

Which three of the following "business jargon" phrases annoy you the most when your manager uses them? Please select up to three responses.

BASE: U.S./Australian/Indian Employed Full/Part-time Who Have Managers

	Male Age		Female Age		Region				Age			
	Total	Total	Total	North-east	Mid-west	South	West	18-34	35-44	45-54	55+	
Weighted Bases	846	439	407	224	196	265	161	323	207	147	170	
Any Business Jargon Phrases Annoy Them (Net)	76%	81%	70%	80%	68%	79%	73%	83%	76%	73%	63%	
"Think outside the box."	25%	28%	22%	24%	31%	26%	19%	25%	24%	29%	23%	
"I don't care how, just get it done."	24%	25%	22%	25%	17%	29%	23%	27%	21%	17%	26%	
"It's on my radar."	19%	22%	15%	21%	12%	20%	21%	19%	22%	13%	19%	
"In the future..."	17%	15%	20%	21%	16%	18%	13%	21%	19%	12%	13%	
"I need you to be more proactive."	17%	19%	15%	17%	17%	19%	14%	20%	15%	17%	13%	
"I'll circle back with you."	17%	16%	17%	20%	20%	16%	10%	20%	14%	16%	15%	
"At the end of the day..."	16%	13%	20%	18%	21%	16%	10%	17%	16%	18%	13%	
"I'd like to task you with this project."	11%	13%	9%	12%	9%	11%	13%	9%	9%	18%	11%	
"Let's take this offline."	10%	11%	9%	13%	11%	10%	6%	12%	11%	11%	6%	
"I have a hard stop later."	7%	5%	8%	6%	5%	8%	7%	6%	11%	4%	6%	
Other	7%	7%	7%	10%	2%	6%	11%	5%	8%	12%	6%	
None	24%	19%	30%	20%	32%	21%	27%	17%	24%	27%	37%	

Australia	India
Total	Total
549	712
83%	95%
28%	21%
34%	46%
19%	17%
24%	34%
25%	30%
14%	20%
28%	29%
12%	28%
9%	15%
7%	12%
5%	2%
17%	5%

Which of the following statements, if any, apply to you with regard to your manager? Please select all that apply.

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I have complimented my manager to get on his/her good side even if I didn't mean it.	18%	17%	20%	17%	22%	17%	18%	23%	23%	14%	9%	
If I saw my manager with his/her family outside of the office, I would be tempted to walk the other way before they saw me.	15%	14%	16%	15%	17%	13%	16%	20%	12%	13%	12%	
If I had access to my manager's office and computer, I would be tempted to snoop if I knew I wouldn't get caught.	9%	9%	9%	12%	9%	9%	5%	13%	9%	6%	4%	
None of these	65%	65%	64%	67%	60%	67%	65%	54%	63%	74%	80%	

Australia	India
Total	Total
549	712
23%	46%
25%	23%
11%	20%
51%	26%

How strongly do you agree or disagree with the following statement? My manager sets a good example for how his/her employees should conduct business with the way he/she behaves (i.e., is ethical, honest, collaborative, creative, empowered, innovative, dedicated, trustworthy, etc.).

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Strongly/Somewhat Agree - Manager Sets Good Example For Employees With Their Own Behavior (Net)	69%	68%	70%	70%	68%	69%	67%	71%	61%	69%	72%	65%	69%
Strongly agree	31%	29%	33%	27%	31%	34%	32%	38%	22%	25%	33%	21%	26%
Somewhat agree	38%	38%	37%	43%	37%	35%	35%	34%	39%	44%	38%	43%	43%
Strongly/Somewhat Disagree - Manager Sets Good Example For Employees With Their Own Behavior (Net)	31%	32%	30%	30%	32%	31%	33%	29%	39%	31%	28%	35%	31%
Somewhat disagree	18%	20%	17%	18%	16%	20%	19%	17%	22%	19%	14%	24%	18%
Strongly disagree	13%	13%	13%	13%	16%	11%	14%	11%	17%	11%	14%	11%	13%

Do you think your manager adheres to those values (i.e., is ethical, honest, collaborative, creative, empowered, innovative, dedicated, trustworthy, etc.) on a regular basis?

BASE: U.S./Australian/Indian Employed Full/Part-time Who Have Managers And Agree Manager Sets Good Example For Employees With Their Own Behavior

	Total	Male Age	Female Age	Region				Age				Australia	India
		Total	Total	North-east	Mid-west	South	West	18-34	35-44	45-54	55+	Total	Total
Weighted Bases	580	297	284	156	134	183	108	230	127	102	121	355	490
Yes	92%	92%	91%	95%	93%	90%	90%	94%	90%	90%	90%	89%	80%
No	8%	8%	9%	5%	7%	10%	10%	6%	10%	10%	10%	11%	20%

If you had to choose between the following two options, which would you prefer?

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		Total	Total	North-east	Mid-west	South	West	18-34	35-44	45-54	55+	Total	Total
Weighted Bases	846	439	407	224	196	265	161	323	207	147	170	549	712
A manager who is a high achiever but demanding	75%	73%	77%	70%	78%	78%	71%	77%	70%	77%	73%	71%	75%
A manager who is nice but ineffective	25%	27%	23%	30%	22%	22%	29%	23%	30%	23%	27%	29%	25%

And, if you had to choose between the following two options, which would you prefer?

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		Total	Total	North-east	Mid-west	South	West	18-34	35-44	45-54	55+	Total	Total
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A manager who invests in my professional development	61%	61%	61%	60%	60%	67%	56%	59%	67%	60%	58%	56%	44%
A manager who invests in programs that make the work environment more fun	39%	39%	39%	40%	40%	33%	44%	41%	33%	40%	42%	44%	56%

In your opinion, what are the three most important attributes of the best manager? Please select up to three responses.

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Honesty	78%	77%	79%	77%	80%	78%	76%	69%	81%	78%	90%	
Goal-oriented	44%	40%	48%	45%	51%	48%	26%	47%	43%	49%	33%	
Compassion	40%	35%	44%	39%	33%	42%	45%	42%	35%	41%	41%	
Directness	39%	42%	35%	40%	38%	39%	36%	43%	38%	38%	32%	
Thoughtful	32%	30%	34%	30%	36%	26%	41%	29%	21%	32%	52%	
Humor	30%	28%	32%	29%	31%	27%	35%	34%	31%	30%	20%	
Transparency	24%	30%	17%	21%	17%	31%	23%	22%	27%	21%	25%	
Other	3%	3%	2%	5%	3%	1%	1%	3%	3%	3%	2%	

Australia	India
Total	Total
549	712
76%	66%
37%	64%
40%	17%
37%	26%
37%	41%
32%	24%
30%	46%
1%	1%

Which one of the following forms of praise or recognition would you most appreciate from your manager?

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Individual praise just to me	43%	39%	47%	45%	46%	40%	42%	42%	43%	47%	41%	
Praise to my manager's manager	32%	35%	29%	31%	35%	32%	31%	33%	29%	34%	33%	
Praise in front of my peers	25%	26%	24%	24%	20%	29%	27%	25%	28%	19%	26%	

Australia	India
Total	Total
549	712
45%	27%
27%	34%
28%	39%

These surveys were conducted online within the U.S. by Harris Interactive on behalf of Kronos Incorporated from Sept. 24-26, 2013 among 2,041 adults ages 18 and older, among whom 809 are employed full-time/part-time who have managers, and in Australia and India among 2,100 adults age 18-64, among whom 1,411 are employed full-time/part-time who have managers. These online surveys are not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated. For complete survey methodology, including weighting variables, please contact maura.landry@kronos.com.