



UK VS AMERICA

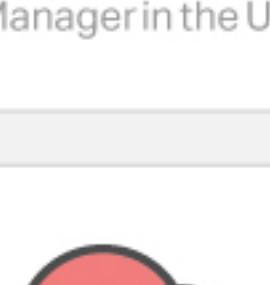
WORK CULTURE

EMPLOYMENT RIGHTS, PAY & HOURS

SALARY



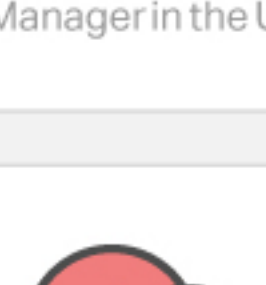
£62,500



the average salary for Senior Manager in the UK.

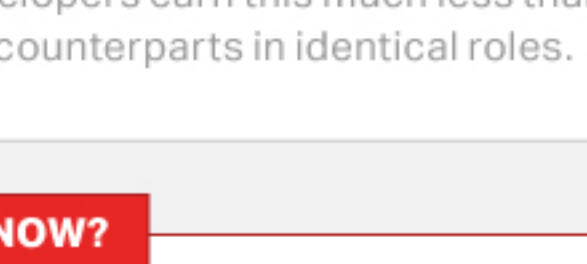


\$136,048



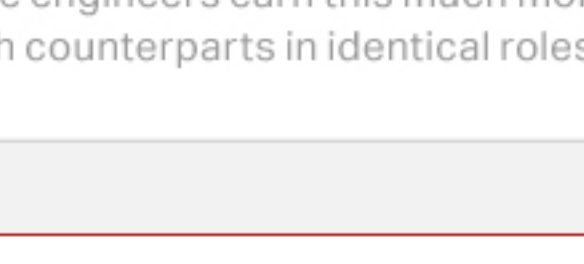
the average salary for Senior Manager in the US.

50% less



British developers earn this much less than their US counterparts in identical roles.

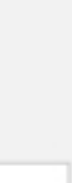
30% more



US software engineers earn this much more than British counterparts in identical roles.

DID YOU KNOW?

Brits are more comfortable telling a stranger how much debt they are in than telling a stranger how much they earn, whereas US workers are generally happy to discuss their salaries...



HOURS

36.5 HOURS

is the average duration of a working week for British workers.

34.4 HOURS

is the average duration of a working week for US workers.

2 out of 3



workers do not take a full hour for lunch every day in the UK.

4 out of 5



workers do not leave the office for a lunch break in the US.

LIFESTYLE

47%

Number of British employees who intend to change jobs in the next 3 years.

60%

Number of US millennials who are currently open to new job opportunities.

Average time spent commuting to work each day by British employees is **1 hour 38 minutes**.



Average time spent commuting to work each day by US workers is just **23 minutes**.

DID YOU KNOW?

British workers are generally employed under contracts. Workers can only be fired with notice* whereas US workers are employed 'at will', which means there's no employment contract. Workers can be hired and fired on the spot.*

* With a handful of exceptions.



SUMMARY

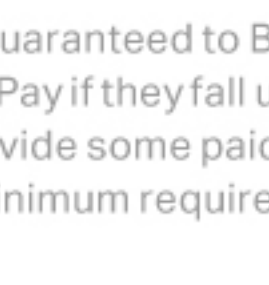
In the UK, employment rights are given to workers via laws administered by the government. In the US, few employment rights are mandated at the federal level – working conditions are negotiated between employees and employers instead, and a lack of job security contributes to a culture of hard work and commitment to a company.

PERKS AND BENEFITS

SICK LEAVE



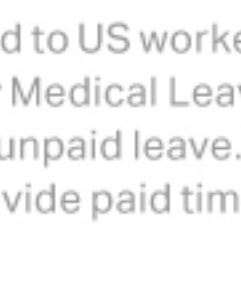
£96.35



per week for 28 weeks is guaranteed to British workers via Statutory Sick Pay if they fall unwell. British employers also provide some paid time off beyond the statutory minimum requirement.



