

International Women's Day 2013

Defining Success 2013 Global Research Results

High performance. Delivered.



Source: IWD 2013 Survey
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Research objectives

- Accenture conducted its global research study, “Defining Success” for release on International Women’s Day to gain insight into behaviors and attitudes regarding women’s careers
- The research:
 - Seeks to better understand how professionals define success – in their careers and personal lives
 - Explores career satisfaction, work-life balance and workplace priorities
 - Examines how technology influences work-life balance

Methodology

- Accenture fielded an online survey of 4,100 business executives from medium to large organizations across 33 countries
 - Argentina, Australia, Austria, Belgium, Brazil, Canada, China, Denmark, Finland, France, Germany, India, Indonesia, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, Norway, Philippines, Poland, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Thailand, United Arab Emirates, United Kingdom and United States
- A minimum of 100 respondents participated from each country, excluding Denmark, Finland, Norway and Sweden where the combined number totaled 200
- The survey was conducted in November 2012; the margin of error is +/-2 percent

Respondents' profile

Gender

Male
50 percent

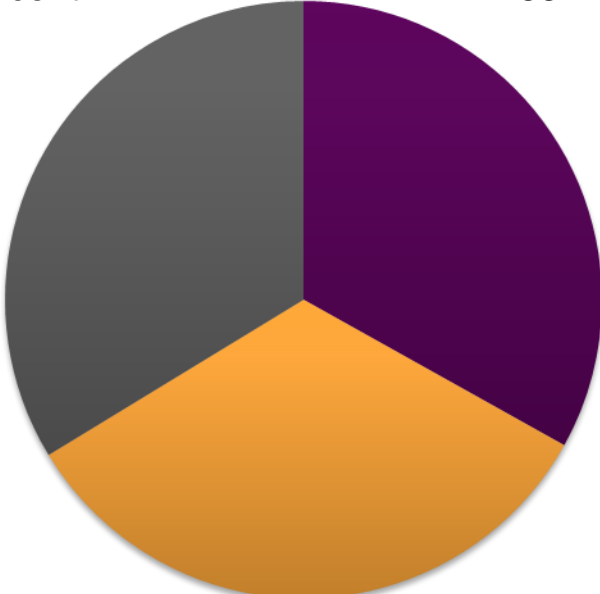
Female
50 percent



Generation

Generation Y
(1979-1994)
33.7 percent

Baby Boomers
(1946-1964)
33.1 percent



Generation X
(1965-1978)
33.2 percent

Executive Summary

Most professionals believe they can “have it all”

More than **two-thirds of female professionals** around the world – and the same number of male respondents – **say they can “have it all”**

Desire to balance a successful career with a full life outside work influences job choice, tops money in defining success

“Having it all”

- **70 percent** of both women and men believe they can have a successful career as well as a full life outside work
- **50 percent** also said they cannot “have it all at the same time”

Work-life balance

- More than half (**52 percent**) say they have turned down a job due to concerns about its impact on work-life balance
- Work-life balance tops respondents’ definitions of career success, ahead of money, recognition and autonomy (cited by **56 percent**, **46 percent**, **42 percent** and **42 percent**, respectively)

Technology plays a role in achieving work-life balance, yet also brings work into personal lives

Flexible schedule

- More than three-quarters (**78 percent**) agree technology enables them to be more flexible with their schedules
- **80 percent** report that having flexibility in their work schedule is extremely or very important to work-life balance

Personal lives

- Yet **70 percent** say technology brings work into their personal lives

Defining success in today's workplace

Job satisfaction

53 percent of women and **50 percent of men** say they are satisfied with their jobs and not looking for new opportunities, compared to **43 percent of women** and **41 percent of men**, who expressed satisfaction in Accenture's 2012 research

Rewarding workplaces

When asked what words describe a good work environment, rewarding (cited by **59 percent**) tops respondents' lists. Honest, flexible and interesting follow (**54 percent**, **50 percent** and **49 percent**, respectively)

Tenure

Two-thirds of women (**66 percent**) and three-quarters of men (**75 percent**) have been with their current employer for more than four years

Defining success in today's workplace (continued)

Pay raises

- The majority of respondents (**58 percent of women**; **64 percent of men**) say they have asked for or negotiated a pay raise
- These findings continue a steady upward trend: **49 percent of women** and **57 percent of men** in our 2012 research asked for or negotiated a pay raise, while **44 percent of women** and **48 percent of men** in the 2011 survey did the same

Vacation and work

- Three-quarters (**75 percent**) of respondents report they work frequently or occasionally during paid time off, generally checking email, catching up on work, working with no distractions and participating in conference calls (cited by **71 percent**, **44 percent**, **35 percent** and **30 percent**, respectively)
- At the same time, **40 percent** consider themselves workaholics

Defining success in today's workplace (continued)

Leaving

Top reasons for leaving a job include responsibilities that don't match a job description (**38 percent**), pay (**38 percent**) and uninteresting work (**34 percent**)

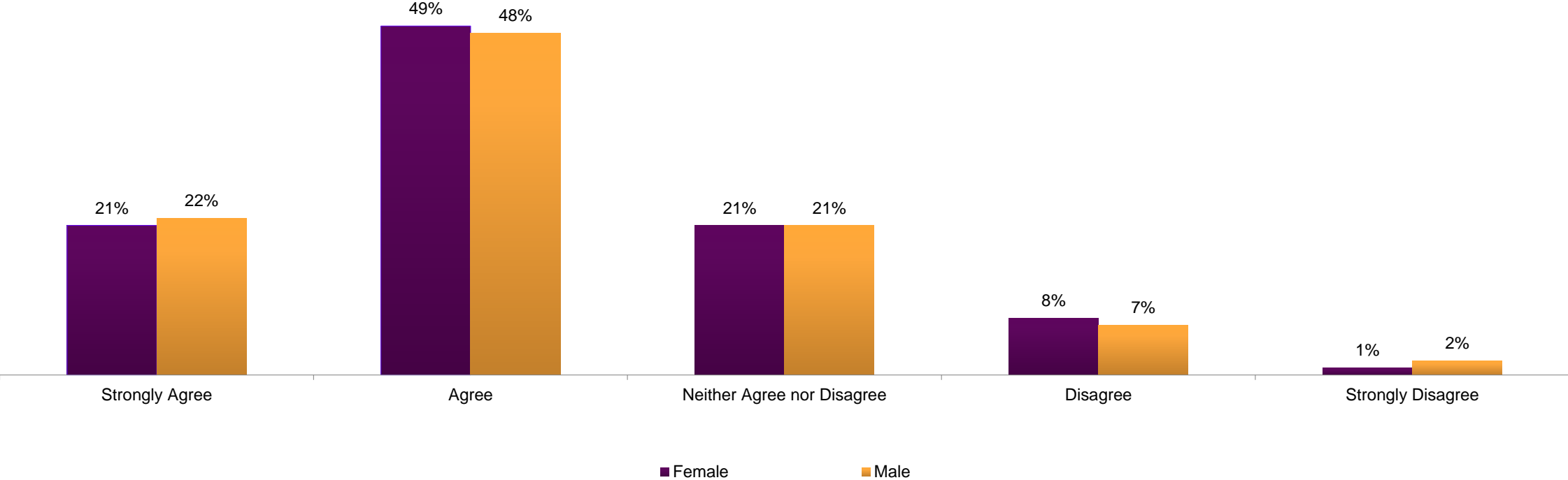
Job search

When asked to name three things they would do to start a job search, respondents cited looking on job boards for open positions, contacting friends and others in their networks, and updating online profiles and information (cited by **30 percent**, **24 percent** and **21 percent**, respectively)

Key Findings

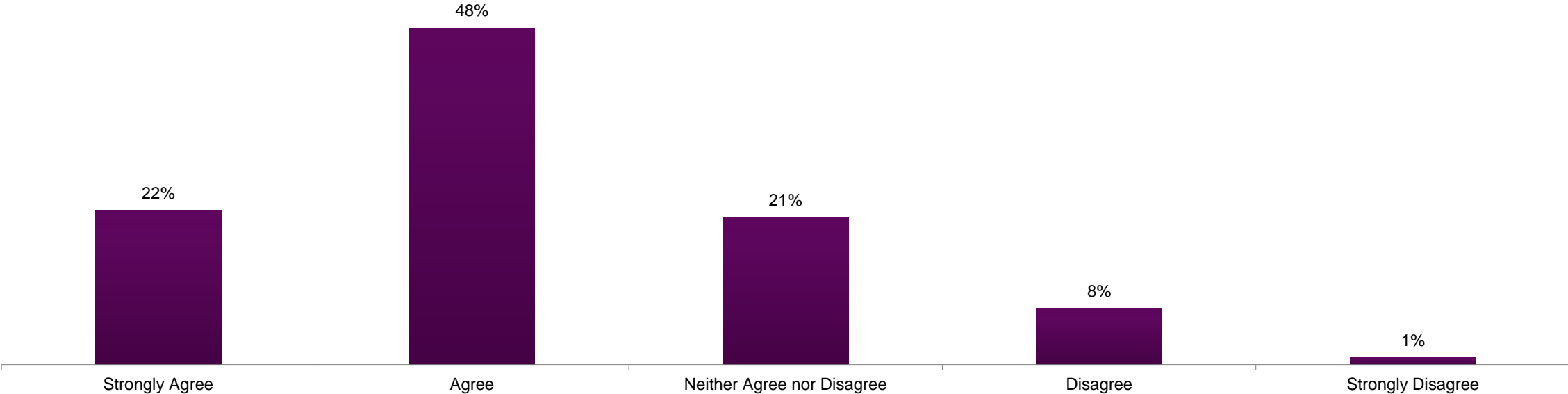
More than two-thirds of female professionals around the world – and the same number of male respondents – say they can “have it all”

Please indicate your agreement with each of the following statements:
You can “have it all” in terms of successful career and family.



