

1. What is your area of expertise?

		Response Percent	Response Count
IT PM/BA/Coordinator		30.8%	66
IT Developer		38.8%	83
IT Developer JAVA		5.6%	12
IT Network		17.8%	38
Non IT		18.7%	40
answered question			214
skipped question			1

2. When do you begin your search for a new engagement?

		Response Percent	Response Count
Upon completion of current assignment		15.0%	32
30 days prior to end of current assignment		29.9%	64
60 days prior to end of current assignment		24.3%	52
All the time – open to new assignments any time someone presents one		30.8%	66
Comment:			30
answered question			214
skipped question			1

3. Please list your top three reasons for accepting a position

		Response Percent	Response Count
Ability to learn new skills		45.1%	97
Reputation of client company		27.0%	58
Reputation of supplier company		6.5%	14
Location		59.5%	128
Telecommuting option		11.6%	25
Rate		79.1%	170
Interesting project/technology		39.1%	84
Length of assignment		49.8%	107
Other – please define		3.7%	8

Please add any additional comments to how you select a position that you think the hiring community should understand

33

answered question	215
skipped question	0

4. Please state the primary reason(s) you would leave an assignment early.

	Response Count
	189
answered question	189
skipped question	26

5. What is the biggest challenge in finding new engagements?

	Response Count
	170
answered question	170
skipped question	45

6. How often have you been asked to use Skype (or other video conferencing tools) for an interview?

		Response Percent	Response Count
Never		76.6%	164
Less than 25		22.9%	49
More than 25		1.4%	3
	answered question		214
	skipped question		1

7. Please define what makes a great supplier to you

	Response Count
	149
answered question	149
skipped question	66

8. Please define what makes a great customer/client engagement to you

	Response Count
	166
answered question	166
skipped question	49

9. What one piece of advice would you give to someone beginning a career as a professional consultant?

	Response Count
	166
answered question	166
skipped question	49

Q2. When do you begin your search for a new engagement?

1	But I am open to the right opportunity.	Nov 3, 2011 3:43 PM
2	Pro-actively searching all the time, but have only once left an assignment early, and did so appropriately.	Nov 3, 2011 9:11 AM
3	This is really a weather assesment. But if the weather has any chance of rain so to speak then I will start looking 60 days prior.	Nov 3, 2011 8:18 AM
4	I.t. tends to have an ongoing search for new assignments Although some may be very happy with their current assignment I think its healthy to always be available and willing to look around. This keeps your assignment in prospective at all times.	Nov 3, 2011 7:43 AM
5	I begin actively looking for a new engagement at the 30 days out mark but I do not remove my resume from job search engines and do listen to job offers if a recruiters contact me during a contract.	Nov 1, 2011 8:25 AM
6	This is variable. I like to keep aware of the current market. If the current assignmnet has lasted a substantial time and a new challenge is presented elsewhere, I would view it with some interest.	Nov 1, 2011 6:34 AM
7	Per requirements of current assignment	Oct 30, 2011 6:44 PM
8	But basically just to be aware of oppotunities, I do like to complete assignments.	Oct 30, 2011 1:17 PM
9	I always look for long time contracts	Oct 29, 2011 1:27 PM
10	Unless the assignment is not a workable fit.	Oct 28, 2011 2:51 PM
11	Search tends to be conditional on the nature of the assignment; if there is a likelihood of an extension or renewal, and the assignment continues to provide interest/challenge/opportunity, a search may be declined.	Oct 28, 2011 6:20 AM
12	All dependent upon the all variables and constants I can identify in all market conditions relative to Global Social and Political tangents.	Oct 28, 2011 4:26 AM
13	It really depends if the current assignment is strictly contract or contract to hire. If it is just a contract then I normally start looking 30 days prior to the contract ending. If they may be hiring to fulltime then I determine if I want to accept their employment offer if presented one.	Oct 27, 2011 3:40 PM
14	I first would inquire of current vendor/supplier to see if they have any current or pending customers in whose environment I will fit	Oct 27, 2011 1:20 PM
15	This is my first experience as a contractor. However, after being unemployed for about a year, I am constantly networking and keeping my eyes open for new opportunities. I strongly hope this assignment will be extended for quite a while.	Oct 27, 2011 12:55 PM
16	It does depend on the circumstances. If the consulting firm that with whom I am currently engaged has an strong opportunity within 30 to 60 days after the completion of my current assignment, I would probably wait for that assignment rather than looking for a different one. This is especially the case if I have a strong relationship with the current consulting firm.	Oct 26, 2011 2:18 PM

Q2. When do you begin your search for a new engagement?

17	I enjoy finding solutions to IT issues and always invite the opportunity to provide a service.	Oct 26, 2011 12:48 PM
18	Not actively searching as I am not aware of any termination of assignment requests.	Oct 18, 2011 6:49 AM
19	My assignments at IBM have been open ended. Once I find out the assignment is going to end, I start looking for another.	Oct 18, 2011 4:04 AM
20	This is my first consulting position. If this consulting position does not lead to permanent employment, I'd prefer to complete this assignment and move right to the next assignment, so I would begin to search between 30 to 60 days prior to the end of my current assignment.	Oct 14, 2011 1:22 PM
21	I usually begin to activately begin my next consulting assignment search once I know when my 30 day end date will occur with at my current client site.	Oct 14, 2011 7:02 AM
22	I avoid jumping from an established client. Hope for the extentsion, but if the end is clear, I will put out "feelers" as soon as I am told of the end of my services.	Oct 14, 2011 6:25 AM
23	At my age - Opportunities are few and far between.	Oct 13, 2011 11:55 AM
24	I generally start searching for new engagements if my achievements are unrecognized and or not properly rewarded.	Oct 13, 2011 11:47 AM
25	A contract is for a certain time duration, and I am looking for something that is more permanant.	Oct 13, 2011 11:12 AM
26	No defined end of current assignment	Oct 13, 2011 10:48 AM
27	Before the economy hit the skids, I use to search 30 days prior to the end of a current contract. Now, I think we are forced to look 60 days out.	Oct 6, 2011 3:38 PM
28	I really should be open to new assignments any time someone presents one, but I tend to procrastinate till the end of an assignment.	Oct 6, 2011 10:38 AM
29	I like my current assignment but I have to be open to opportunities as they arise.	Oct 6, 2011 9:40 AM
30	Always keep me in mind when something exciting comes up.	Oct 6, 2011 9:14 AM

Q3. Please list your top three reasons for accepting a position

1	1. Required expertise in the technology as well as attitude (It consulting is always a learning curve, one should be ready to learn new technical things always)	Nov 7, 2011 5:25 AM
2	part-time option	Nov 3, 2011 5:45 PM
3	An upward move, salary increase. Be closer to family.	Nov 3, 2011 10:12 AM
4	Reputation of how company treats contractors, location, length of assignment and ability to telecommute part of the week; do not like 100% remote work or 100% on site.	Nov 3, 2011 9:11 AM
5	The work schedule is a big factor.	Nov 3, 2011 8:51 AM
6	Benefits (medical, LT/STD, 401K, etc.)	Nov 3, 2011 8:46 AM
7	Location, rate, and the reputation of a client company is highly important and more so in this order. Reputation speaks very loudly, Location helps to determine rate and satisfaction of any travel which will and can play a key roll in day to day interactions with the client.	Nov 3, 2011 7:43 AM
8	Rate is important, but money is NOT the driving factor. I strongly consider personal factors ahead of those listed - what will my lifestyle be in a new location?	Nov 1, 2011 6:34 AM
9	Ability to fulfill specific need of client and represent my company and my client with honor.	Oct 30, 2011 1:17 PM
10	Note, as Rate would be considered, as long as its reasonable it does not out weigh the opportunity gained from my top thre reasons for accepting a position.	Oct 28, 2011 2:51 PM
11	Necessity - unemployment can be a powerful motivator, especially after searching for 11 months.	Oct 28, 2011 6:20 AM
12	The low probability of success and challenge. Based upon global and national economic, political, and social turmoil required individuals with leadership to redefine industry standards.	Oct 28, 2011 4:26 AM
13	I've taken classes in Client Server technology but encounter a reluctance on the part of companies to hire because of the majority of my experience being mainframe	Oct 27, 2011 3:23 PM
14	I am more than pleased with current supplier and would prefer to remain with them if possible	Oct 27, 2011 1:20 PM
15	My current position was a wonderful opportunity for me. The SystemTec recruiters found this, even though it was not posted. They went above the normal standards, to present me to the hiring manager and assist me with the transition.	Oct 27, 2011 12:55 PM
16	Fits skillset with opportunity to learn new skills.	Oct 27, 2011 8:57 AM
17	All these are nice if you have the luxury of choosing but if you're out of work or looking like you will be you take the assignment on offer.	Oct 27, 2011 4:23 AM

Q3. Please list your top three reasons for accepting a position

18	As long as the rate is competitive I prefer to associate with a firm with integrity. I am more interested in the support I get from the firm and the opportunities to do interesting assignments with good clients than I am with the rate.	Oct 26, 2011 2:18 PM
19	Why does this survey read "VMS Professionals" at the top? Are you sure I should be completing this as an IBM mainframe applications programmer-analyst/ consultant of twelve years? To me, "IT Staffing Professionals" would be more succinct.	Oct 26, 2011 1:21 PM
20	If asked to Rank my top three choices they would be: "Ability to learn new skills", "Rate", "Length of assignment". My last choice could be substituted in place of "location"	Oct 26, 2011 12:51 PM
21	The environment and the motivation of the management and team that one would be engaging with around the clock.	Oct 18, 2011 6:49 AM
22	Being open for a new challenge and push yourself past your limits so next time their are new challenges	Oct 18, 2011 4:39 AM
23	My biggest concern is job security.	Oct 18, 2011 4:04 AM
24	1 = Rate 2 = Location 3 = Length of assignment 4 = Reputation of client company 5 = Interesting project / technology	Oct 17, 2011 12:27 PM
25	Actually, I would have four top reasons on why accepting a position, not three. The fourth one I think is the length of assignment. Being a consultant, one hopes any given assignment assigned to will last as long as possible. I do not know any consultant who desires to look for another new assignment after being on short term assignments (i.e. 3 months or less).	Oct 14, 2011 7:02 AM
26	1. Length 2. Rate 3. Location 4. New Skills	Oct 13, 2011 1:57 PM
27	Telecommuting is a great option to have, it provides flexibility. Contracts with a long length provide and extend period of financial security.	Oct 13, 2011 11:47 AM
28	Positive work environment and type of skill set they are seeking.	Oct 13, 2011 10:52 AM
29	I would like the client to have projects where I utilize my skills along with expanding them along with the possibility to learn new skills	Oct 6, 2011 3:38 PM
30	Listing just three options is a bit limited as many things do impact the decision. The next highest on the list would be location, followed by telecommuting and learning new skills. However, two key elements not included are work environment and the hiring manager.	Oct 6, 2011 10:51 AM
31	I choose a position based upon more than three criteria, for - depending on what is presented - I may weigh them differently in making my decision. In addition to the reasons I selected above, length of assignment, location, and rate also come into play - as does another category - the experience and professionalism of the people I would be working with.	Oct 6, 2011 9:41 AM
32	I want to work at a job where I can be successful and make my customer successful	Oct 6, 2011 9:32 AM

Q3. Please list your top three reasons for accepting a position

33

The list should have allowed selecting a priority number for each of the items.
Client support of the consultant just starting in their environment.

Oct 6, 2011 9:30 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

1	1. Project has moved onto to a support / maintainenece mode 2. Changes in the Project / Client organization that are not favorable to or not aligned to my career goals and aspirations	Nov 21, 2011 11:24 AM
2	Offered a permanent position	Nov 14, 2011 7:50 AM
3	Better, more permanent position becomes available.	Nov 7, 2011 11:08 AM
4	A permanent assignment.	Nov 7, 2011 8:38 AM
5	1. Work Environment 2. Rate 3. Duration - If it is Short period	Nov 7, 2011 5:25 AM
6	assignment is over	Nov 6, 2011 1:03 PM
7	Full-time egagement with a great company.	Nov 4, 2011 6:59 AM
8	Most often it would be due to the fact that the details of the position were not clearly defined in the beginning. If I get into an assignment and realize that the client didn't know what to ask for in terms of personnel. I know my field of expertise and sometimes the client is unclear about what a position entails.	Nov 4, 2011 4:08 AM
9	When the description of the job does not meet the actual job duties. I would like to be in a good developing environment with good working moral.	Nov 4, 2011 3:37 AM
10	moving. commute not working.	Nov 3, 2011 5:45 PM
11	The right opportunity meeting my three main requirements listed in question 3.	Nov 3, 2011 3:43 PM
12	I would not leave until my contract is up.	Nov 3, 2011 2:50 PM
13	.	Nov 3, 2011 2:31 PM
14	Uncertainty about the project.	Nov 3, 2011 2:09 PM
15	When there is no scope of learning new skills or doing a routine job.	Nov 3, 2011 12:44 PM
16	Not a good fit, assignment not in line with job description	Nov 3, 2011 10:39 AM
17	Interesting project/technology Reputation of client company	Nov 3, 2011 10:12 AM
18	Unhealthy work environment, which includes my relationship with the management and team.	Nov 3, 2011 9:46 AM
19	For a permanent position.	Nov 3, 2011 9:40 AM
20	Better opportunity: more interesting work, location, rate, company,nicer colleagues. Or, if assignment is not a good fit for me: unresonable work load, or not enough work, or unhappy with supervisor, company.	Nov 3, 2011 9:11 AM
21	If the shift for my assignment has changed to second or third shift.	Nov 3, 2011 8:51 AM
22	Not be a valued employee	Nov 3, 2011 8:46 AM
23	Moving to different area.	Nov 3, 2011 8:28 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

