

Base: All Qualified Respondents

Q265. How do you describe your current gender identity?

|                         | Total        |
|-------------------------|--------------|
| Unweighted Base         | 2017         |
| Weighted Base           | 2017         |
| Male/man                | 1032<br>51%  |
| Female/woman            | 979<br>49%   |
| Non-binary              | 6<br>*       |
| Two-spirit              | *<br>*       |
| Prefer to self-describe | 3<br>*       |
| Prefer not to answer    | 1<br>*       |
| Sigma                   | 2021<br>100% |

Base: All Qualified Respondents

Q266. Do you identify as transgender?

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Table 2

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| Yes                  | 24<br>1%     |
| No                   | 1978<br>98%  |
| Prefer not to answer | 15<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

AGE: What is your age?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| 18-24           | 197<br>10%   |
| 25-34           | 443<br>22%   |
| 35-44           | 460<br>23%   |
| 45-54           | 415<br>21%   |
| 55-64           | 349<br>17%   |
| 65+             | 153<br>8%    |
| MEAN            | 43.5         |
| STD. DEV.       | 14.19        |
| STD. ERR.       | 0.32         |
| MEDIAN          | 43           |
| Sigma           | 2017<br>100% |

Base: All Qualified Respondents

US REGION: Census Region (US Net)

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Northeast       | 370<br>18%   |
| Midwest         | 421<br>21%   |
| South           | 758<br>38%   |
| West            | 468<br>23%   |
| Sigma           | 2017<br>100% |

Base: All Qualified Respondents

DMHISPUS. Hispanic Origin (US) Are you of Hispanic, Latino, or Spanish origin?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Yes             | 385<br>19%   |
| No              | 1632<br>81%  |
| Sigma           | 2017<br>100% |

Base: All Qualified Respondents

RACE: What is your race?

|                                        | Total        |
|----------------------------------------|--------------|
| Unweighted Base                        | 2017         |
| Weighted Base                          | 2017         |
| White                                  | 1436<br>71%  |
| Black or African American              | 339<br>17%   |
| Native American or<br>Alaskan Native   | 46<br>2%     |
| Native Hawaiian or Pacific<br>Islander | 7<br>*       |
| ASIAN (NET)                            | 165<br>8%    |
| South Asian                            | 22<br>1%     |
| Chinese                                | 38<br>2%     |
| Korean                                 | 24<br>1%     |
| Japanese                               | 28<br>1%     |
| Filipino                               | 31<br>2%     |
| Arab / West Asian                      | 2<br>*       |
| Vietnamese                             | 11<br>1%     |
| Other Asian                            | 12<br>1%     |
| Other race                             | 98<br>5%     |
| Prefer not to answer                   | -            |
| Sigma                                  | 2094<br>104% |

Base: All Qualified Respondents

MARITAL STATUS: What is your marital status?

|                                            | Total        |
|--------------------------------------------|--------------|
| Unweighted Base                            | 2017         |
| Weighted Base                              | 2017         |
| Never married                              | 626<br>31%   |
| MARRIED / LIVING<br>WITH PARTNER (NET)     | 1114<br>55%  |
| Married or civil union                     | 1008<br>50%  |
| Living with partner                        | 106<br>5%    |
| DIVORCED /<br>SEPARATED /<br>WIDOWED (NET) | 277<br>14%   |
| Divorced                                   | 189<br>9%    |
| Separated                                  | 41<br>2%     |
| Widow / Widower                            | 46<br>2%     |
| Sigma                                      | 2017<br>100% |

Base: All Qualified Respondents

EMPLOYMENT: Which of the following best describes your employment status?

|                         | Total        |
|-------------------------|--------------|
| Unweighted Base         | 2017         |
| Weighted Base           | 2017         |
| EMPLOYED (NET)          | 2017<br>100% |
| Employed full time      | 1587<br>79%  |
| Employed part time      | 276<br>14%   |
| Self-employed full time | 86<br>4%     |
| Self-employed part time | 68<br>3%     |
| Sigma                   | 2017<br>100% |

Q701\_1. You mentioned you are employed. How many jobs do you have?  
1. Full time jobs

Base: Employed

|                         | Total        |
|-------------------------|--------------|
| Unweighted Base         | 2017         |
| Weighted Base           | 2017         |
| 0                       | 342<br>17%   |
| 1                       | 1633<br>81%  |
| 2                       | 29<br>1%     |
| 3                       | 6<br>*       |
| 4+                      | 7<br>*       |
| MEAN (Excluding 0)      | 1.0          |
| STD. DEV. (Excluding 0) | 0.31         |
| STD. ERR. (Excluding 0) | 0.01         |
| MEDIAN (Excluding 0)    | 1            |
| Sigma                   | 2017<br>100% |

Q701\_2. You mentioned you are employed. How many jobs do you have?  
2. Part time jobs

Base: Employed

|                         | Total        |
|-------------------------|--------------|
| Unweighted Base         | 2017         |
| Weighted Base           | 2017         |
| 0                       | 1458<br>72%  |
| 1                       | 450<br>22%   |
| 2                       | 90<br>4%     |
| 3                       | 12<br>1%     |
| 4+                      | 6<br>*       |
| MEAN (Excluding 0)      | 1.2          |
| STD. DEV. (Excluding 0) | 0.59         |
| STD. ERR. (Excluding 0) | 0.03         |
| MEDIAN (Excluding 0)    | 1            |
| Sigma                   | 2017<br>100% |

Base: Employed

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

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 2017         |
| Weighted Base      | 2017         |
| 40 OR LESS (NET)   | 1327<br>66%  |
| (4.5) 1-8          | 70<br>3%     |
| (12.5) 9-16        | 63<br>3%     |
| (20.5) 17-24       | 92<br>5%     |
| (28) 25-31         | 173<br>9%    |
| (36) 32-40         | 929<br>46%   |
| MORE THAN 40 (NET) | 690<br>34%   |
| (44.5) 41-48       | 446<br>22%   |
| (52.5) 49-56       | 134<br>7%    |
| (112) 57+          | 110<br>5%    |
| Mean               | 40           |
| Std. Dev.          | 20           |
| Std. Err.          | *            |
| Sigma              | 2017<br>100% |

Base: All Qualified Respondents

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

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|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| TOP 2 BOX (NET)      | 1824<br>90%  |
| Very satisfied       | 934<br>46%   |
| Somewhat satisfied   | 890<br>44%   |
| BOTTOM 2 BOX (NET)   | 193<br>10%   |
| Not very satisfied   | 173<br>9%    |
| Not at all satisfied | 20<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q1010. How satisfied are you with each of the following aspects of your job?  
SUMMARY TABLE OF SATISFIED (TOP 2 BOX)

|                                                                                              | Total       |
|----------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                              | 2017        |
| Weighted Base                                                                                | 2017        |
|                                                                                              |             |
| Your relationships with your coworkers                                                       | 1840<br>91% |
| Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.) | 1827<br>91% |
| Your relationships with your managers or supervisors                                         | 1687<br>84% |
| Your compensation                                                                            | 1616<br>80% |
| The opportunities for growth and development at your place of work                           | 1564<br>78% |

Q1010. How satisfied are you with each of the following aspects of your job?  
SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                              | Total      |
|----------------------------------------------------------------------------------------------|------------|
| Unweighted Base                                                                              | 2017       |
| Weighted Base                                                                                | 2017       |
| The opportunities for growth and development at your place of work                           | 453<br>22% |
| Your compensation                                                                            | 401<br>20% |
| Your relationships with your managers or supervisors                                         | 244<br>12% |
| Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.) | 190<br>9%  |
| Your relationships with your coworkers                                                       | 104<br>5%  |

Base: All Qualified Respondents

Q1010\_1. How satisfied are you with each of the following aspects of your job?  
1. Your compensation

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1616<br>80%  |
| Very satisfied       | 678<br>34%   |
| Somewhat satisfied   | 938<br>46%   |
| NOT SATISFIED (NET)  | 401<br>20%   |
| Not very satisfied   | 311<br>15%   |
| Not at all satisfied | 90<br>4%     |
| Sigma                | 2017<br>100% |

Q1010 2. How satisfied are you with each of the following aspects of your job?  
2. Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1827<br>91%  |
| Very satisfied       | 1018<br>50%  |
| Somewhat satisfied   | 809<br>40%   |
| NOT SATISFIED (NET)  | 190<br>9%    |
| Not very satisfied   | 164<br>8%    |
| Not at all satisfied | 26<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q1010\_3. How satisfied are you with each of the following aspects of your job?  
3. Your relationships with your coworkers

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1840<br>91%  |
| Very satisfied       | 1092<br>54%  |
| Somewhat satisfied   | 748<br>37%   |
| NOT SATISFIED (NET)  | 104<br>5%    |
| Not very satisfied   | 92<br>5%     |
| Not at all satisfied | 12<br>1%     |
| Not applicable       | 73<br>4%     |
| Sigma                | 2017<br>100% |

Q1010\_4. How satisfied are you with each of the following aspects of your job?  
4. Your relationships with your managers or supervisors

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1687<br>84%  |
| Very satisfied       | 955<br>47%   |
| Somewhat satisfied   | 732<br>36%   |
| NOT SATISFIED (NET)  | 244<br>12%   |
| Not very satisfied   | 178<br>9%    |
| Not at all satisfied | 66<br>3%     |
| Not applicable       | 87<br>4%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q1010\_ 5. How satisfied are you with each of the following aspects of your job?  
5. The opportunities for growth and development at your place of work

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1564<br>78%  |
| Very satisfied       | 742<br>37%   |
| Somewhat satisfied   | 821<br>41%   |
| NOT SATISFIED (NET)  | 453<br>22%   |
| Not very satisfied   | 347<br>17%   |
| Not at all satisfied | 106<br>5%    |
| Sigma                | 2017<br>100% |

Q1010. How satisfied are you with each of the following aspects of your job?  
SUMMARY TABLE OF SATISFIED (TOP 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                              | Total       |
|----------------------------------------------------------------------------------------------|-------------|
| Your relationships with your coworkers                                                       | 1840<br>95% |
| Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.) | 1827<br>91% |
| Your relationships with your managers or supervisors                                         | 1687<br>87% |
| Your compensation                                                                            | 1616<br>80% |
| The opportunities for growth and development at your place of work                           | 1564<br>78% |

Q1010. How satisfied are you with each of the following aspects of your job?  
SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                              | Total      |
|----------------------------------------------------------------------------------------------|------------|
| The opportunities for growth and development at your place of work                           | 453<br>22% |
| Your compensation                                                                            | 401<br>20% |
| Your relationships with your managers or supervisors                                         | 244<br>13% |
| Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.) | 190<br>9%  |
| Your relationships with your coworkers                                                       | 104<br>5%  |

Q1010\_1. How satisfied are you with each of the following aspects of your job?  
1. Your compensation

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1616<br>80%  |
| Very satisfied       | 678<br>34%   |
| Somewhat satisfied   | 938<br>46%   |
| NOT SATISFIED (NET)  | 401<br>20%   |
| Not very satisfied   | 311<br>15%   |
| Not at all satisfied | 90<br>4%     |
| Sigma                | 2017<br>100% |

Q1010 2. How satisfied are you with each of the following aspects of your job?  
2. Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
|                      |              |
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
|                      |              |
| SATISFIED (NET)      | 1827<br>91%  |
| Very satisfied       | 1018<br>50%  |
| Somewhat satisfied   | 809<br>40%   |
| NOT SATISFIED (NET)  | 190<br>9%    |
| Not very satisfied   | 164<br>8%    |
| Not at all satisfied | 26<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q1010\_3. How satisfied are you with each of the following aspects of your job?  
3. Your relationships with your coworkers

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1946         |
| Weighted Base        | 1944         |
| SATISFIED (NET)      | 1840<br>95%  |
| Very satisfied       | 1092<br>56%  |
| Somewhat satisfied   | 748<br>39%   |
| NOT SATISFIED (NET)  | 104<br>5%    |
| Not very satisfied   | 92<br>5%     |
| Not at all satisfied | 12<br>1%     |
| Sigma                | 1944<br>100% |