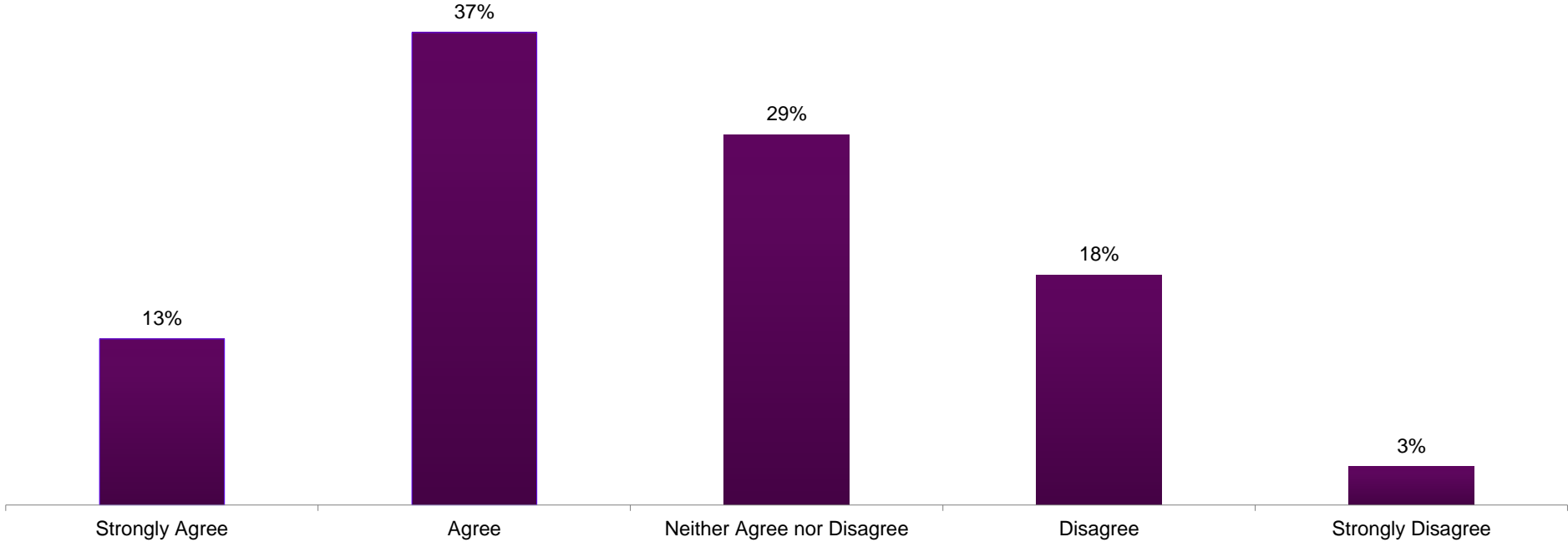
70 percent of both women and men believe they can have a successful career as well as a full life outside work

Please indicate your agreement with each of the following statements:
You can “have it all” in terms of successful career and family.



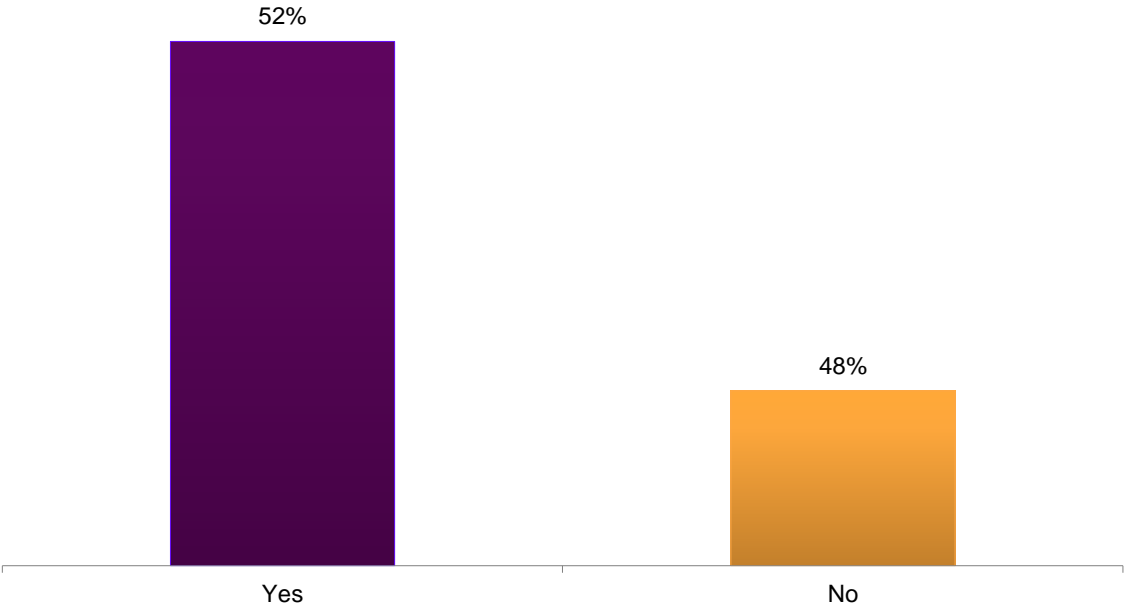
50 percent also said they cannot “have it all at the same time”

Please indicate your agreement with each of the following statements:
You can “have it all” just not at the same time.



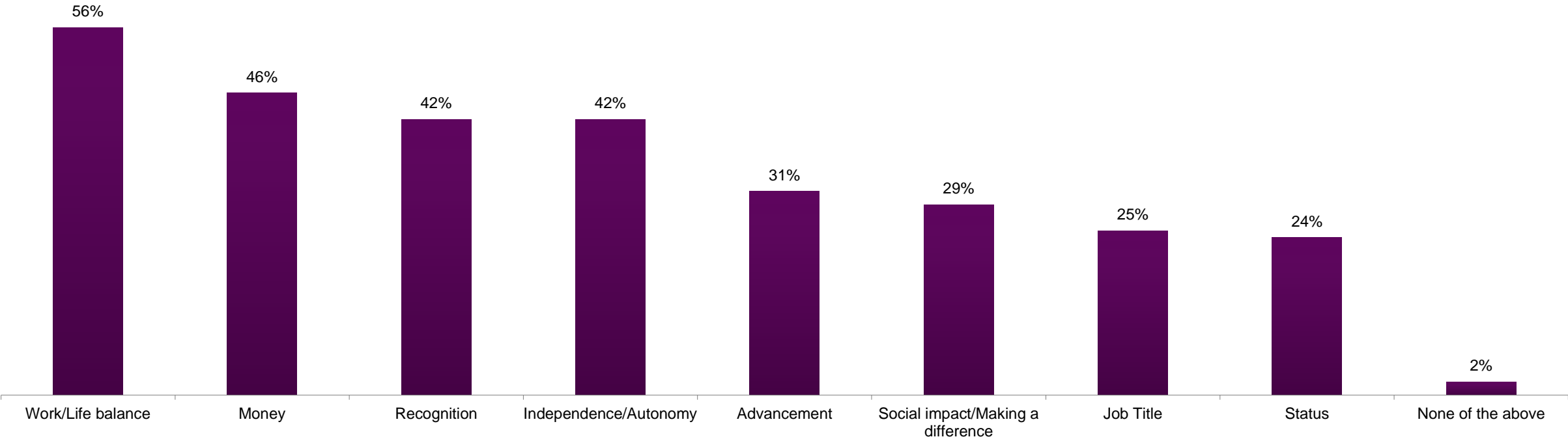
More than half of respondents say they turned down a job due to concerns about its impact on work-life balance

Have you ever turned down or did not pursue a job because you were concerned about its impact on your work-life balance?



Work-life balance tops respondents' definitions of career success, followed by money, recognition and autonomy

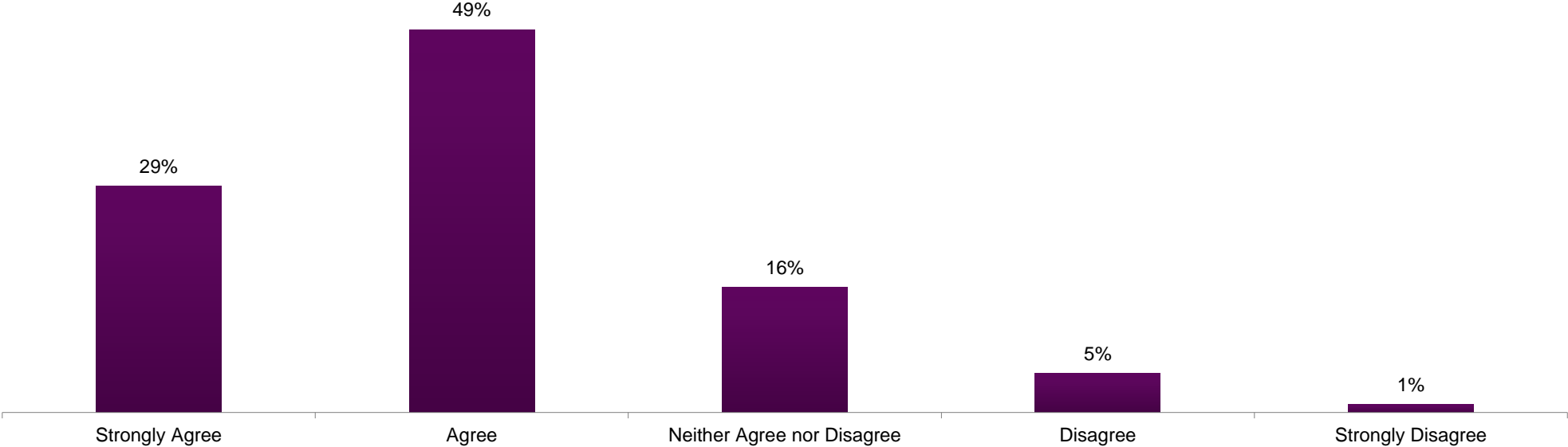
How do you define success in your career today? Multiple responses.



