



## For 43 Percent of Workers, Switching Jobs Is Viewed as the Key to Career Growth, According to Workplace Survey by Kelly Services®

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### Latest Findings From Kelly Global Workforce Index™

TROY, MI -- (Marketwire) -- 09/25/12 -- More than one-in-three respondents (43 percent) to the [Kelly Global Workforce Index](#) (KGWI) believe that in order to develop their skills and advance their careers, it is more important to change employers, rather than remain with their existing employer.

The KGWI examines issues of job mobility and career progression as part of a shift to a more autonomous and empowered workforce. The survey reflects a changing attitude from workers, with more seeking to gain new experiences and skills with multiple employers. Nearly 170,000 people in 30 countries participated in the survey, including approximately 20,000 in the United States.

In spite of the lingering uncertainty in the economy, almost two-thirds (63 percent) say that if they did change jobs, they would be in a good position to negotiate a similar or better position.

"We are seeing a shifting attitude on the part of employees who are increasingly embracing the idea of working for multiple employers as a way to gain a wider array of work experience while they grow their careers," said Steve Armstrong, senior vice president and general manager, Kelly Services.

The survey shows that the idea of a career-for-life with one employer is regarded as relevant by 44 percent of workers. However, those with professional and technical skills are less attracted to the career-for-life (39 percent) proposition compared to other workers (49 percent).

Results of the survey in the United States also show:

- Well over half (60 percent) say experience with multiple employers is an asset in their career development.
- More than a third (36 percent) admit that they actively look for new jobs, even when happy in their current ones.
- Only 22 percent believe they will have the chance to progress or gain a promotion with their current employer in the next year.
- Half of those surveyed believe that their current employer is not realizing their full potential.

"Employers face the reality that even happy workers are actively planning for the next step in their career and that many workers are seeing the advantages of wider employment experiences with a more diverse range of organizations," Armstrong said. "Employers need to consider ways to improve their development and promotional programs so that employees think twice before switching employers."

Complete findings are published in a new report, [Autonomous and Empowered Workforce](#). For more information about the Kelly Global Workforce Index and key regional and generational findings, please visit the Kelly® [Press Room](#) or [kellyservices.com](#).

About the Kelly Global Workforce Index™

The [Kelly Global Workforce Index](#) is an annual survey revealing opinions about work and the workplace from a generational viewpoint. Approximately 170,000 people from the Americas, APAC and EMEA participated in the survey. Results will be published throughout 2012 on a variety of topics such as employee retention, social media and the highly virtual workplace. Visit [kellyservices.com](#) to review findings on the current topic.

About Kelly Services®

Kelly Services, Inc. (NASDAQ: KELYA) (NASDAQ: KELYB) is a leader in providing workforce solutions. Kelly® offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and direct-hire basis. Serving clients around the globe, Kelly provides employment to more than 550,000 employees annually. Revenue in 2011 was \$5.6 billion. Visit [kellyservices.com](#) and connect with us on [Facebook](#), [LinkedIn](#), and [Twitter](#). Download [The Talent Project](#), a free iPad app by Kelly Services.

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