

## Currently Working

<b>Number of Years an Interim</b>		Yes	Yes( Not FU)	No	Total	% Yes	% Yes / Yes NFU	% No
1 year or less		17	9	14	40	43%	65%	35%
2-3 years		17	2	4	23	74%	83%	17%
3-5 years		13	4	13	30	43%	57%	43%
5-10 years		29	8	9	46	63%	80%	20%
10 Years+		21	9	21	51	41%	59%	41%
<b>Total</b>		<b>97</b>	<b>32</b>	<b>61</b>	<b>190</b>	<b>51%</b>	<b>68%</b>	<b>32%</b>

<b>Daily Rate</b>		Yes	Yes( Not FU)	No	Total	% Yes	% Yes / Yes NFU	% No
£1,000+		7	2	7	16	44%	56%	<b>44%</b>
£800-£1,000		8	7	5	20	40%	75%	25%
£600-£800		23	6	16	45	51%	64%	36%
£500-£600		17	8	10	35	49%	71%	29%
£400-£500		15	2	8	25	60%	68%	32%
£300-£400		18	5	12	35	51%	66%	34%
£200-£300		9	2	3	14	64%	79%	21%

<b>Professional Interim</b>		Yes	Yes( Not FU)	No	Total	% Yes	% Yes / Yes NFU	% No
Yes		77	24	46	147	52%	69%	31%
No		20	8	15	43	47%	65%	35%

<b>Marketing Efforts</b>		Yes	Yes( Not FU)	No	Total	% Yes	% Yes / Yes NFU	% No
Excellent		7	5	1	13	54%	<b>92%</b>	<b>8%</b>
Good		32	10	20	62	52%	68%	32%
Average		35	13	23	71	49%	68%	32%
Poor		23	4	17	44	52%	61%	39%

<b>Number in Network</b>		Yes	Yes( Not FU)	No	Total	% Yes	% Yes / Yes NFU	% No
0-10		45	13	26	84	54%	69%	31%
10 - 30		24	9	22	55	44%	60%	40%
31-50		11	2	8	21	52%	62%	38%
51-100		5	2	1	8	63%	<b>88%</b>	<b>13%</b>
100+		12	1	3	16	75%	<b>81%</b>	<b>19%</b>



## Utilisation

	25%	25-50%	50-75%	75%+	TOTAL	% 75+
<b>Number of Years an Interim</b>						
1 year or less	9	4	6	17	36	47%
2-3 years	1	4	3	15	23	65%
3-5 years	8	2	3	16	29	55%
5-10 years	2	6	13	25	46	54%
10 Years+	12	6	11	21	50	42%
TOTAL	32	22	36	94	184	51%
% of TOTAL	17%	12%	20%	51%	100%	

	25%	25-50%	50-75%	75%+	TOTAL	% 75+
<b>Daily Rate</b>						
£1,000+	4	3	4	5	16	31%
£800-£1,000	4	4	7	5	20	25%
£600-£800	7	4	7	26	44	59%
£500-£600	7	3	8	17	35	49%
£400-£500	6	2	2	15	25	60%
£300-£400	4	3	4	21	32	66%
£200-£300	1	3	4	5	13	38%

	25%	25-50%	50-75%	75%+	TOTAL	% 75+
<b>Professional Interim</b>						
Yes	22	18	32	73	145	50%
% of TOTAL	15%	12%	22%	50%	100%	
No	11	4	4	20	39	
% of TOTAL	28%	10%	10%	51%	100%	51%

	25%	25-50%	50-75%	75%+	TOTAL	% 75+
<b>Marketing Efforts</b>						
Excellent	2	1	3	7	13	54%
Good	11	7	14	30	62	48%
Average	13	7	16	35	71	49%
Poor	7	7	3	22	39	56%
% of TOTAL	32	22	36	94	184	100%

