



2009 Spherion Employee Confidence Index

	January	December
Employee Confidence Index	42.7	40.4
Macroeconomic Confidence Index	17.4	14.4
Personal Confidence Index	67.9	66.4
Strength of Economy		
Getting Stronger	7%	5%
Staying the Same	26%	20%
Getting Weaker	67%	75%
Job Availability		
More Jobs	6%	5%
Neutral	18%	17%
Fewer Jobs	76%	78%
Ability to Find a New Job		
Confident	42%	39%
Neutral	33%	33%
Not Confident	25%	28%
Future of Current Employer		
Confident	67%	66%
Neutral	22%	23%
Not Confident	11%	11%
Job Security Index		
Likely	16%	15%
Neither unlikely nor likely	12%	13%
Not Likely	72%	72%
Job Transition Index		
Likely	34%	33%
Neither unlikely nor likely	12%	12%
Not Likely	54%	55%
Sample Size	2,917	
Fielding Period: Jan. 6 and 8 & 13 and 15, 2009		



4 YEARS
TRACKING
CONFIDENCE

KEY: **LOW**
HIGH

Employee Confidence Index

Month	Employee Confidence	Macro Confidence	Personal Confidence	Transition Index	Security Index					
January-2009	42.7	↑	17.4	↑	67.9	↑	34	↑	72	↔
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	↓	39	↑	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	↓