24	If it was not meeting my career goals, I was not being utilized or an offer for a considerable increase.	Nov 3, 2011 8:18 AM
25	Poor management/leadership.	Nov 3, 2011 7:59 AM
26	Unless there was an emergency I would never leave an assignment early.	Nov 3, 2011 7:55 AM
27	Lack of professionalism.	Nov 3, 2011 7:51 AM
28	I only leave an assignment early if the work has been completed and no further work remains.	Nov 3, 2011 7:47 AM
29	If my safety and health were at risk.	Nov 3, 2011 7:43 AM
30	Better working environment or better fit with background and experience	Nov 3, 2011 7:42 AM
31	Another/better opportunity is presented.	Nov 3, 2011 7:29 AM
32	changes scope of project that under utilizes my skill...bad personnel or bad management..	Nov 2, 2011 9:40 AM
33	If project stakeholders cannot agree on the specifications for the new system. Walk on the water and work with specifications is easy, if both are frozen	Nov 1, 2011 2:57 PM
34	Better location would be the primary reason I might leave an assignment early. If I am already in a "prime" location (as defined by myself) I would only leave early if the position I am being offered is better rate and/or a longer contract or permanent position.	Nov 1, 2011 8:25 AM
35	Issues with incumbent "anti-contractor" staff leading to difficulty performing the assignment. It's a sad fact that this still exists, often in isolated corporations that see little through-put of staff.	Nov 1, 2011 6:34 AM
36	A better opportunity. Better could mean, more training, more stability, better rate, better positioning for the future.	Oct 31, 2011 2:11 PM
37	N/A	Oct 31, 2011 6:23 AM
38	Poor management culture	Oct 31, 2011 4:01 AM
39	1 - Excessive Stress 2 - Dissatisfaction of assignment 3 - Personal circumstances	Oct 30, 2011 6:44 PM
40	Better rate, honest environment	Oct 30, 2011 4:47 PM
41	If I discovered unethical business practices by the client, or if I determined I was not a good fit for the client team, and could not find a way to work effectively with the team, management, or the project client.	Oct 30, 2011 4:04 PM
42	Having done the task needed so well that there is no longer a need for my services, or having a client that is changing requirements of contract without renegotiating or asking for approval of changes.	Oct 30, 2011 1:17 PM
43	If the work is not interesting, challenging, or improving	Oct 29, 2011 6:20 PM

Q4. Please state the primary reason(s) you would leave an assignment early.

44	Not a comfortable work environment	Oct 29, 2011 1:27 PM
45	Unprofessional treatment by the client; An opportunity more suited to my overall needs.	Oct 29, 2011 9:28 AM
46	Would not have to have two places of housing	Oct 29, 2011 5:04 AM
47	If the assignment is not a proper fit and the assignment does not allow a period of adjustment. If the assignment is causing personnel issues that could not be resolved fairly.	Oct 28, 2011 2:51 PM
48	For a full time position at a company with equal or better pay.	Oct 28, 2011 11:30 AM
49	I never have but I would if the people I had to work with were abusive or mean	Oct 28, 2011 10:28 AM
50	1. Relocating 2. A new assignment with better opportunities than the current assignment has been presented to me 3. Poor, unclear or miscommunications regarding the actual assignment or task involved with the assignment.	Oct 28, 2011 7:22 AM
51	In the context of my current assignment, living/working far enough away from home to make commuting impractical, my motivation would be purely financial. Even an assignment at my current rate but based from my home location would be a marked improvement in my financial circumstance (living the financial equivalent of divorce leaves a lot to be desired.)	Oct 28, 2011 6:20 AM
52	Almost none	Oct 28, 2011 6:01 AM
53	Money	Oct 28, 2011 5:21 AM
54	A position that paid more money, and had better hours with a better location.	Oct 28, 2011 5:17 AM
55	project not as I expected	Oct 28, 2011 5:00 AM
56	I would not leave an assignment early.	Oct 28, 2011 4:46 AM
57	When my primary directive is complete or a decision superseding my status determines my services are fulfilled.	Oct 28, 2011 4:26 AM
58	If there were a lot of animosity among fellow employees which would hinder achieving team goals and the successful completion of workplace projects / accomplishments.	Oct 28, 2011 4:16 AM
59	Permanent role with better benefits and more opportunity	Oct 28, 2011 4:15 AM
60	1. Difficult supervisor 2. Excessive overtime 3. Location too far from home	Oct 28, 2011 3:38 AM
61	1.) A hostile work environment. 2.) Increased politics within the company. 3.) Drastic reduction in rate or benefits.	Oct 28, 2011 3:10 AM
62	Only if another non contract position with a stable, secure company was found with better opportunities.	Oct 28, 2011 3:07 AM
63	Due to lack of cohesive management at the current assignment.	Oct 28, 2011 3:02 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

64	Unreasonable client.	Oct 28, 2011 2:50 AM
65	Family emergency or illness	Oct 28, 2011 2:27 AM
66	Assigned to task(s) that do not benefit me or meet my goals and objectives.	Oct 27, 2011 5:55 PM
67	If I was offered a permanent assignment with another company and the one I was currently assigned to was a contract assignment.	Oct 27, 2011 5:35 PM
68	Permanent position, especially at a higher rate.	Oct 27, 2011 4:28 PM
69	If after a couple of months I feel that I was not a good fit in a organization and that was not happy doing the daily job or had countless conflict with the people I worked with daily and was not able to resolve the conflict I would give notice to Sentari that I was not happy and ask them to start looking for my replacement.	Oct 27, 2011 3:40 PM
70	Better salary and location. Has to be a combination of the two	Oct 27, 2011 3:23 PM
71	Lack of SME support	Oct 27, 2011 2:14 PM
72	Bad environment	Oct 27, 2011 2:13 PM
73	Family crisis, scope of work changes	Oct 27, 2011 1:46 PM
74	There are none	Oct 27, 2011 1:20 PM
75	The only reason I would leave this assignment early is if the client hired me as a permanent employee. It would be very gratifying for this to happen.	Oct 27, 2011 12:55 PM
76	Unrealistic expectations, the job description and actual job are not in alignment, poor management.	Oct 27, 2011 12:51 PM
77	Greatly superior (rate, duration, location, reputation) offer	Oct 27, 2011 12:45 PM
78	Massive pay increase or change in supervisory personnel.	Oct 27, 2011 12:43 PM
79	Better offer of pay and full time position.	Oct 27, 2011 12:42 PM
80	Full time position	Oct 27, 2011 12:23 PM
81	Full time possibility	Oct 27, 2011 12:20 PM
82	Unethical client behavior.	Oct 27, 2011 12:14 PM
83	Unethical or legal indiscretions by the client	Oct 27, 2011 12:12 PM
84	Forced to relocate due to outside reasons or an opportunity that is just too good to not take.	Oct 27, 2011 12:09 PM
85	Lack of work and/or limited responsibilities.	Oct 27, 2011 12:07 PM
86	Dead-end job	Oct 27, 2011 11:33 AM
87	The ability to learn, and experience, new technology	Oct 27, 2011 10:48 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

88	Telecommuting or location closer to residence.	Oct 27, 2011 8:57 AM
89	Better Opportunity. Better Pay.	Oct 27, 2011 8:28 AM
90	Bad experience with employer.	Oct 27, 2011 4:23 AM
91	n/a	Oct 26, 2011 5:15 PM
92	Work place politics.	Oct 26, 2011 2:56 PM
93	Better location, more money.	Oct 26, 2011 2:37 PM
94	1) The consulting firm lacks integrity or says one thing and does another. 2) The client site is unpleasant. 3) The Consulting PM or the Client site manager is a jerk.	Oct 26, 2011 2:18 PM
95	I would not normally leave but I have a family to feed and if someone offers more money I must consider it	Oct 26, 2011 1:46 PM
96	I would not leave an assignment early unless my personal fiscal situation would significantly improve as a result of non-IT circumstances OR only to accept a full-time permanent opportunity offering a desirable salary with real career potential.	Oct 26, 2011 1:21 PM
97	Inability to be effective in my role.	Oct 26, 2011 1:02 PM
98	Accept a new position with a company that would offer full-time employment. Cannot meet client's expectations.	Oct 26, 2011 12:54 PM
99	I would leave an assignment, if the work environment was one that employee were in constant disagreement, and the my experience and productivity was hampered.	Oct 26, 2011 12:51 PM
100	If the project was complete and my services were no longer needed, I would feel comfortable leaving an assignment early - but not before.	Oct 26, 2011 12:48 PM
101	I would exhaust all options before leaving an assignment early; however, if I simply could not find a way to fit into the culture of the company, I would seek other opportunities.	Oct 21, 2011 6:51 AM
102	The assignment ended early.	Oct 20, 2011 8:31 AM
103	Lack of hours. Poor working conditions.	Oct 19, 2011 10:58 AM
104	Misconduct or unethical behavior by the company and or personnel.	Oct 19, 2011 7:16 AM
105	More money Full time position versus Consultant	Oct 18, 2011 11:12 PM
106	Failure of payment; Department going out of Business.	Oct 18, 2011 6:49 AM
107	The only reason to leave an assignment early is for permanency, benefit and a raise.	Oct 18, 2011 4:39 AM
108	Permanent position with good salary and benefits	Oct 18, 2011 4:25 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

109	I have never left an assignment early.	Oct 18, 2011 4:04 AM
110	I would leave an assignment early if there was extreme stress due to personality conflicts. I'm very aware that a certain amount of stress comes with each assignment and that is the fun of the challenge.	Oct 17, 2011 6:27 PM
111	Found a permanent job	Oct 17, 2011 6:12 PM
112	1 = misrepresentation of role or project 2 = horrible client working environment or leadership team	Oct 17, 2011 12:27 PM
113	non contract employment	Oct 17, 2011 10:58 AM
114	to be closer to family (wife).	Oct 17, 2011 10:39 AM
115	I stay until my assignment is done unless outside circumstances preclude me from doing so.	Oct 17, 2011 9:35 AM
116	I stay until my assignment is done unless outside circumstances preclude me from doing so.	Oct 17, 2011 9:35 AM
117	If I was working for a jerk. If I had family issues and the commute was too long. If the pressure was too high. If a permanent job that was 'the right one' was offered to me.	Oct 17, 2011 8:30 AM
118	I would leave an assignment if anything about the job made me not enjoy it, those being personal problems with a co-worker, job duties changing, or other factors.	Oct 17, 2011 8:17 AM
119	Found a better assignment.	Oct 17, 2011 8:02 AM
120	If I don't like the environment and Work culture, I might consider to leave an assignment.	Oct 17, 2011 7:54 AM
121	Poor project management or supervisor	Oct 17, 2011 7:54 AM
122	another job opportunity	Oct 17, 2011 7:49 AM
123	Inconvient Travel schedule Customer inflexibility Lack of direction	Oct 17, 2011 7:16 AM
124	I have never done that, and wouldn't unless they stopped paying me.	Oct 16, 2011 7:34 AM
125	Contract ending	Oct 15, 2011 9:53 AM
126	Only if they did not keep their end of the bargain.	Oct 15, 2011 8:17 AM
127	Work completed early	Oct 14, 2011 5:01 PM
128	if the client does not show interest of contractor being present.	Oct 14, 2011 3:10 PM
129	If I didn't feel comfortable in the work environment.	Oct 14, 2011 1:22 PM
130	I would never leave an assignment early; I personally want to be the best consultant I can be as all time. I believe there is no good reason to leave your	Oct 14, 2011 12:41 PM

Q4. Please state the primary reason(s) you would leave an assignment early.

	post; unless requested to do so by a "Superior" such as Management.	
131	If I felt as though my placement with the current project was not a good fit or not meeting the customer's needs, I'd bow out gracefully.	Oct 14, 2011 12:40 PM
132	A permanant employee position	Oct 14, 2011 12:38 PM
133	I normally don't leave client in middle my obligation unless if it is dream job	Oct 14, 2011 7:54 AM
134	The primary reasons which I would leave an assignment early are the following: 1. It turned out to not be a good fit for either myself or the client and 2. Working with a difficult client (i.e. having a client direct report who treats the consultants with disrepect).	Oct 14, 2011 7:02 AM
135	Bad rate or bad project. Another issue is if the client management is overtly demanding, especially if they are demanding non-billable time due to poor management or bad resource estimating.	Oct 14, 2011 6:25 AM
136	Rate	Oct 14, 2011 5:38 AM
137	Major problems with peers.	Oct 14, 2011 5:24 AM
138	Management inadequacies	Oct 13, 2011 7:25 PM
139	Very rarely BUT, higher rate and longer contract would prod. do it.	Oct 13, 2011 1:57 PM
140	Overall better Benefits, Financial Gain and Professional Growth.	Oct 13, 2011 1:01 PM
141	The assignment did not turn out to be what was told to me during the interview process. Issues that keep work from getting done, that have nothing to do with the work being done.	Oct 13, 2011 12:09 PM
142	Can't think of many - Rate, Location, Term	Oct 13, 2011 11:55 AM
143	Not satisfied with the work environment or the skills I am learning.	Oct 13, 2011 11:52 AM
144	1. Poor leadership/management 2. If wage increase don't occur on relatively normal basis.	Oct 13, 2011 11:47 AM
145	Better opportunity full time	Oct 13, 2011 11:42 AM
146	- Feel that you are not valued.	Oct 13, 2011 11:26 AM
147	Never leave unless completed	Oct 13, 2011 11:20 AM
148	For a better opportunity, meaning better work conditiions, rate, and better technology.	Oct 13, 2011 11:12 AM
149	Better pay or better opportunity	Oct 13, 2011 10:55 AM
150	Complete lack of interest by client company of project.	Oct 13, 2011 10:52 AM
151	Negative environment or personal non-work reasons	Oct 13, 2011 10:52 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

