How do you see your profession evolving in the future? 100 8% 11% Pessimistic - the future will be worse than today Neutral - the future will 80 be similar as today 50% Optimistic - the future will be better than today 45% 57% 60 69% share % 40 47% 44% 20 35% 24% BB GenX GenY GenZ n = 37n = 109n = 171n = 38generation