



National Association of
Insurance Commissioners

EXECUTIVE SUMMARY
NAIC GET READY RESOURCES
JOB CHANGE SURVEY
APRIL 2014

Research Methods

Between February 24 and 28, 2014, FleishmanHillard conducted an online survey using *Research Now's* consumer panel to understand how consumers prioritize insurance considerations as they make the decision to change jobs. The survey was completed by 251 U.S. respondents at least 18 years of age who left a job voluntarily within the past five years.

Topline Results

- Improving one's financial situation is a key factor in why employees leave a company to take a job elsewhere.
 - Two-fifths (40%) of respondents reported the decision to quit their last job was influenced by a desire to improve their financial situation.
 - "Improve my financial situation" is second only to "reduce stress" (51%), but ahead of quitting for "an opportunity to advance my career" (36%).
 - When evaluating the financial implications of switching jobs, survey respondents spent the greatest amount of time thinking about salary.
 - Three-fourths (73%) of respondents report they spent a significant amount of time thinking about salary when they left their last job.
 - By contrast, only of 41% respondents reported they spent significant time considering insurance benefits, 30% on out-of-pocket insurance costs, and 27% on the effective date of new health insurance coverage.
 - For almost one-fourth of respondents, insurance-related changes had a negative impact on their financial situation when they voluntarily left a job for a new position.
 - In fact, 24% reported that changes in insurance benefits and out of pocket costs (23%) slightly or greatly worsened their overall financial situation.
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