PREPARED FOR:



AMERICAN PSYCHOLOGICAL ASSOCIATION

PREPARED BY:



The Harris Poll

Harris Insights & Analytics LLC, A Stagwell Company

Research Method and Reading the Report

Abbreviated Research Method *(to be included in public release materials)*
Survey Methodology:

The research was conducted online in the United States by The Harris Poll on behalf of the American Psychological Association among 2,515 employed adults. The survey was conducted April 17th to 27th, 2023.

Data are weighted where necessary by age, gender, race/ethnicity, region, education, marital status, household size, FT/PT employment, employment sector, industry, household income, and propensity to be online to bring them in line with their actual proportions in the population.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within ±3.1 percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.
All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.

Reading the Report

The percentage of respondents has been included for each item.

- * represents a value of less than one-half percent.
- A dash (-) represents a value of zero.
- Percentages may not always add up to 100% because of computer rounding or the acceptance of multiple responses.

BASE: ALL RESPONDENTS
Q265 How do you describe your current gender identity?

	Total
Base	***2515***
Male/man	51%
Female/woman	48%
Non-binary	1%
Two-spirit	*
Prefer to self-describe	-
Prefer not to answer	*

BASE: ALL QUALIFIED RESPONDENTS
Q266. Do you identify as transgender?

	Total
Base	***2515***
Yes	3%
No	96%
Prefer not to answer	1%

BASE: ALL QUALIFIED RESPONDENTS
AGE. What is your age?

	Total
Base	***2515***
18-25	12%
26-43	42%
44-57	26%
58-64	13%
65+	7%
Mean	43.3
Median	42

BASE: ALL QUALIFIED RESPONDENTS
RACE What is your race? Please select all that apply.

	Total
Base	***2515***
Hispanic	18%
White (only)	58%
Black or African American (only)	12%
Native American or Alaskan Native (only)	1%
Native Hawaiian or Pacific Islander (only)	*
ASIAN (NET)	**7%**
South Asian (only)	1%
Chinese (only)	1%
Korean (only)	1%
Japanese (only)	1%
Filipino (only)	1%
Arab / West Asian (only)	-
Vietnamese (only)	*
Asian (multiple)	*
Other Asian (only)	1%
More than one race	4%
Some other race (only)	1%

BASE: ALL QUALIFIED RESPONDENTS
EMPLOYMENT Which of the following best describes your employment status?

	Total
Base	***2515***
EMPLOYED (NET)	**100%**
Employed full time	78%
Employed part time	14%
Self-employed full time	6%
Self-employed part time	3%

BASE: EMPLOYED

Q701. You mentioned you are employed. How many jobs do you have?

Summary of Full Time And Part Time Jobs

	Total
Base	***2515***
1 Full time job only	72%
1 Part time job only	13%
1 Full time job, 1 Part time job	8%
Multiple Part time only	3%
Other	4%

1. Full time jobs

	Total
Base	***2515***
0	16%
1	82%
MORE THAN 1 (NET)	**2%**
2	2%
3+	*
Mean	0.9
Median	1

2. Part time jobs

	Total
Base	***2515***
0	73%
1	22%
MORE THAN 1 (NET)	**5%**
2	3%
3+	2%
Mean	0.4
Median	-

BASE: EMPLOYED

Q700. You mentioned you are employed. How many hours a week do you typically work?

	Total
Base	***2515***
40 OR LESS (NET)	**63%**
1-8	3%
9-16	2%
17-24	6%
25-31	8%
32-40	43%
MORE THAN 40 (NET)	**37%**
41-48	23%
49-56	9%
57+	5%

BASE: ALL QUALIFIED RESPONDENTS

Q1005. Overall, how satisfied are you with your job?

	Total
Base	***2515***
TOP 2 BOX (NET)	**87%**
Very satisfied	41%
Somewhat satisfied	46%
BOTTOM 2 BOX (NET)	**13%**
Not very satisfied	10%
Not at all satisfied	2%

BASE: ALL QUALIFIED RESPONDENTS

Q1010. How satisfied are you with each of the following aspects of your job?

Summary of Very/Somewhat Satisfied (Top 2 Box)

	Total
Base	***2515***
Your relationships with your coworkers	89%
The physical health and safety practices at your place of work	87%
Your relationships with your managers or supervisors	86%
Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)	84%
The resources and accommodations in place to promote accessibility	84%
The policies in place to promote equity, diversity, and inclusion at your place of work	83%
The amount of control you have over how, when, and where you do your work	81%
The amount of personal fulfillment you get from your work	81%
Your compensation	79%
The opportunities for you to be innovative or creative in your work	79%
The support for mental health and wellbeing you receive from your employer	77%
The opportunities for growth and development at your place of work	74%

Summary of Not At All/Not Very Satisfied (Bottom 2 Box)

	Total
Base	***2515***
The opportunities for growth and development at your place of work	26%
The support for mental health and wellbeing you receive from your employer	23%
The opportunities for you to be innovative or creative in your work	21%
Your compensation	21%
The amount of personal fulfillment you get from your work	19%
The amount of control you have over how, when, and where you do your work	19%
The policies in place to promote equity, diversity, and inclusion at your place of work	17%
The resources and accommodations in place to promote accessibility	16%
Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)	16%
Your relationships with your managers or supervisors	14%
The physical health and safety practices at your place of work	13%
Your relationships with your coworkers	11%

1. Your compensation

	Total
Base	***2515***
TOP 2 BOX (NET)	**79%**
Very satisfied	34%
Somewhat satisfied	44%
BOTTOM 2 BOX (NET)	**21%**
Not very satisfied	14%
Not at all satisfied	7%

2. ***Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)***

	Total
Base	***2515***
TOP 2 BOX (NET)	**84%**
Very satisfied	47%
Somewhat satisfied	37%
BOTTOM 2 BOX (NET)	**16%**
Not very satisfied	12%
Not at all satisfied	3%

3. ***Your relationships with your coworkers***

	Total
Base	***2515***
TOP 2 BOX (NET)	**89%**
Very satisfied	47%
Somewhat satisfied	42%
BOTTOM 2 BOX (NET)	**11%**
Not very satisfied	8%
Not at all satisfied	2%

4. ***Your relationships with your managers or supervisors***

	Total
Base	***2515***
TOP 2 BOX (NET)	**86%**
Very satisfied	46%
Somewhat satisfied	40%
BOTTOM 2 BOX (NET)	**14%**
Not very satisfied	10%
Not at all satisfied	4%

5. The opportunities for growth and development at your place of work

	Total
Base	***2515***
TOP 2 BOX (NET)	**74%**
Very satisfied	34%
Somewhat satisfied	40%
BOTTOM 2 BOX (NET)	**26%**
Not very satisfied	19%
Not at all satisfied	7%

6. The policies in place to promote equity, diversity, and inclusion at your place of work

	Total
Base	***2515***
TOP 2 BOX (NET)	**83%**
Very satisfied	43%
Somewhat satisfied	40%
BOTTOM 2 BOX (NET)	**17%**
Not very satisfied	13%
Not at all satisfied	5%

8. The physical health and safety practices at your place of work

	Total
Base	***2515***
TOP 2 BOX (NET)	**87%**
Very satisfied	45%
Somewhat satisfied	42%
BOTTOM 2 BOX (NET)	**13%**
Not very satisfied	10%
Not at all satisfied	3%

9. The support for mental health and wellbeing you receive from your employer

	Total
Base	***2515***
TOP 2 BOX (NET)	**77%**
Very satisfied	36%
Somewhat satisfied	41%
BOTTOM 2 BOX (NET)	**23%**
Not very satisfied	17%
Not at all satisfied	6%

11. The opportunities for you to be innovative or creative in your work

	Total
Base	***2515***
TOP 2 BOX (NET)	**79%**
Very satisfied	36%
Somewhat satisfied	43%
BOTTOM 2 BOX (NET)	**21%**
Not very satisfied	17%
Not at all satisfied	4%

12. The amount of control you have over how, when, and where you do your work

	Total
Base	***2515***
TOP 2 BOX (NET)	**81%**
Very satisfied	42%
Somewhat satisfied	40%
BOTTOM 2 BOX (NET)	**19%**
Not very satisfied	14%
Not at all satisfied	4%

13. The amount of personal fulfillment you get from your work

	Total
Base	***2515***
TOP 2 BOX (NET)	**81%**
Very satisfied	38%
Somewhat satisfied	43%
BOTTOM 2 BOX (NET)	**19%**
Not very satisfied	14%
Not at all satisfied	5%

14. The resources and accommodations in place to promote accessibility

	Total
Base	***2515***
TOP 2 BOX (NET)	**84%**
Very satisfied	39%
Somewhat satisfied	45%
BOTTOM 2 BOX (NET)	**16%**
Not very satisfied	12%
Not at all satisfied	4%

BASE: ALL QUALIFIED RESPONDENTS

Q1015. Which of the following does your employer offer? Please select all that apply.

