

Assessing Organizational Readiness

**Arthur W. Page Society
September 23, 2002**

Page Panel Interviews

- **13 interviews**
- **Total years in profession: 305**
- **Average years in profession: 23 ½**
- **Average years in present position: 2.7**
- **Total job changes in last 15 years: 57**
- **Average job changes in last 15 years: 4.4**

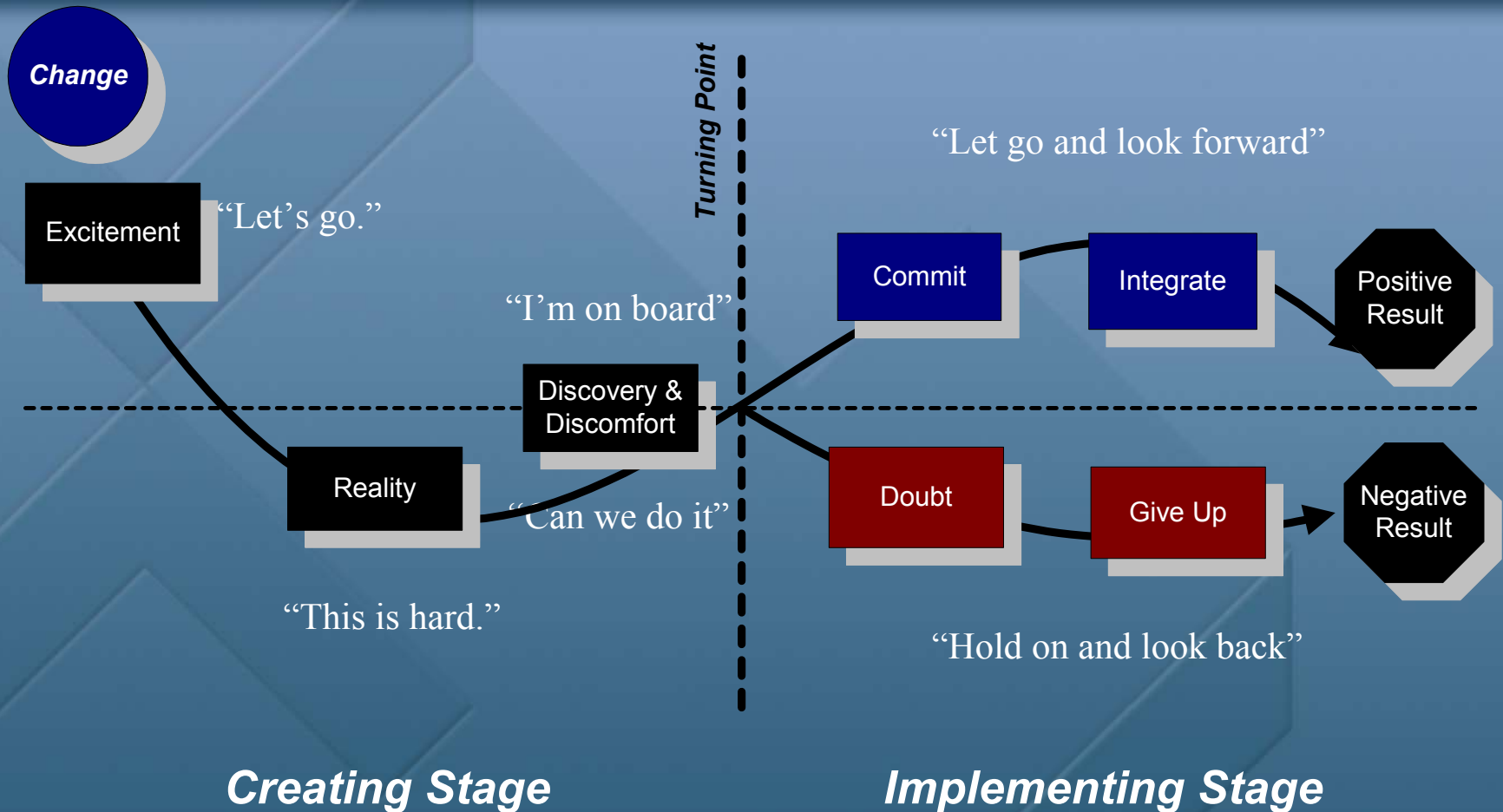
Some of the companies represented

GE, GM, Allstate, Eaton, Home Depot, Sears, Dupont, Charles Schwab, DaimlerChrysler, Visa, Westinghouse, KPMG, Merck, AEP, Goodrich

Arthur Page Members: 1999-2002

- **Total number of changes since 1999:**
 - **183 out of 286**
- **New members since 1999: 63**
- **Members whose status changed: 61**
- **No longer members: 59**
- **64% of members have changed since 1999**

Cycle of Change



Where do your interests, skills and talents apply?

“If your success is not on your own terms, if it looks good to the world but does not feel good in your heart, it is not success at all.”

-Anna Quindlen

What is Important

- **Impact, make a difference**
- **Who I work for**
- **Cultural fit**
- **Location**
- **Compensation**
- **Scope**
- **Resources**

Characteristics

- **Adaptability**
- **Flexibility**
- **Measured self confidence**
- **Judgment**
- **Positive Attitude**

Five Ingredients for measuring “fit”

- Integrity
- Self confidence
- Likeability
- Energy level
- Intellect

“I’ll know it when I see it.”

-Justice Potter Stewart

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