152	Better Oppertunity for myself and my family.	Oct 13, 2011 10:49 AM
153	Negative/ unhealthy environment, extremely poor management otherwise poorly run company, poor work ethics from company	Oct 13, 2011 10:49 AM
154	Permanent position became avaiable. Security is paramount	Oct 13, 2011 10:48 AM
155	for job secure.	Oct 13, 2011 10:46 AM
156	Under value and no growth in professional direction during assignment.	Oct 13, 2011 10:46 AM
157	If I know that my contract is going to end soon.	Oct 13, 2011 10:46 AM
158	Excepted a permanent position.	Oct 13, 2011 10:45 AM
159	Increase in pay at a company closer to home.	Oct 13, 2011 10:44 AM
160	In a bad situation and or moving to an ideal situation.	Oct 13, 2011 7:48 AM
161	Very rude and obnoxious behaviour on the part of management.	Oct 12, 2011 5:49 AM
162	I have only once left a project early. As an Architect I cost the price of three Developers.	Oct 7, 2011 5:17 PM
163	Only if there's an immediate need like personal/family reasons, very uncomfortable work environment etc. Else I would prefer to switch an assignment only after or towards completing the contract.	Oct 7, 2011 9:36 AM
164	A really good offer was received.	Oct 7, 2011 8:21 AM
165	When my skills are not utilized and they begin to erode and being given boringgggg assignments.	Oct 6, 2011 3:38 PM
166	Benefits Vacation Time Off Full Time employment	Oct 6, 2011 1:08 PM
167	Generally speaking, I would not leave an assignment early. However, if I had to pick one reason, then it would be a full-time position with benefits and at a higher salary with an opportunity to advance.	Oct 6, 2011 10:51 AM
168	Meaty assignment at a good rate; full time employment opportunity.	Oct 6, 2011 10:38 AM
169	Dis-satisfaction with current assignment, Commute, Rate	Oct 6, 2011 10:32 AM
170	If I was not enjoying the work or the enviornment, I would want to leave an assignment rather than be unhappy.	Oct 6, 2011 10:13 AM
171	Rate and length	Oct 6, 2011 10:12 AM
172	Rarely have left early. Only for better pay/hours or full-time employment,	Oct 6, 2011 10:05 AM
173	Better opportunities	Oct 6, 2011 10:04 AM
174	If offered a much better commute (especially a virtual contract), much better pay, a better work life balance, or a more exciting type of work.	Oct 6, 2011 10:00 AM

Q4. Please state the primary reason(s) you would leave an assignment early.

175	If I were offered permanent employment elsewhere, I would consider leaving an assignment early.	Oct 6, 2011 9:46 AM
176	I would leave early if I didn't see a future at my current location.	Oct 6, 2011 9:41 AM
177	If the assignment is stagnated and/or is continually put on hold and then taken off hold repeatedly. The work is not what was advertised initially. There is no room for personal / professional growth	Oct 6, 2011 9:41 AM
178	Improved opportunity	Oct 6, 2011 9:40 AM
179	Was offered a better position with more pay/benefits	Oct 6, 2011 9:37 AM
180	It would have to be a really great opportunity	Oct 6, 2011 9:32 AM
181	Lack of Technology improvements. Lack of support in the clients' environment. A more challenging assignment.	Oct 6, 2011 9:30 AM
182	Not challenged and underpaid	Oct 6, 2011 9:29 AM
183	If I see I cannot make a positive contribution to the client. It is better to leave gracefully than leave under a cloud.	Oct 6, 2011 9:25 AM
184	1) assignment is not as originally described 2) lack of respect as a person 3) lack of respect as a professional IT person	Oct 6, 2011 9:22 AM
185	I would only leave an assignment early if a more desirable full-time role presented itself.	Oct 6, 2011 9:21 AM
186	I keep to my commitments so it would need to be something pretty extreme for me to leave. The top of my list would be not being treated well by the client and unpleasant working conditions, etc.	Oct 6, 2011 9:17 AM
187	Depending upon the type of position and technology and closer to home	Oct 6, 2011 9:16 AM
188	If a good opportunity came up which would benefit my career.	Oct 6, 2011 9:14 AM
189	A higher paying engagement becomes available.	Oct 6, 2011 9:00 AM

Q5. What is the biggest challenge in finding new engagements?

1	Finding a project that matches my skill set and within the range of locations I am willing to travel	Nov 21, 2011 11:24 AM
2	Location	Nov 14, 2011 7:50 AM
3	The economy, and finding the necessary contacts.	Nov 7, 2011 11:08 AM
4	Finding a permanent position.	Nov 7, 2011 8:38 AM
5	1. Location	Nov 7, 2011 5:25 AM
6	time	Nov 6, 2011 1:03 PM
7	Time and energy. When a client has a contract opening and makes excuses over a period of time to bring the candidate into the organization which does not happen.	Nov 4, 2011 6:59 AM
8	Being told I'm not qualified because I don't have a degree. I only have 20+ years of actual accounting experience. It seems companies want that degree and do not look at past work experience.	Nov 4, 2011 4:08 AM
9	Location plays a big role for me as I need to stay with my family.	Nov 4, 2011 3:37 AM
10	takes a lot of time to put in applications.	Nov 3, 2011 5:45 PM
11	Finding long term assignments in preferred locations.	Nov 3, 2011 3:43 PM
12	Is how long will the engagement last.	Nov 3, 2011 2:50 PM
13	.	Nov 3, 2011 2:31 PM
14	Finding the local project.	Nov 3, 2011 2:09 PM
15	quality assignments	Nov 3, 2011 10:39 AM
16	The job market.	Nov 3, 2011 10:12 AM
17	Compensation is usually the challenge with new engagements.	Nov 3, 2011 9:46 AM
18	Matching my skills to what's available - and no one contract agency has all the work.	Nov 3, 2011 9:40 AM
19	Skill match and rate.	Nov 3, 2011 9:11 AM
20	Finding the right compensation and the right schedule.	Nov 3, 2011 8:51 AM
21	Finding engagements that meet my qualifications	Nov 3, 2011 8:46 AM
22	I have not really had an issue.	Nov 3, 2011 8:18 AM
23	Telecommuting flexibility	Nov 3, 2011 7:59 AM
24	The economy seems to be the only challenge	Nov 3, 2011 7:55 AM

Q5. What is the biggest challenge in finding new engagements?

25	Learning new engagement's work protocol.	Nov 3, 2011 7:51 AM
26	The biggest issue in finding assignments is Rate and the type of work that is requested/needed.	Nov 3, 2011 7:47 AM
27	Communication. Very important that a line of clear communication is open between client, staff and any third parties involved. With clear communication no misunderstandings and no hurt feelings.	Nov 3, 2011 7:43 AM
28	Time	Nov 3, 2011 7:42 AM
29	n/a	Nov 3, 2011 7:29 AM
30	making sure to find the best job for my career growth.	Nov 2, 2011 9:40 AM
31	There are only so many hours in the day	Nov 1, 2011 2:57 PM
32	Getting familiar with the clients policies, procedures and processes quick enough to prove a value soon after being hired. Client expect contractors to be productive quickly after arriving and sometimes it can be difficult when you have trouble finding information on their processes etc....	Nov 1, 2011 8:25 AM
33	Convinving the recruiter that I am 100% mobile and will consider any location. It is often the case that a recruiter (or client) will view a non-local with suspicion.	Nov 1, 2011 6:34 AM
34	Not knowing what is available	Oct 31, 2011 2:11 PM
35	Finding right fit	Oct 31, 2011 4:01 AM
36	Very tight job market	Oct 30, 2011 6:44 PM
37	Honest recruiter	Oct 30, 2011 4:47 PM
38	Industry-specific experience requirements.	Oct 30, 2011 4:04 PM
39	Getting a chance to be heard by the most suited client.	Oct 30, 2011 1:17 PM
40	The right culture fit	Oct 29, 2011 6:20 PM
41	Rate, location and these days too many available candidates.	Oct 29, 2011 1:27 PM
42	Lack of work in current field and unwillingness of potential employers in training new technology.	Oct 29, 2011 9:28 AM
43	none	Oct 29, 2011 5:04 AM
44	finding good insurance.	Oct 28, 2011 11:30 AM
45	finding the right fit	Oct 28, 2011 10:28 AM
46	Location and the number of new engagments available.	Oct 28, 2011 7:22 AM
47	Given today's "buyer's" market, the near-idealistic assignment requirements listed as "Required" by employers (and their HR departments.) Also, given the	Oct 28, 2011 6:20 AM

Q5. What is the biggest challenge in finding new engagements?

	state of the economy, it appears that every HR department is overwhelmed by the sheer volume of applicant submissions, making it much more difficult to stand out from the crowd.	
48	Not sure	Oct 28, 2011 5:21 AM
49	Limited market for fixing radio's and satellite terminals. Most companies hire from within and others want me to deploy overseas.	Oct 28, 2011 5:17 AM
50	access to system	Oct 28, 2011 5:00 AM
51	Engaging and helping those that don't comprehend understand the options available and ramifications of the decisions they make.	Oct 28, 2011 4:26 AM
52	Due to a failing economy, with the hundreds / thousands of resumes and profiles being submitted online, it is sometimes a challenge to get employers to recognize and view your individual resume and list of achievements / accomplishments, prior to being selected for an in-person interview.	Oct 28, 2011 4:16 AM
53	Finding a client that needs my knowledge base	Oct 28, 2011 3:38 AM
54	Time and information available about the position.	Oct 28, 2011 3:10 AM
55	N/A	Oct 28, 2011 3:07 AM
56	Finding the "right" opportunity	Oct 28, 2011 3:02 AM
57	Length of engagement.	Oct 27, 2011 5:55 PM
58	The recruiters all have the same projects. I spend so much time sending my resume to recruiters to find out I have already submitted with another company.	Oct 27, 2011 5:35 PM
59	competition	Oct 27, 2011 4:28 PM
60	A consultant cannot just apply for a position directly with a company. Companies only used 'Preferred Vendors' so a consultant has to go to the vendor that has the Statement of Work with the given companies.	Oct 27, 2011 3:40 PM
61	Mainframe positions seem to be declining and despite abilities to learn and use newer technologies, a reluctance of suppliers and companies to	Oct 27, 2011 3:23 PM
62	Finding legitimate recruiting companies to work.	Oct 27, 2011 2:14 PM
63	Getting in front of the client	Oct 27, 2011 2:13 PM
64	Job market and skill set match; my skill set is primarily host (mainframe)	Oct 27, 2011 1:20 PM
65	Many openings are only posted internally. My biggest challenge was finding a match for my skills and experience.	Oct 27, 2011 12:55 PM
66	It's all timing.	Oct 27, 2011 12:51 PM
67	finding superior/satisfactory engagements	Oct 27, 2011 12:45 PM

Q5. What is the biggest challenge in finding new engagements?

68	To find something that matches my skills and that I find interesting.	Oct 27, 2011 12:43 PM
69	Barack Hussein Obama.	Oct 27, 2011 12:42 PM
70	I am new to this so I can't really answer this question	Oct 27, 2011 12:23 PM
71	Too many jobs going overseas.	Oct 27, 2011 12:20 PM
72	This is my first engagement.	Oct 27, 2011 12:14 PM
73	Competing with H1Bs	Oct 27, 2011 12:12 PM
74	Limited number of available jobs.	Oct 27, 2011 12:09 PM
75	Fortunately, I have not had to find a new engagement.	Oct 27, 2011 12:07 PM
76	finding medical, dental, and vision benefits	Oct 27, 2011 11:33 AM
77	Convincing hiring managers that my skills are transferable.	Oct 27, 2011 10:48 AM
78	Something that fits skillset.	Oct 27, 2011 8:57 AM
79	None	Oct 27, 2011 8:28 AM
80	Shortage of positions.	Oct 27, 2011 4:23 AM
81	n/a	Oct 26, 2011 5:15 PM
82	Immigration Status.	Oct 26, 2011 2:56 PM
83	Finding open positions that are challenging and uses the skills I have acquired.	Oct 26, 2011 2:37 PM
84	1) I am an RPG programmer. The market for this skill is in decline. I have taken classes in the SAP programming language ABAP and the Sales and Distribution (SD) module. I hope that I have the opportunity to use those skills in future assignments. Until recently the economy took it's toll. However, that seems to be changing.	Oct 26, 2011 2:18 PM
85	The timeframe to get a decision	Oct 26, 2011 1:46 PM
86	The IBM mainframe marketplace as a result of the US and world western economies, the trend towards both global outsourcing and the use of low-caliber, low-cost replacement usually as temporary/non-citizen labor (this has had both pervasive and extensive detrimental effects in many areas of the IT profession) and a shift towards other platforms and server technologies.	Oct 26, 2011 1:21 PM
87	Location.	Oct 26, 2011 1:02 PM
88	Availability of quality jobs.	Oct 26, 2011 12:54 PM
89	location	Oct 26, 2011 12:51 PM
90	Since I work for a consulting office that actively finds opportunities, my biggest challenge is providing a complete list and descriptions of my skills so my office	Oct 26, 2011 12:48 PM

