

## Employers Reveal the Top Factors Preventing Workers' Chance of Promotion in New CareerBuilder Survey

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CHICAGO, July 2, 2015 [/PRNewswire/](#) --You come in early and leave late, you never miss a deadline, and your clients love you. So why haven't you gotten a promotion already? A recent study from CareerBuilder sheds light on the physical and behavioral factors that can hurt employees' career advancement prospects.

According to the national survey, provocative clothing, a disheveled appearance and unprofessional haircut are just a few of the things that cause employers to think twice before promoting them. Behaviors such as exhibiting a negative attitude, consistently arriving late or gossiping can also work against them.

The survey was conducted online by Harris Poll on behalf of CareerBuilder from February 11 to March 6, 2015, and included a representative sample of 2,175 hiring and human resource managers across industries and company sizes.

### Attitudes Toward Appearance

When asked which aspects of a worker's physical appearance would make them less likely to promote that person, employers were most out of favor with provocative attire (44 percent) and wrinkled clothes or shabby appearance (43 percent). Other answers include:

- Piercings outside of traditional ear piercings: 32 percent
- Attire that is too casual for the workplace: 27 percent
- Visible tattoos: 27 percent
- An unprofessional or ostentatious haircut: 25 percent
- Unprofessional or ostentatious facial hair: 24 percent
- Bad breath: 23 percent
- Heavy perfume or cologne: 21 percent
- Too much makeup: 15 percent

### Behavioral Blockades

Employers also revealed the top behaviors that hurt an employee's chances for promotion, with poor attitudes and consistent tardiness taking the top spot.

- Having a negative or pessimistic attitude: 62 percent
- Regularly showing up to work late: 62 percent
- Using vulgar language: 51 percent
- Regularly leaving work early: 49 percent
- Taking too many sick days: 49 percent
- Gossiping: 44 percent
- Spending office time on personal social media accounts: 39 percent
- Neglecting to clean up after himself/herself: 36 percent
- Always initiating non-work-related conversations with co-workers: 27 percent
- Taking personal calls at work: 24 percent
- Taking smoke breaks: 19 percent

"In addition to on-the-job accomplishments, employers also take attitude, behavior and appearance into consideration when deciding who deserves to move up in the ranks," said Rosemary Haefner, chief human resources officer at CareerBuilder. "While your work performance may be strong, if you're not presenting yourself in a professional manner, it may be preventing your superiors from taking you seriously."

### Survey Methodology

This survey was conducted online within the U.S. by Harris Poll on behalf of CareerBuilder among 2,175 hiring and human resource managers ages 18 and over (employed full-time, not self-employed, non-government) between February 11 and March 6, 2015. With a pure probability sample of 2,175, one could say with a 95 percent probability that the overall results have a sampling error of +/- 2.10 percentage points.

### About CareerBuilder®

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