Source: IWD 2013 Survey
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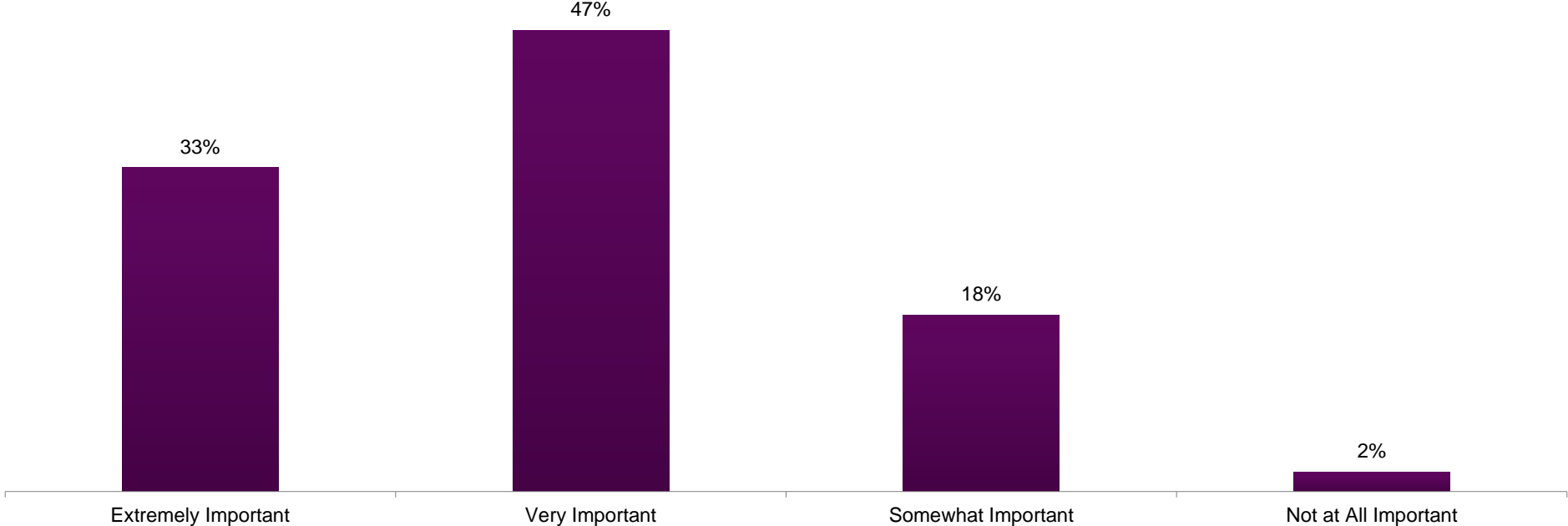
More than three-quarters agree technology enables them to be more flexible with their schedules

With which of the following statements do you agree?
Technology enables me to be more flexible with my schedule.



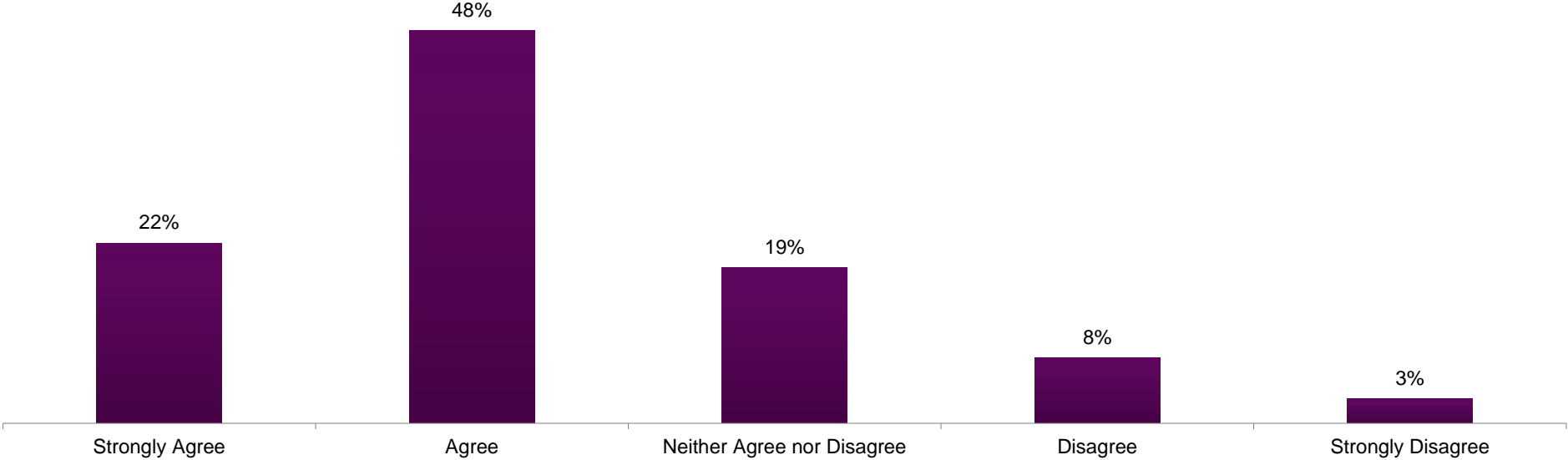
80 percent report that having flexibility in their work schedule is extremely or very important to work-life balance...

How important are the following factors with regard to work-life balance?
Flexibility in work schedule to manage personal responsibilities.



Yet, 70 percent say technology brings work into their personal lives

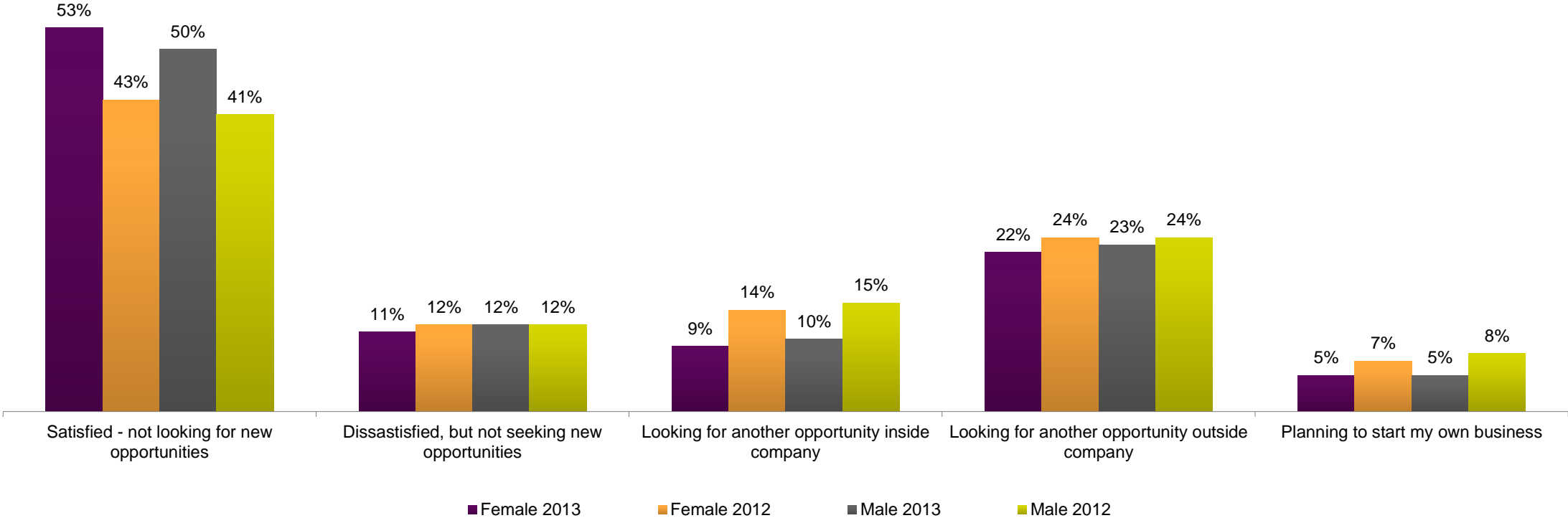
With which of the following statements do you agree?
Technology allows my work to move into my personal life.



Defining Success in Today's Workplace

Both men and women are more satisfied with their jobs than last year

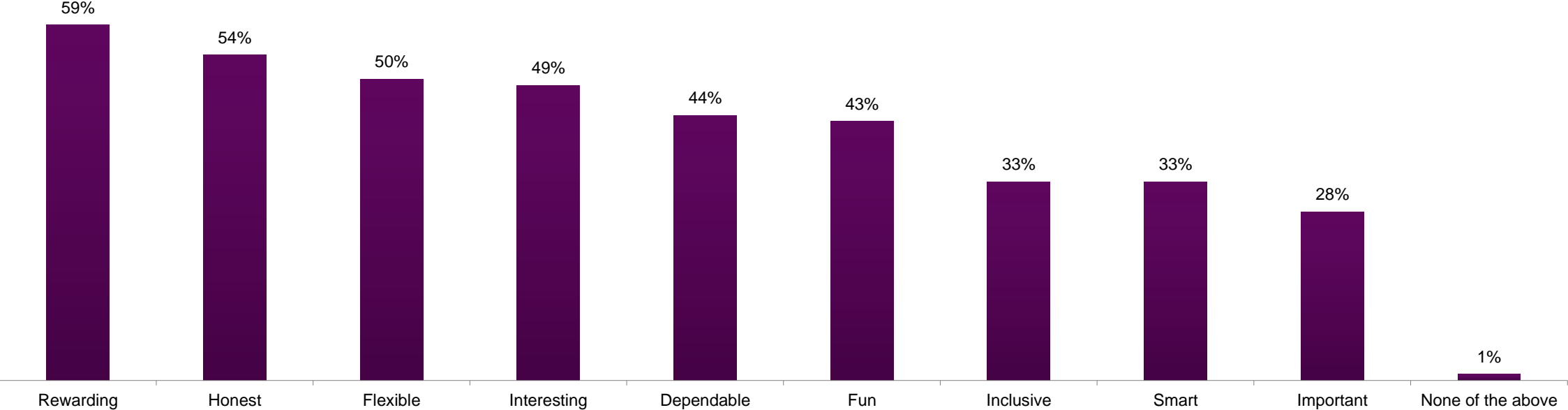
Which of the following statements best describes your current job situation?