Q5. What is the biggest challenge in finding new engagements?

	can find an assignment that matches with my abilities.	
91	Finding the time to look.	Oct 21, 2011 6:51 AM
92	Don't know what's out there.	Oct 20, 2011 8:31 AM
93	Knowing if you truly are a potential candidate for the position of the recruiter is just leading you on.	Oct 19, 2011 10:58 AM
94	Getting your name to the right people	Oct 19, 2011 7:16 AM
95	None at the moment.	Oct 18, 2011 6:49 AM
96	Location trying not to travel further for the same or less money	Oct 18, 2011 4:39 AM
97	building a resume that is specific to the client that you want to work with	Oct 18, 2011 4:25 AM
98	Finding new engagements. We're in a recession, there are 200 applicants for every position, and the employers hold all the cards.	Oct 18, 2011 4:04 AM
99	Of course, finding something that is a perfect fit for my skillsets and that is within the scope of what I know I will do. For example, I'm not a phone person... so collections and calls is out of the question. I will revert to an admin position before I do phone work... ugh.	Oct 17, 2011 6:27 PM
100	Competition	Oct 17, 2011 6:12 PM
101	1 = meeting my minimum rate 2 = location 3 = length of assignment 4 = reputation of client company 5 = interesting project / technology	Oct 17, 2011 12:27 PM
102	long term engagements	Oct 17, 2011 10:58 AM
103	Location	Oct 17, 2011 9:35 AM
104	Location	Oct 17, 2011 9:35 AM
105	It has changed somewhat for me. I never doubted myself or my skillset before but it seems that employers have are more cautious now and are expecting a more perfect union of skills to needs.	Oct 17, 2011 8:30 AM
106	The biggest is finding a challenging position.	Oct 17, 2011 8:17 AM
107	Finding one that fits into my work criteria.	Oct 17, 2011 8:02 AM
108	New/Interesting Requirements	Oct 17, 2011 7:54 AM
109	Lack of support by contract company. I typically only hear from my contracting company who I have been working for multiple years when i am late in submitting a timecard but never when my contract is coming up for renewal	Oct 17, 2011 7:54 AM
110	none	Oct 17, 2011 7:49 AM
111	Too many places to search	Oct 17, 2011 7:16 AM

Q5. What is the biggest challenge in finding new engagements?

112	Being available when they open up. My skill set is very specialized, so it isn't easy to find people that need my skills at the precise time I'm looking.	Oct 16, 2011 7:34 AM
113	None	Oct 15, 2011 9:53 AM
114	Hiring managers that do not understand that an experienced programmer does not need to have experience in the particular language their company happens to be using. That professional programmers can use whatever language you want them to and produce efficient, easily maintained code.	Oct 15, 2011 8:17 AM
115	Mix of rate with opportunity	Oct 14, 2011 5:01 PM
116	the need to acquire more Certifications.	Oct 14, 2011 3:10 PM
117	Leaving behind work that may have been unfinished due to assignment length or other difficulties considered unforeseen.	Oct 14, 2011 12:41 PM
118	Vagueness in listings - either too broad, too vague, or otherwise poorly-articulated. Time is wasted submitting the wrong people for opportunities that are a poor fit.	Oct 14, 2011 12:40 PM
119	Finding a place where you will fit right in.	Oct 14, 2011 12:38 PM
120	None	Oct 14, 2011 7:54 AM
121	The ability to find out opportunities within organizations. Most opportunities are not posted either on job boards, etc., but are posted internally. The other major challenge is the number of individuals looking for the same limited new opportunities. With the government tracking unemployment records using four reports known as the U3, U4, U5 and lastly the U6 which reflects the true under/unemployment which currently stands at approximately 16.2 % of our working age adults.	Oct 14, 2011 7:02 AM
122	Being older and not up on the latest IT software. Transitioning off of Mainframe to other platforms. For some reason clients assume a seasoned contractor cannot transition into other software.	Oct 14, 2011 6:25 AM
123	Rate	Oct 14, 2011 5:38 AM
124	Looking for something that will one can grow in mentally.	Oct 14, 2011 5:24 AM
125	Finding new engagements.	Oct 13, 2011 1:57 PM
126	Current Economy and Skill Set Requirements	Oct 13, 2011 1:01 PM
127	Being matched with the right positions. Being looked at for only one type of position because that is what you have done before for a specific supplier. Not getting the opportunity to advance your career in consulting.	Oct 13, 2011 12:09 PM
128	Over coming the age barrier	Oct 13, 2011 11:55 AM
129	Location - Hard to find contracting jobs in a current location specially as an H1B visa holder.	Oct 13, 2011 11:52 AM

Q5. What is the biggest challenge in finding new engagements?

130	The biggest challenge is finding another company that will match your current wages and or offer more, and also location is a key component in finding a new position.	Oct 13, 2011 11:47 AM
131	While shortlisting candidates for a position, Recruiters try to match skill sets/title in job description with your profile. They do not make an effort to look for transferable skills.(ex; a BA/developer with good experience can do project management even if she did not held the project manager title in the past) So its difficult to get a recruiter to shortlist your resume for submission if you are trying to move up the career ladder with every engagement.	Oct 13, 2011 11:26 AM
132	None.	Oct 13, 2011 11:20 AM
133	One that fits my expertise and that wants someone of my experience.	Oct 13, 2011 11:12 AM
134	Finding a proper match of opportunity in which to exercise abilities	Oct 13, 2011 10:55 AM
135	Oh, there are so many, I dont know where to begin.	Oct 13, 2011 10:52 AM
136	Finding one with flexibility to my home and school schedule.	Oct 13, 2011 10:49 AM
137	Longevity	Oct 13, 2011 10:49 AM
138	Available time to meet / interview.	Oct 13, 2011 10:48 AM
139	working visa in USA	Oct 13, 2011 10:46 AM
140	Finding the perfect fit.	Oct 13, 2011 10:46 AM
141	Need to spend time to find new engagements. Sometime, that time is less.	Oct 13, 2011 10:46 AM
142	Finding the right fit.	Oct 13, 2011 10:44 AM
143	Recruiter hype. They can be very misleading about the role of the position, the skills expected, and the timing for when the engagement will start.	Oct 13, 2011 7:48 AM
144	Economy	Oct 7, 2011 5:17 PM
145	Looking for new interesting technologies to work on is always challenging. You have to always keep up with changing technologies.	Oct 7, 2011 9:36 AM
146	Being overqualified	Oct 7, 2011 8:21 AM
147	The economy!	Oct 6, 2011 3:38 PM
148	The econmy	Oct 6, 2011 1:08 PM
149	Meeting those first three priorities at once. Mostly, it is the salary question. The range of wages being offered for BAs in particular is huge and apparently, my past wages are near the top end.	Oct 6, 2011 10:51 AM
150	it just takes time to find the right assignment.	Oct 6, 2011 10:38 AM
151	The amount of people that are also looking for the same thing. Also, the	Oct 6, 2011 10:32 AM

Q5. What is the biggest challenge in finding new engagements?

	client/firms that take too long to evaluate resume's and make a decision.	
152	Complying with the required skill or experience level. Many assignments may be outside of my field of study or prefer many years of experience.	Oct 6, 2011 10:13 AM
153	Finding the right fit in the shortest period of time.	Oct 6, 2011 10:12 AM
154	Finding isn't hard, getting in for the interviews is the difficult part. I am usually overqualified.	Oct 6, 2011 10:05 AM
155	Legth of contract and rate	Oct 6, 2011 10:04 AM
156	I have not had a challenge in finding new contracts. The only challenge is in finding ones that are close to home, and at the rate I'm looking for.	Oct 6, 2011 10:00 AM
157	I'm relatively new to consulting, so my portfolio of projects and references is still small. It takes some time to build a brand/reputation.	Oct 6, 2011 9:46 AM
158	I don't really have any, I would think that finding one with my current skill set.	Oct 6, 2011 9:41 AM
159	Finding the right fit (organization and position-wise).. one that challenges you to stretch and learn and be a better / stronger professional at the end of the day.	Oct 6, 2011 9:41 AM
160	Getting in the door	Oct 6, 2011 9:40 AM
161	Finding them	Oct 6, 2011 9:37 AM
162	My age, and the current state of the economy	Oct 6, 2011 9:32 AM
163	Working through all the face to face interviews Firms want and not being presented without an explanation.	Oct 6, 2011 9:30 AM
164	My Vendor has been doing great. Also my contracts tend to be longer. Fortunately down time has not been a problem for me these past years.	Oct 6, 2011 9:25 AM
165	1)My skills are becoming outdated 2) There are youger cheaper consultants available. Their skills may not be on a par with mine but they are significantly less expensive	Oct 6, 2011 9:22 AM
166	Networking	Oct 6, 2011 9:21 AM
167	Availability of good positions and competition.	Oct 6, 2011 9:17 AM
168	Job market is very slow and need to be competitive enough to stay in the business	Oct 6, 2011 9:16 AM
169	Location.	Oct 6, 2011 9:14 AM
170	Number of people looking for work	Oct 6, 2011 9:00 AM

Q7. Please define what makes a great supplier to you

1	1. Excellent understanding of my skillset, areas I am comfortable working and areas that I do not want to work in. 2. Ability of the supplier to get good (New Implementation) projects matching my skill sets.	Nov 21, 2011 11:24 AM
2	good communication	Nov 14, 2011 7:50 AM
3	Strong client base, and longevity in the marketplace.	Nov 7, 2011 11:08 AM
4	One that is reliable and cares about the ultimate goal.	Nov 7, 2011 8:38 AM
5	1. One who cares more about its consultants	Nov 7, 2011 5:25 AM
6	Attention to detail	Nov 6, 2011 1:03 PM
7	Openess and ability to work from home.	Nov 4, 2011 6:59 AM
8	A company that actually appreciates my loyalty to get the job done.	Nov 4, 2011 4:08 AM
9	A supplier who can get me if not many but good job openings where there is an actual requirement and not have to wait for days to get to know what has happened with the interview.	Nov 4, 2011 3:37 AM
10	One that cares about all of their employees, hourly or salaried, offers fair compensation, and great benefits at a reasonable cost.	Nov 3, 2011 3:43 PM
11	.	Nov 3, 2011 2:31 PM
12	delivery of what is promised!	Nov 3, 2011 10:39 AM
13	Growing with ever changing pace of technology.	Nov 3, 2011 10:12 AM
14	Ability to negotiate a good compensation and contract extension.	Nov 3, 2011 9:46 AM
15	I'm not entirely sure what you mean by supplier - but if you mean contract agency, I mean one that keeps you informed about where you are with your contract, keeps an eye out for future contracts. I will say that Thompson does a good job to make us part of a organization - the Atl zoo outing was wonderful for that.	Nov 3, 2011 9:40 AM
16	Consultants are treated well, close communication, great benefits.	Nov 3, 2011 9:11 AM
17	Reliability, ethical business practices, good pricing, customer service	Nov 3, 2011 8:46 AM
18	Positions, benefits	Nov 3, 2011 8:18 AM
19	One who delivers high quality results.	Nov 3, 2011 7:59 AM
20	Understanding the issues/work at hand and being flexible in solutions to come to a final resolution.	Nov 3, 2011 7:47 AM
21	quick response and turn around.	Nov 3, 2011 7:43 AM
22	Reputation in the industry	Nov 3, 2011 7:42 AM

Q7. Please define what makes a great supplier to you

23	attentiveness/customer service	Nov 3, 2011 7:29 AM
24	keeping in touch and not treating me like a number	Nov 2, 2011 9:40 AM
25	Great selection	Nov 1, 2011 2:57 PM
26	A supplier needs to support their consultants and truly work with and for them. Working with me before contracts end to start working on other possibilities. Understanding the challenges that consultants face and working with them to provide good and appropriate assignments.	Nov 1, 2011 8:25 AM
27	What is a "supplier"?	Nov 1, 2011 6:34 AM
28	By supplier I believe you mean the contracting company I work with. In that case, I look for professionalism, honesty, benefits, rates, and support/communication.	Oct 31, 2011 2:11 PM
29	Great personal service. Need to feel that I matter as a person.	Oct 30, 2011 6:44 PM
30	Honest company.... no longer available.... used to be open rate communication. Now it's a rip off...	Oct 30, 2011 4:47 PM
31	A firm that takes care of you on your current engagement (remains involved with you, and involves you with them), and is ready to help you look for the next engagement/project when it is time to move on.	Oct 30, 2011 4:04 PM
32	A company that cares for both the needs of the client, the needs of the contractor and the value of providing great service continually.	Oct 30, 2011 1:17 PM
33	Great rate, Stays in contact providing feedback, looking out for me	Oct 29, 2011 6:20 PM
34	Ability to keep the best interest of their candidates	Oct 29, 2011 1:27 PM
35	Someone looking out for your best interests.	Oct 29, 2011 9:28 AM
36	Helping me find new assignments	Oct 29, 2011 5:04 AM
37	Continuous communication whether it good news or bad news.	Oct 28, 2011 2:51 PM
38	This is my first experience. not sure.	Oct 28, 2011 11:30 AM
39	Someone who treats you like you're more than just a paycheck to them. Most of them I call my pimp.	Oct 28, 2011 10:28 AM
40	n/a	Oct 28, 2011 7:22 AM
41	One that treats its staff (both employee and contractual) as valuable resources; the contractor or consultant is literally the point of contact with the client. As an on-site representative of the vendor firm, the contractor or consultant is the face of the vendor firm; future business with that client may depend on how that contractor or consultant is viewed. A good vendor maintains regular with their contractors and consultants, and doesn't treat them as revenue sources. Over my career I've worked for several vendors, the good ones always make their contractors or consultants feel valued.	Oct 28, 2011 6:20 AM