Q1010\_4. How satisfied are you with each of the following aspects of your job?  
4. Your relationships with your managers or supervisors

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1928         |
| Weighted Base        | 1930         |
| SATISFIED (NET)      | 1687<br>87%  |
| Very satisfied       | 955<br>49%   |
| Somewhat satisfied   | 732<br>38%   |
| NOT SATISFIED (NET)  | 244<br>13%   |
| Not very satisfied   | 178<br>9%    |
| Not at all satisfied | 66<br>3%     |
| Sigma                | 1930<br>100% |

Q1010\_ 5. How satisfied are you with each of the following aspects of your job?  
5. The opportunities for growth and development at your place of work

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
|                      |              |
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
|                      |              |
| SATISFIED (NET)      | 1564<br>78%  |
| Very satisfied       | 742<br>37%   |
| Somewhat satisfied   | 821<br>41%   |
| NOT SATISFIED (NET)  | 453<br>22%   |
| Not very satisfied   | 347<br>17%   |
| Not at all satisfied | 106<br>5%    |
| Sigma                | 2017<br>100% |

Q1013. Now thinking about your employer, how satisfied are you with each of the following?  
SUMMARY TABLE OF SATISFIED (TOP 2 BOX)

Base: All Qualified Respondents

|                                                                                         | Total       |
|-----------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                         | 2017        |
| Weighted Base                                                                           | 2017        |
| The physical health and safety practices at your place of work                          | 1782<br>88% |
| The policies in place to promote equity, diversity, and inclusion at your place of work | 1677<br>83% |
| How well your workplace is preparing you for the future of your industry                | 1614<br>80% |
| The support for mental health and well-being you receive from your employer             | 1581<br>78% |

Q1013. Now thinking about your employer, how satisfied are you with each of the following?  
SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                         | Total      |
|-----------------------------------------------------------------------------------------|------------|
| Unweighted Base                                                                         | 2017       |
| Weighted Base                                                                           | 2017       |
| The support for mental health and well-being you receive from your employer             | 357<br>18% |
| How well your workplace is preparing you for the future of your industry                | 349<br>17% |
| The policies in place to promote equity, diversity, and inclusion at your place of work | 261<br>13% |
| The physical health and safety practices at your place of work                          | 180<br>9%  |

Q1013\_1. Now thinking about your employer, how satisfied are you with each of the following?  
1. The policies in place to promote equity, diversity, and inclusion at your place of work

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1677<br>83%  |
| Very satisfied       | 918<br>45%   |
| Somewhat satisfied   | 759<br>38%   |
| NOT SATISFIED (NET)  | 261<br>13%   |
| Not very satisfied   | 206<br>10%   |
| Not at all satisfied | 55<br>3%     |
| Not applicable       | 79<br>4%     |
| Sigma                | 2017<br>100% |

Q1013\_2. Now thinking about your employer, how satisfied are you with each of the following?  
2. How well your workplace is preparing you for the future of your industry

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
|                      |              |
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
|                      |              |
| SATISFIED (NET)      | 1614<br>80%  |
| Very satisfied       | 743<br>37%   |
| Somewhat satisfied   | 870<br>43%   |
| NOT SATISFIED (NET)  | 349<br>17%   |
| Not very satisfied   | 270<br>13%   |
| Not at all satisfied | 79<br>4%     |
| Not applicable       | 55<br>3%     |
| Sigma                | 2017<br>100% |

Q1013\_3. Now thinking about your employer, how satisfied are you with each of the following?  
3. The physical health and safety practices at your place of work

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| SATISFIED (NET)      | 1782<br>88%  |
| Very satisfied       | 1010<br>50%  |
| Somewhat satisfied   | 772<br>38%   |
| NOT SATISFIED (NET)  | 180<br>9%    |
| Not very satisfied   | 150<br>7%    |
| Not at all satisfied | 30<br>1%     |
| Not applicable       | 54<br>3%     |
| Sigma                | 2017<br>100% |

Q1013\_4. Now thinking about your employer, how satisfied are you with each of the following?  
4. The support for mental health and well-being you receive from your employer

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
|                      |              |
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
|                      |              |
| SATISFIED (NET)      | 1581<br>78%  |
| Very satisfied       | 734<br>36%   |
| Somewhat satisfied   | 846<br>42%   |
| NOT SATISFIED (NET)  | 357<br>18%   |
| Not very satisfied   | 287<br>14%   |
| Not at all satisfied | 70<br>3%     |
| Not applicable       | 79<br>4%     |
| Sigma                | 2017<br>100% |

Q1013. Now thinking about your employer, how satisfied are you with each of the following?  
SUMMARY TABLE OF SATISFIED (TOP 2 BOX)

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Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                         | Total       |
|-----------------------------------------------------------------------------------------|-------------|
| The physical health and safety practices at your place of work                          | 1782<br>91% |
| The policies in place to promote equity, diversity, and inclusion at your place of work | 1677<br>87% |
| How well your workplace is preparing you for the future of your industry                | 1614<br>82% |
| The support for mental health and well-being you receive from your employer             | 1581<br>82% |

Q1013. Now thinking about your employer, how satisfied are you with each of the following?  
SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                         | Total      |
|-----------------------------------------------------------------------------------------|------------|
| The support for mental health and well-being you receive from your employer             | 357<br>18% |
| How well your workplace is preparing you for the future of your industry                | 349<br>18% |
| The policies in place to promote equity, diversity, and inclusion at your place of work | 261<br>13% |
| The physical health and safety practices at your place of work                          | 180<br>9%  |

Q1013\_1. Now thinking about your employer, how satisfied are you with each of the following?  
1. The policies in place to promote equity, diversity, and inclusion at your place of work

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1941         |
| Weighted Base        | 1938         |
| SATISFIED (NET)      | 1677<br>87%  |
| Very satisfied       | 918<br>47%   |
| Somewhat satisfied   | 759<br>39%   |
| NOT SATISFIED (NET)  | 261<br>13%   |
| Not very satisfied   | 206<br>11%   |
| Not at all satisfied | 55<br>3%     |
| Sigma                | 1938<br>100% |

Q1013 2. Now thinking about your employer, how satisfied are you with each of the following?  
2. How well your workplace is preparing you for the future of your industry

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1962         |
| Weighted Base        | 1962         |
| SATISFIED (NET)      | 1614<br>82%  |
| Very satisfied       | 743<br>38%   |
| Somewhat satisfied   | 870<br>44%   |
| NOT SATISFIED (NET)  | 349<br>18%   |
| Not very satisfied   | 270<br>14%   |
| Not at all satisfied | 79<br>4%     |
| Sigma                | 1962<br>100% |

Q1013\_3. Now thinking about your employer, how satisfied are you with each of the following?  
3. The physical health and safety practices at your place of work

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Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1971         |
| Weighted Base        | 1963         |
| SATISFIED (NET)      | 1782<br>91%  |
| Very satisfied       | 1010<br>51%  |
| Somewhat satisfied   | 772<br>39%   |
| NOT SATISFIED (NET)  | 180<br>9%    |
| Not very satisfied   | 150<br>8%    |
| Not at all satisfied | 30<br>2%     |
| Sigma                | 1963<br>100% |

Q1013\_4. Now thinking about your employer, how satisfied are you with each of the following?  
4. The support for mental health and well-being you receive from your employer

Base: All Qualified Respondents (Excluding Not Applicable)

|                      | Total        |
|----------------------|--------------|
|                      |              |
| Unweighted Base      | 1941         |
| Weighted Base        | 1938         |
|                      |              |
| SATISFIED (NET)      | 1581<br>82%  |
| Very satisfied       | 734<br>38%   |
| Somewhat satisfied   | 846<br>44%   |
| NOT SATISFIED (NET)  | 357<br>18%   |
| Not very satisfied   | 287<br>15%   |
| Not at all satisfied | 70<br>4%     |
| Sigma                | 1938<br>100% |

Base: All Qualified Respondents

**Q6036. How important, if at all, are the following?**  
**SUMMARY TABLE OF IMPORTANT (TOP 2 BOX)**

|                                                                                        | Total       |
|----------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                        | 2017        |
| Weighted Base                                                                          | 2017        |
| To feel respected at work.                                                             | 1944<br>96% |
| To have a job where I get a sense of accomplishment.                                   | 1937<br>96% |
| To work for an organization that respects boundaries between work and non-work time.   | 1920<br>95% |
| To have a job where I feel that the work I do is meaningful.                           | 1909<br>95% |
| That I work for an organization that values my physical well-being.                    | 1905<br>94% |
| That my workplace be somewhere that I feel I belong.                                   | 1897<br>94% |
| To feel supported by the people I work with.                                           | 1891<br>94% |
| That I work for an organization that values my emotional and psychological well-being. | 1882<br>93% |
| That my employer supports employee mental health.                                      | 1876<br>93% |
| To have a job with a predictable schedule.                                             | 1871<br>93% |
| To have a job where I consistently have opportunities to learn.                        | 1864<br>92% |
| To work for an organization that aligns with my personal values.                       | 1841<br>91% |

Base: All Qualified Respondents

**Q6036. How important, if at all, are the following?**  
**SUMMARY TABLE OF NOT IMPORTANT (BOTTOM 2 BOX)**

|                                                                                        | Total     |
|----------------------------------------------------------------------------------------|-----------|
| Unweighted Base                                                                        | 2017      |
| Weighted Base                                                                          | 2017      |
| To work for an organization that aligns with my personal values.                       | 176<br>9% |
| To have a job where I consistently have opportunities to learn.                        | 153<br>8% |
| To have a job with a predictable schedule.                                             | 146<br>7% |
| That my employer supports employee mental health.                                      | 141<br>7% |
| That I work for an organization that values my emotional and psychological well-being. | 135<br>7% |
| To feel supported by the people I work with.                                           | 126<br>6% |
| That my workplace be somewhere that I feel I belong.                                   | 120<br>6% |
| That I work for an organization that values my physical well-being.                    | 112<br>6% |
| To have a job where I feel that the work I do is meaningful.                           | 108<br>5% |
| To work for an organization that respects boundaries between work and non-work time.   | 97<br>5%  |
| To have a job where I get a sense of accomplishment.                                   | 80<br>4%  |
| To feel respected at work.                                                             | 73<br>4%  |

Base: All Qualified Respondents

Q6036\_1. How important, if at all, are the following?  
1. That I work for an organization that values my physical well-being.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1905<br>94%  |
| Very important       | 1224<br>61%  |
| Somewhat important   | 681<br>34%   |
| NOT IMPORTANT (NET)  | 112<br>6%    |
| Not very important   | 99<br>5%     |
| Not at all important | 13<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_2. How important, if at all, are the following?  
2. That I work for an organization that values my emotional and psychological well-being.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1882<br>93%  |
| Very important       | 1142<br>57%  |
| Somewhat important   | 740<br>37%   |
| NOT IMPORTANT (NET)  | 135<br>7%    |
| Not very important   | 113<br>6%    |
| Not at all important | 22<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_3. How important, if at all, are the following?  
3. That my workplace be somewhere that I feel I belong.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1897<br>94%  |
| Very important       | 1151<br>57%  |
| Somewhat important   | 746<br>37%   |
| NOT IMPORTANT (NET)  | 120<br>6%    |
| Not very important   | 105<br>5%    |
| Not at all important | 15<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_4. How important, if at all, are the following?  
4. To feel supported by the people I work with.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1891<br>94%  |
| Very important       | 1205<br>60%  |
| Somewhat important   | 686<br>34%   |
| NOT IMPORTANT (NET)  | 126<br>6%    |
| Not very important   | 106<br>5%    |
| Not at all important | 20<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_5. How important, if at all, are the following?  
5. To have a job with a predictable schedule.

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|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1871<br>93%  |
| Very important       | 1138<br>56%  |
| Somewhat important   | 733<br>36%   |
| NOT IMPORTANT (NET)  | 146<br>7%    |
| Not very important   | 127<br>6%    |
| Not at all important | 19<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036 6. How important, if at all, are the following?  
6. To work for an organization that respects boundaries between work and non-work time.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1920<br>95%  |
| Very important       | 1313<br>65%  |
| Somewhat important   | 607<br>30%   |
| NOT IMPORTANT (NET)  | 97<br>5%     |
| Not very important   | 86<br>4%     |
| Not at all important | 11<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_7. How important, if at all, are the following?  
7. To feel respected at work.