Source: IWD 2013 Survey
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Respondents cited a good work environment as rewarding, honest, flexible and interesting

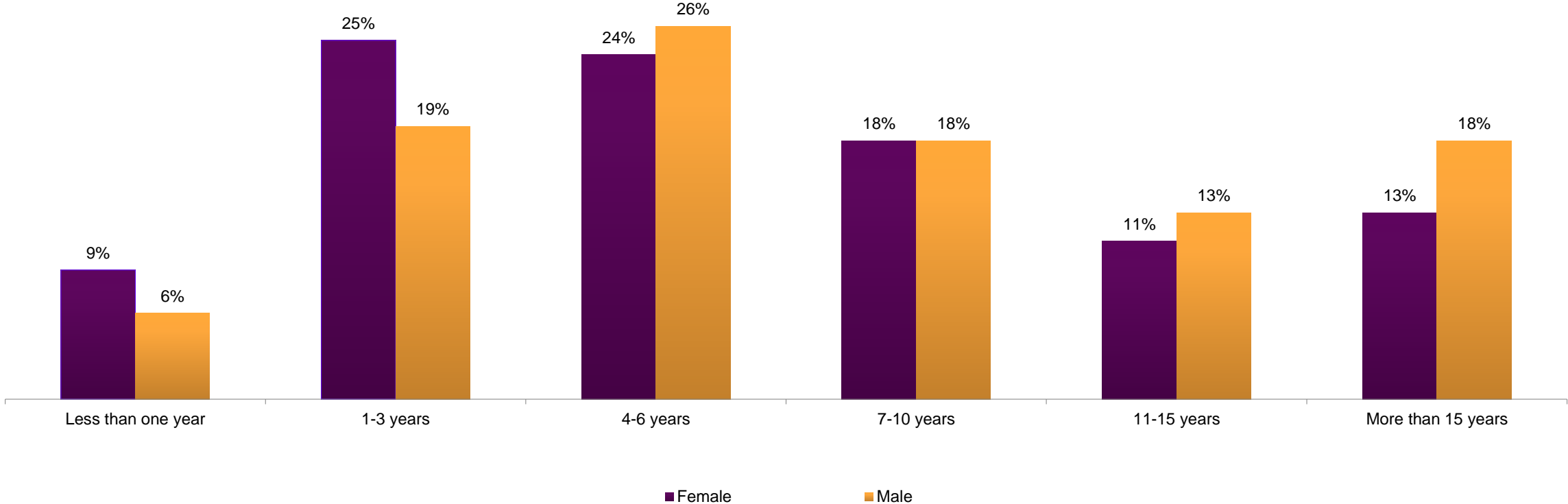
What words would you use to describe a good work environment?
Multiple responses.



Source: IWD 2013 Survey
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Two-thirds of women and three-quarters of men have been with their current employer for more than four years

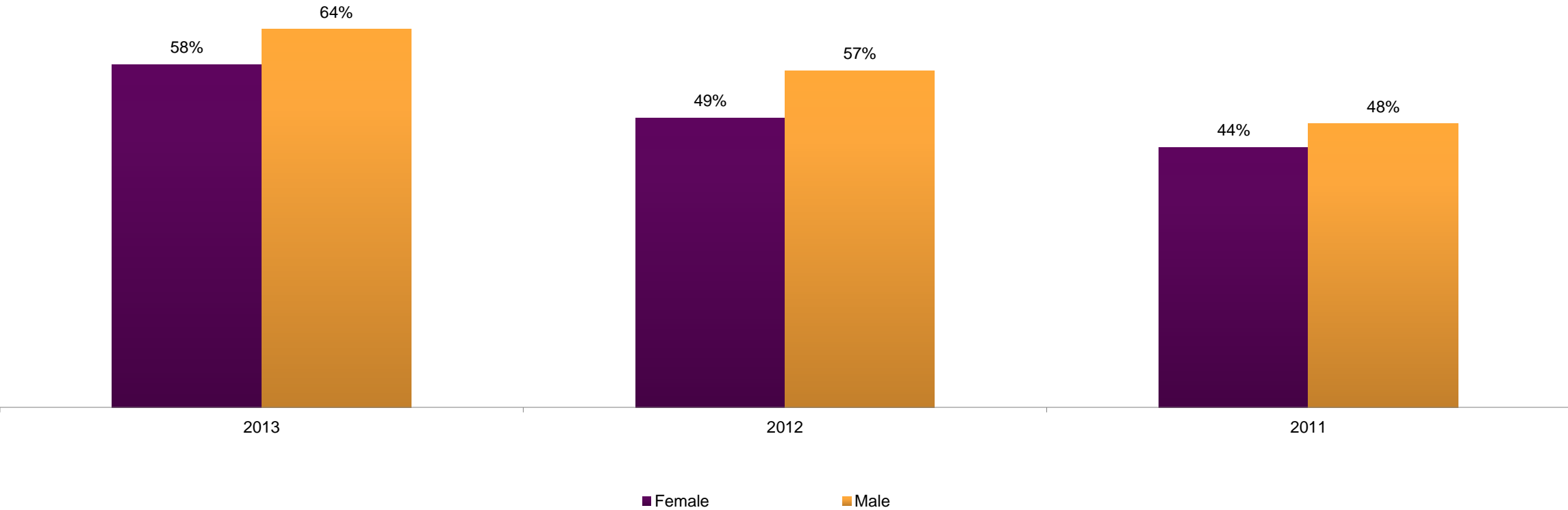
How long have you been at your current employer?



Source: IWD 2013 Survey
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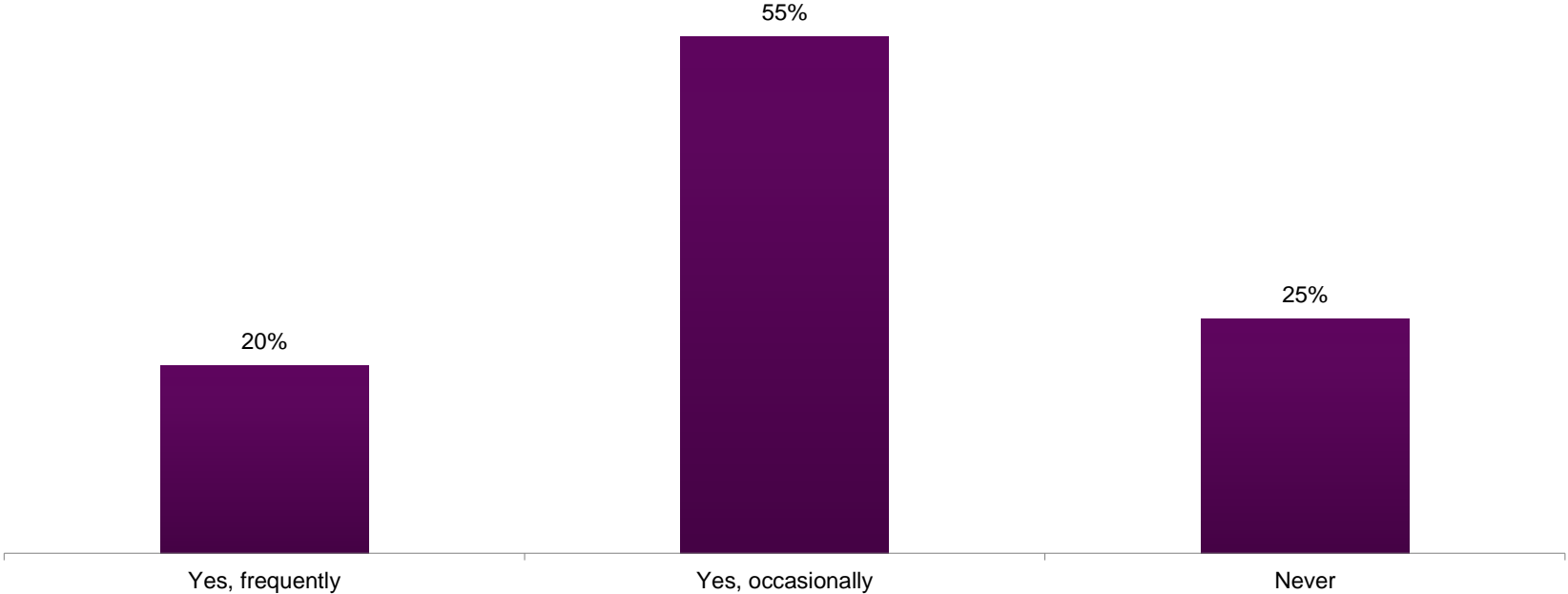
The majority of respondents say they have asked for or negotiated a pay raise, continuing a steady upward trend from 2011

Have you ever asked for or negotiated a pay raise?



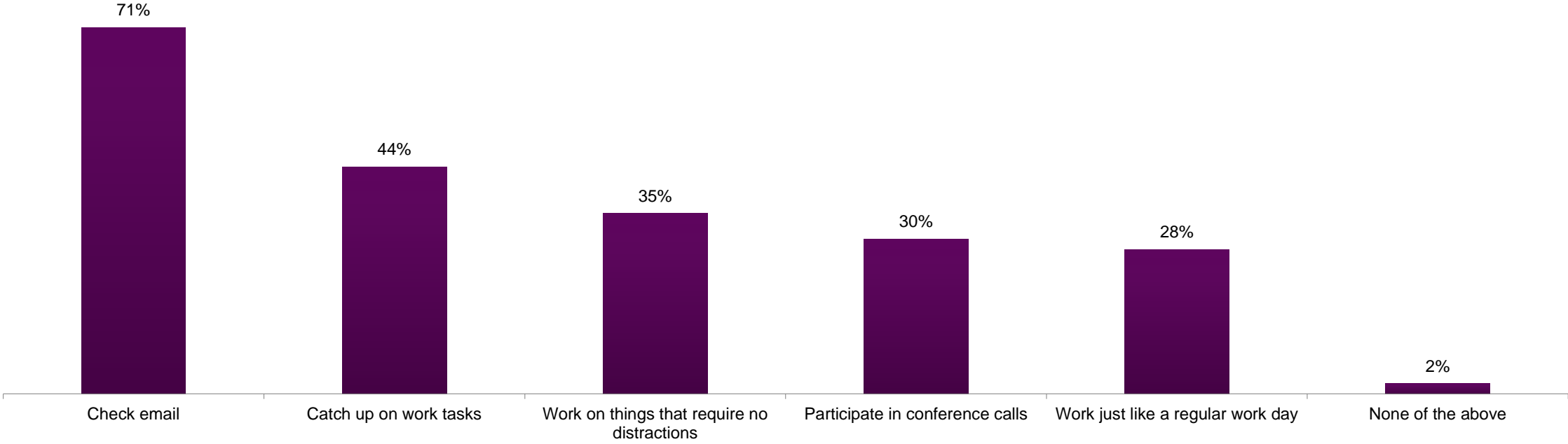
Three-quarters of respondents report they work frequently or occasionally during paid time off

Do you work on your vacation days (Paid Time Off)?