Q7. Please define what makes a great supplier to you

42	Sentari is a great example	Oct 28, 2011 6:01 AM
43	Someone who tries to take care of me every step of the way, maybe even ask for a raise between contract negotiations for me without asking.	Oct 28, 2011 5:17 AM
44	n/a	Oct 28, 2011 5:00 AM
45	Personal engagement of individual(s).	Oct 28, 2011 4:26 AM
46	One who will listen to your needs and communicate to you what he or she can and cannot achieve for you. One who will research beyond his or her own limitations to achieve customer satisfaction. One who can negotiate well so that both parties are satisfied with the outcome.	Oct 28, 2011 4:16 AM
47	Communication and honest. Those that feel like they care and keep in touch.	Oct 28, 2011 4:15 AM
48	?	Oct 28, 2011 3:38 AM
49	A company that understands the importance of their contractors and treats them the same as their own employees.	Oct 28, 2011 3:07 AM
50	Good management, tools, and people to work with.	Oct 28, 2011 3:02 AM
51	Honor	Oct 28, 2011 2:50 AM
52	Someone who does have my interests in mind and is just not trying to place me in order to get the "sell".	Oct 28, 2011 2:27 AM
53	Someone who can get what I require with in my time frame.	Oct 27, 2011 5:35 PM
54	integrity	Oct 27, 2011 4:28 PM
55	A great supplier is a company that is looking to find the best consultants to provide to their clients at a competitive rate for the client, consultant, and company in that order. Basically a company that is not always looking only at the "Margin" that they are receiving for each consultant.	Oct 27, 2011 3:40 PM
56	Honesty, honesty and a balanced commitment to both customer and client. And Honesty in communication. Don't like when they put me in a position where I feel like chattel or that I am being taken advantage of.	Oct 27, 2011 3:23 PM
57	Advertising legitimate projects, not low balling the rate	Oct 27, 2011 2:14 PM
58	Excellent rate, pay on time	Oct 27, 2011 2:13 PM
59	Staff maintains good contact with contractors and keeps them "in the loop" in terms of their marketing efforts	Oct 27, 2011 1:20 PM
60	By supplier - I assume you mean recruiting company. If this is correct, I appreciate recruiters who continue to look for new opportunities, keep in touch with me regarding job search activities, providing ample information in preparation for interviews, and following up after the position has been accepted.	Oct 27, 2011 12:55 PM
61	Maintains a constant line of communication until the candidate has a position.	Oct 27, 2011 12:51 PM

Q7. Please define what makes a great supplier to you

62	rate, duration, location, reputation	Oct 27, 2011 12:45 PM
63	One that can offer several opportunities when I'm ready to make a decision on an engagement.	Oct 27, 2011 12:43 PM
64	Work ethic in finding me work, contacts in the community, experience in the job and knowing the ins and outs of the company they are placing you with.	Oct 27, 2011 12:23 PM
65	Ethical and straight shooter type people	Oct 27, 2011 12:12 PM
66	Someone who remembers that I'm a human being, not a number. That I have real world issues.	Oct 27, 2011 12:09 PM
67	Benefits and Employee relations.	Oct 27, 2011 12:07 PM
68	supplier with benefits plus online training or online resources or online books, etc	Oct 27, 2011 11:33 AM
69	Honesty, integrity, complete truthfulness.	Oct 27, 2011 10:48 AM
70	NA	Oct 27, 2011 8:28 AM
71	Somebody who will back me up with the client if things are going bad. Other than that they just need to pay on time.	Oct 27, 2011 4:23 AM
72	Diversified opportunities.	Oct 26, 2011 2:37 PM
73	The supplier does what he says and acts in a professional manner. In that, the duties of the assignment are clearly defined, the on site manager/PM is knowledgeable and approachable, and the business functions of the firm are professional.	Oct 26, 2011 2:18 PM
74	Pay me well and ontime	Oct 26, 2011 1:46 PM
75	"Supplier" as in a consulting company? From a consultant's point of view, a great supplier of my services should be a company of an ethical nature and solid reputation with a solid client base and a good number of satisfied consultants and employees. The company should--above all--practice fairness during rate and/or salary negotiations and should in no way lie or take advantage of a candidate based on their current or personal situation. All actions should be transparent and above-board.	Oct 26, 2011 1:21 PM
76	Reliable pay. Open communication.	Oct 26, 2011 1:02 PM
77	?	Oct 26, 2011 12:54 PM
78	A good supplier would have a firm understanding my skill set and interest, and would match them with the proper assignment.	Oct 26, 2011 12:51 PM
79	Always providing the right person for the right assignment and pleaseing the Client.	Oct 26, 2011 12:48 PM
80	Quality product, on time and reasonably priced.	Oct 20, 2011 8:31 AM
81	One which treats me respectfully.	Oct 19, 2011 10:58 AM

Q7. Please define what makes a great supplier to you

82	One that is true to their word and is very organized with following process goals and expectations set forth in agreements by the supplier in question.	Oct 18, 2011 6:49 AM
83	Any supplier that takes advantage that you can be used for other departments and uses your skills to the best of their ability to not let you be under used.	Oct 18, 2011 4:39 AM
84	One that can almost read my mind. understand the positions and give a "real" definition of the work to be involved in. pay on time.	Oct 18, 2011 4:25 AM
85	Good and open communications.	Oct 18, 2011 4:04 AM
86	A great supplier will provide the following: - feedback from the client regarding services being provided - touchpoints to verify the I am comfortable with the environment and that the type of work requested is being performed (I am limited on the number of freebies I will provide)	Oct 17, 2011 6:27 PM
87	Hardwork	Oct 17, 2011 6:12 PM
88	1 = strength of company's stability and past performance 2 = treatment of their contractors 3 = benefits	Oct 17, 2011 12:27 PM
89	Communication	Oct 17, 2011 9:35 AM
90	Communication	Oct 17, 2011 9:35 AM
91	Someone who keeps me in the loop and that is very honest with me by providing constructive criticism. One cannot improve without knowledge of where one is lacking. Integrity and a positive attitude.	Oct 17, 2011 8:30 AM
92	I don't know what "supplier" means in this context.	Oct 17, 2011 8:17 AM
93	One that takes an interest into your company's need and goals.	Oct 17, 2011 8:02 AM
94	Good Communication, Trust worthy and good Pay rate.	Oct 17, 2011 7:54 AM
95	telecommuting and rate	Oct 17, 2011 7:49 AM
96	Providing me with all of the information I need to do my job, and offering me health insurance.	Oct 16, 2011 7:34 AM
97	Good jobs for the highest rate in the best location.	Oct 15, 2011 9:53 AM
98	Supplier of what?	Oct 15, 2011 8:17 AM
99	Ability to be flexible with assignments	Oct 14, 2011 5:01 PM
100	The Negotiation for a high payrate.	Oct 14, 2011 3:10 PM
101	The ability to provide new engagements that I would be qualified for, and that are interesting and challenging. Providing information, preparation and coaching for the interview. Occasional check-ins to see how things are going.	Oct 14, 2011 1:22 PM
102	A Supplier that presents a channel with 24/7 availability with bleeding edge products.	Oct 14, 2011 12:41 PM

Q7. Please define what makes a great supplier to you

103	One that promises and delivers in as equal measure as possible.	Oct 14, 2011 12:40 PM
104	Keeps in contact with the consultant..	Oct 14, 2011 12:38 PM
105	I have senior level experience great leadership skills and I commit my self to have project complete successfully.	Oct 14, 2011 7:54 AM
106	A great supplier to me is one who cares for the consultant and works to nuture that relationship. Being a consultant, one interacts with new people all the time. A great supplier recognizes this in their consultants and works with them to get them gainfully employment. This is a win-win for both parties.	Oct 14, 2011 7:02 AM
107	Do not understand this question.	Oct 14, 2011 6:25 AM
108	Technology	Oct 14, 2011 5:38 AM
109	Shows interest and gets to personally know you.	Oct 14, 2011 5:24 AM
110	No paperwork. Open to feedback. Easy to contact.	Oct 13, 2011 1:57 PM
111	N/C	Oct 13, 2011 1:01 PM
112	A supplier looking to work with you for the long term and get you into new assignments. Go beyond the one phone call and done. Try to size you for multiple assignments.	Oct 13, 2011 12:09 PM
113	Benefits, Flexibility, and Genuine Concern	Oct 13, 2011 11:55 AM
114	Can land me a job quickly after completion of the current assignment and get me what I am looking for.	Oct 13, 2011 11:52 AM
115	N/A	Oct 13, 2011 11:47 AM
116	Multiple clients in various industries. Timely payroll. Opportunities to attend learning/development events to keep up to date with skill set. (ex: IBM training sessions)	Oct 13, 2011 11:26 AM
117	Finding a good project with in (DFW(Metroplex)) I live in	Oct 13, 2011 11:20 AM
118	understanding of the client and the team.	Oct 13, 2011 10:55 AM
119	who is the supplier?	Oct 13, 2011 10:52 AM
120	Dedication and determination	Oct 13, 2011 10:49 AM
121	Great communication; willing to pay better rates to you if your duties increase significantly or your job description changes; listen to your needs or concerns	Oct 13, 2011 10:49 AM
122	Attentive to the sub contractor as well as the client.	Oct 13, 2011 10:48 AM
123	Professional and provide highest services to clients.	Oct 13, 2011 10:46 AM
124	Someone, who is straight forward and responsive to issues.	Oct 13, 2011 10:46 AM

Q7. Please define what makes a great supplier to you

125	\$\$\$ communication	Oct 13, 2011 10:45 AM
126	One that makes the responsibilities and expectations clear and takes my wishes into consideration.	Oct 13, 2011 10:44 AM
127	Follow up! Let me know my status. Realistic assessment of the engagement.	Oct 13, 2011 7:48 AM
128	Engaged contacts in assigned areas, i.e. good networking	Oct 7, 2011 5:17 PM
129	Know my career interests and help me find matching opportunities.	Oct 7, 2011 9:36 AM
130	Not sure what this means.	Oct 7, 2011 8:21 AM
131	Being honest with what the client really needs and being given the best rate possible. I have been told a client is looking for a certain skill(s) I have and never use them. If the best billing rate is presented it adds a better trust between me and the supplier. Not having that 'I bet they are making more than ###%. Both sides need to feel comfortable and for me it makes me want to be even more loyal to the supplier.	Oct 6, 2011 3:38 PM
132	Treat consultants as individuals not as a contract.	Oct 6, 2011 1:08 PM
133	A great supplier pays on time without variation and is proactive in helping to locate the next contract. One of the frustrating things about a job search is dealing with new recruiters who you have to sell on your skills, abilities, and salary expectations. A recruiter who has placed you once, should have a very solid understanding of those elements and reduce my search time and frustration.	Oct 6, 2011 10:51 AM
134	Honestly, vendors are basically a body shop. If you messed up payroll or health care that would be upsetting. Other than that, your job is to find opportunities.	Oct 6, 2011 10:38 AM
135	Someone who supports me and pays me on time.	Oct 6, 2011 10:32 AM
136	Always helpful and respectful to questions and needs.	Oct 6, 2011 10:13 AM
137	For me, with my experience and broad background, to be on the supplier's radar even when I am on an assignment that was not procured with the supplier calling. In other words - stay in touch.	Oct 6, 2011 10:12 AM
138	Connections & opportunities	Oct 6, 2011 10:04 AM
139	The supplier should accurately describe the assignment before the interview or offer, so I can make an informed decision.	Oct 6, 2011 10:00 AM
140	An organization that has a solid reputation for meeting and exceeding customer expectations. An organization that values its consultants and is operationally efficient.	Oct 6, 2011 9:46 AM
141	A company that always has your back as a consultant. Offers training to help pick up a new skill. Helps find you new assignments when your contract is ending. Provides frequent status updates / feedback. Offers a fair wage and benefits for your knowledge and experience.	Oct 6, 2011 9:41 AM

Q7. Please define what makes a great supplier to you

142	prompt payments	Oct 6, 2011 9:40 AM
143	Supply is steady, always getting better, and good service when needed	Oct 6, 2011 9:37 AM
144	One that provides feedback and checks in with you as the engagement proceeds. Possibly provides gatherings to meet with other consultants in different environments.	Oct 6, 2011 9:30 AM
145	Payment is prompt and correct. They stay in touch and keep me in the loop to the extent possible.	Oct 6, 2011 9:25 AM
146	The number and quality of offerings.	Oct 6, 2011 9:21 AM
147	A company that will support my efforts on behalf of the client assignment.	Oct 6, 2011 9:17 AM
148	Communication ...	Oct 6, 2011 9:14 AM
149	One that is always looking for future assignmentss so that when my current assignment ends they have another lined up.	Oct 6, 2011 9:00 AM