	25%	25-50%	50-75%	75%+	TOTAL	% 75+
<b>Number in Network</b>						
0-10	11	9	10	50	80	63%
10 - 30	12	5	10	27	54	50%
31-50	4	5	8	9	26	35%
51-100	2	1	2	3	8	38%
100+	3	2	6	5	16	31%

## Found an Assignment in Last 3 Months

<b>Number of Years an Interim</b>	Yes	No	Not Applicable	% Yes / No (Excl NA)
1 year or less	14	16	9	47%
2-3 years	5	8	10	38%
3-5 years	5	20	5	20%
5-10 years	20	21	5	49%
10 Years+	16	22	13	42%
<b>Total</b>	<b>60</b>	<b>87</b>	<b>42</b>	<b>41%</b>

<b>Daily Rate</b>	Yes	No	Not Applicable	% Yes / No
£1,000+	3	8	5	<b>27%</b>
£800-£1,000	9	7	4	56%
£600-£800	19	14	12	58%
£500-£600	12	19	4	39%
£400-£500	7	14	3	33%
£300-£400	4	18	13	<b>18%</b>
£200-£300	6	7	1	46%

<b>Professional Interim</b>	Yes	No	Not Applicable	% Yes / No
Yes	48	67	32	42%
No	13	20	9	39%

<b>Marketing Efforts</b>	Yes	No	Not Applicable	% Yes
Excellent	7	1	5	<b>88%</b>
Good	20	32	10	38%
Average	23	35	13	40%
Poor	10	19	14	34%

<b>Number in Network</b>	Yes	No	Not Applicable	% Yes / No
0-10	24	38	22	39%
10 - 30	12	32	10	27%
31-50	13	9	4	<b>59%</b>
51-100	3	2	3	<b>60%</b>
100+	8	5	3	<b>62%</b>



## Number of Interviews in last 3 Months & Comparison to Previous Quarter

<b>Daily Rate</b>	None	One/Two 10%	Three to Five	Five+	Not Applicable	% Three or More
£1,000+	2	7	1	1	5	18%
£800-£1,000	5	6	3	0	6	21%
£600-£800	9	14	6	6	10	34%
£500-£600	6	10	8	2	7	38%
£400-£500	3	13	2	0	7	11%
£300-£400	5	8	6	2	14	38%
£200-£300	2	8	1	1	2	17%
<b>Total</b>	<b>32</b>	<b>66</b>	<b>27</b>	<b>12</b>		
% of Total Excluding Not Applicable	23%	48%	20%	9%		

Same	More	Less	Not Applicable	% More
3	6	1	6	<b>60%</b>
6	2	4	8	17%
16	5	5	19	19%
9	9	4	11	41%
8	2	4	11	14%
9	4	3	19	25%
2	5	2	5	<b>56%</b>
<b>53</b>	<b>33</b>	<b>23</b>		
49%	30%	21%		

<b>Marketing Efforts</b>	None	One/Two 10%	Three to Five	Five+	Not Applicable	% Three or More
Excellent	1	4	3	1	4	<b>44%</b>
Good	10	16	11	6	18	<b>40%</b>
Average	12	32	6	2	18	15%
Poor	9	14	7	3	11	30%

Same	More	Less	Not Applicable	% More
8	1	0	4	11%
15	14	5	27	41%
21	8	10	31	21%
9	10	17	17	28%

<b>Number in Network</b>	None	One/Two 10%	Three to Five	Five+	Not Applicable	% Three or More
0-10	17	31	10	3	22	21%
10 - 30	5	17	11	4	17	41%
31-50	4	11	2	3	6	25%
51-100	2	1	1	2	2	50%
100+	4	5	3	0	4	25%

Same	More	Less	Not Applicable	% More
24	14	12	33	28%
8	11	3	32	50%
12	4	3	7	21%
3	1	2	2	17%
6	3	2	5	27%



