

We recently survey almost 10.000 professionals across Belgium, France, Germany, Ireland, Luxembourg, the Netherlands, Spain, Switzerland and the USA. The results provide a snapshot of how people work and their thoughts on current issues affecting both their job and the professional decision they make.

For Switzerland almost 200 professionals and for Germany 546 professionals participated.

Switzerland Results:

Please indicate whether you are		
Answer Options	Response Percent	Response Count
Male	77.6% 22.4%	152 44
Female	answered question	196

Which generation do you belong to?		
Answer Options	Response Percent	Response Count
Baby Boomer - born before 1968 Gen X - born between 1968 and 1979 Gen Y - born between 1980 and 1994 Born after 1994	26.5% 55.1% 17.9% 0.5%	52 108 35 1
	answered question	196

In which area do you work?		
Answer Options	Response Percent	Response Count
Accountancy & finance	27.6%	54
Banking & financial services	18.4%	36
Tax/treasury	4.1%	8
HR	2.0%	4
Supply chain & procurement	25.5%	50
Legal	2.6%	5
Compliance	1.5%	3
IT	3.6%	7
Sales & marketing	4.1%	8
Secretarial & support	0.5%	1
Engineering	1.5%	3
Other (please specify)	8.7%	17
ansv	vered question	196

ROBERT WALTERS

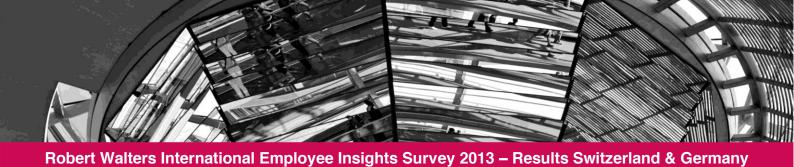


How many people work in your company globally?		
Answer Options	Response Percent	Response Count
0 - 10 10 - 49	6.1% 4.1%	12 8
50 - 250	6.1%	12
251+	76.0%	149
N/A	7.7%	15
a	nswered question	196

In which sector do you work?		
Answer Options	Response Percent	Response Count
Professional/Financial Services Commerce/Industry Other (please specify)	37.2% 41.8% 20.9%	73 82 41
., , , , , , , , , , , , , , , , , , ,	answered question	196

Which of the following factors most determines your personal job satisfaction?		
Answer Options	Response Percent	Response Count
Good remuneration and benefits	13.0%	24
A good work/life balance	25.9%	48
Achieving status and positions of responsibility	18.4%	34
Taking on and overcoming challenges	34.6%	64
Helping other people	4.9%	9
Other (please specify)	3.2%	6
ansv	vered question	185

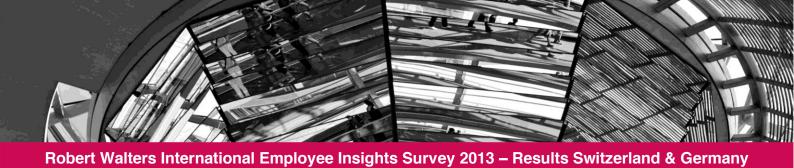
SOUTH AMERICA **AFRICA AUSTRALIA EUROPE NORTH AMERICA ASIA**



Which of the following would most likely cause you to leave a role?		
Answer Options	Response Percent	Response Count
Disappointing salary review	5.9%	11
Lack of bonus	1.1%	2
Lack of career progression	47.0%	87
Difficult colleagues/boss	29.7%	55
Work/life balance	10.3%	19
Other (please specify)	5.9%	11
ans	wered question	185

How important is it for your career development to have some experience working internationally?		
Answer Options	Response Percent	Response Count
Essential	44.3%	82
Extremely useful	38.4%	71
Helpful but doesn't make a big difference	16.2%	30
Not important at all	1.1%	2
ar	nswered question	185

What is the main reason you would consider working internationally?		
Answer Options	Response Percent	Response Count
Better career opportunities	34.6%	64
Improved work/life balance	8.1%	15
To gain international exposure	40.5%	75
Higher salary/remuneration	8.6%	16
Lower tax regime	0.0%	0
Other (please specify)	8.1%	15
. , ,	answered question	185

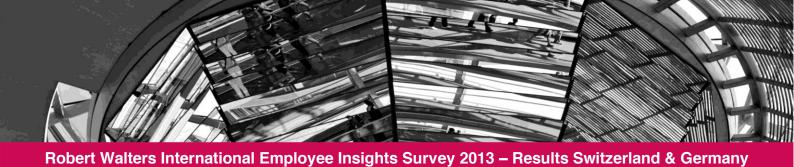


What do you believe is the optimum length of time to stay in your first professional role?		
Answer Options	Response Percent	Response Count
Less than 1 year	0.5%	1
1 - 2 years	14.6%	27
2 - 3 years	44.3%	82
3 - 5 years	33.0%	61
5 years plus	7.6%	14
· ·	answered question	185