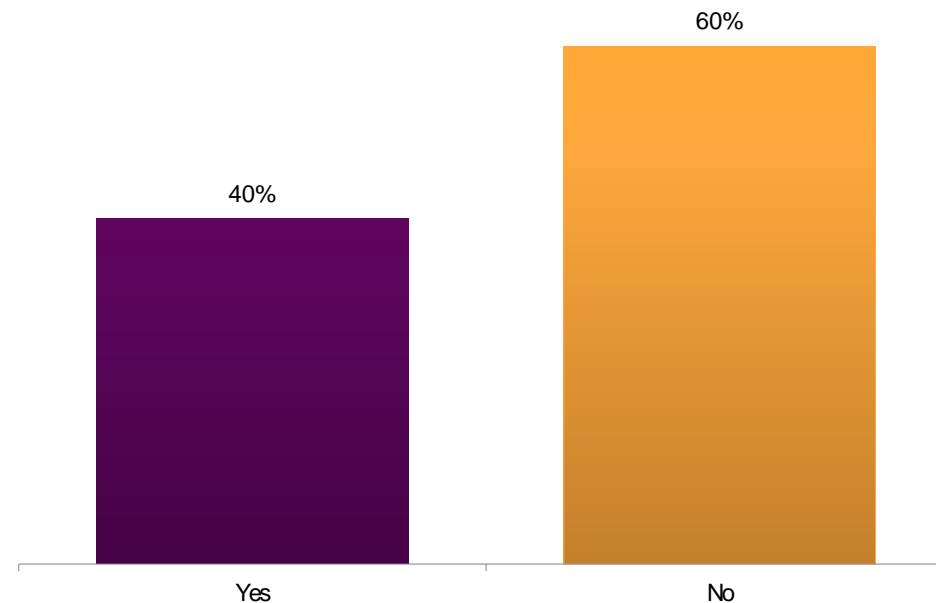
Among those who work during PTO, they generally check email, catch up on work, work with no distractions and participate in conference calls

When you work while on vacation, which of the following do you do?
Multiple responses.



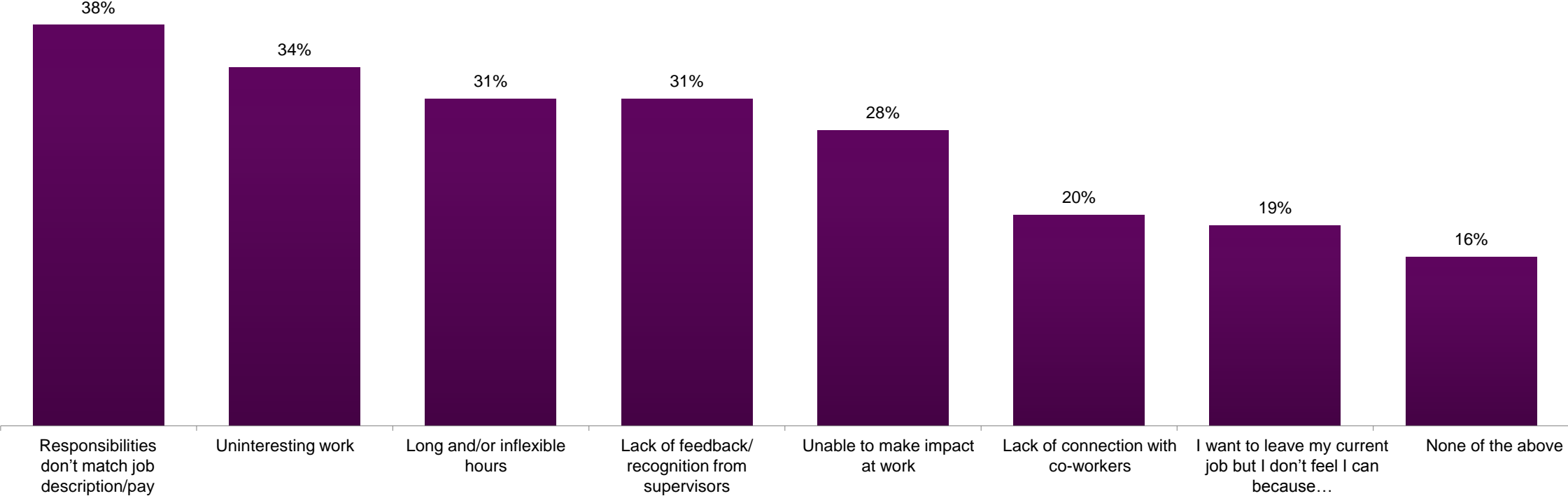
At the same time, 40 percent consider themselves workaholics

Do you consider yourself a “workaholic”?



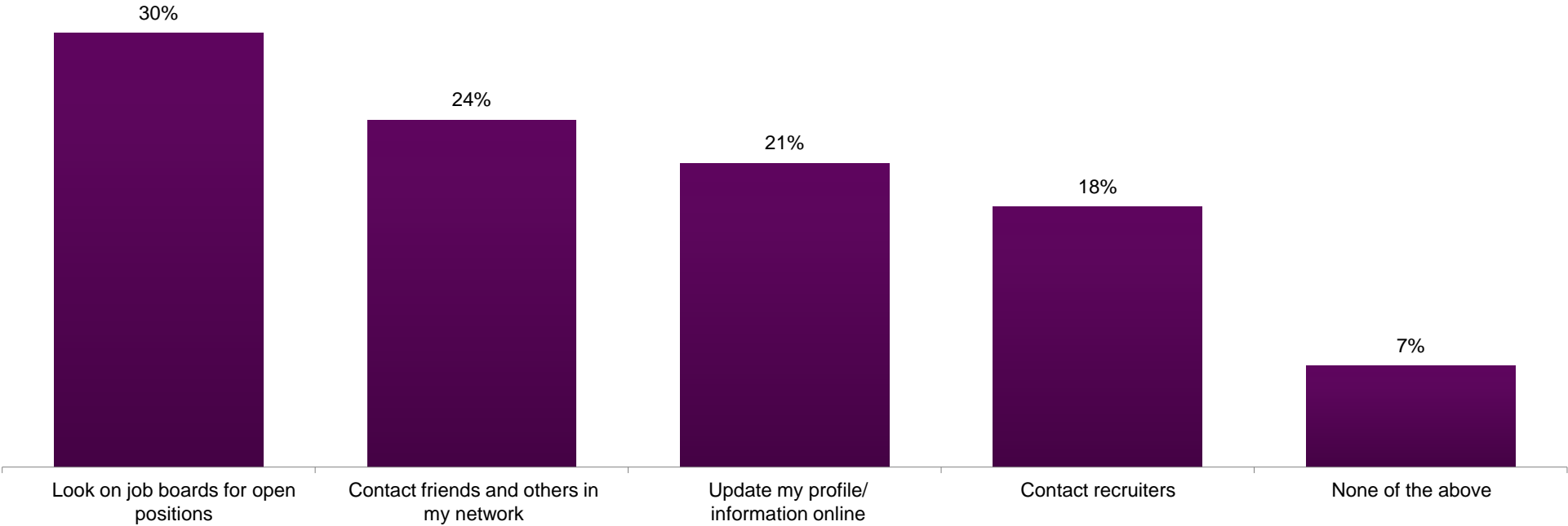
Top reasons for leaving a job include responsibilities that don't match a job description, pay and uninteresting work

Which of the following would be reasons for you to leave your current job?
Multiple responses.



If looking for a job today, most respondents would start with looking on job boards for open positions

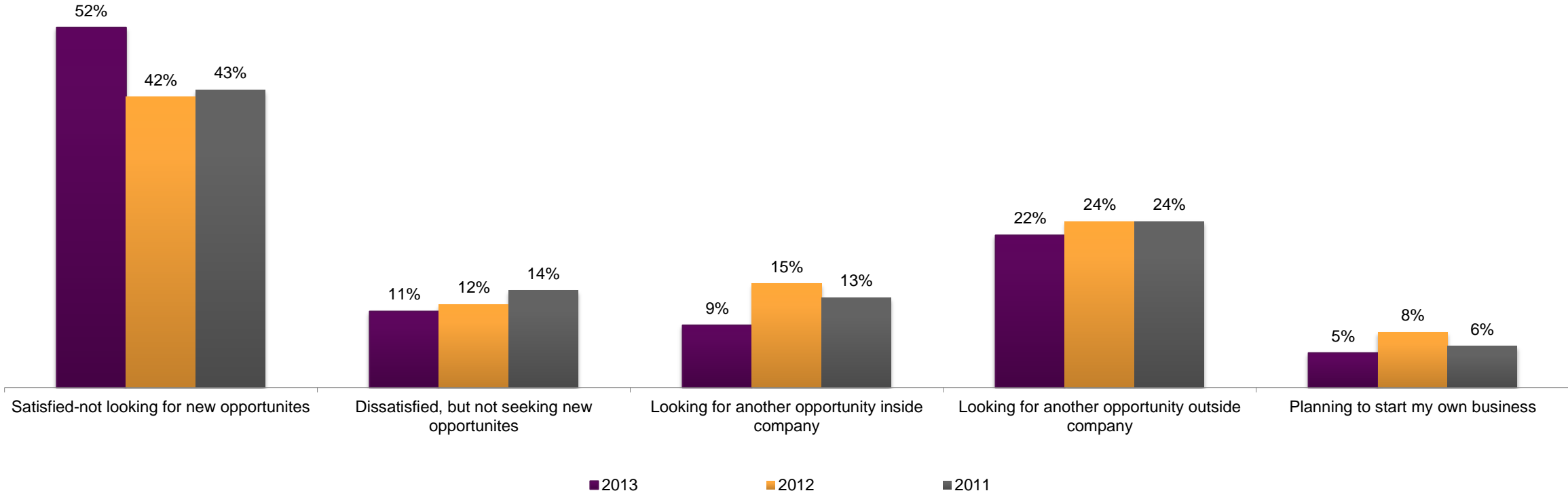
If you were to start looking for a job today, what are the first three things you would do?



