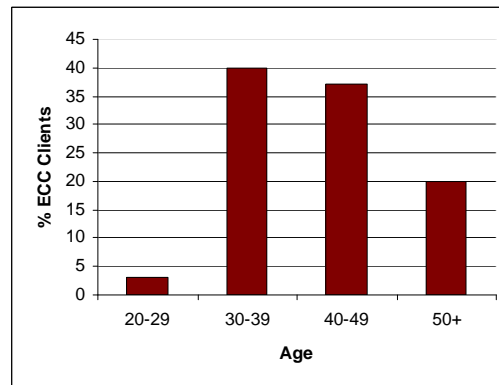


## Profile of ECC Career Options Clients 2004/2006

1. Gender – 82% of clients are male.
2. Average age of clients – 41.



3. Average length of service – 12 years.
4. Role in company

Director	13%
Partner in Professional Firm	15%
Senior Manager	39%
Project Manager	17%
Middle Management	10%
Supervisor	3%
Junior Lawyer	3%

5. Average salary £66,000.
6. Reason for using ECC Career Options programme:

Poor interpersonal skills	20%
Inability to adjust to changing work practices	12%
Underperformance	12%
Job/culture misfit	8%
Overlooked for promotion/partnership opportunities	16%
Overworked/stressed, looking for better work/life balance	16%
Miscellaneous, including overpromotion, job relocation, outsourcing	16%

7. Outcome:

Left the company	61%
Stayed in the company in the same role	14%
Stayed in the company in a different role	22%
Negotiated a career break	3%

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