

Who do executives turn to first for job-change advice?



Survey Shows Spouse Remains Chief Career Advisor for Managers

TORONTO, June 30, 2015 /CNW/ - Who says people don't listen to their better half? According to a recent [Accountemps](#) survey. Almost half (**48 per cent**) of the executives surveyed said they turn first to a spouse or significant other for advice when evaluating an employment offer. Mentors were the next most commonly tapped source of guidance (**19 per cent**), however their influence seems to have diminished: When a similar question was asked in [2007](#), they were cited by **43 per cent** of managers. Friends trailed closely behind, with **15 per cent** of the response in the latest survey. Coworkers and other family members were mentioned by just **6 per cent** and **7 per cent** of those polled, respectively.

The survey was developed by Accountemps, the world's first and largest specialized staffing service for temporary accounting, finance and bookkeeping professionals, and conducted by an independent research firm. It includes responses from more than 300 senior executives in Canada at companies with 20 or more employees.

Executives were asked, "**Which one of the following people would you most likely approach first for advice when evaluating a potential job change?**" Their responses:

	2015	2007
Spouse/significant other	48%	28%
Mentor	19%	43%
Friend	15%	9%
Coworker	6%	11%
Other family member	7%	3%
Someone else	1%	2%
Don't know	<u>3%</u>	<u>0%</u>

	99%*	101%*
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* Responses do not total 100 per cent due to rounding.

"It is understandable that professionals looking to change jobs would seek guidance from spouses or others closest to them, who likely have a strong appreciation of both their personal and professional ambitions," said Dianne Hunnam-Jones, Canadian president of Accountemps. "However, it is important to keep in mind that mentors can give insight into your specific field, and the potential opportunities therein, which may offer invaluable perspective with regards to the direction you choose."

Hunnam-Jones added, "Employers should take note of this significance in spousal opinion when looking to hire star candidates. Offering family-focused work perks and partner benefits may go a long way in attempting to retain, or attract, skilled employees."

Accountemps offers the following four tips when evaluating a job change:

- **Size up the offer.** Is the [salary](#) competitive? Does the corporate culture appeal to you? Do you like the daily job duties?
- **Seek a track record of success.** Look at the big picture. Does the company have a strong financial track record? What are the organization's plans for growth?
- **Pursue an employee-friendly environment.** In addition to compensation, evaluate perks and benefits such as flexible schedules, telecommuting options, recognition programs, and mentoring and training opportunities.
- **Look for opportunities to grow.** The best employers will provide room for professional challenge once you've proven yourself on the job. Can the hiring manager describe potential career paths within the organization and the support system available to help you achieve your goals?

About Accountemps

Accountemps, a [Robert Half](#) company, is the world's first and largest specialized staffing service for temporary accounting, finance and bookkeeping professionals. The staffing firm has more than 340 offices worldwide. More resources, including online job search services and the [Accountemps blog](#), can be found at accountemps.ca. Follow [@RobertHalf_CAN](#) on Twitter for additional workplace news and hiring trends.

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