

The end of the 9 to 5 workday

One are the days when you clock in at 9 a.m. and then leave the office at 5 p.m. Work has been embedded in our personal lives through technology and economic pressures. I don't have a single friend who works a typical workday schedule anymore, and you probably don't either. A new study by Mozy proves that workplace flexibility is on the rise. It found that 73 percent of bosses have a relaxed attitude to timekeeping because employees are already working beyond the typical 9 to 5 day. One-fifth of employees have already checked their work e-mail by 7 a.m., and the average employee has already spent up to 46 minutes working before he or she comes to the office.

The study also found that the average employee arrives at the office at around 8:18 a.m. and leaves at 5:48 p.m., but doesn't stop working then. Em-

Advice



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ployees are usually still working until about 7:19 p.m., checking their e-mail to see if their boss has messaged them. Due to this flexibility, 15 percent of managers think it's acceptable to call employees after work, up to 9 p.m.

Instead of working eight hours per day, employees are working upwards of 12 hours a day through their use of technology. This may explain why employers are more tolerant of employees showing up late: The average manager is OK with an employee coming in 37 minutes late. The report also showed that managers are

more accepting of employees taking longer lunches (48 percent) and carrying out personal activities at work (21 percent).

This research shouldn't make you lazy. If you stay at the office longer and are focused during work hours, you'll be more successful. If you try and take workplace flexibility for granted, you might find yourself out of a job. In the future, I predict that companies will focus more on results than on time spent at the office. It won't matter if you work from home or if you put only 20 hours in a week, as long as you're achieving high-quality results.

— Dan Schawbel is the founder of Millennial Branding, a Gen-Y research and consulting company. Subscribe to his updates at [Facebook.com/DanSchawbel](https://www.facebook.com/DanSchawbel).

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► Clock-watching may soon become a thing of the past.



► Boston-based personal stylist Sooljin K. Chu helps clients dress for success.

JULES KO PHOTOGRAPHY

Finding a work wardrobe that actually works for you

Sooljin K. Chu is the founder of Swagger & Glide (www.swaggerandglide.com), a Boston-based personal shopper/fashion consultant company. Chu specializes in customizing wardrobes to specific professional environments while incorporating the personal tastes of her clients.

What's the first thing you address when working on a client's professional wardrobe?

Most people don't realize that the way your clothes fit is a huge part of how you're perceived by others. If the shoulders of your suit are ridiculous-

ly big, you're giving the impression that you don't belong in it — like you borrowed your dad's suit. So I work a lot with my clients on making sure the clothes you have on really do fit you and your body type.

How do you balance feeling like yourself — especially in the case of creative people — and fitting into a business environment?

Sometimes people want to hold on to how they dress as their own creative outlet. And I encourage that in small doses: a fun tie or suspenders instead of a belt, or an unusual pair of socks. But, especially with first impressions, nobody ever says,

What to buy

Personal stylist Sooljin K. Chu recommends the following for a professional wardrobe starter closet:

- **MEN:** Total budget: \$3,000, including one amazing suit (\$600-\$800), a pair of terrific shoes, eight dress pants and a lot of really good shirts
- **WOMEN:** Total budget: \$2,500, including six dress pants, three to four skirts, three jackets and "a whole mess of blouses."

"This person looks too professional for this setting."

Is there a purpose to dressing for work, beyond just getting the job and looking professional?

Oh yes. For starters, if you make yourself stand out in a work environment that creates a subconscious reaction in others: You feel less approachable to them. At the same time, you don't want to feel like you've lost your personality. You want to let yourself think outside of the box. It's a constant balance.



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