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|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1944<br>96%  |
| Very important       | 1465<br>73%  |
| Somewhat important   | 479<br>24%   |
| NOT IMPORTANT (NET)  | 73<br>4%     |
| Not very important   | 57<br>3%     |
| Not at all important | 16<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036 8. How important, if at all, are the following?  
8. To have a job where I feel that the work I do is meaningful.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1909<br>95%  |
| Very important       | 1240<br>61%  |
| Somewhat important   | 669<br>33%   |
| NOT IMPORTANT (NET)  | 108<br>5%    |
| Not very important   | 93<br>5%     |
| Not at all important | 15<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036 9. How important, if at all, are the following?  
9. To have a job where I consistently have opportunities to learn.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1864<br>92%  |
| Very important       | 1059<br>53%  |
| Somewhat important   | 805<br>40%   |
| NOT IMPORTANT (NET)  | 153<br>8%    |
| Not very important   | 137<br>7%    |
| Not at all important | 16<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_10. How important, if at all, are the following?  
10. To have a job where I get a sense of accomplishment.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1937<br>96%  |
| Very important       | 1236<br>61%  |
| Somewhat important   | 701<br>35%   |
| NOT IMPORTANT (NET)  | 80<br>4%     |
| Not very important   | 68<br>3%     |
| Not at all important | 12<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_11. How important, if at all, are the following?  
11. That my employer supports employee mental health.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1876<br>93%  |
| Very important       | 1164<br>58%  |
| Somewhat important   | 712<br>35%   |
| NOT IMPORTANT (NET)  | 141<br>7%    |
| Not very important   | 117<br>6%    |
| Not at all important | 24<br>1%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q6036\_12. How important, if at all, are the following?  
12. To work for an organization that aligns with my personal values.

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| IMPORTANT (NET)      | 1841<br>91%  |
| Very important       | 1012<br>50%  |
| Somewhat important   | 829<br>41%   |
| NOT IMPORTANT (NET)  | 176<br>9%    |
| Not very important   | 145<br>7%    |
| Not at all important | 31<br>2%     |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

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

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|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Yes             | 617<br>31%   |
| No              | 1400<br>69%  |
| Sigma           | 2017<br>100% |

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

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents

|                                                                                                                                                   | Total       |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                                                                   | 2017        |
| Weighted Base                                                                                                                                     | 2017        |
| I'm proud of the work I do.                                                                                                                       | 1897<br>94% |
| The work I do is meaningful.                                                                                                                      | 1856<br>92% |
| The work I do has a positive impact on society.                                                                                                   | 1788<br>89% |
| When I am working, I often feel fully engaged.                                                                                                    | 1781<br>88% |
| I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.                            | 1612<br>80% |
| I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.                 | 1517<br>75% |
| I feel I can reach my highest potential at my current place of work.                                                                              | 1477<br>73% |
| I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work. | 1401<br>69% |
| I'm worried that my compensation has not kept up with inflation.                                                                                  | 1386<br>69% |
| I have to work more hours per week than I want to.                                                                                                | 915<br>45%  |

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

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                                                                                   | Total       |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                                                                   | 2017        |
| Weighted Base                                                                                                                                     | 2017        |
| I have to work more hours per week than I want to.                                                                                                | 1102<br>55% |
| I'm worried that my compensation has not kept up with inflation.                                                                                  | 631<br>31%  |
| I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work. | 616<br>31%  |
| I feel I can reach my highest potential at my current place of work.                                                                              | 540<br>27%  |
| I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.                 | 500<br>25%  |
| I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.                            | 332<br>16%  |
| When I am working, I often feel fully engaged.                                                                                                    | 236<br>12%  |
| The work I do has a positive impact on society.                                                                                                   | 229<br>11%  |
| The work I do is meaningful.                                                                                                                      | 161<br>8%   |
| I'm proud of the work I do.                                                                                                                       | 120<br>6%   |

Q1030\_1. How much do you agree or disagree with each of the following statements?

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

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1517<br>75%  |
| Strongly agree    | 671<br>33%   |
| Somewhat agree    | 846<br>42%   |
| DISAGREE (NET)    | 500<br>25%   |
| Somewhat disagree | 360<br>18%   |
| Strongly disagree | 140<br>7%    |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_2. How much do you agree or disagree with each of the following statements?  
2. The work I do is meaningful.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1856<br>92%  |
| Strongly agree    | 1109<br>55%  |
| Somewhat agree    | 747<br>37%   |
| DISAGREE (NET)    | 161<br>8%    |
| Somewhat disagree | 129<br>6%    |
| Strongly disagree | 32<br>2%     |
| Sigma             | 2017<br>100% |

Q1030\_3. How much do you agree or disagree with each of the following statements?

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

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1401<br>69%  |
| Strongly agree    | 585<br>29%   |
| Somewhat agree    | 816<br>40%   |
| DISAGREE (NET)    | 616<br>31%   |
| Somewhat disagree | 429<br>21%   |
| Strongly disagree | 187<br>9%    |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_4. How much do you agree or disagree with each of the following statements?  
4. I'm worried that my compensation has not kept up with inflation.

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1386<br>69%  |
| Strongly agree    | 665<br>33%   |
| Somewhat agree    | 721<br>36%   |
| DISAGREE (NET)    | 631<br>31%   |
| Somewhat disagree | 427<br>21%   |
| Strongly disagree | 203<br>10%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_5. How much do you agree or disagree with each of the following statements?  
5. I feel I can reach my highest potential at my current place of work.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1477<br>73%  |
| Strongly agree    | 742<br>37%   |
| Somewhat agree    | 734<br>36%   |
| DISAGREE (NET)    | 540<br>27%   |
| Somewhat disagree | 398<br>20%   |
| Strongly disagree | 142<br>7%    |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_6. How much do you agree or disagree with each of the following statements?  
6. I'm proud of the work I do.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1897<br>94%  |
| Strongly agree    | 1234<br>61%  |
| Somewhat agree    | 663<br>33%   |
| DISAGREE (NET)    | 120<br>6%    |
| Somewhat disagree | 103<br>5%    |
| Strongly disagree | 17<br>1%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_8. How much do you agree or disagree with each of the following statements?  
8. The work I do has a positive impact on society.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1788<br>89%  |
| Strongly agree    | 930<br>46%   |
| Somewhat agree    | 858<br>43%   |
| DISAGREE (NET)    | 229<br>11%   |
| Somewhat disagree | 188<br>9%    |
| Strongly disagree | 41<br>2%     |
| Sigma             | 2017<br>100% |

Q1030\_9. How much do you agree or disagree with each of the following statements?

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

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1612<br>80%  |
| Strongly agree    | 792<br>39%   |
| Somewhat agree    | 819<br>41%   |
| DISAGREE (NET)    | 332<br>16%   |
| Somewhat disagree | 241<br>12%   |
| Strongly disagree | 92<br>5%     |
| Not applicable    | 73<br>4%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_10. How much do you agree or disagree with each of the following statements?  
10. When I am working, I often feel fully engaged.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1781<br>88%  |
| Strongly agree    | 985<br>49%   |
| Somewhat agree    | 796<br>39%   |
| DISAGREE (NET)    | 236<br>12%   |
| Somewhat disagree | 204<br>10%   |
| Strongly disagree | 32<br>2%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q1030\_11. How much do you agree or disagree with each of the following statements?  
11. I have to work more hours per week than I want to.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 915<br>45%   |
| Strongly agree    | 397<br>20%   |
| Somewhat agree    | 518<br>26%   |
| DISAGREE (NET)    | 1102<br>55%  |
| Somewhat disagree | 646<br>32%   |
| Strongly disagree | 456<br>23%   |
| Sigma             | 2017<br>100% |

Q1030. How much do you agree or disagree with each of the following statements?  
SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                                                                   | Total       |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| I'm proud of the work I do.                                                                                                                       | 1897<br>94% |
| The work I do is meaningful.                                                                                                                      | 1856<br>92% |
| The work I do has a positive impact on society.                                                                                                   | 1788<br>89% |
| When I am working, I often feel fully engaged.                                                                                                    | 1781<br>88% |
| I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.                            | 1612<br>83% |
| I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.                 | 1517<br>75% |
| I feel I can reach my highest potential at my current place of work.                                                                              | 1477<br>73% |
| I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work. | 1401<br>69% |
| I'm worried that my compensation has not kept up with inflation.                                                                                  | 1386<br>69% |
| I have to work more hours per week than I want to.                                                                                                | 915<br>45%  |

Q1030. How much do you agree or disagree with each of the following statements?  
SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                                                                   | Total       |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| I have to work more hours per week than I want to.                                                                                                | 1102<br>55% |
| I'm worried that my compensation has not kept up with inflation.                                                                                  | 631<br>31%  |
| I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work. | 616<br>31%  |
| I feel I can reach my highest potential at my current place of work.                                                                              | 540<br>27%  |
| I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.                 | 500<br>25%  |
| I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.                            | 332<br>17%  |
| When I am working, I often feel fully engaged.                                                                                                    | 236<br>12%  |
| The work I do has a positive impact on society.                                                                                                   | 229<br>11%  |
| The work I do is meaningful.                                                                                                                      | 161<br>8%   |
| I'm proud of the work I do.                                                                                                                       | 120<br>6%   |

Q1030\_1. How much do you agree or disagree with each of the following statements?

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

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1517<br>75%  |
| Strongly agree    | 671<br>33%   |
| Somewhat agree    | 846<br>42%   |
| DISAGREE (NET)    | 500<br>25%   |
| Somewhat disagree | 360<br>18%   |
| Strongly disagree | 140<br>7%    |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q1030\_2. How much do you agree or disagree with each of the following statements?  
2. The work I do is meaningful.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1856<br>92%  |
| Strongly agree    | 1109<br>55%  |
| Somewhat agree    | 747<br>37%   |
| DISAGREE (NET)    | 161<br>8%    |
| Somewhat disagree | 129<br>6%    |
| Strongly disagree | 32<br>2%     |
| Sigma             | 2017<br>100% |

Q1030\_3. How much do you agree or disagree with each of the following statements?

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

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1401<br>69%  |
| Strongly agree    | 585<br>29%   |
| Somewhat agree    | 816<br>40%   |
| DISAGREE (NET)    | 616<br>31%   |
| Somewhat disagree | 429<br>21%   |
| Strongly disagree | 187<br>9%    |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q1030\_4. How much do you agree or disagree with each of the following statements?  
4. I'm worried that my compensation has not kept up with inflation.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1386<br>69%  |
| Strongly agree    | 665<br>33%   |
| Somewhat agree    | 721<br>36%   |
| DISAGREE (NET)    | 631<br>31%   |
| Somewhat disagree | 427<br>21%   |
| Strongly disagree | 203<br>10%   |
| Sigma             | 2017<br>100% |

Q1030\_5. How much do you agree or disagree with each of the following statements?  
5. I feel I can reach my highest potential at my current place of work.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1477<br>73%  |
| Strongly agree    | 742<br>37%   |
| Somewhat agree    | 734<br>36%   |
| DISAGREE (NET)    | 540<br>27%   |
| Somewhat disagree | 398<br>20%   |
| Strongly disagree | 142<br>7%    |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q1030\_6. How much do you agree or disagree with each of the following statements?  
6. I'm proud of the work I do.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1897<br>94%  |
| Strongly agree    | 1234<br>61%  |
| Somewhat agree    | 663<br>33%   |
| DISAGREE (NET)    | 120<br>6%    |
| Somewhat disagree | 103<br>5%    |
| Strongly disagree | 17<br>1%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q1030\_8. How much do you agree or disagree with each of the following statements?  
8. The work I do has a positive impact on society.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1788<br>89%  |
| Strongly agree    | 930<br>46%   |
| Somewhat agree    | 858<br>43%   |
| DISAGREE (NET)    | 229<br>11%   |
| Somewhat disagree | 188<br>9%    |
| Strongly disagree | 41<br>2%     |
| Sigma             | 2017<br>100% |

Q1030\_9. How much do you agree or disagree with each of the following statements?

