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Did You Know?

That the average American (age 12 and older) with Internet access spends 6+ hours daily playing games, viewing mobile devices, or watching movies, sports, news or shows.

61% of applicants hired meet with only one or two people during the interview process

Bohan & Bradstreet made placements in 57 different clients in the first half of 2008

32% of employees take two or more coffee breaks a day

To rank in top 1% of all US taxpayers, an individual would have to earn \$388,806 of adjusted gross income

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Employee Engagement

A recent study on differences between generations regarding attitude toward work and engagement in their jobs found that the Traditionalist generation (age 63+) was ranked the highest at 83%, Gen Y was at 80%, Gen X at 78%, and Baby Boomers at 77%. Engagement was measured on a combination of job satisfaction, pride in working for their employer, willingness to put forth extra effort, and would they recommend their employer as a place to work.

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

VP Marketing Controller	Consumer Financial Services
VP Commercial Lending	Capital Equipment Manufacturer Bank
Project Engineer	HVAC Products Manufacturer
COO/GM	Consumer Products Designer/Dist
SAP Project Leader	Medical Products Manufacturer
VP Human Resources	Credit Union
Credit Analyst	Commercial Bank
Production Supervisor	Metal Stamping Manufacturer
Audit Director	NYSE-listed global manufacturer

Whistleblowers

In a recent survey covering the last decade, the #1 whistleblower were employees (19.2%) followed by media, industry regulators, analysts, and in 5th place auditors (14.1%). One incentive is the False Claim Act which rewards whistleblowers 15% to 30% of any damages recovered in cases where the government is defrauded. Corporate America is initiating a similar reward program to encourage employees that discover fraud to be more forthcoming.

Fatal Communications Solution

The biggest mistakes in communications that executives make are: (1) believing that constituents understand what has been communicated; (2) agreeing with what has been communicated; (3) caring about what has been communicated; or (4) knowing how to act against what has been communicated. The best solution offered to overcome this is to use factual, emotional and symbolic communications style to align, motivate, clarify, and inspire cooperation and buy-in from constituents.

Bored vs. Overworked

Statistics support more employees being overworked than bored; however, bored employees have a much higher influence on negativity in the workplace. The highest % of overworked employees is during the 2nd to 5th year of employment which can lead to turnover to achieve better balance.