

New Survey from Citi and LinkedIn Explores the Factors that Shape Men's and Women's Professional Paths – and Their Varied Definitions of Success

October 30, 2013

Business Wire

<http://www.businesswire.com/news/home/20131030005200/en>

Citi and LinkedIn released the results from their third *Today's Professional Woman Report*, a national survey of women's career and financial concerns. The study surveyed 1,023 professionals and for the first time explored men's perspective on success. It found that 45% of women are employed in careers different than what they thought they would be employed in when graduating college compared to 36% of men. Furthermore, 30% of women expected to work in a different industry or at a different firm in the next ten years compared to 19% of men. The number of women and men who feel they have achieved their personal goals and consider themselves successful was nearly equal. The study also found that men place more of an emphasis on marriage and children when it comes to defining success - 79% of men equate "having it all" with being in a strong, loving marriage compared to 66% of women. Eighty six percent of men factor children into their definition of success compared 73% of women. More women identified the following company benefits and perks as key drivers for career satisfaction when compared to men: professional development resources and training (87% vs. 78%); flex schedules/ability to work from home (90% vs. 72%); health/fitness related perks (55% vs. 45%); and good maternity leave/paternity leave policy (56% vs. 36%).

Human Rights Campaign Foundation

Top Law Firms for Equality, 2013

http://www.hrc.org/files/assets/resources/2013_CEI-LawFirms-OnePager.pdf2.pdf

A survey conducted by the Human Rights Campaign Foundation found that 71 of the 140 largest national law firms surveyed got a perfect score on the index which rates law firms on 40 specific LGBT policies and practices. Thirty five firms received a 90% score. To achieve a perfect score, law firms must: 1) have fully inclusive equal opportunity policies; 2) provide equal employment benefits; 3) demonstrate organizational LGBT competency; 4) evidence their commitment to equality publicity; and 5) exercise responsible citizenship.

Americans Still Prefer a Male Boss

November 11, 2013

Frank Newport and Joy Wilke

Gallup

<http://www.gallup.com/poll/165791/americans-prefer-male-boss.aspx?version=print>

A recent Gallup poll found that 35% of Americans would prefer working for a male boss compared to 23% who would prefer working for a female boss and 42% who had no preference. Since Gallup first conducted this survey in 1953, the number of Americans who prefer a female boss increased by 18% and the number who had no preference increased by thirteen percent. The number who preferred a male boss declined by thirty one percent. The largest difference in preference was among Americans who identify themselves as Republicans where 40% preferred working for a male compared to 16% who preferred working for a female. In addition, 40% of women preferred working for a male boss compared to 27% who preferred working for a female boss.

Talent Advisory Board Inc. is committed to advancing workforce diversity.

You are receiving this email as a firm member of the 2013 TAB Research Roundtable.

For more information, please visit www.talentadvisoryboard.com.

If you wish to be removed from this list, please email info@talentadvisoryboard.com.