If you were unhappy in a new job, how long would it be before you considered quitting?*

Less than one month	8%
One month to three months	20%
Three months to six months	25%
Six months to a year	26%
More than a year	13%
I would not consider quitting	7%
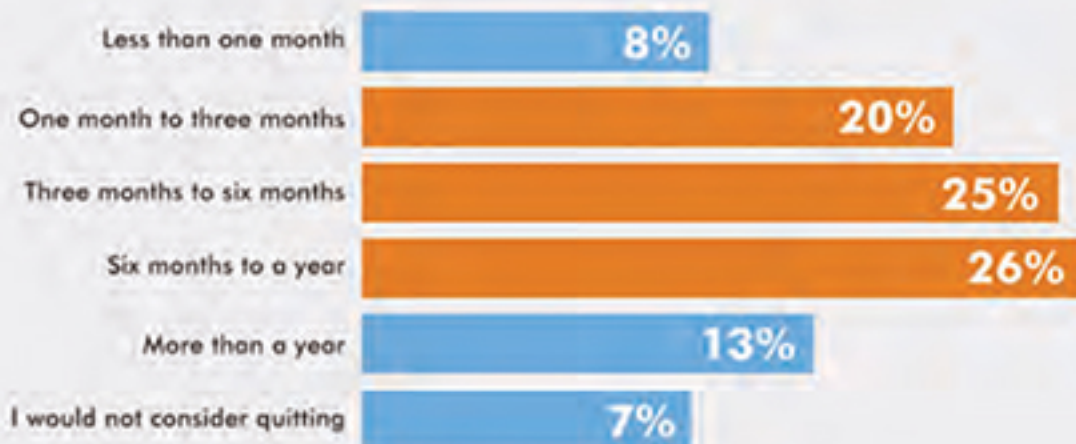
Top five factors that contribute to a positive experience on the first day of a new job:

#1 Meeting with new manager to clarify expectations

#2 Having company procedures/protocols explained

#3 Being introduced to colleagues

#4 Having workspace properly set up (e.g., computer logins, phone ready)

#5 Being given assignments/work to do

Aside from poor performance, which is most likely to lead to a failed hire?

	2016	2011
Mismatched skill set	38%	36%
Unclear performance expectations	27%	30%
Personality conflicts	20%	17%
Failure to fit into corporate culture	15%	14%

■ 2016 ■ 2011