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

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 1944         |
| Weighted Base     | 1944         |
|                   |              |
| AGREE (NET)       | 1612<br>83%  |
| Strongly agree    | 792<br>41%   |
| Somewhat agree    | 819<br>42%   |
| DISAGREE (NET)    | 332<br>17%   |
| Somewhat disagree | 241<br>12%   |
| Strongly disagree | 92<br>5%     |
| Sigma             | 1944<br>100% |

Q1030\_10. How much do you agree or disagree with each of the following statements?  
10. When I am working, I often feel fully engaged.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1781<br>88%  |
| Strongly agree    | 985<br>49%   |
| Somewhat agree    | 796<br>39%   |
| DISAGREE (NET)    | 236<br>12%   |
| Somewhat disagree | 204<br>10%   |
| Strongly disagree | 32<br>2%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q1030\_11. How much do you agree or disagree with each of the following statements?  
11. I have to work more hours per week than I want to.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 915<br>45%   |
| Strongly agree    | 397<br>20%   |
| Somewhat agree    | 518<br>26%   |
| DISAGREE (NET)    | 1102<br>55%  |
| Somewhat disagree | 646<br>32%   |
| Strongly disagree | 456<br>23%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5000. In general, would you say your mental health is...?

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Table 87

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 2017         |
| Weighted Base      | 2017         |
| TOP 2 BOX (NET)    | 1557<br>77%  |
| Excellent          | 583<br>29%   |
| Good               | 974<br>48%   |
| BOTTOM 2 BOX (NET) | 460<br>23%   |
| Fair               | 407<br>20%   |
| Poor               | 53<br>3%     |
| Sigma              | 2017<br>100% |

Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

SUMMARY TABLE OF SIGNIFICANT IMPACT (TOP 2 BOX)

Base: All Qualified Respondents

|                                                 | Total       |
|-------------------------------------------------|-------------|
| Unweighted Base                                 | 2017        |
| Weighted Base                                   | 2017        |
| Low salaries                                    | 1253<br>62% |
| Lack of opportunity for growth or advancement   | 1057<br>52% |
| Too heavy of a workload                         | 1053<br>52% |
| Long hours                                      | 1018<br>50% |
| Work interfering during personal or family time | 1016<br>50% |
| Unrealistic job expectations                    | 1003<br>50% |
| Job insecurity                                  | 988<br>49%  |
| Uncertain or undefined job expectations         | 972<br>48%  |
| Inflexible hours                                | 947<br>47%  |
| Lack of paid time off or sick leave             | 945<br>47%  |
| Lack of participation in decision making        | 941<br>47%  |
| Physical illnesses and ailments                 | 927<br>46%  |
| Personal life interfering during work hours     | 913<br>45%  |
| Commuting                                       | 888<br>44%  |
| Unpleasant or dangerous physical conditions     | 836<br>41%  |
| Lack of telecommuting/remote work options       | 833<br>41%  |
| Problems with my co-workers                     | 798<br>40%  |
| Problems with my supervisor                     | 760<br>38%  |

Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

SUMMARY TABLE OF NOT SIGNIFICANT IMPACT (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                 | Total      |
|-------------------------------------------------|------------|
| Unweighted Base                                 | 2017       |
| Weighted Base                                   | 2017       |
| Problems with my supervisor                     | 971<br>48% |
| Problems with my co-workers                     | 961<br>48% |
| Personal life interfering during work hours     | 923<br>46% |
| Commuting                                       | 916<br>45% |
| Unpleasant or dangerous physical conditions     | 890<br>44% |
| Physical illnesses and ailments                 | 881<br>44% |
| Uncertain or undefined job expectations         | 862<br>43% |
| Lack of participation in decision making        | 858<br>43% |
| Lack of telecommuting/remote work options       | 855<br>42% |
| Inflexible hours                                | 850<br>42% |
| Lack of paid time off or sick leave             | 831<br>41% |
| Unrealistic job expectations                    | 826<br>41% |
| Job insecurity                                  | 825<br>41% |
| Work interfering during personal or family time | 815<br>40% |
| Too heavy of a workload                         | 811<br>40% |
| Long hours                                      | 810<br>40% |
| Lack of opportunity for growth or advancement   | 774<br>38% |
| Low salaries                                    | 605<br>30% |

Q955\_1. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 90

Base: All Qualified Respondents

1. Lack of participation in decision making

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 941<br>47%   |
| Very significant             | 425<br>21%   |
| Somewhat significant         | 515<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 858<br>43%   |
| Not very significant         | 467<br>23%   |
| Not at all significant       | 391<br>19%   |
| Not applicable               | 218<br>11%   |
| Sigma                        | 2017<br>100% |

Q955 2. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

2. Problems with my supervisor

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Table 91

Base: All Qualified Respondents

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 760<br>38%   |
| Very significant             | 448<br>22%   |
| Somewhat significant         | 312<br>15%   |
| NOT SIGNIFICANT IMPACT (NET) | 971<br>48%   |
| Not very significant         | 385<br>19%   |
| Not at all significant       | 586<br>29%   |
| Not applicable               | 286<br>14%   |
| Sigma                        | 2017<br>100% |

Q955 3. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 92

Base: All Qualified Respondents

3. Uncertain or undefined job expectations

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 972<br>48%   |
| Very significant             | 480<br>24%   |
| Somewhat significant         | 491<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 862<br>43%   |
| Not very significant         | 437<br>22%   |
| Not at all significant       | 425<br>21%   |
| Not applicable               | 183<br>9%    |
| Sigma                        | 2017<br>100% |

Q955\_4. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 93

Base: All Qualified Respondents

4. Job insecurity

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 988<br>49%   |
| Very significant             | 600<br>30%   |
| Somewhat significant         | 388<br>19%   |
| NOT SIGNIFICANT IMPACT (NET) | 825<br>41%   |
| Not very significant         | 390<br>19%   |
| Not at all significant       | 435<br>22%   |
| Not applicable               | 205<br>10%   |
| Sigma                        | 2017<br>100% |

Q955\_5. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 94

5. Lack of opportunity for growth or advancement

Base: All Qualified Respondents

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 1057<br>52%  |
| Very significant             | 607<br>30%   |
| Somewhat significant         | 451<br>22%   |
| NOT SIGNIFICANT IMPACT (NET) | 774<br>38%   |
| Not very significant         | 451<br>22%   |
| Not at all significant       | 323<br>16%   |
| Not applicable               | 186<br>9%    |
| Sigma                        | 2017<br>100% |

Q955\_6. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 95

6. Unpleasant or dangerous physical conditions

Base: All Qualified Respondents

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 836<br>41%   |
| Very significant             | 458<br>23%   |
| Somewhat significant         | 379<br>19%   |
| NOT SIGNIFICANT IMPACT (NET) | 890<br>44%   |
| Not very significant         | 323<br>16%   |
| Not at all significant       | 567<br>28%   |
| Not applicable               | 291<br>14%   |
| Sigma                        | 2017<br>100% |

Q955\_7. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 96

Base: All Qualified Respondents

7. Long hours

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 1018<br>50%  |
| Very significant             | 535<br>27%   |
| Somewhat significant         | 483<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 810<br>40%   |
| Not very significant         | 432<br>21%   |
| Not at all significant       | 378<br>19%   |
| Not applicable               | 188<br>9%    |
| Sigma                        | 2017<br>100% |

Q955 8. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 97

Base: All Qualified Respondents

8. Low salaries

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 1253<br>62%  |
| Very significant             | 726<br>36%   |
| Somewhat significant         | 527<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 605<br>30%   |
| Not very significant         | 321<br>16%   |
| Not at all significant       | 283<br>14%   |
| Not applicable               | 159<br>8%    |
| Sigma                        | 2017<br>100% |

Q955\_9. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 98

Base: All Qualified Respondents

9. Too heavy of a workload

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 1053<br>52%  |
| Very significant             | 536<br>27%   |
| Somewhat significant         | 518<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 811<br>40%   |
| Not very significant         | 428<br>21%   |
| Not at all significant       | 383<br>19%   |
| Not applicable               | 152<br>8%    |
| Sigma                        | 2017<br>100% |

Q955\_10. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 99

Base: All Qualified Respondents

10. Personal life interfering during work hours

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 913<br>45%   |
| Very significant             | 433<br>21%   |
| Somewhat significant         | 479<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 923<br>46%   |
| Not very significant         | 469<br>23%   |
| Not at all significant       | 454<br>23%   |
| Not applicable               | 181<br>9%    |
| Sigma                        | 2017<br>100% |

Q955\_11. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 100

Base: All Qualified Respondents

11. Physical illnesses and ailments

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 927<br>46%   |
| Very significant             | 479<br>24%   |
| Somewhat significant         | 448<br>22%   |
| NOT SIGNIFICANT IMPACT (NET) | 881<br>44%   |
| Not very significant         | 376<br>19%   |
| Not at all significant       | 505<br>25%   |
| Not applicable               | 208<br>10%   |
| Sigma                        | 2017<br>100% |

Q955\_12. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 101

Base: All Qualified Respondents

12. Inflexible hours

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 947<br>47%   |
| Very significant             | 490<br>24%   |
| Somewhat significant         | 457<br>23%   |
| NOT SIGNIFICANT IMPACT (NET) | 850<br>42%   |
| Not very significant         | 406<br>20%   |
| Not at all significant       | 444<br>22%   |
| Not applicable               | 220<br>11%   |
| Sigma                        | 2017<br>100% |

Q955\_13. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 102

Base: All Qualified Respondents

13. Commuting

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 888<br>44%   |
| Very significant             | 458<br>23%   |
| Somewhat significant         | 430<br>21%   |
| NOT SIGNIFICANT IMPACT (NET) | 916<br>45%   |
| Not very significant         | 412<br>20%   |
| Not at all significant       | 504<br>25%   |
| Not applicable               | 214<br>11%   |
| Sigma                        | 2017<br>100% |

Q955\_14. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 103

Base: All Qualified Respondents

14. Problems with my co-workers

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 798<br>40%   |
| Very significant             | 380<br>19%   |
| Somewhat significant         | 418<br>21%   |
| NOT SIGNIFICANT IMPACT (NET) | 961<br>48%   |
| Not very significant         | 415<br>21%   |
| Not at all significant       | 546<br>27%   |
| Not applicable               | 258<br>13%   |
| Sigma                        | 2017<br>100% |

Q955\_15. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 104

Base: All Qualified Respondents

15. Unrealistic job expectations

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 1003<br>50%  |
| Very significant             | 528<br>26%   |
| Somewhat significant         | 475<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 826<br>41%   |
| Not very significant         | 438<br>22%   |
| Not at all significant       | 388<br>19%   |
| Not applicable               | 188<br>9%    |
| Sigma                        | 2017<br>100% |

Q955\_16. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 105

Base: All Qualified Respondents

16. Work interfering during personal or family time

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 1016<br>50%  |
| Very significant             | 539<br>27%   |
| Somewhat significant         | 477<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 815<br>40%   |
| Not very significant         | 438<br>22%   |
| Not at all significant       | 377<br>19%   |
| Not applicable               | 186<br>9%    |
| Sigma                        | 2017<br>100% |

Q955\_17. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.  
17. Lack of paid time off or sick leave

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Table 106

Base: All Qualified Respondents

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 945<br>47%   |
| Very significant             | 523<br>26%   |
| Somewhat significant         | 422<br>21%   |
| NOT SIGNIFICANT IMPACT (NET) | 831<br>41%   |
| Not very significant         | 385<br>19%   |
| Not at all significant       | 447<br>22%   |
| Not applicable               | 241<br>12%   |
| Sigma                        | 2017<br>100% |

Q955\_18. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 107

Base: All Qualified Respondents

18. Lack of telecommuting/remote work options

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 2017         |
| Weighted Base                | 2017         |
| SIGNIFICANT IMPACT (NET)     | 833<br>41%   |
| Very significant             | 456<br>23%   |
| Somewhat significant         | 377<br>19%   |
| NOT SIGNIFICANT IMPACT (NET) | 855<br>42%   |
| Not very significant         | 347<br>17%   |
| Not at all significant       | 508<br>25%   |
| Not applicable               | 329<br>16%   |
| Sigma                        | 2017<br>100% |

Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 108

SUMMARY TABLE OF SIGNIFICANT IMPACT (TOP 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                 | Total       |
|-------------------------------------------------|-------------|
| Low salaries                                    | 1253<br>67% |
| Lack of opportunity for growth or advancement   | 1057<br>58% |
| Too heavy of a workload                         | 1053<br>56% |
| Long hours                                      | 1018<br>56% |
| Work interfering during personal or family time | 1016<br>55% |
| Unrealistic job expectations                    | 1003<br>55% |
| Job insecurity                                  | 988<br>54%  |
| Lack of paid time off or sick leave             | 945<br>53%  |
| Uncertain or undefined job expectations         | 972<br>53%  |
| Inflexible hours                                | 947<br>53%  |
| Lack of participation in decision making        | 941<br>52%  |
| Physical illnesses and ailments                 | 927<br>51%  |
| Personal life interfering during work hours     | 913<br>50%  |
| Lack of telecommuting/remote work options       | 833<br>49%  |
| Commuting                                       | 888<br>49%  |
| Unpleasant or dangerous physical conditions     | 836<br>48%  |
| Problems with my co-workers                     | 798<br>45%  |
| Problems with my supervisor                     | 760<br>44%  |

Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 109

SUMMARY TABLE OF NOT SIGNIFICANT IMPACT (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                 | Total      |
|-------------------------------------------------|------------|
| Problems with my supervisor                     | 971<br>56% |
| Problems with my co-workers                     | 961<br>55% |
| Unpleasant or dangerous physical conditions     | 890<br>52% |
| Commuting                                       | 916<br>51% |
| Lack of telecommuting/remote work options       | 855<br>51% |
| Personal life interfering during work hours     | 923<br>50% |
| Physical illnesses and ailments                 | 881<br>49% |
| Lack of participation in decision making        | 858<br>48% |
| Inflexible hours                                | 850<br>47% |
| Uncertain or undefined job expectations         | 862<br>47% |
| Lack of paid time off or sick leave             | 831<br>47% |
| Job insecurity                                  | 825<br>46% |
| Unrealistic job expectations                    | 826<br>45% |
| Work interfering during personal or family time | 815<br>45% |
| Long hours                                      | 810<br>44% |
| Too heavy of a workload                         | 811<br>44% |
| Lack of opportunity for growth or advancement   | 774<br>42% |
| Low salaries                                    | 605<br>33% |

Q955\_1. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 110

Base: All Qualified Respondents (Excluding Not Applicable)

1. Lack of participation in decision making

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1784         |
| Weighted Base                | 1799         |
| SIGNIFICANT IMPACT (NET)     | 941<br>52%   |
| Very significant             | 425<br>24%   |
| Somewhat significant         | 515<br>29%   |
| NOT SIGNIFICANT IMPACT (NET) | 858<br>48%   |
| Not very significant         | 467<br>26%   |
| Not at all significant       | 391<br>22%   |
| Sigma                        | 1799<br>100% |

Q955 2. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

2. Problems with my supervisor

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Table 111

Base: All Qualified Respondents (Excluding Not Applicable)

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1730         |
| Weighted Base                | 1731         |
| SIGNIFICANT IMPACT (NET)     | 760<br>44%   |
| Very significant             | 448<br>26%   |
| Somewhat significant         | 312<br>18%   |
| NOT SIGNIFICANT IMPACT (NET) | 971<br>56%   |
| Not very significant         | 385<br>22%   |
| Not at all significant       | 586<br>34%   |
| Sigma                        | 1731<br>100% |

Q955 3. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 112

Base: All Qualified Respondents (Excluding Not Applicable)

3. Uncertain or undefined job expectations

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1817         |
| Weighted Base                | 1834         |
| SIGNIFICANT IMPACT (NET)     | 972<br>53%   |
| Very significant             | 480<br>26%   |
| Somewhat significant         | 491<br>27%   |
| NOT SIGNIFICANT IMPACT (NET) | 862<br>47%   |
| Not very significant         | 437<br>24%   |
| Not at all significant       | 425<br>23%   |
| Sigma                        | 1834<br>100% |

Q955\_4. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 113

Base: All Qualified Respondents (Excluding Not Applicable)

4. Job insecurity

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1819         |
| Weighted Base                | 1812         |
| SIGNIFICANT IMPACT (NET)     | 988<br>54%   |
| Very significant             | 600<br>33%   |
| Somewhat significant         | 388<br>21%   |
| NOT SIGNIFICANT IMPACT (NET) | 825<br>46%   |
| Not very significant         | 390<br>21%   |
| Not at all significant       | 435<br>24%   |
| Sigma                        | 1812<br>100% |

Q955\_5. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 114

5. Lack of opportunity for growth or advancement

Base: All Qualified Respondents (Excluding Not Applicable)

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1831         |
| Weighted Base                | 1831         |
| SIGNIFICANT IMPACT (NET)     | 1057<br>58%  |
| Very significant             | 607<br>33%   |
| Somewhat significant         | 451<br>25%   |
| NOT SIGNIFICANT IMPACT (NET) | 774<br>42%   |
| Not very significant         | 451<br>25%   |
| Not at all significant       | 323<br>18%   |
| Sigma                        | 1831<br>100% |

Q955\_6. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 115

6. Unpleasant or dangerous physical conditions

Base: All Qualified Respondents (Excluding Not Applicable)

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1732         |
| Weighted Base                | 1726         |
| SIGNIFICANT IMPACT (NET)     | 836<br>48%   |
| Very significant             | 458<br>26%   |
| Somewhat significant         | 379<br>22%   |
| NOT SIGNIFICANT IMPACT (NET) | 890<br>52%   |
| Not very significant         | 323<br>19%   |
| Not at all significant       | 567<br>33%   |
| Sigma                        | 1726<br>100% |

Q955\_7. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 116

Base: All Qualified Respondents (Excluding Not Applicable)

7. Long hours

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1821         |
| Weighted Base                | 1829         |
| SIGNIFICANT IMPACT (NET)     | 1018<br>56%  |
| Very significant             | 535<br>29%   |
| Somewhat significant         | 483<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 810<br>44%   |
| Not very significant         | 432<br>24%   |
| Not at all significant       | 378<br>21%   |
| Sigma                        | 1829<br>100% |

Q955 8. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 117

Base: All Qualified Respondents (Excluding Not Applicable)

8. Low salaries

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1854         |
| Weighted Base                | 1858         |
| SIGNIFICANT IMPACT (NET)     | 1253<br>67%  |
| Very significant             | 726<br>39%   |
| Somewhat significant         | 527<br>28%   |
| NOT SIGNIFICANT IMPACT (NET) | 605<br>33%   |
| Not very significant         | 321<br>17%   |
| Not at all significant       | 283<br>15%   |
| Sigma                        | 1858<br>100% |

Q955\_9. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 118

Base: All Qualified Respondents (Excluding Not Applicable)

9. Too heavy of a workload

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1851         |
| Weighted Base                | 1865         |
| SIGNIFICANT IMPACT (NET)     | 1053<br>56%  |
| Very significant             | 536<br>29%   |
| Somewhat significant         | 518<br>28%   |
| NOT SIGNIFICANT IMPACT (NET) | 811<br>44%   |
| Not very significant         | 428<br>23%   |
| Not at all significant       | 383<br>21%   |
| Sigma                        | 1865<br>100% |

Q955\_10. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10. Personal life interfering during work hours

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Table 119

Base: All Qualified Respondents (Excluding Not Applicable)

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1820         |
| Weighted Base                | 1836         |
| SIGNIFICANT IMPACT (NET)     | 913<br>50%   |
| Very significant             | 433<br>24%   |
| Somewhat significant         | 479<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 923<br>50%   |
| Not very significant         | 469<br>26%   |
| Not at all significant       | 454<br>25%   |
| Sigma                        | 1836<br>100% |

Q955\_11. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 120

Base: All Qualified Respondents (Excluding Not Applicable)

11. Physical illnesses and ailments

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1799         |
| Weighted Base                | 1809         |
| SIGNIFICANT IMPACT (NET)     | 927<br>51%   |
| Very significant             | 479<br>26%   |
| Somewhat significant         | 448<br>25%   |
| NOT SIGNIFICANT IMPACT (NET) | 881<br>49%   |
| Not very significant         | 376<br>21%   |
| Not at all significant       | 505<br>28%   |
| Sigma                        | 1809<br>100% |

Q955\_12. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 121

Base: All Qualified Respondents (Excluding Not Applicable)

12. Inflexible hours

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1800         |
| Weighted Base                | 1797         |
| SIGNIFICANT IMPACT (NET)     | 947<br>53%   |
| Very significant             | 490<br>27%   |
| Somewhat significant         | 457<br>25%   |
| NOT SIGNIFICANT IMPACT (NET) | 850<br>47%   |
| Not very significant         | 406<br>23%   |
| Not at all significant       | 444<br>25%   |
| Sigma                        | 1797<br>100% |

Q955\_13. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 122

Base: All Qualified Respondents (Excluding Not Applicable)

13. Commuting

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1819         |
| Weighted Base                | 1803         |
| SIGNIFICANT IMPACT (NET)     | 888<br>49%   |
| Very significant             | 458<br>25%   |
| Somewhat significant         | 430<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 916<br>51%   |
| Not very significant         | 412<br>23%   |
| Not at all significant       | 504<br>28%   |
| Sigma                        | 1803<br>100% |

Q955\_14. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

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Table 123

Base: All Qualified Respondents (Excluding Not Applicable)

14. Problems with my co-workers

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1763         |
| Weighted Base                | 1759         |
| SIGNIFICANT IMPACT (NET)     | 798<br>45%   |
| Very significant             | 380<br>22%   |
| Somewhat significant         | 418<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 961<br>55%   |
| Not very significant         | 415<br>24%   |
| Not at all significant       | 546<br>31%   |
| Sigma                        | 1759<br>100% |

Q955\_15. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 124

Base: All Qualified Respondents (Excluding Not Applicable)

15. Unrealistic job expectations

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1825         |
| Weighted Base                | 1829         |
| SIGNIFICANT IMPACT (NET)     | 1003<br>55%  |
| Very significant             | 528<br>29%   |
| Somewhat significant         | 475<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 826<br>45%   |
| Not very significant         | 438<br>24%   |
| Not at all significant       | 388<br>21%   |
| Sigma                        | 1829<br>100% |

Q955\_16. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 125

Base: All Qualified Respondents (Excluding Not Applicable)

16. Work interfering during personal or family time

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1822         |
| Weighted Base                | 1831         |
| SIGNIFICANT IMPACT (NET)     | 1016<br>55%  |
| Very significant             | 539<br>29%   |
| Somewhat significant         | 477<br>26%   |
| NOT SIGNIFICANT IMPACT (NET) | 815<br>45%   |
| Not very significant         | 438<br>24%   |
| Not at all significant       | 377<br>21%   |
| Sigma                        | 1831<br>100% |

Q955\_17. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

17. Lack of paid time off or sick leave

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Table 126

Base: All Qualified Respondents (Excluding Not Applicable)

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1789         |
| Weighted Base                | 1776         |
| SIGNIFICANT IMPACT (NET)     | 945<br>53%   |
| Very significant             | 523<br>29%   |
| Somewhat significant         | 422<br>24%   |
| NOT SIGNIFICANT IMPACT (NET) | 831<br>47%   |
| Not very significant         | 385<br>22%   |
| Not at all significant       | 447<br>25%   |
| Sigma                        | 1776<br>100% |

Q955\_18. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

10 Jun 2025  
Table 127

Base: All Qualified Respondents (Excluding Not Applicable)

18. Lack of telecommuting/remote work options

|                              | Total        |
|------------------------------|--------------|
| Unweighted Base              | 1682         |
| Weighted Base                | 1688         |
| SIGNIFICANT IMPACT (NET)     | 833<br>49%   |
| Very significant             | 456<br>27%   |
| Somewhat significant         | 377<br>22%   |
| NOT SIGNIFICANT IMPACT (NET) | 855<br>51%   |
| Not very significant         | 347<br>21%   |
| Not at all significant       | 508<br>30%   |
| Sigma                        | 1688<br>100% |