	Total
Base	***2515***
FLEXIBLE WORK OPTIONS (NET)	**62%**
Flexible work schedule options	51%
Remote work options	35%
Predictable schedules	48%
EDUCATIONAL OPPORTUNITIES (NET)	**47%**
Internal education opportunities (e.g., webinars, video trainings, etc.)	36%
Support for external education opportunities (e.g., sponsored courses, tuition assistance, etc.)	30%
Opportunities to give and receive performance feedback	45%
Pay transparency (e.g., salary bands, predictable raises and/or promotions, etc.)	41%
Opportunities to be involved in decision making, problem solving, and goal setting	40%
Employee recognition initiatives	39%
None of these	8%

BASE: ALL QUALIFIED RESPONDENTS

Q1025. Do you intend to look for a new job at a different company or organization in the next year?

	Total
Base	***2515***
Yes	33%
No	67%

BASE: ALL QUALIFIED RESPONDENTS

Q1030. How much do you agree or disagree with each of the following statements?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***2515***
I'm proud of the work I do.	91%
The work I do is meaningful.	87%
My workplace fosters positive relationships among coworkers.	82%
My workplace has opportunities for collaboration and teamwork.	81%
My workplace fosters positive relationships between managers and the people they manage.	79%
I feel valued at work.	78%
Employee recognition at my company is based on an accurate performance evaluation system.	73%
I receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for my contributions at work.	71%
I feel I can reach my highest potential at my current place of work.	70%
I'm worried that my compensation has not kept up with inflation.	69%
I receive adequate non-monetary compensation (for example, awards, praise from supervisors or thank you cards) for my achievements and contributions at work.	66%
I worry that new forms of technology will take over some or all of my work duties within the next 10 years.	43%
I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.	42%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***2515***
I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.	58%
I worry that new forms of technology will take over some or all of my work duties within the next 10 years.	57%
I receive adequate non-monetary compensation (for example, awards, praise from supervisors or thank you cards) for my achievements and contributions at work.	34%
I'm worried that my compensation has not kept up with inflation.	31%
I feel I can reach my highest potential at my current place of work.	30%
I receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for my contributions at work.	29%
Employee recognition at my company is based on an accurate performance evaluation system.	27%
I feel valued at work.	22%
My workplace fosters positive relationships between managers and the people they manage.	21%
My workplace has opportunities for collaboration and teamwork.	19%
My workplace fosters positive relationships among coworkers.	18%
The work I do is meaningful.	13%
I'm proud of the work I do.	9%

1. ***I receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for my contributions at work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**71%**
Strongly agree	29%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	**29%**
Somewhat disagree	18%
Strongly disagree	11%

2. ***The work I do is meaningful.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**87%**
Strongly agree	48%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	**13%**
Somewhat disagree	9%
Strongly disagree	4%

3. ***I receive adequate non-monetary rewards (for example, awards, praise from supervisors or thank-you cards) for my achievements and contributions at work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**66%**
Strongly agree	27%
Somewhat agree	38%
BOTTOM 2 BOX (NET)	**34%**
Somewhat disagree	21%
Strongly disagree	14%

4. ***I'm worried that my compensation has not kept up with inflation.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**69%**
Strongly agree	32%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	**31%**
Somewhat disagree	20%
Strongly disagree	11%

5. I feel I can reach my highest potential at my current place of work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**70%**
Strongly agree	33%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	**30%**
Somewhat disagree	18%
Strongly disagree	12%

8. Employee recognition at my company is based on an accurate performance evaluation system.

	Total
Base	***2515***
TOP 2 BOX (NET)	**73%**
Strongly agree	30%
Somewhat agree	43%
BOTTOM 2 BOX (NET)	**27%**
Somewhat disagree	17%
Strongly disagree	10%

11. My workplace fosters positive relationships among coworkers.

	Total
Base	***2515***
TOP 2 BOX (NET)	**82%**
Strongly agree	38%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	**18%**
Somewhat disagree	12%
Strongly disagree	6%

12. My workplace fosters positive relationships between managers and the people they manage.

	Total
Base	***2515***
TOP 2 BOX (NET)	**79%**
Strongly agree	35%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	**21%**
Somewhat disagree	14%
Strongly disagree	6%

13. I worry that new forms of technology will take over some or all of my work duties within the next 10 years.

	Total
Base	***2515***
TOP 2 BOX (NET)	**43%**
Strongly agree	12%
Somewhat agree	31%
BOTTOM 2 BOX (NET)	**57%**
Somewhat disagree	28%
Strongly disagree	29%

14. My workplace has opportunities for collaboration and teamwork.

	Total
Base	***2515***
TOP 2 BOX (NET)	**81%**
Strongly agree	37%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	**19%**
Somewhat disagree	14%
Strongly disagree	6%

15. I feel valued at work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**78%**
Strongly agree	39%
Somewhat agree	39%
BOTTOM 2 BOX (NET)	**22%**
Somewhat disagree	15%
Strongly disagree	7%

16. I'm proud of the work I do.

	Total
Base	***2515***
TOP 2 BOX (NET)	**91%**
Strongly agree	53%
Somewhat agree	38%
BOTTOM 2 BOX (NET)	**9%**
Somewhat disagree	7%
Strongly disagree	2%

17. I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**42%**
Strongly agree	15%
Somewhat agree	27%
BOTTOM 2 BOX (NET)	**58%**
Somewhat disagree	28%
Strongly disagree	31%

BASE: ALL QUALIFIED RESPONDENTS

Q2000. Now we are going to ask you a few questions about your workplace environment. How would you describe your overall workplace experience?

	Total
Base	***2515***
HEALTHY (NET)	**81%**
Very healthy	37%
Somewhat healthy	44%
TOXIC (NET)	**19%**
Somewhat toxic	16%
Very toxic	3%

BASE: ALL QUALIFIED RESPONDENTS

Q2010. Have any of the following happened to you at work in the past 12 months? Please select all that apply. When we say "Someone within your organization" we mean co-workers, managers, etc. When we say "Someone outside your organization" we mean customers, vendors, visitors to your workplace, etc.

	Total
Base	***2515***
EXPERIENCED VERBAL ABUSE (NET)	**24%**
Someone outside of my organization yelled at or verbally abused me.	15%
Someone within my organization yelled at or verbally abused me.	13%
EXPERIENCED HARASSMENT (NET)	**22%**
Someone within my organization harassed me (i.e., treated me disrespectfully).	14%
Someone outside of my organization harassed me (i.e., treated me disrespectfully).	11%
EXPERIENCED PHYSICAL VIOLENCE (NET)	**11%**
Someone within my organization displayed physical violence toward me.	7%
Someone outside of my organization displayed physical violence toward me.	6%
None of these	65%

BASE: ALL QUALIFIED RESPONDENTS

Q2014. Which of the following have you ever experienced or have been afraid of experiencing at work?

Summary of Have Experienced (Top Box)

	Total
Base	***2515***
Catching an illness	31%
Feeling lonely or isolated	26%
Experiencing harm to my mental health	22%
Being bullied or harassed	19%
Being physically injured in an accident	14%
Being scared while at work	13%
Being the victim of a crime	9%

Summary of Have Not Experienced (Bottom 2 Box)

	Total
Base	***2515***
Being the victim of a crime	91%
Being scared while at work	87%
Being physically injured in an accident	86%
Being bullied or harassed	81%
Experiencing harm to my mental health	78%
Feeling lonely or isolated	74%
Catching an illness	69%

1. Being scared while at work

	Total
Base	***2515***
Have experienced	13%
HAVE NOT EXPERIENCED (NET)	**87%**
Have not experienced, but afraid of experiencing	22%
Have not experienced and not afraid of experiencing	66%

2. Being physically injured in an accident

	Total
Base	***2515***
Have experienced	14%
HAVE NOT EXPERIENCED (NET)	**86%**
Have not experienced, but afraid of experiencing	26%
Have not experienced and not afraid of experiencing	60%

3. Being the victim of a crime

	Total
Base	***2515***
Have experienced	9%
HAVE NOT EXPERIENCED (NET)	**91%**
Have not experienced, but afraid of experiencing	27%
Have not experienced and not afraid of experiencing	65%

4. Being bullied or harassed

	Total
Base	***2515***
Have experienced	19%
HAVE NOT EXPERIENCED (NET)	**81%**
Have not experienced, but afraid of experiencing	18%
Have not experienced and not afraid of experiencing	63%

5. Catching an illness

	Total
Base	***2515***
Have experienced	31%
HAVE NOT EXPERIENCED (NET)	**69%**
Have not experienced, but afraid of experiencing	25%
Have not experienced and not afraid of experiencing	43%

6. Experiencing harm to my mental health

	Total
Base	***2515***
Have experienced	22%
HAVE NOT EXPERIENCED (NET)	**78%**
Have not experienced, but afraid of experiencing	23%
Have not experienced and not afraid of experiencing	56%

7. Feeling lonely or isolated

	Total
Base	***2515***
Have experienced	26%
HAVE NOT EXPERIENCED (NET)	**74%**
Have not experienced, but afraid of experiencing	17%
Have not experienced and not afraid of experiencing	57%

BASE: ALL QUALIFIED RESPONDENTS

Q207. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, ability status, age, etc.) in your current workplace?

