



# Flexibility at McKinsey

You should be able to have a fantastic career and a full life – and do it in a way that works for you now and when you may make changes down the road. That's why we offer an innovative range of flexible, part-time programs for all consultants that are compatible with career success. Flexibility programs are individually tailored at all tenure levels and may have short- or long-term duration. Our Flexibility Counselors offer resources to ensure that everyone has the information and support needed to explore flexibility options.

**At your best**

**At McKinsey,  
flexibility is defined  
broadly and includes**

Part time programs: reduced days per week or hours per day

Take Time: extended time off between projects

Ramp Off, Ramp On: a formal program of mentorship and workload adjustment for consultants about to leave for or return from leaves of absence, typically parental leave

Pace: options for consultants to stay in their current role longer, thus reducing the pressure to fulfill requirements for the next role

Global mobility: short and long term transfers to different offices

Secondments: loan arrangement with an external organization

**Facts and figures**

Flexible programs offered for over 25 years

Thousands of consultants have worked part-time at some point

More than 850 consultants are on part-time programs today

Over 80% of those on part-time are associates and engagement managers, and over 50% are men

**Sara**

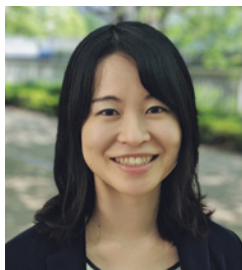
Partner, Atlanta  
Part-time



**“I’ve tried every flex option to have the whole life I want to have. Right now I’m doing 70% while building a local client portfolio, shaping the global dialogue on diversity, and being the room mom for both my kids. I’ve celebrated Dr. Seuss’s birthday with a class of four year olds and helped an organization reshape their growth trajectory all in the same day.”**

**Ayumi**

Associate, Tokyo  
Pace, Take Time



**“I started using both Pace and Take Time after my son’s birth: I work on a project for a few months, take off a month or two (during which I play with my son every day!), and then go back to work again. I treasure this time with my family.”**

**Lars**

Engagement Manager, Copenhagen  
Take Time



**“I used Take Time to spend eight weeks exploring remote surf breaks and islands in Indonesia. The trip was fantastic, and stepping out of the daily routine gives room for new ideas and perspectives.”**