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**Just 9% of UK workers aspire to be managers**

**‘Climbing the ladder’ has been a staple of the business world for decades; success stories of employees starting out in the mailroom, or as a junior, only to utilise their ambition and dedication to become a leader in their field are rife in motivational talks, whilst all those in education have been told ‘you can do anything you want if you try hard enough’ at least once in their lives.**

But what many in the professional world may not have anticipated, is that according to research conducted by the Boston Consulting Group, less and less young people actually want to forge a path to a management position. In fact, the research suggests that only nine per cent of UK employees have any aspirations at all to be managers.

This may seem nonsensical to some, yet the BCG survey of over 5,000 managers found that motivation for those already in such positions is dramatically falling, with many managers ‘at breaking point’, according to BCG. Over 80% of managers state that their job is harder than it has been in recent years leading to a lack of motivation, whilst just 27% of Western managers stating that they’d make the move to management if they were to assess the option again today.

What’s more, the situation seems to be far more concentrated in the UK compared to other markets such as the US, Germany, France and China. 37% stated that their management level will have disappeared within the next five years.

However, according to Rosemary Haefner, Vice President of Human Resources at CareerBuilder, the lack of prospective managers is not only expected, it’s also a completely manageable situation: “Upon entering the prime of their careers, workers who haven’t yet ascended to a leadership role often decide, for a variety of reasons, that their career is fine right where it is. And that’s okay because every organisation needs skilled workers who excel at specific functions just as much as they need leaders to guide them,” Haefner stated.

Just 9% of UK Workers Aspire to be Managers

Kieran Howells

Executive Grapevine, 2019