## View on Current Market

<b>Number of Years an Interim</b>	Very Good	Good	Average	Poor	Very Poor	% Good or Very good	% Poor or Very Poor
1 year or less	0	2	15	20	3	<b>5%</b>	<b>58%</b>
2-3 years	0	4	7	10	2	17%	52%
3-5 years	0	3	11	12	4	10%	53%
5-10 years	1	11	12	17	5	26%	48%
10 Years+	0	7	13	18	13	14%	<b>61%</b>
Total	1	27	58	77	27	15%	55%
Total %	1%	14%	31%	41%	14%		

<b>Daily Rate</b>	Very Good	Good	Average	Poor	Very Poor	% Good/V.Good	% Poor/V.Poor
£1,000+	0	2	4	5	5	13%	63%
£800-£1,000	0	4	8	5	3	20%	40%
£600-£800	1	7	14	16	7	18%	51%
£500-£600	0	7	10	12	6	20%	51%
£400-£500	0	4	7	12	2	16%	56%
£300-£400	0	2	10	20	3	6%	66%
£200-£300	0	0	5	8	1	0%	64%

<b>Professional Interim</b>	Very Good	Good	Average	Poor	Very Poor	% Good/V.Good	% Poor/V.Poor
Yes	1	25	43	53	25	<b>18%</b>	53%
No	0	1	15	25	2	<b>2%</b>	63%

<b>Marketing Efforts</b>	Very Good	Good	Average	Poor	Very Poor	% Good/V.Good	% Poor/V.Poor
Excellent	1	4	5	1	2	<b>38%</b>	23%
Good	0	11	21	21	9	<b>18%</b>	48%
Average	0	10	22	32	7	<b>14%</b>	55%
Poor	0	1	10	24	9	<b>2%</b>	<b>75%</b>

<b>Number in Network</b>	Very Good	Good	Average	Poor	Very Poor	% Good/V.Good	% Poor/V.Poor
0-10	0	8	22	44	10	<b>10%</b>	<b>64%</b>
11 - 30	0	10	22	16	7	18%	42%
31-50	1	3	7	9	6	15%	58%
51-100	0	1	2	3	2	13%	63%
100+	0	4	5	5	2	<b>25%</b>	<b>44%</b>

**Utilisation in last 12 months**

	Very Good	Good	Average	Poor	Very Poor	% Good/V.Good	% Poor/V.Poor
75% - 100%	1	21	34	30	8	<b>23%</b>	<b>40%</b>
50 - 75%	0	3	17	12	4	8%	44%
25% -50 %	0	1	1	14	6	<b>5%</b>	<b>91%</b>
25% or less	0	1	5	19	8	<b>3%</b>	<b>82%</b>

## Professional Interims Considering Permanent Opportunities

<b>Number of Years an Interim</b>	Yes	No	% Considering Permanent Opps
1 year or less	3	2	<b>60%</b>
2-3 years	11	6	<b>65%</b>
3-5 years	18	8	<b>69%</b>
5-10 years	20	25	44%
10 Years+	21	28	43%
Total	73	69	51%

<b>Daily Rate</b>	Yes	No	% Considering Permanent Opps
£1,000+	6	8	43%
£800-£1,000	6	9	40%
£600-£800	19	21	48%
£500-£600	14	15	48%
£400-£500	9	6	<b>60%</b>
£300-£400	15	7	<b>68%</b>
£200-£300	3	3	50%

<b>Utilisation</b>	Yes	No	% Considering Permanent Opps
75% - 100%	32	40	44%
50 - 75%	12	19	39%
25% -50 %	13	4	<b>76%</b>
25% or less	14	6	<b>70%</b>

## How Market will change in next Quarter

<b>Daily Rate</b>	Improve	No Change	Weaken	% Improve	% Weaken
£1,000+	6	10	0	38%	<b>0%</b>
£800-£1,000	6	12	2	30%	10%
£600-£800	19	17	9	42%	20%
£500-£600	17	16	2	49%	6%
£400-£500	10	9	6	40%	24%
£300-£400	13	21	1	37%	3%
£200-£300	7	6	1	50%	7%
Total	78	91	21		
Total %	41%	48%	11%		