How often do you believe you should change jobs?		
Answer Options	Response Percent	Response Count
Every 0 - 2 years	1.1%	2
Every 2 - 3 years	16.2%	30
Every 3 - 5 years	51.4%	95
Every 5 - 8 years	26.5%	49
Every 8 years plus	4.9%	9
ansı	vered question	185

Do you feel that your own personal achievements at work directly impact the broader success of the business?		
Answer Options	Response Percent	Response Count
Yes No	82.2% 17.8%	152 33
	answered question	185

On an average day, how long does it take to commute to your office?		
Answer Options	Response Percent	Response Count
Less than 15 minutes 15 - 30 minutes 30 - 45 minutes 45 - 60 minutes 60 - 90 minutes Over 90 minutes	15.8% 32.1% 25.5% 15.8% 7.1% 3.8%	29 59 47 29 13 7
	wered question	184



On average, how many hours per week do you work?		
Answer Options	Response Percent	Response Count
Less than 20 hours	1.1%	2
20 - 30 hours	2.2%	4
30 - 40 hours	4.9%	9
40 - 50 hours	57.1%	105
50 - 60 hours	28.8%	53
More than 60 hours	6.0%	11
ans	wered question	184

How does your employer recognise any overtime that you do?		
Answer Options	Response Percent	Response Count
Overtime pay	4.9%	9
Flexi-time	27.7%	51
Lifestyle' gifts e.g. dinner vouchers	0.5%	1
Career progression	5.4%	10
No recognition for overtime is given	61.4%	113
aı	nswered question	184

Do you usually take the full allocated time for your lunch break?		
Answer Options	Response Percent	Response Count
I always take my full lunch break I take some of the allocated time but not all	22.3% 62.5%	41 115
I take 10 minutes to grab a sandwich and eat it at my desk	10.3%	19
Never, someone gets lunch for me and I eat it at my desk	0.0%	0
I tend to miss lunch	4.9%	9
answ	vered question	184

Have you ever been part of a formal mentoring programme?		
Answer Options	Response Percent	Response Count
Yes No	31.1% 68.9%	57 126
ar	swered question	183



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Does your current employer promote mentor	ing?	
Answer Options	Response Percent	Response Count
Yes No	26.8% 73.2%	49 134
	answered question	183

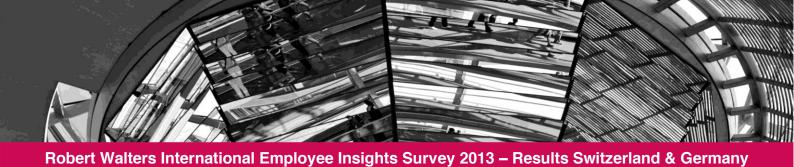
Do you think you would benefit from being involved in a mentoring programme?			
Answer Options Response Response Percent Count			
Yes	83.1%	152	
No	16.9%	31	
	answered question	183	

What is the one attribute you would most value in a mentor?		
Answer Options	Response Percent	Response Count
A willingness to share skills, knowledge and expertise	31.7%	58
A positive attitude and a strong role model	8.7%	16
The provision of guidance, recommendation and constructive feedback	52.5%	96
The respect they hold from colleagues/employees at all levels of the organisation	2.7%	5
Other (please specify)	4.4%	8
answered question 183		

When you are looking for a new job, which of the following is your first port of call?

Answer Options	Response Percent	Response Count
A recruitment consultancy	16.9%	31
A jobs website/job board	55.7%	102
Newspaper or trade magazine advertisements	0.5%	1
A social networking site (e.g. LinkedIn and Facebook)	3.8%	7
Search engine	7.1%	13
Your own network	10.4%	19
Approaching company directly	4.4%	8
Other (please specify)	1.1%	2
ansv	vered question	183

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Do you use social networking sites for job hunting purposes?		
Answer Options	Response Percent	Response Count
Yes No	78.7% 21.3%	144 39
	answered question	183

If so, which ones?		
Answer Options	Response Percent	Response Count
Facebook	1.6%	3
Twitter	0.5%	1
LinkedIn	71.6%	131
Xing	14.8%	27
Other (please specify)	11.5%	21
	answered question	183

Germany Results: 546 Participants

Please indicate whether you are		
Answer Options	Response Percent	Response Count
Male	78.6%	429
Female	21.4%	117
	answered question	546