Summary of Yes

	Total
Base	***2515***
Witnessed incidents of discrimination	22%
Been the target of discrimination	15%

1. ***Been the target of discrimination***

	Total
Base	***2515***
Yes	15%
No	81%
Decline to answer	3%

2. ***Witnessed incidents of discrimination***

	Total
Base	***2515***
Yes	22%
No	74%
Decline to answer	4%

BASE: ALL QUALIFIED RESPONDENTS

Q208. In your current workplace, have you experienced negative slights, insults, or jokes that devalue your identity or negate your thoughts, feelings, or experiences based on your identity or background?

Summary of Yes

	Total
Base	***2515***
Witnessed incidents of these types of negative slights, insults, or jokes	28%
Been the target of these types of negative slights, insults, or jokes	19%

1. ***Been the target of these types of negative slights, insults, or jokes***

	Total
Base	***2515***
Yes	19%
No	78%
Decline to answer	3%

2. ***Witnessed incidents of these types of negative slights, insults, or jokes***

	Total
Base	***2515***
Yes	28%
No	70%
Decline to answer	2%

BASE: ALL QUALIFIED RESPONDENTS

Q205. Does your current workplace have policies and/or initiatives related to the following?

Summary of Yes

	Total
Base	***2515***
Equity policies and/or initiatives (i.e., providing resources and creating conditions to help everyone, regardless of social identity or background, achieve their highest outcomes)	58%
Diversity policies and/or initiatives (i.e., ensuring a variety of perspectives for employees from different social identity groups are addressed in organizational policies and practices like hiring and career growth opportunities)	57%
Inclusion policies and/or initiatives (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)	56%

1. ***Equity policies and/or initiatives (i.e., providing resources and creating conditions to help everyone, regardless of social identity or background, achieve their highest outcomes)***

	Total
Base	***2515***
Yes	58%
No	27%
I don’t know	15%

2. ***Diversity policies and/or initiatives (i.e., ensuring a variety of perspectives for employees from different social identity groups are addressed in organizational policies and practices like hiring and career growth opportunities)***

	Total
Base	***2515***
Yes	57%
No	28%
I don't know	15%

3. ***Inclusion policies and/or initiatives (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)***

	Total
Base	***2515***
Yes	56%
No	29%
I don't know	15%

BASE: EMPLOYER HAS EDI POLICIES AND/OR INITIATIVES (BASE VARIES)

Q3000. You mentioned there are policies and/or initiatives for the following at your place of work. In your opinion, how effective are each of the policies and/or initiatives?

Summary of Very/Somewhat Effective (Top 2 Box)

	Total
Base	***Variable Bases***
Equity policies and/or initiatives (i.e., providing resources and creating conditions to help everyone, regardless of social identity or background, achieve their highest outcomes)	88%
Inclusion policies and/or initiatives (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)	87%
Diversity policies and/or initiatives (i.e., ensuring a variety of perspectives for employees from different social identity groups are addressed in organizational policies and practices like hiring and career growth opportunities)	85%

Summary of Not At All/Not Very Effective (Bottom 2 Box)

	Total
Base	***Variable Bases***
Diversity policies and/or initiatives (i.e., ensuring a variety of perspectives for employees from different social identity groups are addressed in organizational policies and practices like hiring and career growth opportunities)	15%
Inclusion policies and/or initiatives (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)	13%
Equity policies and/or initiatives (i.e., providing resources and creating conditions to help everyone, regardless of social identity or background, achieve their highest outcomes)	12%

1. ***Equity policies and/or initiatives (i.e., providing resources and creating conditions to help everyone, regardless of social identity or background, achieve their highest outcomes) [FOR THOSE WHOSE EMPLOYER HAS EQUITY POLICIES AND/OR INITIATIVES]***

	Total
Base	***1427***
TOP 2 BOX (NET)	**88%**
Very effective	38%
Somewhat effective	50%
BOTTOM 2 BOX (NET)	**12%**
Not very effective	8%
Not at all effective	4%

2. ***Diversity policies and/or initiatives (i.e., ensuring a variety of perspectives for employees from different social identity groups are addressed in organizational policies and practices like hiring and career growth opportunities) [FOR THOSE WHOSE EMPLOYER HAS DIVERSITY POLICIES AND/OR INITIATIVES]***

	Total
Base	***1400***
TOP 2 BOX (NET)	**85%**
Very effective	37%
Somewhat effective	48%
BOTTOM 2 BOX (NET)	**15%**
Not very effective	12%
Not at all effective	4%

3. ***Inclusion policies and/or initiatives (i.e., creating an environment that celebrates and appreciates different perspectives and experiences) [FOR THOSE WHOSE EMPLOYER HAS INCLUSION POLICIES AND/OR INITIATIVES]***

	Total
Base	***1368***
TOP 2 BOX (NET)	**87%**
Very effective	40%
Somewhat effective	47%
BOTTOM 2 BOX (NET)	**13%**
Not very effective	10%
Not at all effective	3%

BASE: VARIABLE BASE

Q3005. How much do you agree or disagree with each of the following statements?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***Variable Bases***
I feel comfortable being myself in the workplace.	85%
I am confident that I can report incidents of discrimination at work without fear of consequences.	80%
I am confident that incidents of discrimination at work will be dealt with in an appropriate manner.	80%
My company has effective procedures in place to protect employees who report subtle incidents of discrimination (e.g., negative slights, insults, or jokes) at work.	79%
My company or organization regularly considers the diversity of its workforce when developing new programs, policies or practices.	76%
I have seen equity, diversity, and inclusion initiatives make real change at my workplace. [AMONG THOSE WHOSE EMPLOYER HAS EDI POLICIES/INITIATIVES]	74%
My company has worked hard to address subtle incidents of discrimination (e.g., negative slights, insults, or jokes) in the workplace.	73%
The equity, diversity and inclusion efforts at my company are mostly for show. [AMONG THOSE WHOSE EMPLOYER HAS EDI POLICIES/INITIATIVES]	48%
I feel like my workplace does not support me because of my identity.	30%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***Variable Bases***
I feel like my workplace does not support me because of my identity.	70%
The equity, diversity and inclusion efforts at my company are mostly for show. [AMONG THOSE WHOSE EMPLOYER HAS EDI POLICIES/INITIATIVES]	52%
My company has worked hard to address subtle incidents of discrimination (e.g., negative slights, insults, or jokes) in the workplace.	27%
I have seen equity, diversity, and inclusion initiatives make real change at my workplace. [AMONG THOSE WHOSE EMPLOYER HAS EDI POLICIES/INITIATIVES]	26%
My company or organization regularly considers the diversity of its workforce when developing new programs, policies or practices.	24%
My company has effective procedures in place to protect employees who report subtle incidents of discrimination (e.g., negative slights, insults, or jokes) at work.	21%
I am confident that incidents of discrimination at work will be dealt with in an appropriate manner.	20%
I am confident that I can report incidents of discrimination at work without fear of consequences.	20%
I feel comfortable being myself in the workplace.	15%

1. ***I am confident that incidents of discrimination at work will be dealt with in an appropriate manner.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**80%**
Strongly agree	40%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	**20%**
Somewhat disagree	13%
Strongly disagree	7%

2. ***I am confident that I can report incidents of discrimination at work without fear of consequences.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**80%**
Strongly agree	44%
Somewhat agree	36%
BOTTOM 2 BOX (NET)	**20%**
Somewhat disagree	14%
Strongly disagree	6%

3. ***My company or organization regularly considers the diversity of its workforce when developing new programs, policies or practices.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**76%**
Strongly agree	31%
Somewhat agree	46%
BOTTOM 2 BOX (NET)	**24%**
Somewhat disagree	17%
Strongly disagree	7%

4. ***The equity, diversity and inclusion efforts at my company are mostly for show. [AMONG THOSE WHOSE EMPLOYER HAS EDI POLICIES AND/OR INITIATIVES]***

	Total
Base	***1668***
TOP 2 BOX (NET)	**48%**
Strongly agree	21%
Somewhat agree	26%
BOTTOM 2 BOX (NET)	**52%**
Somewhat disagree	26%
Strongly disagree	26%