Additional Findings

Over past three years, job satisfaction is on the rise

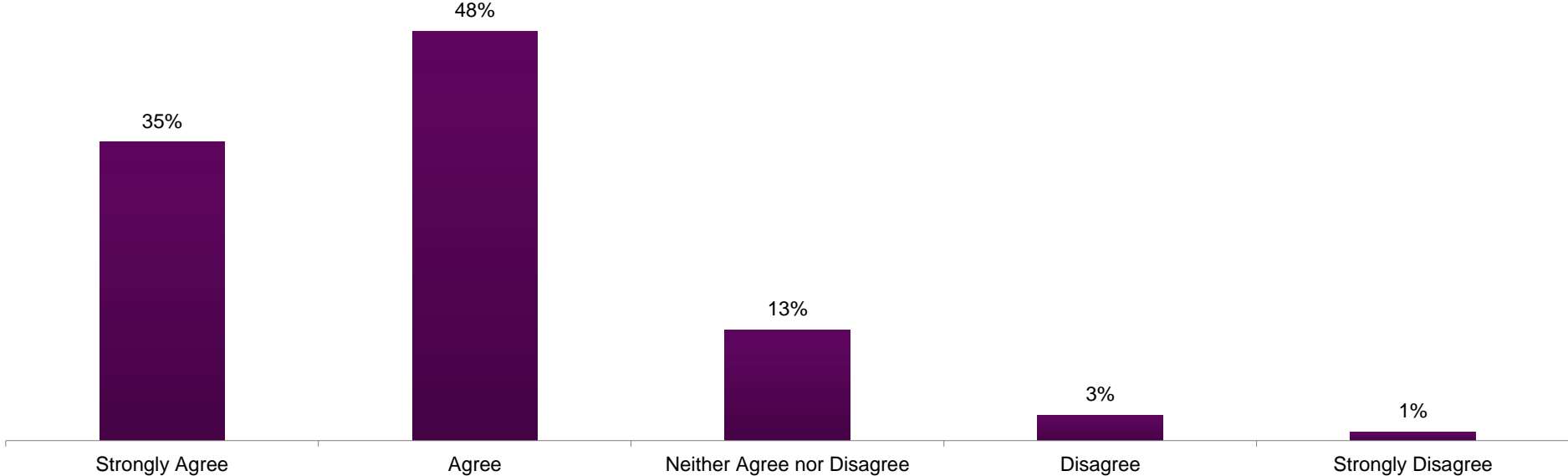
Which of the following statements best describes your current job situation?



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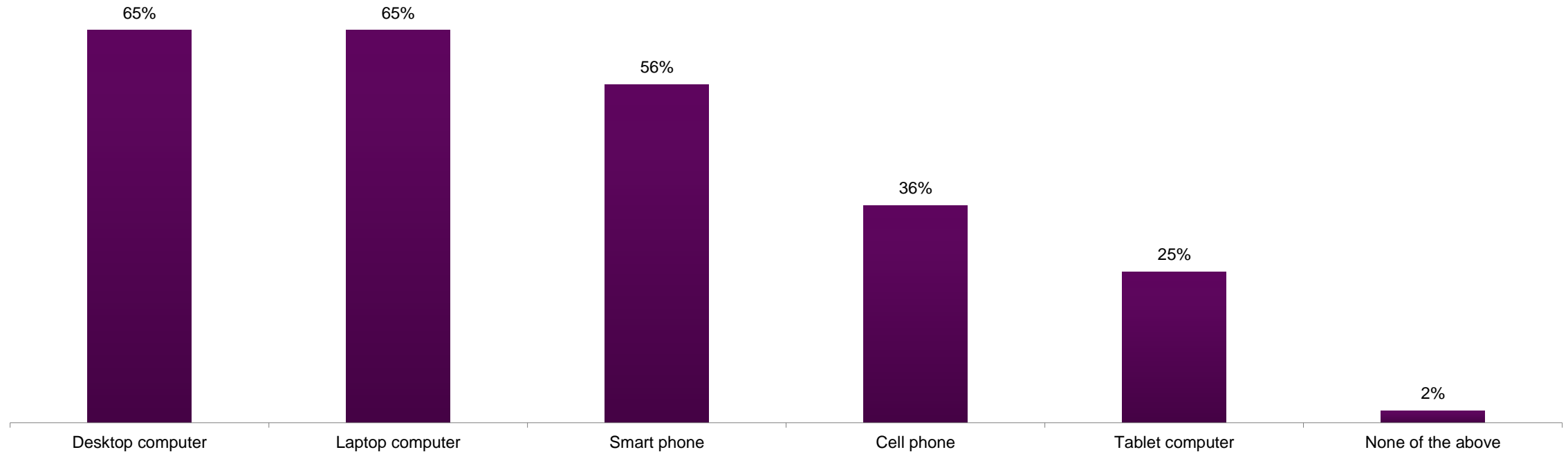
Nearly all respondents agree technology enables them to work smarter and get more done in less time

With which of the following statements do you agree?
Technology enables me to work smarter and get more done in less time.



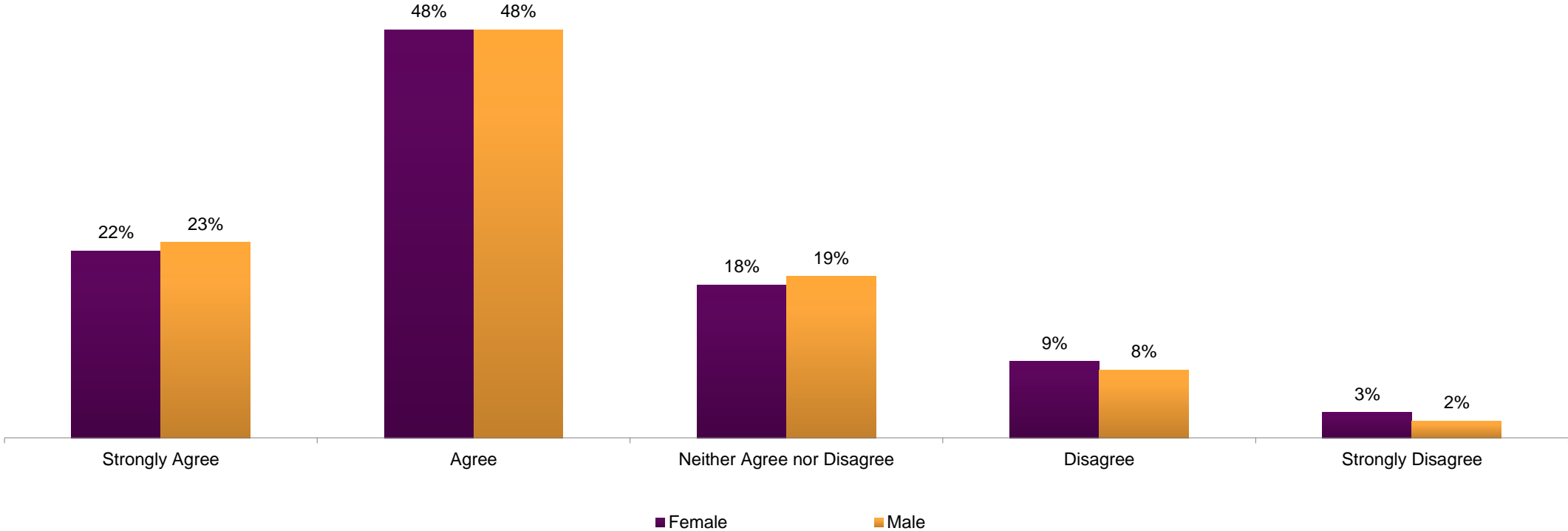
The majority of respondents use a desktop, laptop or smart phone for work

What types of technology do you use for work? Multiple responses.



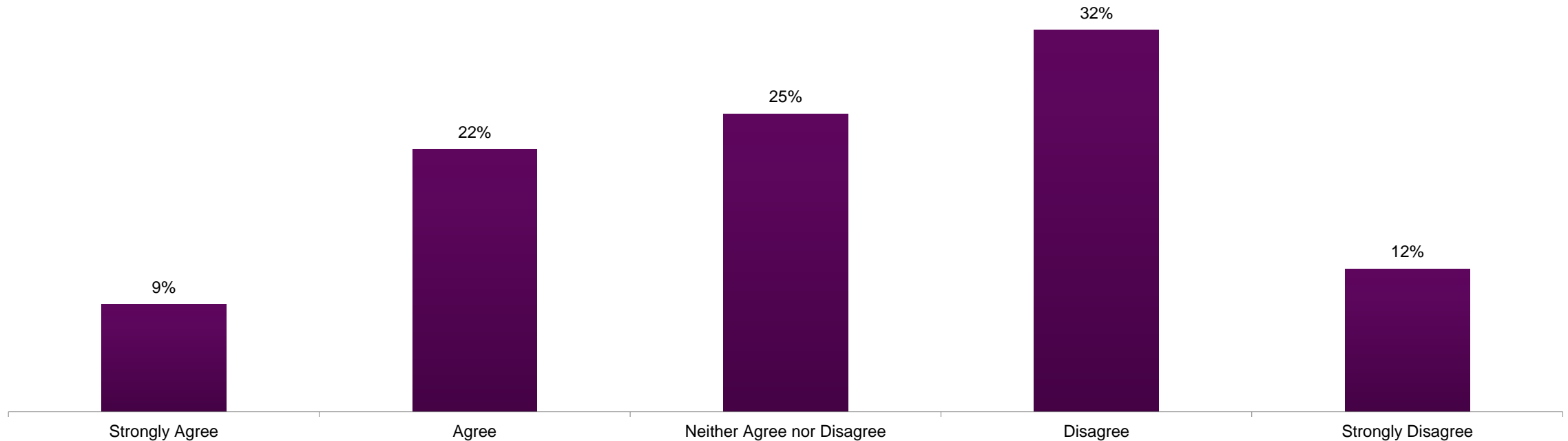
Similar percentages of men and women agree that technology allows work to move into their personal life

With which of the following statements do you agree?
Technology allows my work to move into my personal life.