Which generation do you belong to?		
Answer Options	Response Percent	Response Count
Baby Boomer - born before 1968	40.3%	220
Gen X - born between 1968 and 1979	43.4%	237
Gen Y - born between 1980 and 1994	16.1%	88
Born after 1994	0.2%	1
	answered question	546

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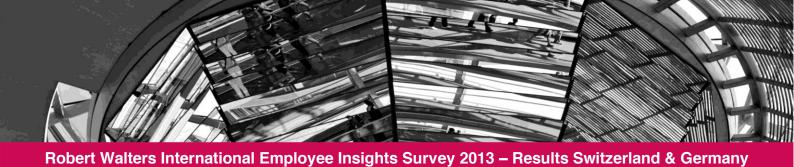
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In which area do you work?		
Answer Options	Response Percent	Response Count
Accountancy & finance	24.5%	134
Banking & financial services	8.2%	45
Tax/treasury	1.6%	9
HR	5.5%	30
Supply chain & procurement	3.5%	19
Legal	1.1%	6
Compliance	0.7%	4
IT .	17.0%	93
Sales & marketing	23.1%	126
Secretarial & support	1.5%	8
Engineering	2.7%	15
Other (please specify)	10.4%	57
. , ,	answered question	546

How many people work in your company globally?		
Answer Options	Response Percent	Response Count
0 - 10	6.6%	36
10 - 49	5.7%	31
50 - 250	12.1%	66
251+	67.8%	370
N/A	7.9%	43
ansv	vered question	546

In which sector do you work?		
Answer Options	Response Percent	Response Count
Professional/Financial Services Commerce/Industry Other (please specify)	32.1% 47.6% 20.3%	175 260 111
	answered question	546

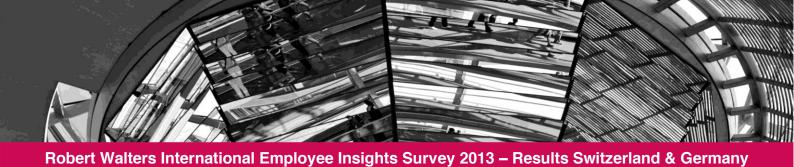
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What defines your career progress the most?		
Answer Options	Response Percent	Response Count
Your skills and contribution to the business	59.6%	280
Politics and your ability to position yourself favourably with your managers	14.0%	66
The success of the firm as a whole	8.3%	39
Team dynamics and the role you play within the team	17.0%	80
Other (please specify)	1.1%	5
answ	vered question	470

Which of the following factors most determines your personal job satisfaction?		
Answer Options	Response Percent	Response Count
Good remuneration and benefits A good work/life balance Achieving status and positions of responsibility Taking on and overcoming challenges Helping other people	14.9% 30.6% 15.7% 33.2% 2.8%	70 144 74 156 13
Other (please specify)	2.8%	13
answ	rered question	470

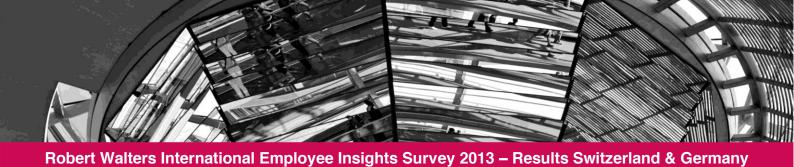
Which of the following would most likely cause you to leave a role?		
Answer Options	Response Percent	Response Count
Disappointing salary review	7.4%	35
Lack of bonus	1.7%	8
Lack of career progression	41.1%	193
Difficult colleagues/boss	27.0%	127
Work/life balance	17.2%	81
Other (please specify)	5.5%	26
ans	wered question	470



How important is it for your career development to have some experience working internationally?		
Answer Options	Response Percent	Response Count
Essential Extremely useful Helpful but doesn't make a big difference Not important at all	25.1% 43.2% 26.0% 5.7%	118 203 122 27
	answered question	470

What is the main reason you would consider working internationally?		
Answer Options	Response Percent	Response Count
Better career opportunities	24.3%	114
Improved work/life balance	6.8%	32
To gain international exposure	52.8%	248
Higher salary/remuneration	10.4%	49
Lower tax regime	0.9%	4
Other (please specify)	4.9%	23
" , , , , , , , , , , , , , , , , , , ,	wered question	470

What do you believe is the optimum length of time to stay in your first professional role?		
Answer Options	Response Percent	Response Count
Less than 1 year 1 - 2 years 2 - 3 years 3 - 5 years 5 years plus	0.9% 11.5% 40.2% 41.1% 6.4%	4 54 189 193 30
ar.	swered question	470

