
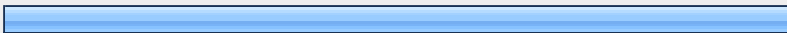



Interims

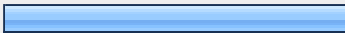

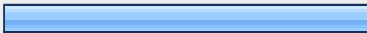


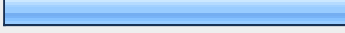
1. Are you currently working on an interim assignment?

	Response Percent	Response Count
Yes - please answer question below 	32.9%	25
No but I am looking for one - please press next and go to next page 	61.8%	47
No - for another reason - please go to next page 	5.3%	4
	answered question	76
	skipped question	0

2. If you are currently working on an assignment, how long have you been in this role?

		Response Percent	Response Count
Less than one month		16.0%	4
One - three months		32.0%	8
Four - six months		24.0%	6
Longer than six months		28.0%	7
		<i>answered question</i>	25
		<i>skipped question</i>	51



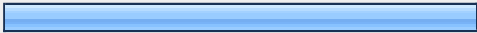



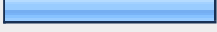
3. If you are looking for an assignment, how long have you been looking?

	Response Percent	Response Count
One month 	26.8%	15
Two months 	7.1%	4
Three to five months 	28.6%	16
Six to eight months 	8.9%	5
Nine months 	1.8%	1
Over nine months 	26.8%	15
<i>answered question</i>		56
<i>skipped question</i>		20

4. How does this compare with your previous experience of looking for assignments?

	Response Percent	Response Count
Taking longer	65.0%	39
About the same	26.7%	16
Taking less time	3.3%	2
First interim assignment	5.0%	3
answered question		60
skipped question		16

5. What is your function?

	Response Percent	Response Count
General Management 	30.1%	22
HR 	6.8%	5
Finance 	37.0%	27
IT 	4.1%	3
Supply Chain 	4.1%	3
Sales/Marketing 	13.7%	10
Other 	16.4%	12
Other (please specify)		16
	<i>answered question</i>	73
	<i>skipped question</i>	3

6. Which of the following providers are you/have you been registered with?

	Response Percent	Response Count
Albemarle	43.2%	32
Alium Partners	73.0%	54
BIE	73.0%	54
Boyden	64.9%	48
Brooklands Executives	43.2%	32
Curzon Interim	64.9%	48
Green Park	51.4%	38
Heidrick & Struggles	35.1%	26
Impact Executives	54.1%	40
Intramezzo	33.8%	25
Odgers	70.3%	52
Penna	40.5%	30
Russam GMS	52.7%	39
Veredus	33.8%	25
None of these	8.1%	6
Other	17.6%	13
Other (please specify)		19

answered question 74

skipped question 2

7. In the first two columns, can you please rate each of the following providers you are registered with or have been registered with, from 1 to 5, 1 = poor, 5 = excellent. In the third and fourth columns, please answer the other two questions

Courtesy/Professionalism						
	1	2	3	4	5	Response Count
Albemarle	14.3% (4)	17.9% (5)	35.7% (10)	14.3% (4)	17.9% (5)	28
Alium Partners	7.1% (3)	11.9% (5)	21.4% (9)	23.8% (10)	35.7% (15)	42
BIE	6.7% (3)	8.9% (4)	24.4% (11)	40.0% (18)	20.0% (9)	45
Boyden	11.1% (4)	8.3% (3)	41.7% (15)	27.8% (10)	11.1% (4)	36
Brooklands Executives	16.1% (5)	16.1% (5)	41.9% (13)	16.1% (5)	9.7% (3)	31
Curzon Interim	4.4% (2)	8.9% (4)	26.7% (12)	13.3% (6)	46.7% (21)	45
Green Park	12.1% (4)	15.2% (5)	33.3% (11)	27.3% (9)	12.1% (4)	33
Heidrick & Struggles	4.2% (1)	12.5% (3)	33.3% (8)	29.2% (7)	20.8% (5)	24
Impact Executives	6.1% (2)	12.1% (4)	33.3% (11)	33.3% (11)	15.2% (5)	33
Intramezzo	9.5% (2)	23.8% (5)	42.9% (9)	19.0% (4)	4.8% (1)	21
Odgers	8.5% (4)	4.3% (2)	23.4% (11)	42.6% (20)	21.3% (10)	47
Penna	13.3% (4)	10.0% (3)	43.3% (13)	20.0% (6)	13.3% (4)	30