<b>Professional Interim</b>	Improve	No Change	Weaken	% Improve	% Weaken
Yes	59	72	16	40%	11%
No	19	19	5	44%	12%



## Flexibility of Rate

	Not Flexible	Upto 10%	10-20%	20-30% Marketing	30%+ Interim	% Not Flexible	% Flexible Up to 20%	% Flexible 20% +
<b>Number of Years an Interim</b>								
1 year or less	6	7	14	9	4	15%	53%	33%
2-3 years	2	3	13	5	0	7%	70%	22%
3-5 years	1	5	15	5	4	3%	67%	30%
5-10 years	4	11	20	7	4	8%	67%	24%
10 Years+	3	11	22	8	5	4%	67%	27%
<b>Total</b>	<b>16</b>	<b>37</b>	<b>84</b>	<b>34</b>	<b>17</b>	<b>9%</b>	<b>64%</b>	<b>27%</b>
<b>% of Total</b>	<b>9%</b>	<b>20%</b>	<b>44%</b>	<b>18%</b>	<b>9%</b>			

	Not Flexible	Upto 10%	10-20%	20-30% Marketing	30%+ Interim	% Not Flexible	% Flexible Up to 20%	% Flexible 20% +
<b>Utilisation</b>								
75% - 100%	11	25	41	14	6	11%	<b>68%</b>	21%
50 - 75%	2	8	16	7	3	6%	<b>67%</b>	28%
25% -50 %	2	2	13	3	2	7%	<b>68%</b>	23%
25% or less	1	2	14	10	6	2%	<b>48%</b>	48%
<b>Total</b>	<b>16</b>	<b>37</b>	<b>84</b>	<b>34</b>	<b>17</b>	<b>9%</b>	<b>64%</b>	<b>27%</b>

	Not Flexible	Upto 10%	10-20%	20-30% Marketing	30%+ Interim	% Not Flexible	% Flexible Up to 20%	% Flexible 20% +
<b>Daily Rate</b>								
£1,000+	3	2	7	2	2	<b>19%</b>	56%	25%
£800-£1,000	4	2	10	2	2	<b>15%</b>	60%	20%
£600-£800	1	10	21	9	3	2%	70%	27%
£500-£600	3	7	11	10	4	9%	51%	40%
£400-£500	1	4	13	4	3	4%	68%	28%
£300-£400	2	6	18	6	3	6%	69%	26%
£200-£300	2	6	4	1	1	15%	71%	14%

	Not Flexible	Upto 10%	10-20%	20-30% Marketing	30%+ Interim	% Not Flexible	% Flexible Up to 20%	% Flexible 20% +
<b>Professional Interim</b>								
Yes	9	31	67	24	14	6%	68%	26%
No	7	6	17	10	3	18%	53%	30%

	Not Flexible	Upto 10%	10-20%	20-30% Marketing	30%+ Interim	% Not Flexible	% Flexible Up to 20%	% Flexible 20% +
<b>Currently Working</b>								
Yes	9	26	37	17	7	9%	66%	25%
Yes but not fully utilised	4	3	13	6	6	11%	50%	38%
No	3	8	35	11	4	5%	70%	25%

## Source of Role

<b>Number of Years an Interim</b>	Own Network	Agency	Repeat	Own Direct Marketing	Another Interim	Other	% Own Network	% Agency
1 year or less	14	19	0	0	0	4	38%	51%
2-3 years	7	15	1	0	0	0	30%	65%
3-5 years	8	18	2	0	0	1	28%	62%
5-10 years	13	26	4	0	1	1	29%	58%
10 Years+	25	20	3	1	1	1	49%	39%
<b>Total</b>	<b>67</b>	<b>98</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>7</b>		
<b>% of Total</b>	<b>36%</b>	<b>53%</b>	<b>5%</b>	<b>1%</b>	<b>1%</b>	<b>4%</b>		