Q8. Please define what makes a great customer/client engagement to you

1	1. Client should understand my expertise and what I bring to the project and use me appropriately. 2. Client should be willing workarounf any personal commitments or emergencies that I may have.	Nov 21, 2011 11:24 AM
2	people	Nov 14, 2011 7:50 AM
3	Professional working conditions, interwsting assignments.	Nov 7, 2011 11:08 AM
4	One that is reliable and cooperative.	Nov 7, 2011 8:38 AM
5	1. One on One meeting with the reporting manager	Nov 7, 2011 5:25 AM
6	depends on the tems	Nov 6, 2011 1:03 PM
7	Chance to get hired. Type of work. The people and the management.	Nov 4, 2011 3:52 PM
8	Work from home and an excellent boss.	Nov 4, 2011 6:59 AM
9	Going into a position where my peers and managers are confident in my ability to do the job with minimal training. If they demonstrate confidence in my placement with them, I will work twice as hard to maintain that level of confidence.	Nov 4, 2011 4:08 AM
10	A good working place where hard work and knowledge of technologies are appretiated	Nov 4, 2011 3:37 AM
11	The client has a comfortable work atmosphere and knowledgable colleagues who are willing and able to help others when asked.	Nov 3, 2011 3:43 PM
12	Being professional at all times.	Nov 3, 2011 2:50 PM
13	.	Nov 3, 2011 2:31 PM
14	Professional environment and an understanding manager like the one that I currently have.	Nov 3, 2011 12:44 PM
15	Professionalism, stability and support and take care of employees	Nov 3, 2011 10:39 AM
16	Providing the best customer service, using the most current tools.	Nov 3, 2011 10:12 AM
17	Great working relationships and challenging work where I learn new skills that I can add to my resume.	Nov 3, 2011 9:46 AM
18	Opportunity to learn new skills, being accepted as a valued part of the team.	Nov 3, 2011 9:40 AM
19	Interesting work and reasonable work load without lag time- nothing worse than an unrealistic work load or sitting around an office with nothing to do. Pleasant work environment: ample desk space, quiet environment and respectful, friendly staff. Treated as part of the team, feeling included- not like a second-class citizen.	Nov 3, 2011 9:11 AM
20	Being valued, feeling like you're making a contribution, fair treatment, having the resources need to accomplish the task	Nov 3, 2011 8:46 AM

Q8. Please define what makes a great customer/client engagement to you

21	Good onboarding processes with mentoring Communication and interest in my work	Nov 3, 2011 8:18 AM
22	Strong leadership (provides direction and resources needed). No micro-management.	Nov 3, 2011 7:59 AM
23	Respect, Loyalty and Trust and confidence in each other.	Nov 3, 2011 7:55 AM
24	Willingness to work together.	Nov 3, 2011 7:51 AM
25	An engagement where the client is knowledgeable and dedicated to the project.	Nov 3, 2011 7:47 AM
26	trust, and communication, being treated equally among full time staff. clear understanding of job duties and expectations.	Nov 3, 2011 7:43 AM
27	Solutions and services provided and technology partnerships	Nov 3, 2011 7:42 AM
28	providing opportunities to leverage skills, respect for skills, clear direction	Nov 3, 2011 7:29 AM
29	knowing the person after my engagement is over...	Nov 2, 2011 9:40 AM
30	Trust in my expertise	Nov 1, 2011 2:57 PM
31	A great client engagement starts with the client fully understanding what they need and how they want to use my skills. Defining what is expected and having their policies, document templates and procedures available for review.	Nov 1, 2011 8:25 AM
32	If you mean "what makes a great contract", then I would say a combination of interesting project in a good location for a good rate. Yes, this is vague - but you should re-word your question to be less nebulous.	Nov 1, 2011 6:34 AM
33	Adequate training, positive environment, growth, stability, competitive rates.	Oct 31, 2011 2:11 PM
34	Continuous feedback and open to new ideas / solutions.	Oct 31, 2011 4:01 AM
35	Mutual respect Open, timely and up front communication	Oct 30, 2011 6:44 PM
36	Open communication and honesty	Oct 30, 2011 4:47 PM
37	One who understands the role of Project Management and allows the PM the authority to do what needs to be done.	Oct 30, 2011 4:04 PM
38	A client who recognizes service provided and offers few roadblocks to equality between employees and contractors, plus the financial inducements and rewards appropos within an atmosphere of friendliness.	Oct 30, 2011 1:17 PM
39	Great team to work with, good hardware to work on, comfortable working conditions	Oct 29, 2011 6:20 PM
40	Good work environment and equality between consultants and employees	Oct 29, 2011 1:27 PM
41	Professional respect and appreciation for your work.	Oct 29, 2011 9:28 AM
42	Letting me know the state of things at the company so I don't worry about being	Oct 29, 2011 5:04 AM

Q8. Please define what makes a great customer/client engagement to you

	let go early in my contract	
43	Working together for the best opportunities.	Oct 28, 2011 2:51 PM
44	Being treated like an FTE and being able to be a part of the things that FTEs can do, like working out in the facilities or participating in contests for days off, etc.	Oct 28, 2011 11:30 AM
45	Nice people, keeps me busy, interesting work, clean environment	Oct 28, 2011 10:28 AM
46	n/a	Oct 28, 2011 7:22 AM
47	A great client engagement is one where the contractor/consultant is treated as part of the team. Too many client environments present an adversarial relationship between internal and external staff; this seems to be largely a legal issue to prevent the contractor or consultant from assuming the same "rights" as internal staff. This "them vs us" perspective can be very disruptive to team cohesion.	Oct 28, 2011 6:20 AM
48	The ability to help the client with all the tools and great communication between parties.	Oct 28, 2011 5:17 AM
49	treat you like their employee	Oct 28, 2011 5:00 AM
50	Working with people that easy to get along with.	Oct 28, 2011 4:46 AM
51	Trust and Leadership.	Oct 28, 2011 4:26 AM
52	Communication and mutual respect is number one. Making the extra effort to help resolve problems and concerns, even if it means contacting and discussing with other departments / managers in order to resolve these issues.	Oct 28, 2011 4:16 AM
53	Those where you are a part of team...and the difference in employment status is not as obvious.	Oct 28, 2011 4:15 AM
54	1. Interesting and challenging tasks 2. Good supervision	Oct 28, 2011 3:38 AM
55	Open communication.	Oct 28, 2011 3:02 AM
56	Respect and communication.	Oct 28, 2011 2:50 AM
57	High level of professionalism, consistent and clear communication regarding expectations and requirements	Oct 28, 2011 2:27 AM
58	Makes you feel that you are a value-added asset to company.	Oct 27, 2011 5:55 PM
59	Understanding the clients needs and fulfilling them with their requirements and quality services.	Oct 27, 2011 5:35 PM
60	long term with pleasing work environment and interesting work	Oct 27, 2011 4:28 PM
61	Finding a fit to a consultants skills and interest that is a long term engagement with a client they enjoy working with.	Oct 27, 2011 3:40 PM
62	Interesting projects with challanges. An intelligent, well conceived project plan	Oct 27, 2011 3:23 PM

Q8. Please define what makes a great customer/client engagement to you

	would be nice although I feel that I am adaptable to work thru any situation. That being said, when there are shortcomings in the conception and planning of projects, a willingness to work thru them with out recriminations and undue fault finding	
63	Have SME support, being included in appropriate meetings	Oct 27, 2011 2:14 PM
64	Good work environment, current technology, good rate	Oct 27, 2011 2:13 PM
65	good open communication	Oct 27, 2011 1:46 PM
66	Customer staff treats their contract employees as if they were full-time employees in terms of keeping them informed and regarding them as valuable contributors to the customer's corporate mission accomplishment	Oct 27, 2011 1:20 PM
67	I greatly appreciate when a client has a friendly attitude, welcomes new employees by introducing them to the current staff, and provides the proper information on who to contact to perform their job functions successfully.	Oct 27, 2011 12:55 PM
68	Expectations are presented factually and in a timely manner. Communication is constant.	Oct 27, 2011 12:51 PM
69	rate, duration, location, reputation	Oct 27, 2011 12:45 PM
70	It allows me to use my current skills while learning new ones. Also, that I'm given the freedom to have input on techniques and methods regarding technology, effect on the business unit, and contact with end-users and C-level execs alike.	Oct 27, 2011 12:43 PM
71	Staying engage with me when no jobs are on the radar, advice on resume, interview tips, positive attitude.	Oct 27, 2011 12:23 PM
72	Ethical and straight shooter type people	Oct 27, 2011 12:12 PM
73	A client that again remembers that I'm not just a number, attempts to engage me as a person, and doesn't treat me like I don't matter because I'm not an FTE.	Oct 27, 2011 12:09 PM
74	Interesting and diverse efforts.	Oct 27, 2011 12:07 PM
75	Cool place to work!	Oct 27, 2011 11:33 AM
76	Honesty and integrity	Oct 27, 2011 10:48 AM
77	Flexability to work from home, not too many rules of engagement.	Oct 27, 2011 8:57 AM
78	top notch quality network of technical resources at client site. Client treats contractors with respect and as part of team. Use of Industry Standards. Latest Releases of high quality enterprise software to support. Proven Source Management Control Software.	Oct 27, 2011 8:28 AM
79	Management that runs with an open mind willing to listen to options of new ways of doing things, not just their way.	Oct 27, 2011 4:23 AM
80	One that has open communication and gives good or constructive feedback in a timely manor.	Oct 26, 2011 2:37 PM

Q8. Please define what makes a great customer/client engagement to you

81	The client appreciates my efforts and supports the project as defined. Also, I like it when the client treats me as a professional that is doing his best to complete the project within budget and on time. I do not appreciate clients that have poorly defined projects with unreasonable goals or deadlines.	Oct 26, 2011 2:18 PM
82	Good project and team	Oct 26, 2011 1:46 PM
83	Please know that my current W-2 hourly rate plus my per diem is exactly equal to the same W-2 hourly rate I earned in 1998. After fifteen years in IT, I am very disappointed with this. In addition, my parents are "very disappointed" in me for not having been able to change my overall situation and career path and have even described my current and previous engagements as "throw away". As for what would make a great client engagement for me, we would start with a guaranteed salary of \$100k, or more, plus benefits. Next, an opportunity to truly exercise my potential and to demonstrate my value in receiving that six-figure salary. Also, I want a promotion--a REAL one.	Oct 26, 2011 1:21 PM
84	Engaged customer. Clear goal focus.	Oct 26, 2011 1:02 PM
85	Training and respect from client.	Oct 26, 2011 12:54 PM
86	Good customer/client engagement would have a good understanding of my skill set and interest, but would give me the opportunity to learn new things.	Oct 26, 2011 12:51 PM
87	I like a challenging and rewarding assignment. An assignment where I can provide a service that is appreciated.	Oct 26, 2011 12:48 PM
88	A great customer/client to me would be one who treats you like you are part of the team even though you are not an employee, and one who keeps you informed of corporate discussions that may affect your project, as well as where the company is going so you can work towards that vision. Also, a great customer/client would be continually striving for process improvement.	Oct 21, 2011 6:51 AM
89	Flexible style of management, able to listen to recommendations, easy to work with and give clear directions on expectations.	Oct 20, 2011 8:31 AM
90	Respect and honesty.	Oct 19, 2011 10:58 AM
91	Good collaboration on both sides. A group that is organized and clear on their needs and requirements.	Oct 19, 2011 7:16 AM
92	A good customer/client engagement is one where there is good communication and down to earth discussions where needed relating to any topics without too much misleading political jargon while keeping balance; and being humane to those in which we deal with on a day to day basis when dealing in engagements of any matter.	Oct 18, 2011 6:49 AM
93	When a company expands on your talent and is willing to expand on those talents	Oct 18, 2011 4:39 AM
94	Work that is inside my comfort zone which I have expertise at and can wow the client. Fair compensation	Oct 18, 2011 4:25 AM
95	I want to be able to use the various skills I have, be appreciated for the work I	Oct 18, 2011 4:04 AM

Q8. Please define what makes a great customer/client engagement to you

	do, and not feel like my job is constantly hanging by a thread.	
96	- Provide a fair assessment of the work I am performing - Provide me with various amenities that are somewhat comparable to the permanent employees.	Oct 17, 2011 6:27 PM
97	Good customer service	Oct 17, 2011 6:12 PM
98	1 = great rate 2 = acceptable location 3 = project at least 6 months, preferably > 1 yr 4 = great client (well known, great working environment, great leadership and peer team) 5 = interesting project / technology	Oct 17, 2011 12:27 PM
99	reputation	Oct 17, 2011 10:58 AM
100	Following a defined methodology.	Oct 17, 2011 9:35 AM
101	Following a defined methodology.	Oct 17, 2011 9:35 AM
102	A place that makes me feel welcome and a part of them. Good communication as stated above. A good manager provides feedback on a regular basis to help his charges grow in the direction he/she desires. This should apply to contractors under their tutelage as well.	Oct 17, 2011 8:30 AM
103	I don't know what "customer/client" means in this context.	Oct 17, 2011 8:17 AM
104	One in which support and communication are good and the job expectations and responsibilities are understood.	Oct 17, 2011 8:02 AM
105	Valuing Employee's thoughts and trust him/her.	Oct 17, 2011 7:54 AM
106	telecommuting and rate	Oct 17, 2011 7:49 AM
107	customer buy-in for project Telecommunication option Clear goals	Oct 17, 2011 7:16 AM
108	When the client knows how they want to use me, and they give me the tools to do the job.	Oct 16, 2011 7:34 AM
109	Supportive client staff.	Oct 15, 2011 9:53 AM
110	A challenge. Coworkers that are either at least as committed as I am or are at least willing to get out of my way and let me do a good job.	Oct 15, 2011 8:17 AM
111	Challenging and interesting	Oct 14, 2011 5:01 PM
112	the ability to build relationships with other people effectively.	Oct 14, 2011 3:10 PM
113	Challenging and interesting work, highly motivated coworkers, clearly defined expectations and goals.	Oct 14, 2011 1:22 PM
114	An engagement that allows for mental growth in your field of expertise; also the ability to feel a little pressure to perform.	Oct 14, 2011 12:41 PM
115	One where the sponsors and SMEs throw their full support and energy behind the task at hand.	Oct 14, 2011 12:40 PM