5. ***I have seen equity, diversity, and inclusion initiatives make real change at my workplace. [AMONG THOSE WHOSE EMPLOYER HAS EDI POLICIES AND/OR INITIATIVES]***

	Total
Base	***1668***
TOP 2 BOX (NET)	**74%**
Strongly agree	33%
Somewhat agree	41%
BOTTOM 2 BOX (NET)	**26%**
Somewhat disagree	20%
Strongly disagree	6%

8. ***My company has worked hard to address subtle incidents of discrimination (e.g., negative slights, insults, or jokes) in the workplace.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**73%**
Strongly agree	31%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	**27%**
Somewhat disagree	18%
Strongly disagree	9%

9. ***My company has effective procedures in place to protect employees who report subtle incidents of discrimination (e.g., negative slights, insults, or jokes) at work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**79%**
Strongly agree	35%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	**21%**
Somewhat disagree	15%
Strongly disagree	6%

10. I feel comfortable being myself in the workplace.

	Total
Base	***2515***
TOP 2 BOX (NET)	**85%**
Strongly agree	49%
Somewhat agree	36%
BOTTOM 2 BOX (NET)	**15%**
Somewhat disagree	11%
Strongly disagree	4%

11. I feel like my workplace does not support me because of my identity.

	Total
Base	***2515***
TOP 2 BOX (NET)	**30%**
Strongly agree	12%
Somewhat agree	19%
BOTTOM 2 BOX (NET)	**70%**
Somewhat disagree	22%
Strongly disagree	48%

BASE: ALL QUALIFIED RESPONDENTS

Q4000. Now we are going to ask you a few questions about your health. In general, would you say your physical health is…?

	Total
Base	***2515***
TOP 2 BOX (NET)	**76%**
Excellent	21%
Good	55%
BOTTOM 2 BOX (NET)	**24%**
Fair	21%
Poor	2%

BASE: ALL QUALIFIED RESPONDENTS

Q4005. Are you currently living with a chronic health condition, such as diabetes, heart disease, asthma, cancer, obesity, chronic pain, etc.?

	Total
Base	***2515***
Yes	28%
No	72%
Decline to answer	1%

BASE: ALL QUALIFIED RESPONDENTS

Q4020. How much do you agree or disagree with each of the following statements?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***2515***
I have positive relationships with people at my work.	90%
When I am working, I often feel fully engaged.	83%
I am treated fairly at my place of work.	82%
When I am at work, I feel like I belong.	80%
My employer provides sufficient accommodations to those with medical conditions at work.	79%
I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.	78%
I would recommend my place of work to others as a good place to work.	78%
My employer helps employees develop and maintain a healthy lifestyle.	72%
My employer thinks our workplace environment is a lot mentally healthier than it actually is.	55%
My work environment has a negative impact on my mental health.	37%
I feel lonely when I'm working.	33%
My employer does not respect my personal boundaries.	26%
My employer does not provide a safe work environment.	24%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***2515***
My employer does not provide a safe work environment.	76%
My employer does not respect my personal boundaries.	74%
I feel lonely when I'm working.	67%
My work environment has a negative impact on my mental health.	63%
My employer thinks our workplace environment is a lot mentally healthier than it actually is.	45%
My employer helps employees develop and maintain a healthy lifestyle.	28%
I would recommend my place of work to others as a good place to work.	22%
I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.	22%
My employer provides sufficient accommodations to those with medical conditions at work.	21%
When I am at work, I feel like I belong.	20%
I am treated fairly at my place of work.	18%
When I am working, I often feel fully engaged.	17%
I have positive relationships with people at my work.	10%

1. ***My employer helps employees develop and maintain a healthy lifestyle.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**72%**
Strongly agree	30%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	**28%**
Somewhat disagree	18%
Strongly disagree	9%

4. ***My employer provides sufficient accommodation for those with medical conditions at work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**79%**
Strongly agree	37%
Somewhat agree	43%
BOTTOM 2 BOX (NET)	**21%**
Somewhat disagree	15%
Strongly disagree	6%

11. ***When I am at work, I feel like I belong.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**80%**
Strongly agree	39%
Somewhat agree	41%
BOTTOM 2 BOX (NET)	**20%**
Somewhat disagree	13%
Strongly disagree	6%

12. ***I would recommend my place of work to others as a good place to work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**78%**
Strongly agree	40%
Somewhat agree	39%
BOTTOM 2 BOX (NET)	**22%**
Somewhat disagree	14%
Strongly disagree	8%

13. I feel lonely when I'm working.

	Total
Base	***2515***
TOP 2 BOX (NET)	**33%**
Strongly agree	8%
Somewhat agree	25%
BOTTOM 2 BOX (NET)	**67%**
Somewhat disagree	26%
Strongly disagree	41%

14. When I am working, I often feel fully engaged.

	Total
Base	***2515***
TOP 2 BOX (NET)	**83%**
Strongly agree	40%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	**17%**
Somewhat disagree	13%
Strongly disagree	4%

15. I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.

	Total
Base	***2515***
TOP 2 BOX (NET)	**78%**
Strongly agree	39%
Somewhat agree	39%
BOTTOM 2 BOX (NET)	**22%**
Somewhat disagree	14%
Strongly disagree	7%

16. I have positive relationships with people at my work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**90%**
Strongly agree	48%
Somewhat agree	43%
BOTTOM 2 BOX (NET)	**10%**
Somewhat disagree	7%
Strongly disagree	3%

17. My employer does not respect my personal boundaries.

	Total
Base	***2515***
TOP 2 BOX (NET)	**26%**
Strongly agree	9%
Somewhat agree	17%
BOTTOM 2 BOX (NET)	**74%**
Somewhat disagree	28%
Strongly disagree	46%

18. My employer thinks our workplace environment is a lot mentally healthier than it actually is.

	Total
Base	***2515***
TOP 2 BOX (NET)	**55%**
Strongly agree	21%
Somewhat agree	34%
BOTTOM 2 BOX (NET)	**45%**
Somewhat disagree	29%
Strongly disagree	16%

19. I am treated fairly at my place of work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**82%**
Strongly agree	44%
Somewhat agree	38%
BOTTOM 2 BOX (NET)	**18%**
Somewhat disagree	13%
Strongly disagree	5%

20. My work environment has a negative impact on my mental health.

	Total
Base	***2515***
TOP 2 BOX (NET)	**37%**
Strongly agree	12%
Somewhat agree	26%
BOTTOM 2 BOX (NET)	**63%**
Somewhat disagree	25%
Strongly disagree	38%

21. My employer does not provide a safe work environment.

	Total
Base	***2515***
TOP 2 BOX (NET)	**24%**
Strongly agree	8%
Somewhat agree	17%
BOTTOM 2 BOX (NET)	**76%**
Somewhat disagree	26%
Strongly disagree	49%

BASE: ALL QUALIFIED RESPONDENTS
Q5000. In general, would you say your mental health is…?

	Total
Base	***2515***
TOP 2 BOX (NET)	**72%**
Excellent	29%
Good	43%
BOTTOM 2 BOX (NET)	**28%**
Fair	22%
Poor	6%

BASE: ALL QUALIFIED RESPONDENTS
Q5005. Are you currently living with a mental health condition, such as anxiety, depression, ADHD, eating disorder, PTSD, autism spectrum disorder, etc.?

	Total
Base	***2515***
Yes	30%
No	67%
Decline to answer	2%

BASE: ALL QUALIFIED RESPONDENTS
Q1921. How much do you agree or disagree with each of the following statements?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***2515***
I have no good opportunities for growth or advancement at work.	43%
I have to work more hours per week than I want to.	37%
I'm not learning new things at work that will help me in the future.	36%
I don't have enough control over when, where, and how I do my work.	33%
I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.	32%
I don't matter to my employer.	29%
I don't matter to my coworkers.	25%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***2515***
I don't matter to my coworkers.	75%
I don't matter to my employer.	71%
I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.	68%
I don't have enough control over when, where, and how I do my work.	67%
I'm not learning new things at work that will help me in the future.	64%
I have to work more hours per week than I want to.	63%
I have no good opportunities for growth or advancement at work.	57%

1. ***I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**32%**
Strongly agree	9%
Somewhat agree	23%
BOTTOM 2 BOX (NET)	**68%**
Somewhat disagree	29%
Strongly disagree	38%

2. ***I don't have enough control over when, where, and how I do my work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**33%**
Strongly agree	9%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	**67%**
Somewhat disagree	29%
Strongly disagree	38%

3. I don't matter to my employer.

	Total
Base	***2515***
TOP 2 BOX (NET)	**29%**
Strongly agree	10%
Somewhat agree	19%
BOTTOM 2 BOX (NET)	**71%**
Somewhat disagree	26%
Strongly disagree	45%

4. I don't matter to my coworkers.

	Total
Base	***2515***
TOP 2 BOX (NET)	**25%**
Strongly agree	7%
Somewhat agree	18%
BOTTOM 2 BOX (NET)	**75%**
Somewhat disagree	30%
Strongly disagree	45%

5. I have no good opportunities for growth or advancement at work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**43%**
Strongly agree	14%
Somewhat agree	29%
BOTTOM 2 BOX (NET)	**57%**
Somewhat disagree	25%
Strongly disagree	32%

6. I'm not learning new things at work that will help me in the future.

	Total
Base	***2515***
TOP 2 BOX (NET)	**36%**
Strongly agree	13%
Somewhat agree	23%
BOTTOM 2 BOX (NET)	**64%**
Somewhat disagree	30%
Strongly disagree	34%

7. I have to work more hours per week than I want to.

	Total
Base	***2515***
TOP 2 BOX (NET)	**37%**
Strongly agree	13%
Somewhat agree	23%
BOTTOM 2 BOX (NET)	**63%**
Somewhat disagree	28%
Strongly disagree	36%

BASE: ALL QUALIFIED RESPONDENTS

Q1925. Which of the following negative outcomes, if any, have you experienced in the last month? Please select all that apply.

