

THE OUTSOURCING TEST - Is Your Job At Risk?

November 17, 2005

I've received several emails from readers (who lacked the courage to comment publicly), asking my views on a couple questions:

1- Will the outsourcing of knowledge work to India continue?

2- How do I know if my job is at risk?

3- What can I do to protect my job?

To answer the first question, I believe we have seen only the tip of the iceberg on Indian (and Chinese) outsourcing. The companies that have moved 10-20,000 jobs each to India that I mentioned in a previous post are really just the pioneers and early innovators.

They have worked out the logistics and communication issues, allowing the next wave of outsourcing by the more cautious corporations.

You'll also start to see Indian companies marketing more aggressively to small and mid-sized U.S. companies for outsourcing work.

Is Your Job At Risk?

I've created a simple **OUTSOURCING TEST** to assess your own vulnerability. Answer True or False to these 10 questions:

1. I spend at least five days per month in face-to-face interaction with our customers.
2. These face-to-face meetings cannot be done over the phone - value is added by my physical presence.
3. I am a nurse.
4. I am the first in the office to adopt new technologies or new processes to do my job more efficiently.
5. More than 25 percent of **HOW** I do my job is different this year than it was last year.
6. I am a janitor.
7. More than 33 percent of **WHAT** I do at work is different this year than last year.
8. I am intimately involved in the conception and creation of new products at work.
9. I am an avid reader of publications that keep me on the cutting edge of my profession.

10. I spend at least one day per month on education or experiences that will increase my capability to add unique value to my job.

If you answered True to more than 5 of the above questions, I would say you are safe for the next 5+ years.

Between 2-5 True, I'd have some anxiety; 1 or 2 True and you either are a nurse or janitor or you're in trouble.

If you answered zero True, you might consider how enthusiastically you can say "**Welcome to Wal-Mart.**"

Next time: What can I do to protect My "American" job?