Q8. Please define what makes a great customer/client engagement to you

116	Making you feel part of the team and not as an outsider.	Oct 14, 2011 12:38 PM
117	Friendly, organize, technologies driven.	Oct 14, 2011 7:54 AM
118	A great customer/client engagement to me is when the client truly considers me as part of the their team. They embrace the consultant as one of their own and respect the work/opinions the consultant provides them with.	Oct 14, 2011 7:02 AM
119	Being treated fairly by the client AND the contracting company I am working through.	Oct 14, 2011 6:25 AM
120	Technology	Oct 14, 2011 5:38 AM
121	Friendly atmosphere and shows progression.	Oct 14, 2011 5:24 AM
122	People in positions with appropriate skills	Oct 13, 2011 7:25 PM
123	Respect Listens to new ideas.	Oct 13, 2011 1:57 PM
124	N/C	Oct 13, 2011 1:01 PM
125	An engagement where you are not micromanaged. Where your contribution is recognized and the client is willing to let you grow a bit in your career as long as you are meeting their needs.	Oct 13, 2011 12:09 PM
126	Interesting challenges	Oct 13, 2011 11:55 AM
127	New technologies, great team environment and supportive co workers.	Oct 13, 2011 11:52 AM
128	1. A good relationship between customer/consultant is one where communication is good. For instance clearly stating the expectations of the consultant so that the consulting agency and host company are pleased by the work performed by the consultant. 2. Treating consultants as equals is important, if a consultant does the same job as an employee of the host company then they should be treated as equals in pay at least. 3. Subjecting consultant to unbearable or unrealistic work quotas generates a negative enviroment for the consultant. A consultant with this type of problem is likely to terminate his agreement earlier than the defined date.	Oct 13, 2011 11:47 AM
129	Customer values/appreciates your skill set/contributions Learning that can be used in future assignments	Oct 13, 2011 11:26 AM
130	Good work environment	Oct 13, 2011 11:20 AM
131	Motivation of project by project team and executive management.	Oct 13, 2011 10:52 AM
132	Work commensurate with my skills/abilities that is appreciated and valued by the customer. Being a part of the team.	Oct 13, 2011 10:52 AM
133	friendly enviroment	Oct 13, 2011 10:49 AM
134	cooperation, flaxability of schedule or work/life balance, reasonable accomondations for work area, company treats you like an employee	Oct 13, 2011 10:49 AM

Q8. Please define what makes a great customer/client engagement to you

135	honesty and being treated as an equal rather than a glorified temp.	Oct 13, 2011 10:48 AM
136	Good relationship and appreciate the work you do for them.	Oct 13, 2011 10:46 AM
137	Good working environment.	Oct 13, 2011 10:46 AM
138	\$\$\$ communication	Oct 13, 2011 10:45 AM
139	One that allows me to do my work without micromanagement.	Oct 13, 2011 10:44 AM
140	Being straight forward about their needs, and how they see someone filling the role. Then providing feedback on how I am doing relative to that.	Oct 13, 2011 7:48 AM
141	Equak agreement on engaement of projects	Oct 7, 2011 5:17 PM
142	Good work environment, interesting project/technology to work on which advances my career forward, good rate at par for my expertise.	Oct 7, 2011 9:36 AM
143	Hands-off manager	Oct 7, 2011 8:21 AM
144	Again, utilizing my skills with the possibility of learning new ones. Working with people that create a team feeling. This makes working at a client site more of a pleasure instead of a burden.	Oct 6, 2011 3:38 PM
145	Defined goals and expectations, solid not fluid.	Oct 6, 2011 1:08 PM
146	A great client is one that treats you like a real person. It's easy to feel like an outsider when you are contracting. I really appreciate honesty and transparency from leadership. Also, the work environment and management styles and personalities are key factors in whether I enjoy a place. The final thing would be if there are any rules that get in the way of doing my job.	Oct 6, 2011 10:51 AM
147	Substantial Project, well-defined goals, good boss, clear pm methodology.	Oct 6, 2011 10:38 AM
148	Supportive and interesting projects.	Oct 6, 2011 10:32 AM
149	Nice people with a lot of patience who understand the situation and are willing to help. Approachable mentors	Oct 6, 2011 10:13 AM
150	To me a great customer is one that understands and appreciates why I am there. That is willing to work along side with me to deliver a superior product.	Oct 6, 2011 10:12 AM
151	Variety, good people, flexibility.	Oct 6, 2011 10:05 AM
152	Communications and atmospere	Oct 6, 2011 10:04 AM
153	I prefer very large companies who know what they're doing.	Oct 6, 2011 10:00 AM
154	An engagement that has clearly defined expectations. Also a client organization that recognizes and values the consultant role.	Oct 6, 2011 9:46 AM
155	the people is important and you get a sense of teamwork.	Oct 6, 2011 9:41 AM
156	Working with knowledgeable, experienced, professional people who are open-	Oct 6, 2011 9:41 AM

Q8. Please define what makes a great customer/client engagement to you

minded and reasonable with their expectations. Allows the proper amount of autonomy to help you get the job done on their behalf. Are clear and concise in their communications with you.

157	Interesting work	Oct 6, 2011 9:40 AM
158	Easy to work with, challenging project environments, ability to learn	Oct 6, 2011 9:37 AM
159	I want to be a productive member of a team that is bringing positive results to my customer.	Oct 6, 2011 9:32 AM
160	One that understands that you don't know anything about their environment and allows you to ask questions without judgment.	Oct 6, 2011 9:30 AM
161	Making a positive contribution. It is important to me to be a respected member of a team and to have an opportunity to contribute. It is very rewarding when the client trusts and respects you enough to let you help them. Especially in ways they may not have thought of themselves.	Oct 6, 2011 9:25 AM
162	Respect for me as a person & respect for the quality of work I provide.	Oct 6, 2011 9:22 AM
163	Culture of workplace	Oct 6, 2011 9:21 AM
164	Being treated as if I were one of their regular staff and not just (a temp). Plus a good working atmosphere and being appreciated.	Oct 6, 2011 9:17 AM
165	Fairness ...	Oct 6, 2011 9:14 AM
166	One who understands that it takes a little time to get up to speed in a new environment. One who appreciates good work and provides the possibility for permanent employment	Oct 6, 2011 9:00 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

1	not sure since this is my first consulting position.	Nov 14, 2011 7:50 AM
2	Have a thick skin, associate with a good company	Nov 7, 2011 11:08 AM
3	Be patient and try to understand the other point of view (ex. supplier/customer, etc.).	Nov 7, 2011 8:38 AM
4	1. Be prepared for volatile work environments and work cultures	Nov 7, 2011 5:25 AM
5	find a full time gig	Nov 6, 2011 1:03 PM
6	Make sure you have plenty of money in the bank for potential unemployed times.	Nov 4, 2011 6:59 AM
7	Consider something else. Too much uncertainty in consulting.	Nov 4, 2011 4:50 AM
8	You must be disciplined to dive into the assignment and possibly put forth some of your own time, unpaid, to come up to speed with the client's demands. Your dedication and hard work will be recognized.	Nov 4, 2011 4:08 AM
9	The first piece of advice is to prepare well for the interviews. There is a big difference of knowing a software and preparing for the interview. Sometimes, even if you are a guru of what you work on ... Interview questions can trump you. All the Best!	Nov 4, 2011 3:37 AM
10	Look for supplier you are comfortable with and is willing to work for you when looking for assignments and offers training i new technologies. Also, look for fair compensation and benefits.	Nov 3, 2011 3:43 PM
11	Be professional, don't be afraid to learn new things and stay hungry for knowlege.	Nov 3, 2011 2:50 PM
12	.	Nov 3, 2011 2:31 PM
13	Be professional, dedicated and work hard. Give no scope for errors.	Nov 3, 2011 12:44 PM
14	Do research, go to college, have a professional resume and perfect your interviewing skills	Nov 3, 2011 10:39 AM
15	Take the initiative to give 110% without being asked.	Nov 3, 2011 10:12 AM
16	Keep yourself marketable at all times and save as much money as you can because you never know how long you will be out of work in between assignments.	Nov 3, 2011 9:46 AM
17	I haven't been one long enough to have advice.	Nov 3, 2011 9:40 AM
18	Decide what YOU need to be successful and interview for that experience. Be pro-active on your own behalf and negaotiate everything. Do not be afraid to leave an assignment that is not a good fit, but do it the right way- with ample notice and clear communication with your staffing company- you don't want to burn bridges if possible.	Nov 3, 2011 9:11 AM
19	Remain flexible in your choices of assignments (both location and expertise).	Nov 3, 2011 8:46 AM
20	Make the customer happy, understand the culture and the requirements as well	Nov 3, 2011 8:18 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

	as the processes of the company.	
21	Be prepared that work may not be as steady as a staff position.	Nov 3, 2011 7:59 AM
22	Be ready to travel	Nov 3, 2011 7:47 AM
23	Listen to your client's Understand their expectations. Understand how your position affects the day to day operations of the client. Trust.	Nov 3, 2011 7:43 AM
24	Align with reputable companies who are willing to mentor.	Nov 3, 2011 7:42 AM
25	weigh benefits of short-term vs. long-term, temporary vs. permanent, etc.	Nov 3, 2011 7:29 AM
26	write everything down....	Nov 2, 2011 9:40 AM
27	Customer (almost) never knows, what he/she wants. It is consultant responsibility to come up with elegant solution for the customer's problem on time and under budget	Nov 1, 2011 2:57 PM
28	Listen to what the clients want and remember that they are buying your time so give them what they want to the best of your abilities. Figure out who you report to and make sure you know what that individual wants from you!	Nov 1, 2011 8:25 AM
29	Consultant or contractor? There's a vary large difference. Whilst the client controls your employment and therefore is entitled to a degree of conformity, you are not a slave simply becasue you get paid by the hour.	Nov 1, 2011 6:34 AM
30	Compare contracting companies - how the consutants are treated and represented.	Oct 31, 2011 2:11 PM
31	Don't forget to calculate family into the equation.	Oct 31, 2011 4:01 AM
32	Decide what your personal priorities are before choosing your supplier or client.	Oct 30, 2011 6:44 PM
33	Stay away from dishonest consulting firms	Oct 30, 2011 4:47 PM
34	Be patient and flexible.	Oct 30, 2011 4:04 PM
35	Do your best always, whether in interviews, job performance or customer/client relations. Take pride in a job one well.	Oct 30, 2011 1:17 PM
36	Do not take a position that you do not feel good about, it has never worked out for me.	Oct 29, 2011 6:20 PM
37	Have self confidence, be yourself and do your work honestly and sincerely	Oct 29, 2011 1:27 PM
38	Learn current technology and upgrade your skills accordingly.	Oct 29, 2011 9:28 AM
39	get schooling each year on new technologies	Oct 29, 2011 5:04 AM
40	Try not to feel like a permanent employee - it's hard but easier when the job ends.	Oct 28, 2011 10:28 AM
41	n/a	Oct 28, 2011 7:22 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

42	Treat every engagement as a learning opportunity; also learn as much as you can about current technology (both soft and hard skills) - the more tools you have at your disposal, the more marketable (and valuable) you are to both your client and your vendor. No two clients will do the same activity the same way, learn how clients handle similar activities, which ones work well (and which don't), and offer suggestions (not directives). Clients will expect you to provide advice, but not direction (unless, of course, they've put you in charge.)	Oct 28, 2011 6:20 AM
43	balance between jumping to better opportunities and staying at a given position long enough	Oct 28, 2011 6:01 AM
44	Have an open mind it is more important to try to get to know your client and see where their skills are besides their resume than to try to perfectly match up the job requirements.	Oct 28, 2011 5:17 AM
45	do you home work. open mind	Oct 28, 2011 5:00 AM
46	Make sure to listen to the needs of the client.	Oct 28, 2011 4:46 AM
47	What we do in life, echoes into eternity. The decisions and actions you make or don't make determines the future success or failure of the organizations you represent in such that any failures that arises, you should hold yourself accountable thereby architecting a short term business solution in conjunction with ensuring a long term viable business solution is in process to refining overall business operating cost.	Oct 28, 2011 4:26 AM
48	Always be courteous and a good listener, have a sense of humor, show genuine interest and enthusiasm in the client/customer's ideas and concerns, and 'go the extra mile' to help in resolving any issues / problems that the client may have anxiety over.	Oct 28, 2011 4:16 AM
49	Keep an open door of communication between yourself and consulting company.	Oct 28, 2011 4:15 AM
50	Expectations are high, internal training is non existant, must be able to work independently with very little mentoring	Oct 28, 2011 3:38 AM
51	Be flexible and build relationships with each assignment.	Oct 28, 2011 3:10 AM
52	Focus and know you area of expertise. Be tough on issues, easy on people - you will always need people to help you. Trust your instincts, they will not fail you. Strive for continual improvement, job related and otherwise. Keep it simple - show up, help people, do your best... every day!	Oct 28, 2011 3:02 AM
53	Knowledge is your responsibility.	Oct 28, 2011 2:50 AM
54	Be prepared for some "culture" shock as the environment is not necessarily the same as when they were an employee. Employee attitude towards the consultant may vary from envy/resentment (making more money) or distance (they won't be around long so why try to get to know) or acceptance.	Oct 28, 2011 2:27 AM
55	Be flexible.	Oct 27, 2011 5:55 PM
56	Find out as much information as you can for your customers. Then make sure you are suppling them with qualified personal. Also learn everything you can	Oct 27, 2011 5:35 PM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

about possible candidates. Then you can make sure you are submitting the right people for the right projects.