	Total
Base	***2515***
EXPERIENCED WORK-RELATED STRESS (NET)	**77%**
EXPERIENCED NEGATIVE IMPACTS (SUB-NET)	**57%**
Emotional exhaustion at work	31%
Not feeling motivated to do my very best at work	26%
A desire to keep to myself when I'm at work	25%
Desire to quit	23%
Lower productivity at work	20%
Irritability or anger with co-workers and customers	19%
A feeling of being ineffective at work	18%
Other	1%
None, I have not experienced negative impacts because of work-related stress	21%
Not applicable; I have not felt work-related stress	23%

BASE: ALL QUALIFIED RESPONDENTS

Q5020. Which of the following does your employer offer? Please select all that apply.

	Total
Base	***2515***
ANY (NET)	**82%**
Health insurance with coverage for mental health and substance use disorders	43%
A culture where time-off is respected	40%
A culture where breaks are encouraged	35%
Employee assistance programs (EAPs)	29%
A culture where managers encourage employees to take care of their mental health	29%
A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers	24%
Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.)	23%
Meeting-free days	21%
Four-day work weeks	17%
Company-wide mental health days (e.g., designated days where everyone takes a break from email or takes the day off or some other action to reduce stress that day, etc.)	15%
People on site who have received mental health training	12%
None of the above	18%

BASE: EMPLOYER OFFERS MENTAL HEALTH SUPPORT (BASE VARIES)

Q5025. You mentioned your employer offers the following. How effective are each of the following in supporting your mental health at work?

Summary of Very/Somewhat Effective (Top 2 Box)

	Total
Base	***Variable Bases***
A culture where time-off is respected	98%
A culture where breaks are encouraged	97%
A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers	93%
Company-wide mental health days (e.g., designated days where everyone takes a break from email or takes the day off or some other action to reduce stress that day, etc.)	93%
Four-day work weeks	93%
Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.)	93%
Meeting-free days	92%
A culture where managers encourage employees to take care of their mental health	92%
Health insurance with coverage for mental health and substance use disorders	92%
People on site who have received mental health training	88%
Employee assistance programs (EAPs)	86%

Summary of Not At All/Not Very Effective (Bottom 2 Box)

	Total
Base	***Variable Bases***
Employee assistance programs (EAPs)	14%
People on site who have received mental health training	12%
Health insurance with coverage for mental health and substance use disorders	8%
A culture where managers encourage employees to take care of their mental health	8%
Meeting-free days	8%
Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.)	7%
Four-day work weeks	7%
Company-wide mental health days (e.g., designated days where everyone takes a break from email or takes the day off or some other action to reduce stress that day, etc.)	7%
A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers	7%
A culture where breaks are encouraged	3%
A culture where time-off is respected	2%

3. Meeting-free days [AMONG THOSE WHOSE EMPLOYER OFFERS MEETING-FREE DAYS]

	Total
Base	***451***
TOP 2 BOX (NET)	**92%**
Very effective	54%
Somewhat effective	39%
BOTTOM 2 BOX (NET)	**8%**
Not very effective	7%
Not at all effective	1%

4. ***Four-day work weeks [AMONG THOSE WHOSE EMPLOYER OFFERS FOUR-DAY WORK WEEKS]***

	Total
Base	***400***
TOP 2 BOX (NET)	**93%**
Very effective	57%
Somewhat effective	36%
BOTTOM 2 BOX (NET)	**7%**
Not very effective	6%
Not at all effective	1%

5. ***Health insurance with coverage for mental health and substance use disorders [AMONG THOSE WHOSE EMPLOYER OFFERS HEALTH INSURANCE WITH COVERAGE FOR MENTAL HEALTH AND SUBSTANCE USE DISORDERS]***

	Total
Base	***1002***
TOP 2 BOX (NET)	**92%**
Very effective	52%
Somewhat effective	39%
BOTTOM 2 BOX (NET)	**8%**
Not very effective	7%
Not at all effective	2%

6. ***Employee assistance programs (EAPs) [AMONG THOSE WHOSE EMPLOYER OFFERS EMPLOYEE ASSISTANCE PROGRAMS (EAPS)***

	Total
Base	***687***
TOP 2 BOX (NET)	**86%**
Very effective	42%
Somewhat effective	44%
BOTTOM 2 BOX (NET)	**14%**
Not very effective	12%
Not at all effective	3%

7. ***People on site who have received mental health training [AMONG THOSE WHOSE EMPLOYER OFFERS PEOPLE ON SITE WHO HAVE RECEIVED MENTAL HEALTH TRAINING]***

	Total
Base	***267***
TOP 2 BOX (NET)	**88%**
Very effective	55%
Somewhat effective	33%
BOTTOM 2 BOX (NET)	**12%**
Not very effective	9%
Not at all effective	3%

8. ***Company-wide mental health days (e.g., designated days where everyone takes a break from email or takes the day off or some other action to reduce stress that day, etc.) [AMONG THOSE WHOSE EMPLOYER OFFERS COMPANY-WIDE MENTAL HEALTH DAYS]***

	Total
Base	***353***
TOP 2 BOX (NET)	**93%**
Very effective	55%
Somewhat effective	38%
BOTTOM 2 BOX (NET)	**7%**
Not very effective	5%
Not at all effective	2%

9. ***A culture where time-off is respected [AMONG THOSE WHOSE EMPLOYER OFFERS A CULTURE WHERE TIME-OFF IS RESPECTED]***

	Total
Base	***936***
TOP 2 BOX (NET)	**98%**
Very effective	65%
Somewhat effective	33%
BOTTOM 2 BOX (NET)	**2%**
Not very effective	2%
Not at all effective	*

10. A culture where managers encourage employees to take care of their mental health [AMONG THOSE WHOSE EMPLOYER OFFERS A CULTURE WHERE MANAGERS ENCOURAGE EMPLOYEES TO TAKE CARE OF THEIR MENTAL HEALTH]

	Total
Base	***643***
TOP 2 BOX (NET)	**92%**
Very effective	57%
Somewhat effective	36%
BOTTOM 2 BOX (NET)	**8%**
Not very effective	6%
Not at all effective	2%

11. A culture where breaks are encouraged [AMONG THOSE WHOSE EMPLOYER OFFERS A CULTURE WHERE BREAKS ARE ENCOURAGED]

	Total
Base	***823***
TOP 2 BOX (NET)	**97%**
Very effective	62%
Somewhat effective	35%
BOTTOM 2 BOX (NET)	**3%**
Not very effective	3%
Not at all effective	*

12. Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.) [AMONG THOSE WHOSE EMPLOYER OFFERS SUPPORT FOR EMPLOYEES WHO ARE CAREGIVER]

	Total
Base	***533***
TOP 2 BOX (NET)	**93%**
Very effective	56%
Somewhat effective	37%
BOTTOM 2 BOX (NET)	**7%**
Not very effective	7%
Not at all effective	1%

14. ***A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers [AMONG THOSE WHOSE EMPLOYER OFFERS A VARIETY OF INCLUSIVE, LOW-PRESSURE SOCIAL GATHERINGS TO CONNECT AND INTERACT WITH COWORKERS]***

	Total
Base	***511***
TOP 2 BOX (NET)	**93%**
Very effective	50%
Somewhat effective	44%
BOTTOM 2 BOX (NET)	**7%**
Not very effective	5%
Not at all effective	1%

