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Did You Know?

82% of US workers would take a pay cut for their dream job

Americans were assessed \$52 million a day in late fees charged by credit card companies during calendar year 2008

John D. Rockefeller was the world's first billionaire

58 business addresses will change in the next hour in the USA

The largest lake in the world is the Caspian Sea

In 2008, 74% of US employees feel appreciated at work which is down from 91% in 2007

More than 64,000 businesses filed for bankruptcy protection in 2008

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Looking for the Exit

The #1 reason why employees leave is because their current employer is downsizing or restructuring. Other reasons for exiting are: #2 looking for new challenges; #3 ineffective leadership; #4 do not respect or get along with immediate supervisor; #5 better work/life balance; #6 feel under appreciated; #7 better compensation and benefits; #8 better alignment of personal and organizational values; #9 employer is financial unstable; and #10 company or role is being relocated.

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

General Counsel	Materials Testing Leader
Operations Accounting Leader	Medical Products Manufacturer
Senior Software Engineer	Energy Management
Tax Manager	Fortune 100 OEM
Sales Manager	Consumer Products Distributor
Assistant Controller	Sensors Manufacturer
Human Resources Director	Global Manufacturer
Director, Quality	Healthcare
COO	B2B Software Developer
Development Engineer	Capital Equipment Leader

What Goes Around, Comes Around

More senior staff to executive job seekers are researching whether their next employer is the right one. Applicants are attempting to validate culture, leadership, wellness of company, and quality of products/services. Candidates are "networking" with existing employees, chatting with 3rd party business advisors, and in some cases going undercover and posing at customers or vendors. Many companies judge a candidate's loyalty, stability and ability to be promoted. Now candidates are researching a company's loyalty to their employees, do they offer a suitable environment and motivate, empower and reward their employees.

Survey Results

The answers to what is your primary motivation to be your best in a work environment was dominated by pride (72%) and the secondary motivation were financial reward (42%) and recognition (21%). The only answer that received zero responses for both questions was "boss" which may mean that a boss probably should only hire employees that are self-motivated.

Layoff Backlash Loosing a job impacts the community as well. Recent studies have shown that laid off employees were 35% less likely to participate in charitable organizations and community sponsored events. Once re-employed, their primary focus was centered on professional, networking, and political groups.

Trim Wages Instead of Jobs Rather than eliminating jobs, many companies are trimming salaries through formal salary reduction programs, 3-4 day work weeks, unpaid furloughs, or reduced hours. For those expecting a raise in 2009, the experts expect the average raise to be below 3%.