Russam GMS	20.6% (7)	11.8% (4)	41.2% (14)	23.5% (8)	2.9% (1)	34
Veredus	8.3% (2)	25.0% (6)	29.2% (7)	25.0% (6)	12.5% (3)	24
Overall candidate experience with this provider						
	1	2	3	4	5	Response Count
Albemarle	17.2% (5)	24.1% (7)	44.8% (13)	6.9% (2)	6.9% (2)	29
Alium Partners	12.2% (5)	14.6% (6)	41.5% (17)	22.0% (9)	9.8% (4)	41
BIE	2.2% (1)	13.3% (6)	42.2% (19)	31.1% (14)	11.1% (5)	45
Boyden	8.3% (3)	19.4% (7)	47.2% (17)	22.2% (8)	2.8% (1)	36
Brooklands Executives	16.7% (5)	23.3% (7)	40.0% (12)	13.3% (4)	6.7% (2)	30
Curzon Interim	6.5% (3)	8.7% (4)	37.0% (17)	28.3% (13)	19.6% (9)	46
Green Park	8.8% (3)	20.6% (7)	44.1% (15)	20.6% (7)	5.9% (2)	34
Heidrick & Struggles	8.0% (2)	16.0% (4)	44.0% (11)	28.0% (7)	4.0% (1)	25
Impact Executives	3.0% (1)	24.2% (8)	51.5% (17)	21.2% (7)	0.0% (0)	33
Intramezzo	13.0% (3)	39.1% (9)	34.8% (8)	13.0% (3)	0.0% (0)	23
Odgers	6.4% (3)	14.9% (7)	36.2% (17)	27.7% (13)	14.9% (7)	47
Penna	23.3% (7)	13.3% (4)	36.7% (11)	23.3% (7)	3.3% (1)	30
Russam GMS	17.6% (6)	17.6% (6)	47.1% (16)	17.6% (6)	0.0% (0)	34
Veredus	12.5% (3)	16.7% (4)	41.7% (10)	25.0% (6)	4.2% (1)	24

Were you interviewed as part of the registration process?				
	Yes	No		Response Count
Albemarle	53.1% (17)	46.9% (15)		32
Alium Partners	73.8% (31)	26.2% (11)		42
BIE	87.0% (40)	13.0% (6)		46
Boyden	59.5% (22)	40.5% (15)		37
Brooklands Executives	51.6% (16)	48.4% (15)		31
Curzon Interim	82.6% (38)	17.4% (8)		46
Green Park	54.5% (18)	45.5% (15)		33
Heidrick & Struggles	80.0% (20)	20.0% (5)		25
Impact Executives	54.5% (18)	45.5% (15)		33
Intramezzo	22.7% (5)	77.3% (17)		22
Odgers	77.1% (37)	22.9% (11)		48
Penna	51.6% (16)	48.4% (15)		31
Russam GMS	19.4% (7)	80.6% (29)		36
Veredus	54.2% (13)	45.8% (11)		24
Did the provider take up references as part of the registration process?				
	Yes	No	Don't know	Response Count
Albemarle	16.7% (5)	43.3% (13)	40.0% (12)	30

Alium Partners	22.5% (9)	37.5% (15)	40.0% (16)	40
BIE	26.7% (12)	40.0% (18)	33.3% (15)	45
Boyden	8.3% (3)	52.8% (19)	38.9% (14)	36
Brooklands Executives	23.3% (7)	50.0% (15)	26.7% (8)	30
Curzon Interim	29.5% (13)	38.6% (17)	31.8% (14)	44
Green Park	23.5% (8)	47.1% (16)	29.4% (10)	34
Heidrick & Struggles	8.3% (2)	37.5% (9)	54.2% (13)	24
Impact Executives	17.2% (5)	48.3% (14)	34.5% (10)	29
Intramezzo	0.0% (0)	52.4% (11)	47.6% (10)	21
Odgers	26.1% (12)	34.8% (16)	39.1% (18)	46
Penna	10.0% (3)	50.0% (15)	40.0% (12)	30
Russam GMS	5.9% (2)	67.6% (23)	26.5% (9)	34
Veredus	22.7% (5)	40.9% (9)	36.4% (8)	22
			answered question	60
			skipped question	16





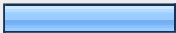

8. What would you like to see interim providers doing which they don't do now?

	Response Count
	35
<i>answered question</i>	35
<i>skipped question</i>	41



9. How did you get your current/last interim assignment?

	Response Percent	Response Count
Personal Contact	36.8%	25
Previous Employer	4.4%	3
Networking	30.9%	21
Private Equity	2.9%	2
Saw it advertised	0.0%	0
Saw it advertised but seeking a permanent position	1.5%	1
Provider	23.5%	16
Provider (please specify)		12
<i>answered question</i>		68
<i>skipped question</i>		8

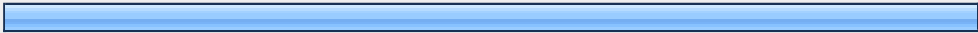

10. In which of these bands does your daily rate normally sit?

	Response Percent	Response Count
Under £500 	2.9%	2
£500 - £700 	17.6%	12
£701 - £900 	44.1%	30
£901 - £1100 	16.2%	11
£1101 - £1300 	13.2%	9
More than £1300 	5.9%	4
<i>answered question</i>		68
<i>skipped question</i>		8


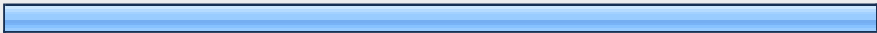
11. Did your last/current assignment meet your daily rate expectations?