BASE: ALL QUALIFIED RESPONDENTS

Q5030. How much do you agree or disagree with each of the following statements?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***2515***
My employer is understanding of the needs of parents and caregivers.	77%
My employer provides sufficient resources to help employees manage their stress.	65%
My employer is more concerned about the mental health of employees now than they were in the past.	65%
My employer regularly provides information about available mental health resources.	59%
During my workday, I typically feel tense or stressed out.	48%
I worry that if I told my employer about a mental health condition it would have a negative impact on me in the workplace.	43%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***2515***
I worry that if I told my employer about a mental health condition it would have a negative impact on me in the workplace.	57%
During my workday, I typically feel tense or stressed out.	52%
My employer regularly provides information about available mental health resources.	41%
My employer is more concerned about the mental health of employees now than they were in the past.	35%
My employer provides sufficient resources to help employees manage their stress.	35%
My employer is understanding of the needs of parents and caregivers.	23%

1. ***During my workday, I typically feel tense or stressed out.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**48%**
Strongly agree	17%
Somewhat agree	31%
BOTTOM 2 BOX (NET)	**52%**
Somewhat disagree	29%
Strongly disagree	23%

2. ***My employer provides sufficient resources to help employees manage their stress.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**65%**
Strongly agree	24%
Somewhat agree	41%
BOTTOM 2 BOX (NET)	**35%**
Somewhat disagree	22%
Strongly disagree	12%

4. ***My employer regularly provides information about available mental health resources.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**59%**
Strongly agree	22%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	**41%**
Somewhat disagree	24%
Strongly disagree	16%

5. ***I worry that if I told my employer about a mental health condition it would have a negative impact on me in the workplace.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**43%**
Strongly agree	15%
Somewhat agree	28%
BOTTOM 2 BOX (NET)	**57%**
Somewhat disagree	26%
Strongly disagree	31%

7. ***My employer is understanding of the needs of parents and caregivers.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**77%**
Strongly agree	35%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	**23%**
Somewhat disagree	16%
Strongly disagree	8%

8. ***My employer is more concerned about the mental health of employees now than they were in the past.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**65%**
Strongly agree	24%
Somewhat agree	41%
BOTTOM 2 BOX (NET)	**35%**
Somewhat disagree	22%
Strongly disagree	13%

BASE: ALL QUALIFIED RESPONDENTS
Q1315b. Which of the following best describes your current work environment?

	Total
Base	***2515***
All in-person	51%
HYBRID (NET)	**36%**
Equal split between in-person and remote	14%
Mostly in-person	14%
Mostly remote	8%
All remote	13%

BASE: ALL QUALIFIED RESPONDENTS
Q6000. How interested are you in working remotely in the future?

	Total
Base	***2515***
TOP 2 BOX (NET)	**73%**
Very interested	42%
Somewhat interested	31%
BOTTOM 2 BOX (NET)	**27%**
Not very interested	13%
Not at all interested	15%

BASE: HYBRID WORKER

Q6006. Would you say you are more productive when you work in-person or when you work remotely?

	Total
Base	***2515***
TOP 2 BOX (NET)	**31%**
Much more productive remote	10%
Somewhat more productive remote	21%
Neither more productive remote nor in person	30%
BOTTOM 2 BOX (NET)	**39%**
Somewhat more productive in person	18%
Much more productive in person	20%

BASE: ALL QUALIFIED RESPONDENTS

Q6030. Regardless of whether or not these are practiced at your current workplace, which of the following would you like to see employers offer more of moving forward? Please select all that apply.

	Total
Base	***2515***
ANY (NET)	**90%**
Flexible work schedule options	52%
Employee recognition initiatives	44%
Remote work options	42%
Pay transparency (i.e., salary bands, predictable for raises and/or promotions)	42%
Rewards for generating new ideas or solutions	39%
Opportunities to be involved in decision making, problem solving, and goal setting	35%
Work opportunities that encourage teamwork and collaboration	34%
Opportunities to receive performance feedback	31%
Support for external education opportunities (e.g., sponsored courses, tuition assistance, etc.)	30%
Predictable schedules	29%
Equity, diversity, and inclusion initiatives	29%
Internal education opportunities (e.g., webinars, video trainings, etc.)	27%
None of the above	10%

BASE: ALL QUALIFIED RESPONDENTS
Q6036. How important, if at all, are the following?

Summary of Very/Somewhat Important (Top 2 Box)

	Total
Base	***2515***
To feel respected at work.	95%
To work for an organization that respects boundaries between work and non-work time.	95%
That my workplace be somewhere that I feel I belong.	94%
To have a job where I get a sense of accomplishment.	94%
To feel supported by the people I work with.	94%
That I work for an organization that values my physical wellbeing.	94%
To have a job where I feel that the work I do has meaning.	93%
Employer support for employee mental health.	92%
That I work for an organization that values my emotional and psychological wellbeing.	92%
To have a job where I consistently have opportunities to learn.	91%
To have a job with a predictable schedule.	89%

Summary of Not At All/Not Very Important (Bottom 2 Box)

	Total
Base	***2515***
To have a job with a predictable schedule.	11%
To have a job where I consistently have opportunities to learn.	9%
That I work for an organization that values my emotional and psychological wellbeing.	8%
Employer support for employee mental health.	8%
To have a job where I feel that the work I do has meaning.	7%
That I work for an organization that values my physical wellbeing.	6%
To feel supported by the people I work with.	6%
To have a job where I get a sense of accomplishment.	6%
That my workplace be somewhere that I feel I belong.	6%
To work for an organization that respects boundaries between work and non-work time.	5%
To feel respected at work.	5%

1. ***That I work for an organization that values my physical wellbeing.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**94%**
Very important	58%
Somewhat important	35%
BOTTOM 2 BOX (NET)	**6%**
Not very important	5%
Not at all important	1%

2. ***That I work for an organization that values my emotional and psychological wellbeing.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**92%**
Very important	57%
Somewhat important	35%
BOTTOM 2 BOX (NET)	**8%**
Not very important	7%
Not at all important	1%

3. ***That my workplace be somewhere that I feel I belong.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**94%**
Very important	59%
Somewhat important	35%
BOTTOM 2 BOX (NET)	**6%**
Not very important	5%
Not at all important	1%

4. ***To feel supported by the people I work with.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**94%**
Very important	58%
Somewhat important	36%
BOTTOM 2 BOX (NET)	**6%**
Not very important	5%
Not at all important	1%

5. To have a job with a predictable schedule.

	Total
Base	***2515***
TOP 2 BOX (NET)	**89%**
Very important	50%
Somewhat important	39%
BOTTOM 2 BOX (NET)	**11%**
Not very important	9%
Not at all important	2%

6. To work for an organization that respects boundaries between work and non-work time.

	Total
Base	***2515***
TOP 2 BOX (NET)	**95%**
Very important	61%
Somewhat important	34%
BOTTOM 2 BOX (NET)	**5%**
Not very important	4%
Not at all important	1%

7. To feel respected at work.

	Total
Base	***2515***
TOP 2 BOX (NET)	**95%**
Very important	66%
Somewhat important	29%
BOTTOM 2 BOX (NET)	**5%**
Not very important	4%
Not at all important	1%

8. To have a job where I feel that the work I do has meaning.

	Total
Base	***2515***
TOP 2 BOX (NET)	**93%**
Very important	60%
Somewhat important	33%
BOTTOM 2 BOX (NET)	**7%**
Not very important	6%
Not at all important	1%

9. To have a job where I consistently have opportunities to learn.

	Total
Base	***2515***
TOP 2 BOX (NET)	**91%**
Very important	49%
Somewhat important	42%
BOTTOM 2 BOX (NET)	**9%**
Not very important	8%
Not at all important	1%

10. To have a job where I get a sense of accomplishment.

	Total
Base	***2515***
TOP 2 BOX (NET)	**94%**
Very important	61%
Somewhat important	33%
BOTTOM 2 BOX (NET)	**6%**
Not very important	5%
Not at all important	1%

11. Employer support for employee mental health.

	Total
Base	***2515***
TOP 2 BOX (NET)	**92%**
Very important	52%
Somewhat important	40%
BOTTOM 2 BOX (NET)	**8%**
Not very important	6%
Not at all important	1%

BASE: ALL QUALIFIED RESPONDENTS
Q6045. How concerned are you that an economic slump, downturn, or recession will cause you to be laid off, furloughed, or lose your job in the next 12 months?

	Total
Base	***2515***
TOP 2 BOX (NET)	**43%**
Very concerned	15%
Somewhat concerned	28%
BOTTOM 2 BOX (NET)	**57%**
Not very concerned	26%
Not at all concerned	31%

BASE: ALL QUALIFIED RESPONDENTS
Q6020A. As far as you're aware, does your employer use technology (e.g., computers, software, cameras, bar-code scanners, etc.) to monitor you while working?