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        |
|------------------------------------------------------------------|--------------|
| Unweighted Base                                                  | 2017         |
| Weighted Base                                                    | 2017         |
| ANY (NET)                                                        | 1269<br>63%  |
| Lack of interest, motivation, or energy at work                  | 520<br>26%   |
| Emotional exhaustion at work                                     | 499<br>25%   |
| Difficulty focusing at work                                      | 410<br>20%   |
| Not feeling motivated to do my very best at work                 | 399<br>20%   |
| A desire to keep to myself when I'm at work                      | 371<br>18%   |
| Desire to quit my job                                            | 334<br>17%   |
| Lower productivity at work                                       | 324<br>16%   |
| A feeling of being ineffective at work                           | 267<br>13%   |
| Irritability or anger with co-workers and customers              | 255<br>13%   |
| Lack of effort at work                                           | 253<br>13%   |
| Feeling lonely or isolated at work                               | 242<br>12%   |
| Experiencing harm to my mental health at work                    | 173<br>9%    |
| Being bullied or harassed at work                                | 105<br>5%    |
| Other                                                            | 19<br>1%     |
| None, I have not experienced negative outcomes in the last month | 748<br>37%   |
| Sigma                                                            | 4918<br>244% |

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

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents

|                                                                                                                             | Total       |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                                             | 2017        |
| Weighted Base                                                                                                               | 2017        |
| I matter to my coworkers.                                                                                                   | 1694<br>84% |
| I matter to my employer.                                                                                                    | 1547<br>77% |
| My employer provides sufficient resources to help employees manage their stress.                                            | 1260<br>62% |
| My employer regularly provides information about available mental health resources.                                         | 1116<br>55% |
| My employer thinks our workplace environment is a lot mentally healthier than it actually is.                               | 999<br>50%  |
| There are changes happening at my job with little to no warning.                                                            | 879<br>44%  |
| During my workday, I typically feel tense or stressed out.                                                                  | 837<br>41%  |
| Things feel uncertain at my job right now.                                                                                  | 714<br>35%  |
| I worry that if I told my employer about a mental health condition, it would have a negative impact on me in the workplace. | 696<br>35%  |
| My work environment has a negative impact on my mental health.                                                              | 649<br>32%  |
| My work stress makes it difficult for me to sleep.                                                                          | 637<br>32%  |
| Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.                   | 538<br>27%  |
| I'm stressed about the possibility of losing my job.                                                                        | 517<br>26%  |

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

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                                                             | Total       |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                                             | 2017        |
| Weighted Base                                                                                                               | 2017        |
| I'm stressed about the possibility of losing my job.                                                                        | 1500<br>74% |
| Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.                   | 1479<br>73% |
| My work stress makes it difficult for me to sleep.                                                                          | 1380<br>68% |
| My work environment has a negative impact on my mental health.                                                              | 1368<br>68% |
| Things feel uncertain at my job right now.                                                                                  | 1303<br>65% |
| I worry that if I told my employer about a mental health condition, it would have a negative impact on me in the workplace. | 1258<br>62% |
| During my workday, I typically feel tense or stressed out.                                                                  | 1180<br>59% |
| There are changes happening at my job with little to no warning.                                                            | 1138<br>56% |
| My employer thinks our workplace environment is a lot mentally healthier than it actually is.                               | 944<br>47%  |
| My employer regularly provides information about available mental health resources.                                         | 818<br>41%  |
| My employer provides sufficient resources to help employees manage their stress.                                            | 685<br>34%  |
| I matter to my employer.                                                                                                    | 412<br>20%  |
| I matter to my coworkers.                                                                                                   | 256<br>13%  |

Base: All Qualified Respondents

Q5030\_1. How much do you agree or disagree with each of the following statements?  
1. During my workday, I typically feel tense or stressed out.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 837<br>41%   |
| Strongly agree    | 205<br>10%   |
| Somewhat agree    | 632<br>31%   |
| DISAGREE (NET)    | 1180<br>59%  |
| Somewhat disagree | 613<br>30%   |
| Strongly disagree | 567<br>28%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5030\_2. How much do you agree or disagree with each of the following statements?  
2. My employer provides sufficient resources to help employees manage their stress.

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1260<br>62%  |
| Strongly agree    | 434<br>22%   |
| Somewhat agree    | 826<br>41%   |
| DISAGREE (NET)    | 685<br>34%   |
| Somewhat disagree | 433<br>21%   |
| Strongly disagree | 251<br>12%   |
| Not applicable    | 72<br>4%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5030\_4. How much do you agree or disagree with each of the following statements?  
4. My employer regularly provides information about available mental health resources.

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1116<br>55%  |
| Strongly agree    | 392<br>19%   |
| Somewhat agree    | 724<br>36%   |
| DISAGREE (NET)    | 818<br>41%   |
| Somewhat disagree | 474<br>24%   |
| Strongly disagree | 344<br>17%   |
| Not applicable    | 83<br>4%     |
| Sigma             | 2017<br>100% |

Q5030\_5. How much do you agree or disagree with each of the following statements?

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.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 696<br>35%   |
| Strongly agree    | 209<br>10%   |
| Somewhat agree    | 487<br>24%   |
| DISAGREE (NET)    | 1258<br>62%  |
| Somewhat disagree | 557<br>28%   |
| Strongly disagree | 701<br>35%   |
| Not applicable    | 63<br>3%     |
| Sigma             | 2017<br>100% |

Q5030\_9. How much do you agree or disagree with each of the following statements?  
9. My employer thinks our workplace environment is a lot mentally healthier than it actually is.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 999<br>50%   |
| Strongly agree    | 335<br>17%   |
| Somewhat agree    | 664<br>33%   |
| DISAGREE (NET)    | 944<br>47%   |
| Somewhat disagree | 602<br>30%   |
| Strongly disagree | 342<br>17%   |
| Not applicable    | 74<br>4%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5030\_10. How much do you agree or disagree with each of the following statements?  
10. My work environment has a negative impact on my mental health.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 649<br>32%   |
| Strongly agree    | 169<br>8%    |
| Somewhat agree    | 480<br>24%   |
| DISAGREE (NET)    | 1368<br>68%  |
| Somewhat disagree | 568<br>28%   |
| Strongly disagree | 800<br>40%   |
| Sigma             | 2017<br>100% |

Q5030\_11. How much do you agree or disagree with each of the following statements?  
11. I matter to my employer.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1547<br>77%  |
| Strongly agree    | 749<br>37%   |
| Somewhat agree    | 797<br>40%   |
| DISAGREE (NET)    | 412<br>20%   |
| Somewhat disagree | 279<br>14%   |
| Strongly disagree | 133<br>7%    |
| Not applicable    | 58<br>3%     |
| Sigma             | 2017<br>100% |

Q5030\_12. How much do you agree or disagree with each of the following statements?  
12. I matter to my coworkers.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1694<br>84%  |
| Strongly agree    | 828<br>41%   |
| Somewhat agree    | 866<br>43%   |
| DISAGREE (NET)    | 256<br>13%   |
| Somewhat disagree | 194<br>10%   |
| Strongly disagree | 61<br>3%     |
| Not applicable    | 67<br>3%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5030\_13. How much do you agree or disagree with each of the following statements?  
13. My work stress makes it difficult for me to sleep.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 637<br>32%   |
| Strongly agree    | 183<br>9%    |
| Somewhat agree    | 454<br>23%   |
| DISAGREE (NET)    | 1380<br>68%  |
| Somewhat disagree | 514<br>25%   |
| Strongly disagree | 867<br>43%   |
| Sigma             | 2017<br>100% |

Q5030\_14. How much do you agree or disagree with each of the following statements?  
14. Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 538<br>27%   |
| Strongly agree    | 140<br>7%    |
| Somewhat agree    | 397<br>20%   |
| DISAGREE (NET)    | 1479<br>73%  |
| Somewhat disagree | 540<br>27%   |
| Strongly disagree | 939<br>47%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5030\_15. How much do you agree or disagree with each of the following statements?  
15. I'm stressed about the possibility of losing my job.

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 517<br>26%   |
| Strongly agree    | 137<br>7%    |
| Somewhat agree    | 380<br>19%   |
| DISAGREE (NET)    | 1500<br>74%  |
| Somewhat disagree | 573<br>28%   |
| Strongly disagree | 928<br>46%   |
| Sigma             | 2017<br>100% |

Q5030\_16. How much do you agree or disagree with each of the following statements?  
16. Things feel uncertain at my job right now.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 714<br>35%   |
| Strongly agree    | 171<br>8%    |
| Somewhat agree    | 544<br>27%   |
| DISAGREE (NET)    | 1303<br>65%  |
| Somewhat disagree | 597<br>30%   |
| Strongly disagree | 705<br>35%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q5030\_17. How much do you agree or disagree with each of the following statements?  
17. There are changes happening at my job with little to no warning.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 879<br>44%   |
| Strongly agree    | 245<br>12%   |
| Somewhat agree    | 634<br>31%   |
| DISAGREE (NET)    | 1138<br>56%  |
| Somewhat disagree | 576<br>29%   |
| Strongly disagree | 562<br>28%   |
| Sigma             | 2017<br>100% |

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

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                                             | Total       |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|
| I matter to my coworkers.                                                                                                   | 1694<br>87% |
| I matter to my employer.                                                                                                    | 1547<br>79% |
| My employer provides sufficient resources to help employees manage their stress.                                            | 1260<br>65% |
| My employer regularly provides information about available mental health resources.                                         | 1116<br>58% |
| My employer thinks our workplace environment is a lot mentally healthier than it actually is.                               | 999<br>51%  |
| There are changes happening at my job with little to no warning.                                                            | 879<br>44%  |
| During my workday, I typically feel tense or stressed out.                                                                  | 837<br>41%  |
| I worry that if I told my employer about a mental health condition, it would have a negative impact on me in the workplace. | 696<br>36%  |
| Things feel uncertain at my job right now.                                                                                  | 714<br>35%  |
| My work environment has a negative impact on my mental health.                                                              | 649<br>32%  |
| My work stress makes it difficult for me to sleep.                                                                          | 637<br>32%  |
| Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.                   | 538<br>27%  |
| I'm stressed about the possibility of losing my job.                                                                        | 517<br>26%  |

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

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                                             | Total       |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|
| I'm stressed about the possibility of losing my job.                                                                        | 1500<br>74% |
| Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.                   | 1479<br>73% |
| My work stress makes it difficult for me to sleep.                                                                          | 1380<br>68% |
| My work environment has a negative impact on my mental health.                                                              | 1368<br>68% |
| Things feel uncertain at my job right now.                                                                                  | 1303<br>65% |
| I worry that if I told my employer about a mental health condition, it would have a negative impact on me in the workplace. | 1258<br>64% |
| During my workday, I typically feel tense or stressed out.                                                                  | 1180<br>59% |
| There are changes happening at my job with little to no warning.                                                            | 1138<br>56% |
| My employer thinks our workplace environment is a lot mentally healthier than it actually is.                               | 944<br>49%  |
| My employer regularly provides information about available mental health resources.                                         | 818<br>42%  |
| My employer provides sufficient resources to help employees manage their stress.                                            | 685<br>35%  |
| I matter to my employer.                                                                                                    | 412<br>21%  |
| I matter to my coworkers.                                                                                                   | 256<br>13%  |

Q5030\_1. How much do you agree or disagree with each of the following statements?  
1. During my workday, I typically feel tense or stressed out.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 837<br>41%   |
| Strongly agree    | 205<br>10%   |
| Somewhat agree    | 632<br>31%   |
| DISAGREE (NET)    | 1180<br>59%  |
| Somewhat disagree | 613<br>30%   |
| Strongly disagree | 567<br>28%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q5030\_2. How much do you agree or disagree with each of the following statements?  
2. My employer provides sufficient resources to help employees manage their stress.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1945         |
| Weighted Base     | 1945         |
| AGREE (NET)       | 1260<br>65%  |
| Strongly agree    | 434<br>22%   |
| Somewhat agree    | 826<br>42%   |
| DISAGREE (NET)    | 685<br>35%   |
| Somewhat disagree | 433<br>22%   |
| Strongly disagree | 251<br>13%   |
| Sigma             | 1945<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q5030\_4. How much do you agree or disagree with each of the following statements?  
4. My employer regularly provides information about available mental health resources.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1936         |
| Weighted Base     | 1934         |
| AGREE (NET)       | 1116<br>58%  |
| Strongly agree    | 392<br>20%   |
| Somewhat agree    | 724<br>37%   |
| DISAGREE (NET)    | 818<br>42%   |
| Somewhat disagree | 474<br>25%   |
| Strongly disagree | 344<br>18%   |
| Sigma             | 1934<br>100% |

Q5030\_5. How much do you agree or disagree with each of the following statements?

