

**A Presentation by  
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COMPANIES**

**Corporate Climate – Today**

**Survey Results**

- 10 to 12 jobs in a career
- 3 to 4 different careers
- Average tenure for professional less than 3 years



## **Corporate Climate – Today**

- **X Generation**      **1966 - 1981**
- **Babyboomers**    **1946 - 1955**



## **Corporate Climate – Today**

### **X Generation Trends**

- Postpone first career job one year
- Average tenure of first job one year
- “Out of here.” if dissatisfied



## **Corporate Climate – Today**

### **The Gun-shy Babyboomers**

- Mid-life change to smaller companies  
or
- Entrepreneurship

**Wanting less from employer vs. Giving loyalty to employer.**



## **Corporate Climate – Tomorrow**

- Increased technology specialists
- Short-term employment
- Contract employment (33% vs. 12%)
- Smaller employer workforce (90% vs. 80%)
- Continued mergers and acquisitions



## **The Employees**

### **Old Employee**

Long-term career goals

Traditional management

Less technology

### **New Employee**

Short-term career goals

Participatory management

Newest technology



## **The Employees – What They Need**

### **Old Employee**

I am an employee

Guaranteed employment

Maintain because of stability

Development training

### **New Employee**

I am a person

Guaranteed growth

Implement because of change

Career building opportunities



## The Employees – What They Get

### Old Employee

Controlled change

One boss every 3-4 years

Company loyalty

Long-term contract

### New Employee

Enforced change

One boss every year

No perceived company loyalty

Short-term or no contract



## Three Aspects of Your Job

- The Work
- The Boss
- The Work Environment



## Three Aspects of Your Job

- **The Work** 5%
- **The Boss** 65%
- **The Work Environment** 30%



## The Mulling Factor Chart 1

<i>You: Conformer</i>	<i>Your Best Boss: Controller</i>	<i>Your Best Environment: Bureauc</i>
consistent	hands on	stagnant
dependable	looks over shoulder	uniform
cautious	checks work	established
orderly	monitors set procedures	requires permission to act
compliant	expects no input from you	slow to change
loyal	firm	clear chain of command
precise	fair	





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