When we say "monitor," we mean tracking any of the following: productivity, speed, location, browser activity, social media posts, emails, text messages, safety equipment usage, break times, when you start and end work, what applications you have on your work devices, etc.

	Total
Base	***2515***
Yes	51%
No	49%

BASE: MONITORED

Q6020B. You mentioned your employer monitors you while working. With that in mind, how much do you agree or disagree with each of the following statements?

My employer's current practice of using technology to monitor me while I'm working…

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***1240***
Helps protect my safety while I'm at work	70%
Has no impact on my workplace experience	61%
Helps me stay focused	60%
Improves my workplace experience	59%
Makes me more productive	57%
Makes me feel like they do not trust me	51%
Is an invasion of my privacy	50%
Causes me to feel stress	48%
Makes me feel anxious	46%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***1240***
Makes me feel anxious	54%
Causes me to feel stress	52%
Is an invasion of my privacy	50%
Makes me feel like they do not trust me	49%
Makes me more productive	43%
Improves my workplace experience	41%
Helps me stay focused	40%
Has no impact on my workplace experience	39%
Helps protect my safety while I'm at work	30%

1. ***Is an invasion of my privacy***

	Total
Base	***1240***
TOP 2 BOX (NET)	**50%**
Strongly agree	20%
Somewhat agree	30%
BOTTOM 2 BOX (NET)	**50%**
Somewhat disagree	27%
Strongly disagree	23%

2. ***Helps protect my safety while I'm at work***

	Total
Base	***1240***
TOP 2 BOX (NET)	**70%**
Strongly agree	29%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	**30%**
Somewhat disagree	18%
Strongly disagree	12%

3. ***Helps me stay focused***

	Total
Base	***1240***
TOP 2 BOX (NET)	**60%**
Strongly agree	23%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	**40%**
Somewhat disagree	24%
Strongly disagree	16%

4. Makes me feel anxious

	Total
Base	***1240***
TOP 2 BOX (NET)	**46%**
Strongly agree	18%
Somewhat agree	28%
BOTTOM 2 BOX (NET)	**54%**
Somewhat disagree	28%
Strongly disagree	26%

5. Causes me to feel stress

	Total
Base	***1240***
TOP 2 BOX (NET)	**48%**
Strongly agree	19%
Somewhat agree	29%
BOTTOM 2 BOX (NET)	**52%**
Somewhat disagree	27%
Strongly disagree	25%

6. Makes me feel like they do not trust me

	Total
Base	***1240***
TOP 2 BOX (NET)	**51%**
Strongly agree	22%
Somewhat agree	29%
BOTTOM 2 BOX (NET)	**49%**
Somewhat disagree	26%
Strongly disagree	23%

7. Improves my workplace experience

	Total
Base	***1240***
TOP 2 BOX (NET)	**59%**
Strongly agree	23%
Somewhat agree	36%
BOTTOM 2 BOX (NET)	**41%**
Somewhat disagree	24%
Strongly disagree	17%

8. Makes me more productive

	Total
Base	***1240***
TOP 2 BOX (NET)	**57%**
Strongly agree	24%
Somewhat agree	33%
BOTTOM 2 BOX (NET)	**43%**
Somewhat disagree	25%
Strongly disagree	18%

9. Has no impact on my workplace experience

	Total
Base	***1240***
TOP 2 BOX (NET)	**61%**
Strongly agree	25%
Somewhat agree	36%
BOTTOM 2 BOX (NET)	**39%**
Somewhat disagree	26%
Strongly disagree	13%

BASE: ALL QUALIFIED RESPONDENTS

Q8000. How much do you agree or disagree with each of the following statements about technology in the workplace?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	***2515***
I'm confident that my employer adequately protects the security of any private data or information they have about me.	82%
My employer is good about respecting my privacy.	82%
Advancements in technology are helping me work more efficiently and accurately.	78%
I worry that artificial intelligence may make some or all of my job duties obsolete in the future.	38%
I feel uncomfortable with the way my employer uses technology to track me at work.	35%
I worry that my employer uses technology to spy on me during work hours.	34%
Advancements in technology are making my job worse, not better.	34%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	***2515***
Advancements in technology are making my job worse, not better.	66%
I worry that my employer uses technology to spy on me during work hours.	66%
I feel uncomfortable with the way my employer uses technology to track me at work.	65%
I worry that artificial intelligence may make some or all of my job duties obsolete in the future.	62%
Advancements in technology are helping me work more efficiently and accurately.	22%
My employer is good about respecting my privacy.	18%
I'm confident that my employer adequately protects the security of any private data or information they have about me.	18%

1. ***Advancements in technology are making my job worse, not better.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**34%**
Strongly agree	11%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	**66%**
Somewhat disagree	35%
Strongly disagree	31%

2. ***I feel uncomfortable with the way my employer uses technology to track me at work.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**35%**
Strongly agree	12%
Somewhat agree	22%
BOTTOM 2 BOX (NET)	**65%**
Somewhat disagree	29%
Strongly disagree	36%

3. ***I'm confident that my employer adequately protects the security of any private data or information they have about me.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**82%**
Strongly agree	38%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	**18%**
Somewhat disagree	12%
Strongly disagree	6%

4. ***My employer is good about respecting my privacy.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**82%**
Strongly agree	42%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	**18%**
Somewhat disagree	13%
Strongly disagree	5%

5. ***I worry that artificial intelligence may make some or all of my job duties obsolete in the future***

	Total
Base	***2515***
TOP 2 BOX (NET)	**38%**
Strongly agree	11%
Somewhat agree	27%
BOTTOM 2 BOX (NET)	**62%**
Somewhat disagree	28%
Strongly disagree	33%

6. ***Advancements in technology are helping me work more efficiently and accurately.***

	Total
Base	***2515***
TOP 2 BOX (NET)	**78%**
Strongly agree	30%
Somewhat agree	48%
BOTTOM 2 BOX (NET)	**22%**
Somewhat disagree	15%
Strongly disagree	7%

7. I worry that my employer uses technology to spy on me during work hours.

	Total
Base	***2515***
TOP 2 BOX (NET)	**34%**
Strongly agree	11%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	**66%**
Somewhat disagree	26%
Strongly disagree	40%

BASE: ALL QUALIFIED RESPONDENTS

Q1300 Which ONE of the following best describes the type of work that you do?

	Total
Base	***2515***
Office work (administrative, managerial, professional, desk work, etc.)	44%
Manual labor (driving, working with your hands, assembling, moving, etc.)	31%
Customer/client/patient service (education, retail, food service, healthcare, entertainment, etc.)	19%
Other	6%

BASE: ALL QUALIFIED RESPONDENTS

Q1311 Which of following best describes the industry you work in?

	Total
Base	***2515***
Health Care and Social Assistance	11%
Manufacturing	9%
Educational Services	8%
Retail Trade	8%
Finance and Insurance	7%
Construction	7%
Professional, Scientific, and Technical Services	6%
Information	5%
Accommodation and Food Services	5%
Transportation and Warehousing	4%
Public Administration	3%
Arts, Entertainment, and Recreation	2%
Real Estate and Rental and Leasing	2%
Wholesale Trade	1%
Utilities	1%
Agriculture, Forestry, Fishing and Hunting	1%
Management of Companies and Enterprises	1%
Administrative and Support and Waste Management and Remediation Services	1%
Other Services (except Public Administration)	16%
Mining, Quarrying, and Oil and Gas Extraction	*

BASE: ALL QUALIFIED RESPONDENTS

Q810 (Q3) Which of the following best describes most of your duties within your company or organization?

	Total
Base	***2515***
Upper level job within organization: upper level manager involving coordination of organization, development of plans/goals for the organization, supervision of managers, etc.	20%
Middle level job within organization: involves some management and supervision or coordination of other people or departments, etc.	33%
Front line job within organization: directly involved with production of products or providing services, such as sales, secretarial, bookkeeping, clerical, customer service, etc.	23%
Individual contributor: do not have management responsibilities, but have a middle level or senior position	24%

BASE: ALL QUALIFIED RESPONDENTS

Q815 (Q4) Which of the following best describes the company or organization where you currently work?

	Total
Base	***2515***
For-profit	71%
Not-for-profit	15%
Local, state, or federal government	14%

BASE: ALL QUALIFIED RESPONDENTS

Q820 (Q4A) How many employees does your company or organization have in the U.S. and globally? If your company has more than one location, please provide the total number of employees that your organization has at all locations. Your best estimate is fine.

	Total
Base	***2515***
<100 (NET)	**31%**
Fewer than 20	15%
20 to 49	8%
50 to 99	8%
100-999 (NET)	**32%**
100 to 249	10%
250 to 499	8%
500 to 999	14%
1,000+ (NET)	**37%**
1,000 to 4,999	14%
5,000 to 9,999	8%
10,000 or more	15%

BASE: ALL QUALIFIED RESPONDENTS

Q1312 How long have you worked at your current job? If you have worked at your current job for less than 1 month, please enter 1 month.