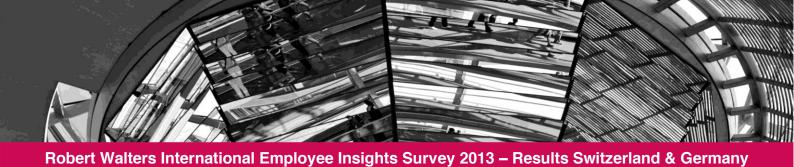


How often do you believe you should change jobs?		
Answer Options	Response Percent	Response Count
Every 0 - 2 years	0.9%	4
Every 2 - 3 years	7.7%	36
Every 3 - 5 years	44.5%	209
Every 5 - 8 years	38.5%	181
Every 8 years plus	8.5%	40
ansv	vered question	470

Do you feel that your own personal achievements at work directly impact the broader success of the business?		
Answer Options	Response Percent	Response Count
Yes	85.1%	400
No	14.9%	70
a	nswered question	470

On an average day, how long does it take to commute to your office?		
Answer Options	Response Percent	Response Count
Less than 15 minutes	12.9%	60
15 - 30 minutes	27.5%	128
30 - 45 minutes	24.5%	114
45 - 60 minutes	19.6%	91
60 - 90 minutes	12.3%	57
Over 90 minutes	3.2%	15
ans	wered question	465

On average, how many hours per week do you work?		
Answer Options	Response Percent	Response Count
Less than 20 hours	0.9%	4
20 - 30 hours	0.4%	2
30 - 40 hours	6.9%	32
40 - 50 hours	52.9%	246
50 - 60 hours	32.3%	150
More than 60 hours	6.7%	31
ansı	vered question	465

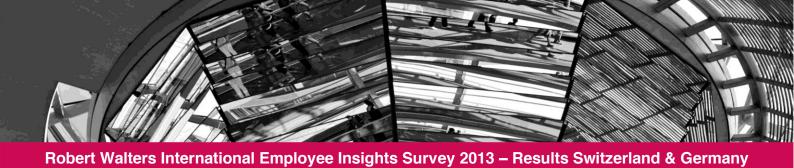


How does your employer recognise any overtime that you do?			
Answer Options Response Response Percent Count			
Overtime pay	4.5%	21	
Flexi-time	31.0%	144	
Lifestyle' gifts e.g. dinner vouchers	0.6%	3	
Career progression	6.2%	29	
No recognition for overtime is given	57.6%	268	
· ·	answered auestion	465	

Do you usually take the full allocated time for your lunch break?		
Answer Options	Response Percent	Response Count
I always take my full lunch break I take some of the allocated time but not all I take 10 minutes to grab a sandwich and eat it at	22.8% 52.0%	106 242
my desk Never, someone gets lunch for me and I eat it at my desk	12.9% 2.6%	60 12
I tend to miss lunch	9.7%	45
answered question 46		

Have you ever been part of a formal mentoring programme?			
Answer Options Response Response Percent Count			
Yes No	35.4% 64.6%	162 296	
answered question 45		458	

Does your current employer promote mentoring	ng?	
Answer Options	Response Percent	Response Count
Yes No	28.8% 71.2%	132 326
	nswered question	458



Do you think you would benefit from being involved in a mentoring programme?		
Answer Options	Response Percent	Response Count
Yes	84.5%	387
No	15.5%	71
	answered question	458

What is the one attribute you would most value in a mentor?		
Answer Options	Response Percent	Response Count
A willingness to share skills, knowledge and expertise	33.6%	154
A positive attitude and a strong role model	8.3%	38
The provision of guidance, recommendation and constructive feedback	52.8%	242
The respect they hold from colleagues/employees at all levels of the organisation	4.1%	19
Other (please specify)	1.1%	5
answ	ered question	458

When you are looking for a new job, which of the following is your first port of call?		
Answer Options	Response Percent	Response Count
A recruitment consultancy	21.0%	96
A jobs website/job board	52.5%	240
Newspaper or trade magazine advertisements	0.7%	3
A social networking site (e.g. LinkedIn and Facebook)	2.8%	13
Search engine	9.2%	42
Your own network	11.6%	53
Approaching company directly	1.3%	6
Other (please specify)	0.9%	4
answ	vered question	457



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Do you use social networking sites for job hunting purposes?			
Answer Options Response Response Percent Count			
Yes No	73.5% 26.5%	336 121	
25.570		457	

If so, which ones?		
Answer Options	Response Percent	Response Count
Facebook	1.1%	5
Twitter	0.4%	2
LinkedIn	23.9%	109
Xing	60.4%	276
Other (please specify)	14.2%	65
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