	Response Percent	Response Count
Yes 	82.1%	55
No 	17.9%	12
If No, please state the problem:		11
<i>answered question</i>		67
<i>skipped question</i>		9

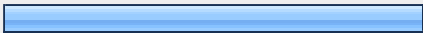

12. Did the assignment match the job description?

	Response Percent	Response Count
Yes 	76.5%	52
No 	23.5%	16
answered question		68
skipped question		8



13. If No, was it?

	Response Percent	Response Count
Better 	31.6%	6
Worse 	68.4%	13
In what way?		14
answered question		19
skipped question		57

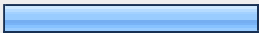

14. As an interim have you come across any truly unusual situations during an assignment?

		Response Percent	Response Count
Yes		32.8%	21
No		67.2%	43
If yes, please tell us the story			19
answered question			64
skipped question			12

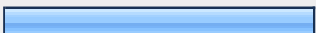
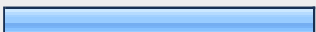
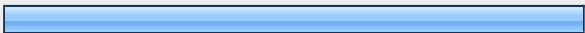

15. Have you ever come across a truly eccentric boss that one would not want to work for permanently?

		Response Percent	Response Count
Yes		35.9%	23
No		64.1%	41
If Yes, please tell us about the boss.			17
answered question			64
skipped question			12

16. Have you ever had to leave an assignment due to odd circumstances?

	Response Percent	Response Count
Yes 	19.7%	13
No 	80.3%	53
If Yes, please specify		13
answered question		66
skipped question		10

17. In the last 6 months, have you been contacted to discuss assignments?

	Response Percent	Response Count
More often than in the preceding 6 months 	24.2%	16
The same 	24.2%	16
Less often 	45.5%	30
Not relevant (only been doing this for 6 months or less) 	6.1%	4
answered question		66
skipped question		10

18. Do you belong to/use any of the following?

	Response Percent	Response Count
IMA	22.6%	14
Interim Hub	16.1%	10
Competex	9.7%	6
IMDC	29.0%	18
IIM	11.3%	7
IMN	0.0%	0
None of these	59.7%	37
Other (please specify)		8
answered question		62
skipped question		14

19. What are the genuine positives of being an interim over being permanent?

	Response Percent	Response Count
Learn more	50.0%	31
Meet more people	56.5%	35
Better pay	25.8%	16
Get treated better	11.3%	7
Not involved in office politics	64.5%	40
More flexibility for when I work	59.7%	37
Other (please specify)		17
<i>answered question</i>		62
<i>skipped question</i>		14



20. What are the negatives of being an interim over being permanent?

	Response Percent	Response Count
Less certainty about income	84.6%	55
Not part of a team	27.7%	18
Away from home	18.5%	12
Difficulty scheduling holidays	26.2%	17
'Feast or famine'	70.8%	46
Other (please specify)		12
answered question		65
skipped question		11

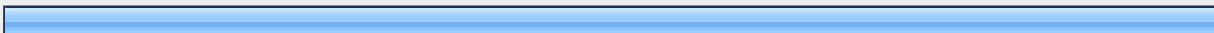

21. Please use this space to add any other comments:

	Response Count
	11
answered question	11
skipped question	65

22. Would you like to enter the prize draw? The draw will take place on...

	Response Percent	Response Count
Yes 	97.0%	64
No 	3.0%	2
<i>answered question</i>		66
<i>skipped question</i>		10

23. Would you like to receive a summary of the findings?

	Response Percent	Response Count
Yes 	95.5%	63
No 	4.5%	3
<i>answered question</i>		66
<i>skipped question</i>		10

24. Thank you for taking the time to complete this questionnaire. If you have answered Yes to one of the questions above or both, please give us your contact details. These will only be used for the purpose of the draw and/or to send you the report summary and will not be passed on to any third party, or used in conjunction with any of the answers.

		Response Percent	Response Count
Name:	<input type="text"/>	98.4%	62
Email:	<input type="text"/>	100.0%	63
		<i>answered question</i>	63
		<i>skipped question</i>	13