\$0.00



per week is guaranteed to US workers if they are sick. The Family Medical Leave Act provides up to 12 weeks unpaid leave. It's up to US employers to provide paid time off.

HOLIDAY LEAVE

5.6 weeks

the minimum amount of paid holiday leave British workers are entitled to by law.

0 weeks

the minimum amount of paid holiday leave US workers are entitled to by law. US employers offer an average of 10 paid days per year.

40%

of UK workers aren't taking their full holiday allowance each year.

55%

of US workers aren't taking their full holiday allowance each year.

PARENTAL LEAVE

British women are paid **90% of their average weekly pay** for the first 6 weeks,

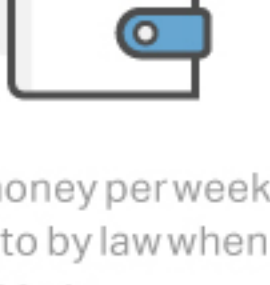


a flat rate of £151.97 a week for the following 33 weeks, and nothing for the remaining 13 weeks.



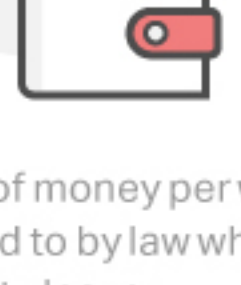
US women are not entitled to any paid maternity leave. The Family and Medical Leave Act requires some US employers to allow women to take up to 12 weeks off, but this time does not have to be paid.

£151.97



The maximum amount of money per week British fathers are entitled to by law when taking paternity leave.

\$0.00



The maximum amount of money per week US fathers are entitled to by law when taking paternity leave.

52 weeks

The amount of time British women are entitled to take off work during maternity leave by law.

2 weeks

The amount of time British men are entitled to take off work for paternity leave, with statutory pay.

50 weeks

The amount of shared parental leave British men and women are entitled to divide between them by law.

vs

vs

vs

12 weeks

The amount of time US women are entitled to take off work during maternity leave by law without guaranteed pay.

12 weeks

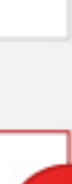
The amount of paternity leave US men are entitled to take off work, without guaranteed pay, and there are eligibility criteria & exceptions.

0 weeks

The amount of shared parental leave US men and women are entitled to divide between them by law.

DID YOU KNOW?

37 of 50 weeks shared parental leave British employees receive are paid at a maximum of £151.97.



SUMMARY

In the UK, maternity leave, paternity leave, sick pay and holiday pay are all things that are given to workers by law. However, in the US, these things are generally 'benefits' for employees to negotiate with their employers. The best US employers offer competitive packages, but there are few laws in place to safeguard these things.

MANNERS AND COMMUNICATION

PUNCTUALITY



Meetings rarely begin on time and tend to last for an hour or so.



Meetings begin on schedule and are over pretty quickly.

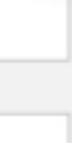
COMMUNICATION STYLE



British workers are generally understated, a little cynical but often sincere with feedback. Whereas, US workers are generally very optimistic, very energised and generous with praise and encouragement.



British expressiveness. Self promotion is taboo. By comparison, US workers generally aren't shy about selling themselves or talking up their accomplishments. Outward gestures of achievement and excitement are normal.



When giving feedback, Brits tend to use 'downgraders' such as "kind of", "sort of" and "a little bit" as softeners. US workers tend to use 'upgraders' such as "absolutely", "totally" and "literally" to lend power to statements.



JARGON BUSTER

What the Brits say in the office...

'Talk to one another'

vs

'Touch base'

'Brainstorm'

vs

'Thought shower'

'Solve a problem'

vs

'Workshop a few challenges'

'Analyse'

vs

'Drill down'

'Suggest'

vs

'Run it up the flag pole'

'Creative thinking'

vs

'Blue sky thinking'

SUMMARY

UK workers are indirect and are generally happy to read between the lines, understanding that a 'suggestion' from a superior is actually a direction. British workers don't tend to praise or criticise openly. On the other hand, while US workers are more direct than UK workers, they tend to wrap the negative feedback around the positive feedback they give. US workers are typically very explicit with appreciation too.



FOOTHOLD AMERICA
THE EASY WAY TO THE USA