How often do people THINK about their career?

- 4.2% have never taken any time to think about their career
- 29% have periodically thought about their career
- 38.1% have actively considered and managed their career
- 28.7% do not think about their career

To what extent does career support IMPACT your level of engagement at work?

- Career support has SOME IMPACT on my level of engagement: 43%
- Career support GREATLY ADDS to my level of engagement: 39.9%
- Career support has NO IMPACT on my level of engagement: 17.1%

Top three most likely REASONS people change jobs:

- Better career opportunities/ career growth and support: 35%
- Work/life balance: 17.8%
- More interesting work: 17.4%

Frequency with which people WANT to talk about their career with their manager:

- Quickly and often - on a casual basis: 23.1%
- Monthly: 15.1%
- Quarterly: 39.3%
- Annually: 14.8%
- Never: 7.7%

Frequency with which people ACTUALLY talk about their career with their manager:

- Quickly and often - on a casual basis: 11.6%
- Monthly: 7.7%
- Quarterly: 17.1%
- Annually: 35.8%
- Never: 27.8%

Should I stay or should I go?

I don't think there is anything wrong with staying in the same job if I can try new things or develop my skills.

Choose the three (3) most important criterion you will look for in your next position (whether that job is with your current employer or in another organization).

- INTERESTING WORK: I want work that challenges me, stimulate my intellect, or helps me broaden my knowledge or skills
- MEANINGFUL WORK: I want work that satisfies my personal values or contributes to the larger community
- WORK/LIFE BALANCE: I want a job that fits my lifestyle

What Careers FEEL LIKE

- A SPIDER WEB: I am connected to a lot of people and ideas
- A CORN MAZE: I am not sure which direction to go
- A BOUNCE HOUSE: I am having fun but I'm not getting anywhere

MANAGER SUPPORT

- How to connect with others who share my career or industry interests: 33.5%
- Industry benchmarks on my compensation: 24.6%
- Personal branding: 24.6%

OBSTACLES TO NETWORKING

- I don't have time to do it: 32.7%
- I don't know what opportunities exist to expand my network: 28.8%
- I don't know what to say to people: 16.7%