<b>Daily Rate</b>	Own Network	Agency	Repeat	Own Direct Marketing	Another Interim	Other	% Own Network	% Agency
£1,000+	8	6	0	0	0	1	<b>53%</b>	<b>40%</b>
£800-£1,000	10	8	2	0	0	0	<b>50%</b>	<b>40%</b>
£600-£800	19	23	1	1	1	0	42%	51%
£500-£600	12	17	3	0	1	2	34%	49%
£400-£500	9	13	0	0	0	1	39%	57%
£300-£400	7	21	4	0	0	1	21%	64%
£200-£300	1	11	0	0	0	2	<b>7%</b>	<b>79%</b>

<b>Professional Interim</b>	Own Network	Agency	Repeat	Own Direct Marketing	Another Interim	Other	% Own Network	% Agency
Yes	54	73	9	1	2	6	37%	50%
No	13	25	1	0	0	1	33%	63%
<b>Total</b>	<b>67</b>	<b>98</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>7</b>		

	Own Network	Agency	Repeat	Own Direct Marketing	Another Interim	Other	% Own Network	% Agency
<b>Marketing Efforts</b>								
Excellent	8	4	0	0	1	0	<b>62%</b>	<b>31%</b>
Good	26	30	1	0	1	3	43%	49%
Average	24	37	5	1	0	1	35%	54%
Poor	8	28	4	0	0	3	<b>19%</b>	<b>65%</b>

	Own Network	Agency	Repeat	Own Direct Marketing	Another Interim	Other	% Own Network	% Agency
<b>Number in Network</b>								
0-10	20	52	4	0	0	6	<b>24%</b>	<b>63%</b>
10 - 30	20	28	3	0	0	1	38%	54%
31-50	16	8	1	1	0	0	62%	31%
51-100	4	3	0	0	1	0	50%	38%
100+	6	7	2	0	1	0	38%	44%

**Have you obtained a role, interview or been approached about an opportunity directly via linked-in**

<b>Daily Rate</b>	Yes	No	% Yes
£1,000+	7	9	<b>44%</b>
£800-£1,000	9	11	<b>45%</b>
£600-£800	19	26	<b>42%</b>
£500-£600	13	22	<b>37%</b>
£400-£500	5	20	20%
£300-£400	6	29	17%
£200-£300	0	14	0%
Total	59	131	31%

**If Last role was via an agency  
was it via a direct application or  
or already registered**

Daily Rate	Direct	Already Registered	% already Regged
£1,000+	1	5	83%
£800-£1,000	0	8	100%
£600-£800	3	20	87%
£500-£600	4	14	78%
£400-£500	4	10	71%
£300-£400	3	17	85%
£200-£300	0	11	100%
Total	15	85	<b>85%</b>

**If an agency had you met a  
consultant from that agency  
before been put forward**

Daily Rate	Yes	No	% Yes
£1,000+	5	1	83%
£800-£1,000	5	4	<b>56%</b>
£600-£800	15	8	<b>65%</b>
£500-£600	11	7	<b>61%</b>
£400-£500	12	2	86%
£300-£400	18	3	86%
£200-£300	10	1	91%
Total	76	26	<b>75%</b>

**If Last role was via an Agency**  
**was it a London based Agency**

<b>Location</b>	Yes	No	% Yes
Midlands	11	63	15%
North West	2	4	33%
Yorks & North East	1	1	50%
South West	0	2	
South East	8	4	67%
Scotland	0	0	
Wales	0	0	
International	2	2	50%

<b>Daily Rate</b>	Yes	No	% Yes
£1,000+	4	2	<b>67%</b>
£800-£1,000	3	5	<b>38%</b>
£600-£800	10	12	<b>45%</b>
£500-£600	2	16	11%
£400-£500	2	12	14%
£300-£400	3	18	14%
£200-£300	0	11	0%