

2007 Work+Life Fit Reality Check Summary

First conducted in 2006, The Annual Work+Life Fit Reality Check is designed to monitor progress from the individual's point of view. The telephone survey of a national probability sample of 900 full-time employed adults was sponsored by Work+Life Fit, Inc., conducted by Opinion Research Corporation November 1 – 5 and has a margin of error of +/- 3 percent. For a copy of the companion news release or for more information, please e-mail pam@superpear.com.

PRESIDENTIAL ELECTION

More than half (58%) of those surveyed believe the next president should introduce legislation that would make it easier for organizations to offer to offer and individuals to access more work life flexibility. Those significantly more likely to believe the next president should make work life flexibility easier to achieve were:

- More women (64%) than men (54%)
- More young people ages 25-55 (60%) than those 55-64 (44%)
- Those with children (63%) more than those without (54%)

WORK DIFFERENTLY, NOT LESS

Which one of the following work changes is most important to you?

Make more money	44%
Work life flexibility	35%
<i>Work same number of hours but a more flexible schedule</i>	13%
<i>Reduce my schedule by 1 to 10 hours</i>	10%
<i>Work from location outside of office</i>	7%
<i>Reduce schedule more than 10 hours</i>	5%
Responsibilities that better use my talents	16%

Select all work changes you would like to make:

Make more money	84%
Work life flexibility	
<i>Work same number of hours but a more flexible schedule</i>	58%
<i>Reduce my schedule by 1 to 10 hours</i>	46%
<i>Work from location outside of office</i>	49%
<i>Reduce schedule more than 10 hours</i>	29%
Responsibilities that better use my talents	64%

WORK LIFE FIT CUSTOMER SERVICE IMPACT

	Total	Men	Women	25-34	35-44	45-54	55-64
Total - Positive or Neutral Impact	86%	87%	85%	88%	85%	85%	88%
Clients, customers would expect better service because employee is more satisfied	27%	26%	29%	36%	26%	23%	20%
It would not matter to clients or customers	59%	61%	56%	52%	59%	62%	68%
Clients, customers might worry it will affect employee's ability to service them	12%	12%	12%	11%	14%	13%	10%

WORK LIFE FIT AS A GROWTH STRATEGY

More than half (57%) of respondents said that their organizations offered some type of work life flexibility, and of that number, only 37% felt their organizations saw flexibility as a business strategy. The remainder (20%) felt it was a perk.

Men (41%) were significantly more likely to report that their company viewed work life flexibility as a strategy to help retain talent, manage the workload, and to grow, than were women (32%).

WORK LIFE FIT: WHO HAS IT, WHO DOESN'T AND WHY

	Total	Men	Women
I have more work life flexibility, sometimes referred to as balance, now than I did at this time last year (TRUE)	54%	56%	50%
Nothing has kept me from improving my work life flexibility, I already have it	25% (15% in 2006)	61% (15% in 2006)	56% (15% in 2006)
I have more work life flexibility, sometimes referred to as balance, now than I did at this time last year (FALSE)	45%	42%	49%

- Sixty percent are more comfortable discussing the need for work life flexibility with their supervisor now than at this time last year. (men 61%, women 60%).
 - Those ages 25-44 were significantly more likely to say that they're more comfortable (Ages 25-34: 73%, Ages 35-44: 63%) than those 45-64 (Ages 45-54: 52%, Ages 55-64: 45%).
 - Those in households with three or more people were more likely (63%) than those in one-person households (55%) to say they were comfortable.
- More than half of respondents (53%) felt their companies were more supportive of work life flexibility now than last year.

OBSTACLES TO WORK LIFE FIT

	Total 2007	Total 2006	Men 2007	Men 2006	Women 2007	Women 2006
Already have work/life flex	25%	15%	25%	15%	26%	15%
Might make less money	39%	45%	39%	47%	38%	42%
Even though company has it, not really okay to use	31%	32%	34%	34%	28%	28%
Others think don't work hard	30%	29%	32%	32%	28%	23%
Boss says "no"	26%	32%	22%	33%	32%	31%
Don't know how to use flex	22%	22%	23%	24%	21%	20%
Might lose job	20%	28%	19%	28%	21%	27%
No such thing as work life flex	16%	3%	16%	3%	15%	3%

- Men were more likely than women to be concerned about “perceptions,” although they were significantly less likely than women to fear the boss saying “no” (22% men, versus 32% women), which is a decrease from 2006.
- Young employees, singles, households with three or more, and those earning less than \$75,000 annually were significantly more likely to worry about making less money.

Work+Life Fit, Inc. is a consulting firm that specializes in developing innovative flexibility strategies for organizations and individuals. Clients include BDO Seidman LLP, Ernst & Young, Quaker, Lehman Brothers, Merrill Lynch and Microsoft, as well as thousands of individuals. President and founder Cali Williams Yost has been consulting since 1995, first at the Families and Work Institute and then Bright Horizons Family Solutions, two of the industry's leading organizations. She is the author of the critically acclaimed *Work+Life: Finding the Fit That's Right for You* (Riverhead/Penguin Group, 2005), writes the Work+Life Fit Blog available at www.worklifefit.com and is a regular contributor for other major blogs. Earlier this year Cali was named a 2007 Work-Life Rising Star by Alliance for Work-Life Progress.

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