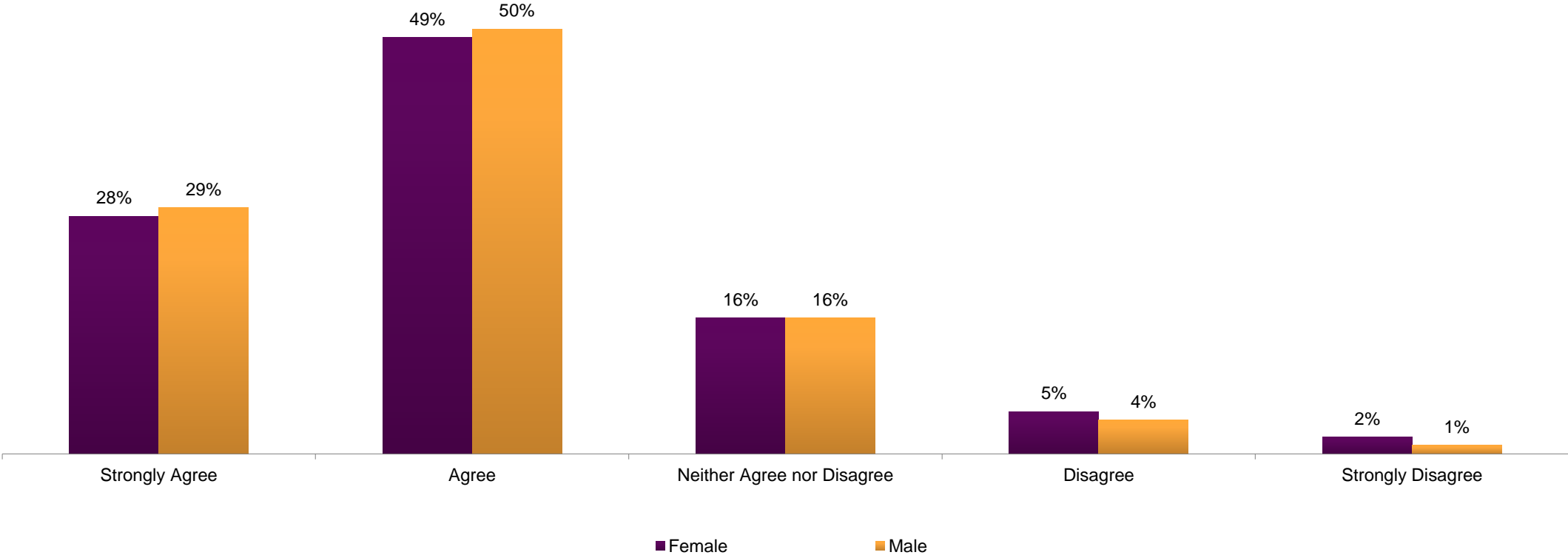
44 percent disagree that technology is a burden on free time

With which of the following statements do you agree?
Technology is a burden on my time outside of the office.



Similar percentages of men and women agree that technology enables them to be more flexible with their schedule

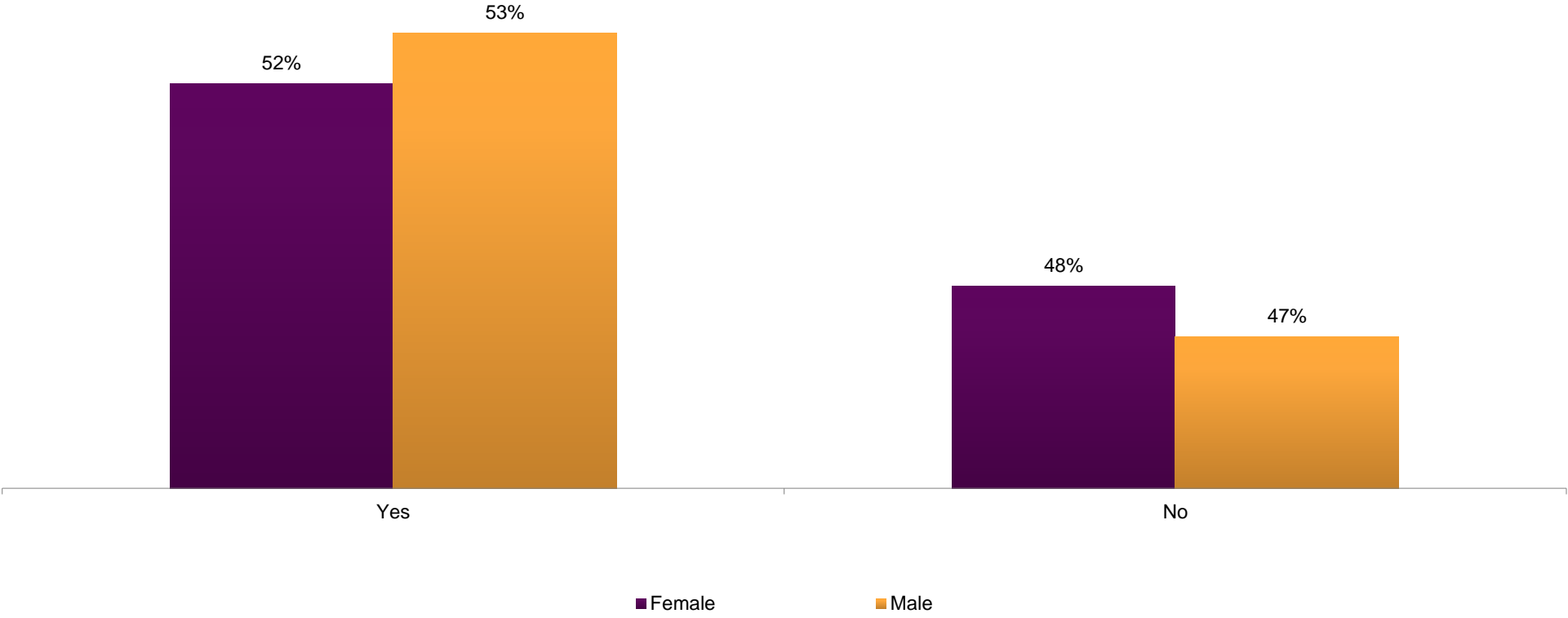
With which of the following statements do you agree?
Technology enables me to be more flexible with my schedule.



Source: IWD 2013 Survey
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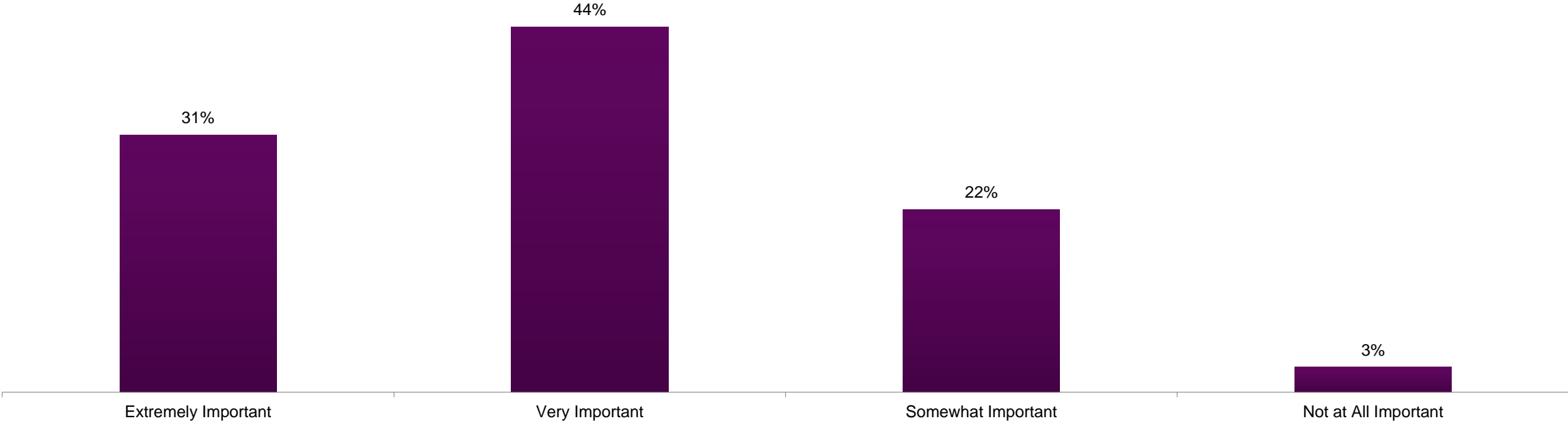
Similar percentages of men and women have turned down or did not pursue a job because they were concerned about its impact on work-life balance

Have you ever turned down or did not pursue a job because you were concerned about its impact on your work-life balance?



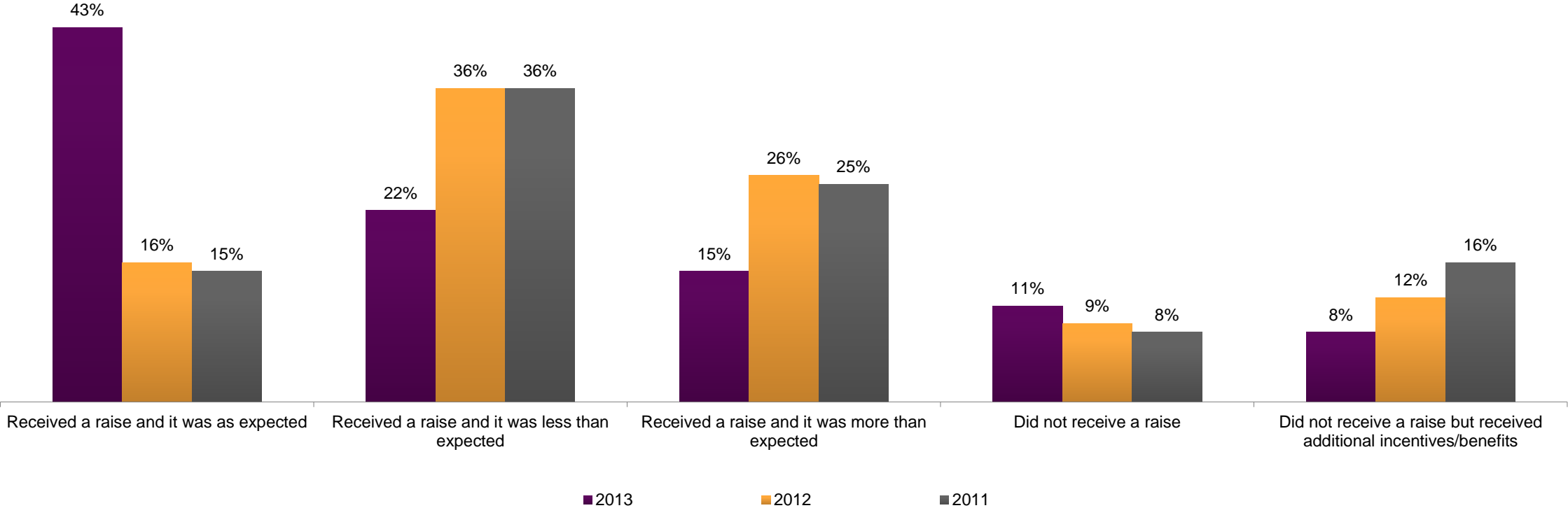
Time that is disconnected from work is very important to work-life balance

How important are the following factors with regard to work-life balance?
Having sufficient time to disconnect from work.



