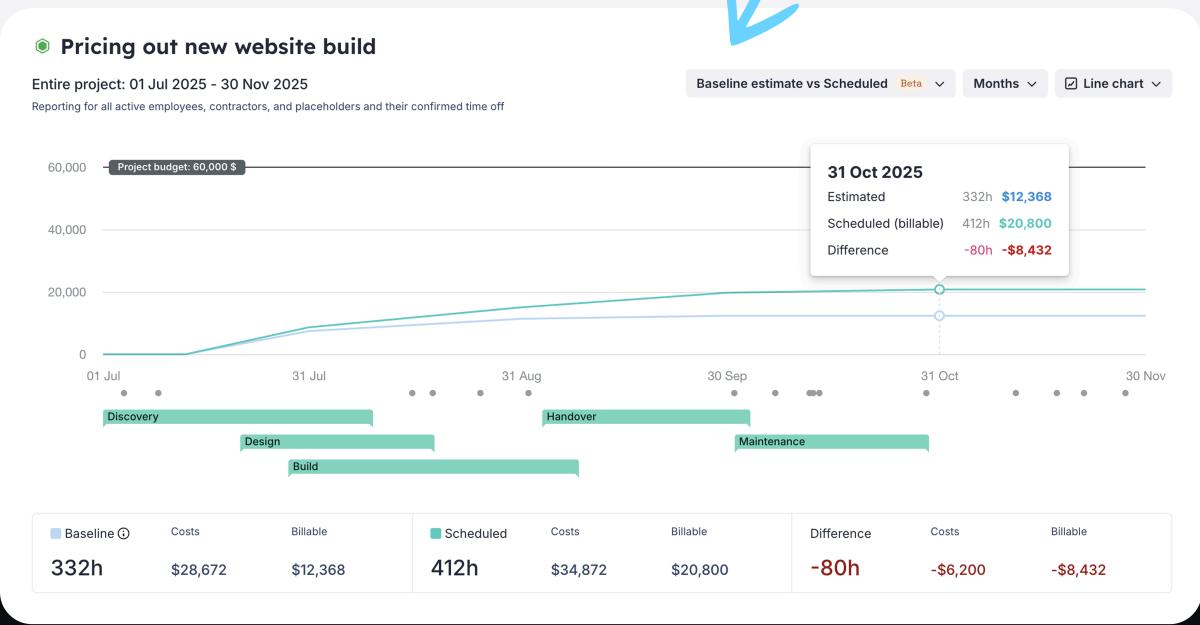


# Float tip: use Estimates to price projects right from the start

Pricing projects can often feel like educated guesswork. Now, you can use Float to **estimate** the resource plan and the bottom line upfront.



### Estimates reporting within Float





## Part two: key insights



# Key insight: your people are the biggest challenge (and opportunity) in resource management



## People-first planning always wins

#### People are the variable, every time

They're the most dynamic part of the project—and the hardest to plan around.

#### Balance isn't always enough

High performance comes from assigning the right people to the right work.

#### **Empathy is expected**

Teams want to be seen, heard, and staffed like it matters (and it definitely should!).



#### Key insight: context is what turns planning into strategy



## Real context > resourcing blind

#### Clear scope drives momentum

Teams work better when they understand what's expected—before the work begins.

#### Smart teams plan for the unknown

Risk-aware planning leads to fewer surprises and stronger delivery.

#### Confidence comes from clarity

Understanding effort, capacity, and priorities makes every decision easier.



## Key insight: tools shape the way teams work



## Better tools lead to better resourcing

### Disconnected tools slow everything down Juggling platforms, tabs, and workarounds leads to wasted time and misalignment.

#### Teams want one source of truth

Shared schedules and centralized data help everyone stay aligned.

#### The shift is already happening

From forecasting to visibility, teams are prioritizing smarter, more connected planning.



# Resource planning isn't back-office ops anymore

It's the work behind all the work. Our data shows teams want clarity, visibility, and a better way to plan. Resourcing is no longer a quiet support function: it's what makes confident delivery possible.



## Get your people and profit on track

No silos. No guesswork. Just clarity → Try now