	Total
Base	***2515***
LESS THAN 5 YEARS (NET)	**46%**
Less than 6 months	4%
6 months to less than 1 year	5%
1 year to less than 2 years	11%
2 years to less than 5 years	26%
5 YEARS OR MORE (NET)	**54%**
5 years to less than 10 years	22%
10 years to less than 20 years	18%
20 years or more	15%
Mean	8.6
Median	5

BASE: ALL QUALIFIED RESPONDENTS
Q1350 Which of the following describes the primary type of compensation you receive?

	Total
Base	***2515***
Hourly wage	48%
Salary	45%
Commission	5%
Other	2%

BASE: ALL QUALIFIED RESPONDENTS
Q1355 Are you a member of a labor union?

	Total
Base	***2515***
Yes	14%
No	86%

BASE: ALL QUALIFIED RESPONDENTS
Q1840 Does your organization have women in senior leadership positions?

	Total
Base	***2515***
Yes	70%
No	23%
I don’t know	7%

BASE: HAS WOMEN IN SENIOR LEADERSHIP POSITIONS
Q1845 Does your organization have equal representation of women in senior leadership positions?

	Total
Base	***1738***
Yes	74%
No	14%
I don’t know	11%

BASE: ALL QUALIFIED RESPONDENTS

Q1850 Does your organization have people of color (i.e., from racial and/or ethnic groups other than white non- Hispanic) in senior leadership positions?

	Total
Base	***2515***
Yes	68%
No	23%
I don't know	9%

BASE: HAS RACIAL AND ETHNIC DIVERSITY IN SENIOR LEADERSHIP

Q1855 What proportion of senior leadership at your organization are people of color (i.e., from racial and/or ethnic groups other than white non-Hispanic)?

	Total
Base	***1669***
50% OR LESS (NET)	**61%**
1%-25%	25%
26%-50%	36%
MORE THAN 50% (NET)	**20%**
51%-75%	15%
76%-100%	5%
I don't know	19%

BASE: ALL QUALIFIED RESPONDENTS

Q1860 Does your organization have open LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and other) representation in senior leadership positions?

	Total
Base	***2515***
Yes	27%
No	37%
I don't know	36%

BASE: ALL QUALIFIED RESPONDENTS
Q1314 What political party are you currently registered as?

	Total
Base	***2515***
Democrat	39%
Republican	25%
Independent	25%
Other	2%
I am not registered	7%
Decline to answer	3%

BASE: ALL QUALIFIED RESPONDENTS
Q1555 How do you describe your disability/ability status? We are interested in this identification regardless of whether you typically request accommodation for this disability. Please select all that apply.

	Total
Base	***2515***
ANY (NET)	**30%**
A mental health challenge	13%
A chronic health condition	12%
A mobility/orthopedic impairment	5%
A learning disability	4%
A sensory impairment (e.g., vision or hearing)	4%
A temporary impairment due to illness or injury	3%
A communication impairment	3%
An autism spectrum disorder	3%
A development disability	3%
A disability or impairment not listed above	1%
I do not identify with a disability or impairment	64%
Prefer not to answer	5%

BASE: ALL QUALIFIED RESPONDENTS

Q1560 [Caregiver status] Have you ever or do you currently serve as a caregiver to a family member or friend?

By 'caregiver', we mean providing paid or unpaid long-term care to a family member or friend with an episodic, permanent, or temporary condition who needs help taking care of themselves. The individual(s) could be an adult or child, and caregiving activities may include helping with basic personal hygiene, household chores, managing finances, attending doctor's appointments, administering medications, and making arrangements for other services. Please do not consider basic duties of parenting.

	Total
Base	***2515***
EVER BEEN CAREGIVER (NET)	**37%**
Yes, currently	18%
Yes, in the past	19%
No	63%

BASE: ALL QUALIFIED RESPONDENTS

Q1553 (Q31) What is the primary way you receive health insurance today?

	Total
Base	***2515***
EMPLOYER BASED (NET)	**56%**
Health insurance provided by current or former employer	45%
Health insurance provided by family member's employer	11%
Medicaid	12%
Medicare	11%
Individual insurance policy bought by myself/my family	10%
Health insurance from an exchange	2%
I have health insurance, but I don't know what type of organization provides it and/or how it is obtained	2%
Veterans benefits (active military, veterans, TriCare, reserve, etc.)	1%
Health insurance provided to students	1%
Other	*
None; do not have health insurance	5%

BASE: ALL QUALIFIED RESPONDENTS
Q498 Of the following, which do you consider yourself to be?

	Total
Base	***2515***
Heterosexual (straight)	88%
LGBQ+	**10%**
Bisexual	5%
Gay	2%
Lesbian	1%
Pansexual	1%
Queer	*
Asexual	*
Other sexual orientation	*
Not sure	1%
Decline to answer	1%

BASE: ALL QUALIFIED RESPONDENTS
Education. What is the highest level of education you have completed?

	Total
Base	***2515***
LESS THAN HIGH SCHOOL (NET)	**5%**
Less than high school	1%
Completed some high school	4%
HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET)	**53%**
High school graduate	17%
Job-specific training program(s) after high school	4%
Some college, but no degree	19%
Associate degree	12%
4 YEAR COLLEGE DEGREE OR MORE (NET)	**43%**
Bachelor's degree (such as B.A., B.S.)	25%
Some graduate school, but no degree	1%
Graduate degree (such as MBA, MS, M.D., Ph.D.)	17%

BASE: ALL QUALIFIED RESPONDENTS

Income. How much total combined income did all members of your household earn before taxes last year?

	Total
Base	***2515***
Less than $15,000	3%
$15,000 to $24,999	4%
$25,000 to $34,999	6%
$35,000 to $49,999	9%
$50,000 to $74,999	16%
$75,000 to $99,999	15%
$100,000 OR MORE (NET)	**46%**
$100,000 to $124,999	17%
$125,000 to $149,999	10%
$150,000 to $199,999	11%
$200,000 to $249,999	4%
$250,000 or more	4%
Prefer not to answer	3%

BASE: ALL QUALIFIED RESPONDENTS

ADULTS IN HH. Including yourself, how many people age 18 or older live in your household?

	Total
Base	***2515***
1	19%
ANY OTHER THAN RESPONDENT (NET)	**81%**
2	51%
3	17%
4+	12%

BASE: ALL QUALIFIED RESPONDENTS
CHILDREN IN HH. How many people under the age of 18 live in your household?

	Total
Base	***2515***
0	57%
ANY (NET)	**43%**
1	18%
2	17%
3	5%
4+	2%

BASE: ALL QUALIFIED RESPONDENTS
HOUSEHOLD SIZE. Size of Household (Net)

	Total
Base	***2515***
1 HH member	13%
2 HH members	31%
3 HH members	21%
4 HH members	19%
5+ HH members	15%

BASE: ALL QUALIFIED RESPONDENTS
US REGION. Census Region (US Net)

	Total
Base	***2515***
Northeast	18%
Midwest	20%
South	38%
West	24%

BASE: ALL QUALIFIED RESPONDENTS
MARITAL STATUS. What is your marital status?

	Total
Base	***2515***
Never married	32%
MARRIED / LIVING WITH PARTNER (NET)	**54%**
Married or civil union	46%
Living with partner	8%
DIVORCED / SEPARATED / WIDOWED (NET)	**13%**
Divorced	9%
Separated	2%
Widow/Widower	3%

BASE: HAVE AT LEAST ONE CHILD IN HOUSEHOLD
Q3004. And, how many people under the age of 18 live in your household at least 50% of the time for whom you are the parent or guardian?

	Total
Base	***980***
0	10%
ANY (NET)	**90%**
1	39%
2	36%
3	11%
4	2%
5+	1%
Mean	1.6
Median	2

BASE: GUARDIAN/PARENT OF CHILD(REN) <18 LIVING IN HOUSEHOLD AT LEAST 50% OF TIME
Q3004. Sex of children combined table

	Total
Base	***884***
Boy	76%
Girl	66%

BASE: GUARDIAN/PARENT OF CHILD(REN) <18 LIVING IN HOUSEHOLD AT LEAST 50% OF TIME
Q3016. Ages of children combined table

	Total
Base	***884***
0-6 (NET)	**40%**
0-3 (SUB-NET)	***24%***
0	*3%*
1	*7%*
2	*7%*
3	*10%*
4-6 (SUB-NET)	***23%***
4	*8%*
5	*8%*
6	*9%*
7-12 (NET)	**48%**
7	10%
8	12%
9	9%
10	9%
11	11%
12	9%
13-17 (NET)	**51%**
13	12%
14	11%
15	16%
16	12%
17	13%