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.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 1947         |
| Weighted Base     | 1954         |
|                   |              |
| AGREE (NET)       | 696<br>36%   |
| Strongly agree    | 209<br>11%   |
| Somewhat agree    | 487<br>25%   |
| DISAGREE (NET)    | 1258<br>64%  |
| Somewhat disagree | 557<br>29%   |
| Strongly disagree | 701<br>36%   |
| Sigma             | 1954<br>100% |

Q5030\_9. How much do you agree or disagree with each of the following statements?  
9. My employer thinks our workplace environment is a lot mentally healthier than it actually is.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1942         |
| Weighted Base     | 1943         |
| AGREE (NET)       | 999<br>51%   |
| Strongly agree    | 335<br>17%   |
| Somewhat agree    | 664<br>34%   |
| DISAGREE (NET)    | 944<br>49%   |
| Somewhat disagree | 602<br>31%   |
| Strongly disagree | 342<br>18%   |
| Sigma             | 1943<br>100% |

Q5030\_10. How much do you agree or disagree with each of the following statements?  
10. My work environment has a negative impact on my mental health.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 649<br>32%   |
| Strongly agree    | 169<br>8%    |
| Somewhat agree    | 480<br>24%   |
| DISAGREE (NET)    | 1368<br>68%  |
| Somewhat disagree | 568<br>28%   |
| Strongly disagree | 800<br>40%   |
| Sigma             | 2017<br>100% |

Q5030\_11. How much do you agree or disagree with each of the following statements?  
11. I matter to my employer.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1959         |
| Weighted Base     | 1959         |
| AGREE (NET)       | 1547<br>79%  |
| Strongly agree    | 749<br>38%   |
| Somewhat agree    | 797<br>41%   |
| DISAGREE (NET)    | 412<br>21%   |
| Somewhat disagree | 279<br>14%   |
| Strongly disagree | 133<br>7%    |
| Sigma             | 1959<br>100% |

Q5030\_12. How much do you agree or disagree with each of the following statements?  
12. I matter to my coworkers.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1952         |
| Weighted Base     | 1950         |
| AGREE (NET)       | 1694<br>87%  |
| Strongly agree    | 828<br>42%   |
| Somewhat agree    | 866<br>44%   |
| DISAGREE (NET)    | 256<br>13%   |
| Somewhat disagree | 194<br>10%   |
| Strongly disagree | 61<br>3%     |
| Sigma             | 1950<br>100% |

Q5030\_13. How much do you agree or disagree with each of the following statements?  
13. My work stress makes it difficult for me to sleep.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 637<br>32%   |
| Strongly agree    | 183<br>9%    |
| Somewhat agree    | 454<br>23%   |
| DISAGREE (NET)    | 1380<br>68%  |
| Somewhat disagree | 514<br>25%   |
| Strongly disagree | 867<br>43%   |
| Sigma             | 2017<br>100% |

Q5030\_14. How much do you agree or disagree with each of the following statements?  
14. Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 538<br>27%   |
| Strongly agree    | 140<br>7%    |
| Somewhat agree    | 397<br>20%   |
| DISAGREE (NET)    | 1479<br>73%  |
| Somewhat disagree | 540<br>27%   |
| Strongly disagree | 939<br>47%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q5030\_15. How much do you agree or disagree with each of the following statements?  
15. I'm stressed about the possibility of losing my job.

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 517<br>26%   |
| Strongly agree    | 137<br>7%    |
| Somewhat agree    | 380<br>19%   |
| DISAGREE (NET)    | 1500<br>74%  |
| Somewhat disagree | 573<br>28%   |
| Strongly disagree | 928<br>46%   |
| Sigma             | 2017<br>100% |

Q5030\_16. How much do you agree or disagree with each of the following statements?  
16. Things feel uncertain at my job right now.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 714<br>35%   |
| Strongly agree    | 171<br>8%    |
| Somewhat agree    | 544<br>27%   |
| DISAGREE (NET)    | 1303<br>65%  |
| Somewhat disagree | 597<br>30%   |
| Strongly disagree | 705<br>35%   |
| Sigma             | 2017<br>100% |

Q5030\_17. How much do you agree or disagree with each of the following statements?  
17. There are changes happening at my job with little to no warning.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 879<br>44%   |
| Strongly agree    | 245<br>12%   |
| Somewhat agree    | 634<br>31%   |
| DISAGREE (NET)    | 1138<br>56%  |
| Somewhat disagree | 576<br>29%   |
| Strongly disagree | 562<br>28%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q6050. Which of the following best describes your current work environment?

|                                    | Total        |
|------------------------------------|--------------|
| Unweighted Base                    | 2017         |
| Weighted Base                      | 2017         |
| All in-person                      | 1238<br>61%  |
| Hybrid (e.g., partially in-person) | 496<br>25%   |
| All remote                         | 283<br>14%   |
| Sigma                              | 2017<br>100% |

Base: All Qualified Respondents

Q6055. Regardless of how you currently work, which of the following would be your preferred way to work?

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Table 169

|                                    | Total        |
|------------------------------------|--------------|
| Unweighted Base                    | 2017         |
| Weighted Base                      | 2017         |
| All in-person                      | 813<br>40%   |
| Hybrid (e.g., partially in-person) | 752<br>37%   |
| All remote                         | 451<br>22%   |
| Sigma                              | 2017<br>100% |

Base: All Qualified Respondents

Q6053. Whether or Not Adults Are Working Their Preferred Work Environment.

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Table 170

|                                           | Total        |
|-------------------------------------------|--------------|
| Unweighted Base                           | 2017         |
| Weighted Base                             | 2017         |
| Working in preferred work environment     | 1394<br>69%  |
| Not working in preferred work environment | 623<br>31%   |
| Sigma                                     | 2017<br>100% |

Base: Not Self Employed

Q9030. Does your employer have a policy that requires employees to work in-person at least some of the time?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1855         |
| Weighted Base   | 1862         |
| Yes             | 1226<br>66%  |
| No              | 481<br>26%   |
| Not sure        | 155<br>8%    |
| Sigma           | 1862<br>100% |

Base: Employer Has A Policy Requiring Employees To Work In-person At Least Some Of The Time

Q9031. When was this policy put in place?

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Table 241

|                                    | Total        |
|------------------------------------|--------------|
| Unweighted Base                    | 1219         |
| Weighted Base                      | 1226         |
|                                    |              |
| WITHIN THE PAST 12 MONTHS (NET)    | 285<br>23%   |
| WITHIN THE PAST 6 MONTHS (SUB-NET) | 148<br>12%   |
| Less than a month ago              | 13<br>1%     |
| 1-3 months ago                     | 56<br>5%     |
| 4-6 months ago                     | 79<br>6%     |
| 7-9 months ago                     | 61<br>5%     |
| 10-12 months ago                   | 75<br>6%     |
| More than a year ago               | 332<br>27%   |
| They have always had this policy   | 610<br>50%   |
| Sigma                              | 1226<br>100% |

Base: All Qualified Respondents

Q2000. How would you describe your overall workplace experience?

10 Jun 2025  
Table 242

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 2017         |
| Weighted Base      | 2017         |
| TOP 2 BOX (NET)    | 1710<br>85%  |
| Very healthy       | 786<br>39%   |
| Somewhat healthy   | 924<br>46%   |
| BOTTOM 2 BOX (NET) | 307<br>15%   |
| Somewhat toxic     | 261<br>13%   |
| Very toxic         | 46<br>2%     |
| Sigma              | 2017<br>100% |

Q2002. How much do you agree or disagree with each of the following statements?

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents

|                                                                                                          | Total       |
|----------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                          | 2017        |
| Weighted Base                                                                                            | 2017        |
| I feel comfortable being myself in the workplace.                                                        | 1805<br>89% |
| I feel my personal values are respected in my workplace.                                                 | 1744<br>86% |
| When I am at work, I feel like I belong.                                                                 | 1722<br>85% |
| My workplace has opportunities for collaboration and teamwork.                                           | 1696<br>84% |
| I feel valued at work.                                                                                   | 1692<br>84% |
| My workplace fosters positive relationships among coworkers.                                             | 1662<br>82% |
| My workplace fosters positive relationships between managers and the people they manage.                 | 1602<br>79% |
| I would recommend my place of work to others as a good place to work.                                    | 1570<br>78% |
| I'm not learning new things at work that will help me in the future.                                     | 745<br>37%  |
| I don't have enough control over when, where, and how I do my work.                                      | 607<br>30%  |
| I don't have enough flexibility at work to be able to keep my work life and my personal life in balance. | 588<br>29%  |
| I feel lonely when I'm working.                                                                          | 509<br>25%  |
| My employer does not respect my personal boundaries.                                                     | 487<br>24%  |

Q2002. How much do you agree or disagree with each of the following statements?

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                                          | Total       |
|----------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                          | 2017        |
| Weighted Base                                                                                            | 2017        |
| I feel lonely when I'm working.                                                                          | 1508<br>75% |
| My employer does not respect my personal boundaries.                                                     | 1462<br>72% |
| I don't have enough flexibility at work to be able to keep my work life and my personal life in balance. | 1429<br>71% |
| I don't have enough control over when, where, and how I do my work.                                      | 1410<br>70% |
| I'm not learning new things at work that will help me in the future.                                     | 1272<br>63% |
| I would recommend my place of work to others as a good place to work.                                    | 397<br>20%  |
| My workplace fosters positive relationships between managers and the people they manage.                 | 350<br>17%  |
| I feel valued at work.                                                                                   | 325<br>16%  |
| My workplace has opportunities for collaboration and teamwork.                                           | 321<br>16%  |
| When I am at work, I feel like I belong.                                                                 | 295<br>15%  |
| My workplace fosters positive relationships among coworkers.                                             | 289<br>14%  |
| I feel my personal values are respected in my workplace.                                                 | 273<br>14%  |
| I feel comfortable being myself in the workplace.                                                        | 212<br>11%  |

Base: All Qualified Respondents

Q2002\_1. How much do you agree or disagree with each of the following statements?  
1. My workplace fosters positive relationships among coworkers.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1662<br>82%  |
| Strongly agree    | 758<br>38%   |
| Somewhat agree    | 903<br>45%   |
| DISAGREE (NET)    | 289<br>14%   |
| Somewhat disagree | 233<br>12%   |
| Strongly disagree | 56<br>3%     |
| Not applicable    | 66<br>3%     |
| Sigma             | 2017<br>100% |

Q2002\_2. How much do you agree or disagree with each of the following statements?  
2. My workplace fosters positive relationships between managers and the people they manage.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1602<br>79%  |
| Strongly agree    | 733<br>36%   |
| Somewhat agree    | 869<br>43%   |
| DISAGREE (NET)    | 350<br>17%   |
| Somewhat disagree | 253<br>13%   |
| Strongly disagree | 98<br>5%     |
| Not applicable    | 65<br>3%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_3. How much do you agree or disagree with each of the following statements?  
3. My workplace has opportunities for collaboration and teamwork.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1696<br>84%  |
| Strongly agree    | 779<br>39%   |
| Somewhat agree    | 918<br>45%   |
| DISAGREE (NET)    | 321<br>16%   |
| Somewhat disagree | 233<br>12%   |
| Strongly disagree | 87<br>4%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_4. How much do you agree or disagree with each of the following statements?  
4. I feel valued at work.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1692<br>84%  |
| Strongly agree    | 828<br>41%   |
| Somewhat agree    | 864<br>43%   |
| DISAGREE (NET)    | 325<br>16%   |
| Somewhat disagree | 264<br>13%   |
| Strongly disagree | 62<br>3%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_6. How much do you agree or disagree with each of the following statements?  
6. I feel my personal values are respected in my workplace.