Four out of five respondents who negotiated a pay raise received one

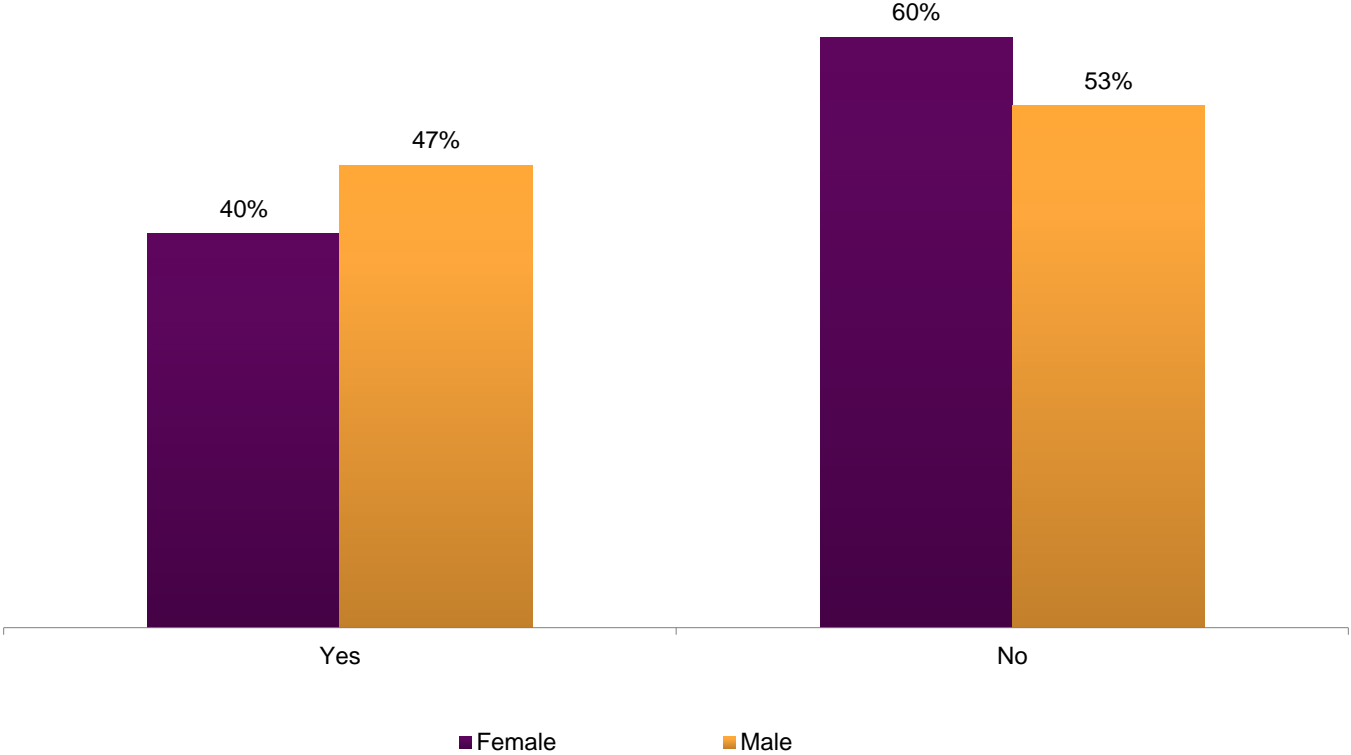
What was the outcome?



Source: IWD 2013 Survey
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Almost half of respondents asked for a promotion

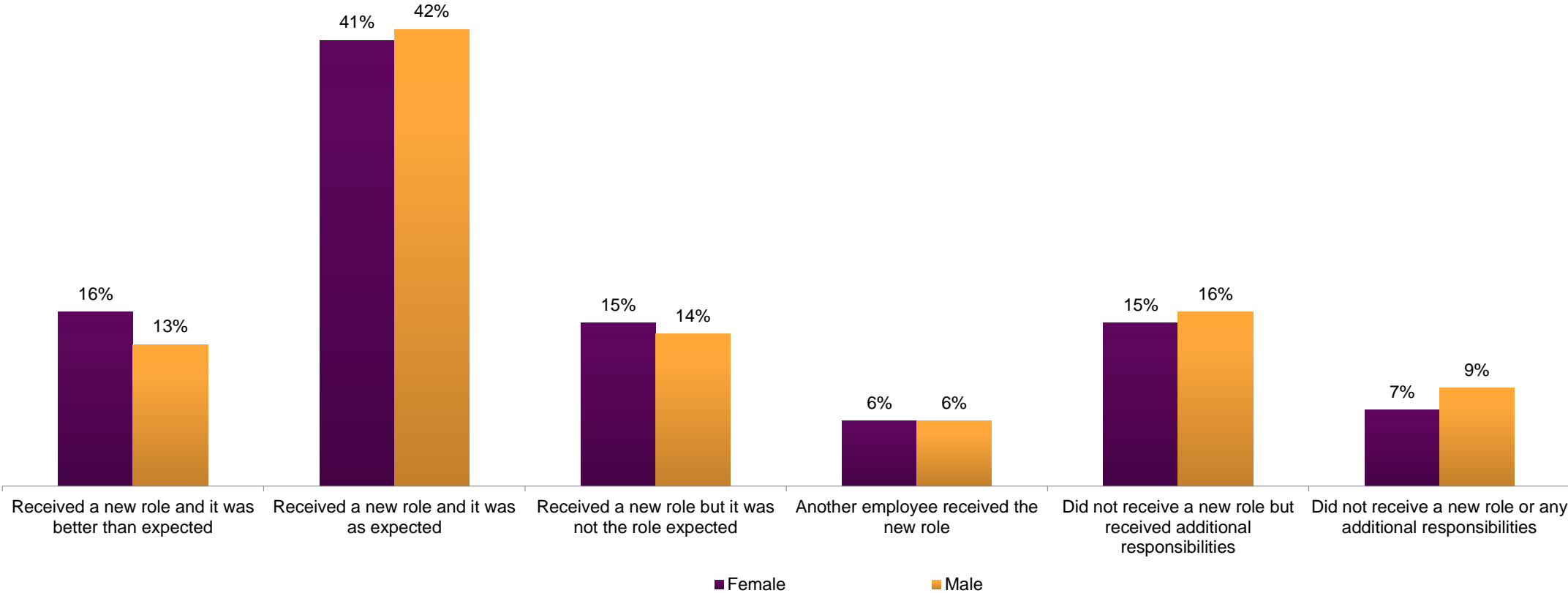
Have you ever asked for a promotion?



Source: IWD 2013 Survey
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And a similar percentage of men and women received a promotion

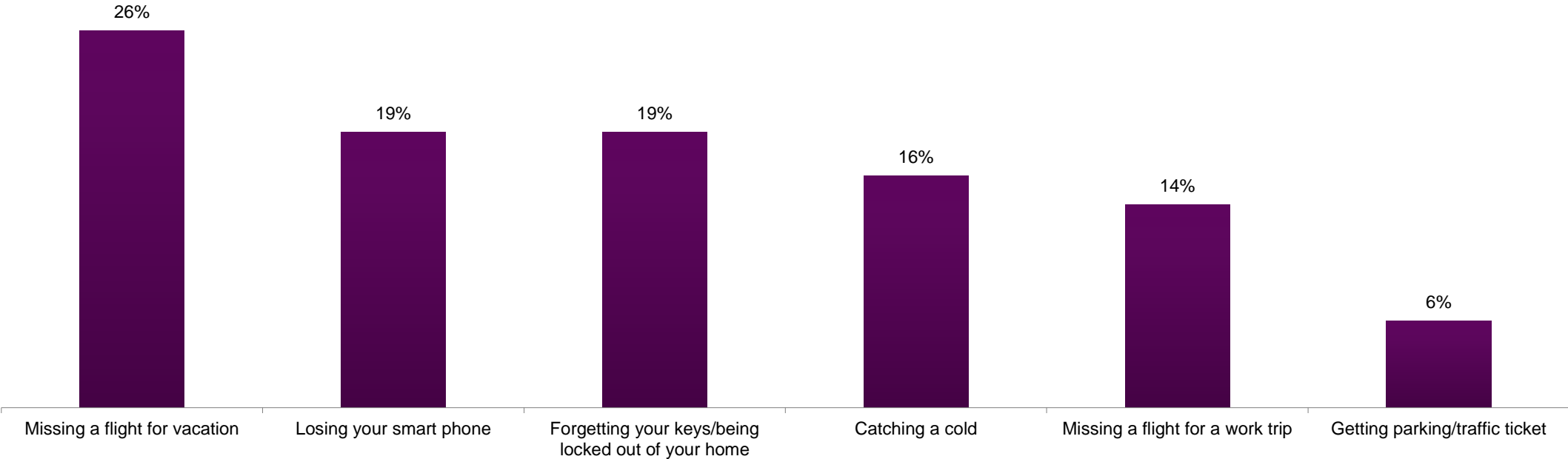
What was the outcome?



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Missing a flight for vacation is worse than any other event listed

Which of the following is worse for you?



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Over half of respondents have a spouse/significant other with a full-time job

Does your spouse or significant other have a full-time job?

