



2008 Spherion Employee Confidence Index

	December	November
Employee Confidence Index	40.4	42.0
Macroeconomic Confidence Index	14.4	15.8
Personal Confidence Index	66.4	68.3
Strength of Economy		
Getting Stronger	5%	4%
Staying the Same	20%	23%
Getting Weaker	75%	73%
Job Availability		
More Jobs	5%	6%
Neutral	17%	21%
Fewer Jobs	78%	74%
Ability to Find a New Job		
Confident	39%	43%
Neutral	33%	33%
Not Confident	28%	25%
Future of Current Employer		
Confident	66%	66%
Neutral	23%	23%
Not Confident	11%	11%
Job Security Index		
Likely	15%	13%
Neither unlikely nor likely	13%	12%
Not Likely	72%	75%
Job Transition Index		
Likely	33%	35%
Neither unlikely nor likely	12%	10%
Not Likely	55%	55%
Sample Size	2,852	
Fielding Period: Dec. 2-4 & 10-12, 2008		



4 YEARS
TRACKING
CONFIDENCE

KEY: **LOW**
HIGH

Employee Confidence Index

Month	Employee Confidence	Macro Confidence	Personal Confidence	Transition Index	Security Index
December-2008	40.4 ↓	14.4 ↓	66.4 ↓	33 ↓	72 ↓
November-2008	42 ↑	15.8 ↔	68.3 ↑	35 ↓	75 ↑
October-2008	41.5 ↓	15.8 ↓	67.1 ↓	31 ↓	74 ↓
September-2008	47.3 ↓	24.8 ↑	69.7 ↓	36 ↓	76 ↔
August-2008	47.6 ↑	23.3 ↑	71.9 ↑	37 ↑	76 ↔
July-2008	45.2 ↓	20 ↓	70.4 ↑	33 ↓	76 ↔
June-2008	46.1 ↓	22.3 ↓	70 ↓	34 ↓	76 ↑
May-2008	46.9 ↑	22.6 ↑	71.2 ↓	35 ↔	75 ↓
April-2008	46.2 ↓	20.9 ↓	71.5 ↑	35 ↔	78 ↑
March-2008	46.5 ↓	22 ↓	71.1 ↓	35 ↓	77 ↓
February-2008	48.4 ↓	24.4 ↓	72.3 ↑	36 ↓	78 ↑
January-2008	48.6 ↓	26.3 ↓	70.9 ↓	38 ↑	77 ↓
December-2007	52 ↓	31.9 ↓	72.1 ↑	32 ↔	78 ↓
November-2007	52.9 ↓	33.9 ↓	72 ↓	32 ↓	79 ↑
October-2007	56.4 ↓	38.9 ↓	73.9 ↑	34 ↑	77 ↓
September-2007	56.7 ↓	40.1 ↓	73.3 ↓	33 ↓	79 ↓
August-2007	58.5 ↓	40.9 ↓	76.1 ↑	37 ↑	80 ↑
July-2007	58.8 ↑	43.2 ↑	74.4 ↑	36 ↑	79 ↑
June-2007	58.7 ↑	43 ↑	74.3 ↓	34 ↔	77 ↓
May-2007	57.5 ↓	40.2 ↓	74.9 ↓	34 ↓	78 ↔
April-2007	57.8 ↑	41.2 ↑	74.5 ↑	35 ↑	78 ↓
March-2007	57.1 ↓	41 ↓	73.2 ↓	33 ↓	80 ↔
February-2007	60.4 ↓	45.9 ↑	74.9 ↓	36 ↑	80 ↑
January-2007	60.5 ↑	45.9 ↑	75.2 ↑	35 ↔	79 ↔
December-2006	59.4 ↓	44.4 ↓	74.3 ↑	35 ↓	79 ↔
November-2006	60.1 ↑	46.1 ↑	74 ↓	38 ↑	79 ↓
October-2006	59.2 ↑	44.1 ↑	74.2 ↓	36 ↔	80 ↔
September-2006	58.5 ↑	41.7 ↑	75.4 ↑	36 ↑	79 ↔
August-2006	55.7 ↓	38.2 ↓	73.2 ↓	35 ↔	79 ↔
July-2006	57.8 ↑	41.6 ↑	74 ↑	35 ↓	79 ↑
June-2006	56.7 ↓	40.3 ↓	73.2 ↓	36 ↓	78 ↔
May-2006	58.7 ↑	42.1 ↑	75.3 ↑	38 ↔	78 ↑
April-2006	57.4 ↓	41.5 ↓	73.3 ↓	38 ↑	76 ↓
March-2006	58.2 ↑	42.1 ↔	74.3 ↑	33 L	78 ↔
February-2006	57.9 ↓	42.1 ↓	73.7 ↓	39 ↑	78 ↔
January-2006	58.9 ↓	43.9 ↑	73.8 ↓	36 ↓	78 ↔
December-2005	59.2 ↑	43.2 ↑	75.2 ↑	37 ↓	78 ↓
November-2005	56.9 ↑	40.3 ↑	73.5 ↑	38 ↓	79 ↑
October-2005	54.1 ↓	36 ↑	72.2 ↓	↑	77 ↓
September-2005	54.2 ↓	34.4 ↓	74.1 ↔	34 ↓	79 ↑
August-2005	58.6 ↑	43 ↑	74.1 ↑	39 ↑	78 ↓
July-2005	57.4 ↓	41.1 ↓	73.7 ↑	37 ↔	79 ↑
June-2005	57.8 ↑	42.6 ↑	73.1 ↑	37 ↓	75 ↓
May-2005	55.8 ↑	39.2 ↑	72.4 ↑	39 ↑	77 ↔
April-2005	55.6 ↓	39.1 ↓	72.2 ↓	37 ↑	77 ↓
March-2005	57.9 ↓	42 ↓	73.8 ↑	35 ↓	79 ↔
February-2005	58.6 ↓	43.8 ↑	73.5 ↓	38 ↔	79 ↔
January-2005	59.5 ↑	43.5 ↑	75.4 ↑	38 ↑	79 ↑
December-2004	56.9 ↓	41.1 ↓	72.7 ↓	37 ↔	76 ↓
November-2004	57.4 ↑	41.7 ↑	73.1 ↑	37 ↑	77 ↓
October-2004	56.6 ↓	40.5 ↓	72.8 ↓	36 ↓	78 ↑
September-2004	57.3 ↑	41 ↓	73.6 ↑	37 ↓	77 ↑
August-2004	56.2 ↓	41.2 ↓	71.2 ↓	39 ↑	75 ↓
July-2004	59.2	46	72.4	38	78