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Workplace vocabulary

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Are you up on the latest lingo regarding the workplace? Most of us know that “reduction in force” is a fancy euphemism for layoffs, but there are several other terms you might not be familiar with.

The folks at outplacement firm Challenger, Gray & Christmas offer a glossary to workplace language. Here are some of the highlights, many of which have to do with terms regarding recent graduates and older workers:

*20/20 Workforce: Workers who split time evenly between two part-time jobs.

*Age neutral: Dynamic mix of younger, older employees; age no issue.

*Boomerang workers: Retirees returning to former employers.

*Border crossers: Multi-skilled employees, comfortably crossing from job to job within company.

*Corporate Wake: Ritual sendoff given to retirees.

*Cyberboosting: Creating bogus, Web-generated technical credentials.

- *Cyberseniors: Retirees returning to fill high-tech jobs.
- *Earlybird mentors: younger workers imparting computer and Internet knowledge to older workers.
- *Enroned: Reputation undermined due to questionable employer.
- *Fresh-outs: New graduates who require job training.
- *Graduate grandeur: Unrealistic salary expectations by new grads.
- *Hideouts: Those enrolling in graduate schools to avoid the tight job market.
- *No-faults: Job cuts resulting from closure of an entire company or department, where personal performance was not a factor.
- *Permtemps: Forever part-time.
- *Pinkslip perks: Benefits beyond the traditional severance package, such as company-paid technology training or tuition reimbursement.
- *Re-Generation: Over 65 and working.
- *Rung jumper: Someone who enters a new position at least two or three levels above his or her previous position.
- *Sad-grad: Recent college graduate living with parents, with credit card and school loan debt, and no job prospects.
- *Senior entry-level: Job seekers over 50 who earn a degree toward a second career vs. leisure-time pursuits upon retirement.
- *Sitting bull: Retirement-age worker who, due to stock market and other savings losses, will not leave, thus blocking younger workers from advancing.
- *SuperSeniors: People still working in their 70s, 80s and beyond.
- *Up-titling: Giving employees a better job title in lieu of a pay raise.

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Amy Schurr is an editor for Network World's Management Strategies and Features sections. If you have any career topics you'd like her to

cover or want to comment on this newsletter, you can reach her at aschurr@nww.com.

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