57	Know What You Are Worth...	Oct 27, 2011 3:40 PM
58	Consider grocery manager positions which can't be bartered off-shore. The ability to send projects to off-shore assests via satellite links 1) limits opportunities for American resources and 2) is used as a bargaining chip to limit salary growth.	Oct 27, 2011 3:23 PM
59	Know the recruiting company you are working with. There are several out there that don't pay, and unfortunately you don't know they don't pay until you have produced work for 3-4 weeks.	Oct 27, 2011 2:14 PM
60	Nothing is binding	Oct 27, 2011 2:13 PM
61	Don't promise what you can't deliver	Oct 27, 2011 1:46 PM
62	First 90 days be the three monkeys "see no, hear no, say no"; where you came from is where you came from, but not perfect and did not necessarily have all of the best ideas/methods for your current customer's needs; there are three ways - the right way, the wrong way, and the customer's way and the customer is always right. Unless you were engaged specifically to advise the customer as to best practices your opinion may not be germane.	Oct 27, 2011 1:20 PM
63	Be sure to clarify the expectations and goals, as well as the timeline to achieve them.	Oct 27, 2011 12:55 PM
64	Maintain relationships with the companies that place you. They'll remember a successful placement and seem to be more willing to work with you again should the need to arise in the future.	Oct 27, 2011 12:51 PM
65	Put your eggs in many baskets	Oct 27, 2011 12:45 PM
66	Be prepared to go on several interviews and no get the engagement.	Oct 27, 2011 12:43 PM
67	Reconsider your decision.	Oct 27, 2011 12:42 PM
68	Embrase the oportunity to learn something new, new way of doing things and working with new different people who you can learn from	Oct 27, 2011 12:23 PM
69	don't do it	Oct 27, 2011 12:12 PM
70	I'd advise them to be ready to do a lot of looking, to be very friendly and open becauase otherwise contracting can be lonely, and to treat each position like it's permenant whether it i sor not.	Oct 27, 2011 12:09 PM
71	Be flexible	Oct 27, 2011 12:07 PM
72	Make sure the consulting company gives you online resources for free.	Oct 27, 2011 11:33 AM
73	Be true to yourself. Don't settle and think things will get better.	Oct 27, 2011 10:48 AM
74	Make sure they are working for you to deliver what you request.	Oct 27, 2011 8:57 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

75	Find another career path!	Oct 27, 2011 8:28 AM
76	Understand that you may not agree with what the client wants to do but once the decision is made that is what you are getting paid to do.	Oct 27, 2011 4:23 AM
77	Expect change.	Oct 26, 2011 2:37 PM
78	Start off working full time at a firm that is not a consulting company. Do your best to learn the technologies at that company before becoming a consultant. Always be available to learn new technologies and expand your skills. Get out of your 'comfort zone'.	Oct 26, 2011 2:18 PM
79	Educate yourself to market	Oct 26, 2011 1:46 PM
80	Don't. Seek a full-time permanent opportunity with the best company with the best possible array of salary, benefits and overall compensation while offering the greatest career opportunity and chance at advancement.	Oct 26, 2011 1:21 PM
81	Do what you love. Find clients that know where they want to go, even if they don't know how to get there.	Oct 26, 2011 1:02 PM
82	Be flexible!	Oct 26, 2011 12:54 PM
83	That they should always be ready & willing to learn new things.	Oct 26, 2011 12:51 PM
84	I would tell them to remember that they are providing a service and that the client is always right. I would tell them to always provided the clients with the expected work.	Oct 26, 2011 12:48 PM
85	Always remember that although the customer is always right, they are	Oct 21, 2011 6:51 AM
86	Keep a flexible attitude, listen and learn.	Oct 21, 2011 6:41 AM
87	Adjust their style of work based on the team needs. Be flexible, learn as much as you can and put their best work effort forward up front vs on the back end.	Oct 20, 2011 8:31 AM
88	Even though YOU may just be a body to a client or supplier, treat others the way you would want to be treated.	Oct 19, 2011 10:58 AM
89	Have a network in place from previous full time employment. That network is invaluable as you widen your search for new clients.	Oct 19, 2011 7:16 AM
90	Know your limitations	Oct 18, 2011 11:12 PM
91	Ensure that both parties conform to what is in writing and negotiated in the contract. Being mislead could result in breakage of a good client relationships and a contract of any type. One needs to be confident in the path that will be chosen when venturing out as a professional consultant knowing that anything beyond the agreement leans more on the positive side for en-betterment of both parties.	Oct 18, 2011 6:49 AM
92	Try your hardest to do what is asked of you Be on time and dependable Show them how well you can adapt to situations and be used in parts then the part you were hired for.	Oct 18, 2011 4:39 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

93	Be patient. Usually the decisions about staffing are not personal. have "irons in the fire" at all times. Don't be afraid to ask for more money.	Oct 18, 2011 4:25 AM
94	Don't give up your day job.	Oct 18, 2011 4:04 AM
95	Make sure you know your own limitations. If you stutter... phones aren't for you. If you are a single parent... long contracts are preferred over short contracts. Know your worth, but don't LIE about what you can do just to get the job (it ain't worth it).	Oct 17, 2011 6:27 PM
96	Learn about the employee	Oct 17, 2011 6:12 PM
97	Make sure you can stomach the uncertainty of work and financial ups and downs of the life as a consultant.	Oct 17, 2011 12:27 PM
98	be professional	Oct 17, 2011 10:58 AM
99	Plan your work, work your plan and know the work to be accomplished.	Oct 17, 2011 9:35 AM
100	Plan your work, work your plan and know the work to be accomplished.	Oct 17, 2011 9:35 AM
101	Save money and live well below your means.	Oct 17, 2011 8:30 AM
102	Make sure you have the temperament to be in a situation where you change jobs frequently.	Oct 17, 2011 8:17 AM
103	Have a clear idea of your career direction.	Oct 17, 2011 8:02 AM
104	Well paid but be ready to move different places.	Oct 17, 2011 7:54 AM
105	look for assignments where your role is outlined and you understand what your deliverables are and who you are accountable to.	Oct 17, 2011 7:54 AM
106	good luck	Oct 17, 2011 7:49 AM
107	Be flexible	Oct 17, 2011 7:16 AM
108	Make sure your spouse carries the health insurance.	Oct 16, 2011 7:34 AM
109	List your resume on Dice.	Oct 15, 2011 9:53 AM
110	If anything happens to you where you need hospitalization you are screwed. If for any reason you are out of work for very long you are screwed (because employers are a cowardly superstitious lot and they will apparently think you are cursed). So live healthily, drive safely, and don't quit or get fired if you can help it. Also vote Democrat.	Oct 15, 2011 8:17 AM
111	Be honest and not afraid to let the client know all options, no matter how unpopular.	Oct 14, 2011 5:01 PM
112	To network proactively so that the next assignment is available for you also to negotiate payrate.	Oct 14, 2011 3:10 PM
113	This is my first consulting assignment so I would be the beginner	Oct 14, 2011 1:22 PM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

114	I would say pay close attention to what people say. No matter who is talking to you never take anything for granted; get clarity on every level to the point that others understand why you care to know what they are saying is true to the best of their knowledge.	Oct 14, 2011 12:41 PM
115	Spend serious time and thought into changing your mindset from that of a traditional employee to that of a one-person "company". The decision-making that follows from that will suit you well.	Oct 14, 2011 12:40 PM
116	To do your research on the company you're looking to represent you.	Oct 14, 2011 12:38 PM
117	Work hard and stay focus and ask for help if u run into issue.	Oct 14, 2011 7:54 AM
118	To leave to be very flexible. Not all engagements will be great. To be able to interact with all types of personalities and levels at any given client site.	Oct 14, 2011 7:02 AM
119	Be punctual, professional and give more than what is asked or is required. Avoid company politics. And be realistic and prepared for downtime between clients.	Oct 14, 2011 6:25 AM
120	Look at the big picture	Oct 14, 2011 5:38 AM
121	If you like moving around from time to time, this is for you. Otherwise, try and find a place that will hire you for a permanent position.	Oct 14, 2011 5:24 AM
122	Be prepared to be WAY overqualified than the person you are reporting to.	Oct 13, 2011 7:25 PM
123	Be adaptable and open minded, work hard.	Oct 13, 2011 1:57 PM
124	N/C	Oct 13, 2011 1:01 PM
125	Don't get discouraged by false promises made by suppliers that call you. They are really looking for the square peg to fit only the square hole, even though it's advertized to be something different.	Oct 13, 2011 12:09 PM
126	Don't	Oct 13, 2011 11:55 AM
127	Keep trying and improving ur skills, you will always have a job.	Oct 13, 2011 11:52 AM
128	Make sure that you have a decent insurance program that is affordable with current wages. Also, make sure that the contract states wages made are not static so that they scale with the current economy. Perhaps if the contract expires and the client would like for you to continue service to the company a pay raise is required.	Oct 13, 2011 11:47 AM
129	Develop solid skill set Understand client priorities/big picture.	Oct 13, 2011 11:26 AM
130	Keep learning technologies you use in application/Project	Oct 13, 2011 11:20 AM
131	Make a rainy day fund in the event that there's a gap in between engagements.	Oct 13, 2011 10:52 AM
132	Only go into consulting if you really can't get full-time employment and really need to work.	Oct 13, 2011 10:52 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

133	Be prepared to excel and succeed.	Oct 13, 2011 10:49 AM
134	Be prepared for changes. Your length of contract may change more/less, they may move you around the company, they may give you different duties than originally offered, they may end your contract way earlier than expected. Be prepared	Oct 13, 2011 10:49 AM
135	Be prepared to be a number. Work hard and keep one eye on the horizon.	Oct 13, 2011 10:48 AM
136	Look for challenges and growth to improve as person and professional growth to be the best in the field.	Oct 13, 2011 10:46 AM
137	Deliver results on time.	Oct 13, 2011 10:46 AM
138	no comment at this time.	Oct 13, 2011 10:45 AM
139	Research the position and supplier.	Oct 13, 2011 10:44 AM
140	Enhance your skills and you will be more marketable	Oct 13, 2011 7:48 AM
141	Look and listen before you come to conclusions.	Oct 12, 2011 5:49 AM
142	be Flexible	Oct 7, 2011 5:17 PM
143	Constantly brush up your basics and at the same time be familiar with cutting edge technologies and changing trends.	Oct 7, 2011 9:36 AM
144	Always check your market value	Oct 7, 2011 8:21 AM
145	If they are beginning I tell them 'Don't go strickly for the money it will come in time. Learn as much as you can, work well with others and the money will come'	Oct 6, 2011 3:38 PM
146	Don't do it	Oct 6, 2011 1:08 PM
147	Be flexiblle.	Oct 6, 2011 10:51 AM
148	N/A	Oct 6, 2011 10:32 AM
149	Do the best you can with a smile, but if you are unhappy, change course because there will be more opportunities.	Oct 6, 2011 10:13 AM
150	no advice. Doing this for a living is a very personal decision.	Oct 6, 2011 10:12 AM
151	Save your pennies, be flexible, and always go beyond.	Oct 6, 2011 10:05 AM
152	Keep your skills current in relating to your clients needs	Oct 6, 2011 10:04 AM
153	Connect with lots of people so you can get more opportunities in the future, and make sure your spouse carries the health insurance.	Oct 6, 2011 10:00 AM
154	As a consultant, you are selling yourself. Do everything you can to create a strong reputation in your field. Network, network, network.	Oct 6, 2011 9:46 AM
155	Look at the health care benefits and make the company is providing what you	Oct 6, 2011 9:41 AM

Q9. What one piece of advice would you give to someone beginning a career as a professional consultant?

need.

156	Rule #1: Listening skills are a must. Rule #2: Always act and respond professionally - never emotionally.. this is business - not personal. Rule #3: Always be open-minded - but selective. Rule #4: When in doubt, always act in the best interests of the client. (see Rule #2) Rule #5: The Golden Rule.. Always Treat Others the Same Way You Would Like to be Treated!	Oct 6, 2011 9:41 AM
157	Broaden your skill set	Oct 6, 2011 9:40 AM
158	Get Certified	Oct 6, 2011 9:37 AM
159	It's about how you can make someone else successful.	Oct 6, 2011 9:32 AM
160	Take the time to learn and understand the technology that the client is using and work within their framework.	Oct 6, 2011 9:30 AM
161	You are a guest in their house. If you can't play nice go home. Not every client will welcome you. No contract is better than a bad contract.	Oct 6, 2011 9:25 AM
162	Have confidence in your career choice otherwise select a different path.	Oct 6, 2011 9:22 AM
163	If possible, find both a consulting firm and client firms that fit well with your personality.	Oct 6, 2011 9:21 AM
164	Be patient when first starting an assignment. Once they get to know your skills, you will be given many additional duties to perform which will make the position more interesting.	Oct 6, 2011 9:17 AM
165	Always be open to new opportunities.	Oct 6, 2011 9:14 AM
166	Always do good work and keep the clients interests in mind.	Oct 6, 2011 9:00 AM