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1744<br>86%  |
| Strongly agree    | 813<br>40%   |
| Somewhat agree    | 931<br>46%   |
| DISAGREE (NET)    | 273<br>14%   |
| Somewhat disagree | 210<br>10%   |
| Strongly disagree | 63<br>3%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_8. How much do you agree or disagree with each of the following statements?  
8. When I am at work, I feel like I belong.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1722<br>85%  |
| Strongly agree    | 863<br>43%   |
| Somewhat agree    | 859<br>43%   |
| DISAGREE (NET)    | 295<br>15%   |
| Somewhat disagree | 228<br>11%   |
| Strongly disagree | 68<br>3%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_9. How much do you agree or disagree with each of the following statements?  
9. I would recommend my place of work to others as a good place to work.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1570<br>78%  |
| Strongly agree    | 741<br>37%   |
| Somewhat agree    | 829<br>41%   |
| DISAGREE (NET)    | 397<br>20%   |
| Somewhat disagree | 283<br>14%   |
| Strongly disagree | 114<br>6%    |
| Not applicable    | 50<br>2%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_10. How much do you agree or disagree with each of the following statements?  
10. I feel lonely when I'm working.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 509<br>25%   |
| Strongly agree    | 98<br>5%     |
| Somewhat agree    | 411<br>20%   |
| DISAGREE (NET)    | 1508<br>75%  |
| Somewhat disagree | 554<br>27%   |
| Strongly disagree | 954<br>47%   |
| Sigma             | 2017<br>100% |

Q2002\_11. How much do you agree or disagree with each of the following statements?  
11. My employer does not respect my personal boundaries.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 487<br>24%   |
| Strongly agree    | 164<br>8%    |
| Somewhat agree    | 323<br>16%   |
| DISAGREE (NET)    | 1462<br>72%  |
| Somewhat disagree | 531<br>26%   |
| Strongly disagree | 931<br>46%   |
| Not applicable    | 69<br>3%     |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_12. How much do you agree or disagree with each of the following statements?  
12. I feel comfortable being myself in the workplace.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1805<br>89%  |
| Strongly agree    | 992<br>49%   |
| Somewhat agree    | 813<br>40%   |
| DISAGREE (NET)    | 212<br>11%   |
| Somewhat disagree | 155<br>8%    |
| Strongly disagree | 57<br>3%     |
| Sigma             | 2017<br>100% |

Q2002\_13. How much do you agree or disagree with each of the following statements?  
13. I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 588<br>29%   |
| Strongly agree    | 155<br>8%    |
| Somewhat agree    | 433<br>21%   |
| DISAGREE (NET)    | 1429<br>71%  |
| Somewhat disagree | 640<br>32%   |
| Strongly disagree | 789<br>39%   |
| Sigma             | 2017<br>100% |

Q2002\_14. How much do you agree or disagree with each of the following statements?  
14. I don't have enough control over when, where, and how I do my work.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 607<br>30%   |
| Strongly agree    | 166<br>8%    |
| Somewhat agree    | 441<br>22%   |
| DISAGREE (NET)    | 1410<br>70%  |
| Somewhat disagree | 699<br>35%   |
| Strongly disagree | 712<br>35%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

Q2002\_15. How much do you agree or disagree with each of the following statements?  
15. I'm not learning new things at work that will help me in the future.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 745<br>37%   |
| Strongly agree    | 248<br>12%   |
| Somewhat agree    | 497<br>25%   |
| DISAGREE (NET)    | 1272<br>63%  |
| Somewhat disagree | 667<br>33%   |
| Strongly disagree | 605<br>30%   |
| Sigma             | 2017<br>100% |

Q2002. How much do you agree or disagree with each of the following statements?  
SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                          | Total       |
|----------------------------------------------------------------------------------------------------------|-------------|
| I feel comfortable being myself in the workplace.                                                        | 1805<br>89% |
| I feel my personal values are respected in my workplace.                                                 | 1744<br>86% |
| When I am at work, I feel like I belong.                                                                 | 1722<br>85% |
| My workplace fosters positive relationships among coworkers.                                             | 1662<br>85% |
| My workplace has opportunities for collaboration and teamwork.                                           | 1696<br>84% |
| I feel valued at work.                                                                                   | 1692<br>84% |
| My workplace fosters positive relationships between managers and the people they manage.                 | 1602<br>82% |
| I would recommend my place of work to others as a good place to work.                                    | 1570<br>80% |
| I'm not learning new things at work that will help me in the future.                                     | 745<br>37%  |
| I don't have enough control over when, where, and how I do my work.                                      | 607<br>30%  |
| I don't have enough flexibility at work to be able to keep my work life and my personal life in balance. | 588<br>29%  |
| I feel lonely when I'm working.                                                                          | 509<br>25%  |
| My employer does not respect my personal boundaries.                                                     | 487<br>25%  |

Q2002. How much do you agree or disagree with each of the following statements?

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                          | Total       |
|----------------------------------------------------------------------------------------------------------|-------------|
| My employer does not respect my personal boundaries.                                                     | 1462<br>75% |
| I feel lonely when I'm working.                                                                          | 1508<br>75% |
| I don't have enough flexibility at work to be able to keep my work life and my personal life in balance. | 1429<br>71% |
| I don't have enough control over when, where, and how I do my work.                                      | 1410<br>70% |
| I'm not learning new things at work that will help me in the future.                                     | 1272<br>63% |
| I would recommend my place of work to others as a good place to work.                                    | 397<br>20%  |
| My workplace fosters positive relationships between managers and the people they manage.                 | 350<br>18%  |
| I feel valued at work.                                                                                   | 325<br>16%  |
| My workplace has opportunities for collaboration and teamwork.                                           | 321<br>16%  |
| My workplace fosters positive relationships among coworkers.                                             | 289<br>15%  |
| When I am at work, I feel like I belong.                                                                 | 295<br>15%  |
| I feel my personal values are respected in my workplace.                                                 | 273<br>14%  |
| I feel comfortable being myself in the workplace.                                                        | 212<br>11%  |

Base: All Qualified Respondents (Excluding Not Applicable)

Q2002\_1. How much do you agree or disagree with each of the following statements?  
1. My workplace fosters positive relationships among coworkers.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1951         |
| Weighted Base     | 1951         |
| AGREE (NET)       | 1662<br>85%  |
| Strongly agree    | 758<br>39%   |
| Somewhat agree    | 903<br>46%   |
| DISAGREE (NET)    | 289<br>15%   |
| Somewhat disagree | 233<br>12%   |
| Strongly disagree | 56<br>3%     |
| Sigma             | 1951<br>100% |

Q2002\_2. How much do you agree or disagree with each of the following statements?  
2. My workplace fosters positive relationships between managers and the people they manage.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1950         |
| Weighted Base     | 1952         |
| AGREE (NET)       | 1602<br>82%  |
| Strongly agree    | 733<br>38%   |
| Somewhat agree    | 869<br>44%   |
| DISAGREE (NET)    | 350<br>18%   |
| Somewhat disagree | 253<br>13%   |
| Strongly disagree | 98<br>5%     |
| Sigma             | 1952<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q2002\_3. How much do you agree or disagree with each of the following statements?  
3. My workplace has opportunities for collaboration and teamwork.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1696<br>84%  |
| Strongly agree    | 779<br>39%   |
| Somewhat agree    | 918<br>45%   |
| DISAGREE (NET)    | 321<br>16%   |
| Somewhat disagree | 233<br>12%   |
| Strongly disagree | 87<br>4%     |
| Sigma             | 2017<br>100% |

Q2002\_4. How much do you agree or disagree with each of the following statements?  
4. I feel valued at work.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1692<br>84%  |
| Strongly agree    | 828<br>41%   |
| Somewhat agree    | 864<br>43%   |
| DISAGREE (NET)    | 325<br>16%   |
| Somewhat disagree | 264<br>13%   |
| Strongly disagree | 62<br>3%     |
| Sigma             | 2017<br>100% |

Q2002\_6. How much do you agree or disagree with each of the following statements?  
6. I feel my personal values are respected in my workplace.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1744<br>86%  |
| Strongly agree    | 813<br>40%   |
| Somewhat agree    | 931<br>46%   |
| DISAGREE (NET)    | 273<br>14%   |
| Somewhat disagree | 210<br>10%   |
| Strongly disagree | 63<br>3%     |
| Sigma             | 2017<br>100% |

Q2002\_8. How much do you agree or disagree with each of the following statements?  
8. When I am at work, I feel like I belong.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1722<br>85%  |
| Strongly agree    | 863<br>43%   |
| Somewhat agree    | 859<br>43%   |
| DISAGREE (NET)    | 295<br>15%   |
| Somewhat disagree | 228<br>11%   |
| Strongly disagree | 68<br>3%     |
| Sigma             | 2017<br>100% |

Q2002\_9. How much do you agree or disagree with each of the following statements?  
9. I would recommend my place of work to others as a good place to work.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1966         |
| Weighted Base     | 1967         |
| AGREE (NET)       | 1570<br>80%  |
| Strongly agree    | 741<br>38%   |
| Somewhat agree    | 829<br>42%   |
| DISAGREE (NET)    | 397<br>20%   |
| Somewhat disagree | 283<br>14%   |
| Strongly disagree | 114<br>6%    |
| Sigma             | 1967<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q2002\_10. How much do you agree or disagree with each of the following statements?  
10. I feel lonely when I'm working.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 509<br>25%   |
| Strongly agree    | 98<br>5%     |
| Somewhat agree    | 411<br>20%   |
| DISAGREE (NET)    | 1508<br>75%  |
| Somewhat disagree | 554<br>27%   |
| Strongly disagree | 954<br>47%   |
| Sigma             | 2017<br>100% |

Q2002\_11. How much do you agree or disagree with each of the following statements?

11. My employer does not respect my personal boundaries.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1951         |
| Weighted Base     | 1948         |
| AGREE (NET)       | 487<br>25%   |
| Strongly agree    | 164<br>8%    |
| Somewhat agree    | 323<br>17%   |
| DISAGREE (NET)    | 1462<br>75%  |
| Somewhat disagree | 531<br>27%   |
| Strongly disagree | 931<br>48%   |
| Sigma             | 1948<br>100% |

Q2002\_12. How much do you agree or disagree with each of the following statements?  
12. I feel comfortable being myself in the workplace.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1805<br>89%  |
| Strongly agree    | 992<br>49%   |
| Somewhat agree    | 813<br>40%   |
| DISAGREE (NET)    | 212<br>11%   |
| Somewhat disagree | 155<br>8%    |
| Strongly disagree | 57<br>3%     |
| Sigma             | 2017<br>100% |

Q2002\_13. How much do you agree or disagree with each of the following statements?  
13. I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 588<br>29%   |
| Strongly agree    | 155<br>8%    |
| Somewhat agree    | 433<br>21%   |
| DISAGREE (NET)    | 1429<br>71%  |
| Somewhat disagree | 640<br>32%   |
| Strongly disagree | 789<br>39%   |
| Sigma             | 2017<br>100% |

Q2002\_14. How much do you agree or disagree with each of the following statements?  
14. I don't have enough control over when, where, and how I do my work.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 607<br>30%   |
| Strongly agree    | 166<br>8%    |
| Somewhat agree    | 441<br>22%   |
| DISAGREE (NET)    | 1410<br>70%  |
| Somewhat disagree | 699<br>35%   |
| Strongly disagree | 712<br>35%   |
| Sigma             | 2017<br>100% |

Q2002\_15. How much do you agree or disagree with each of the following statements?  
15. I'm not learning new things at work that will help me in the future.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 745<br>37%   |
| Strongly agree    | 248<br>12%   |
| Somewhat agree    | 497<br>25%   |
| DISAGREE (NET)    | 1272<br>63%  |
| Somewhat disagree | 667<br>33%   |
| Strongly disagree | 605<br>30%   |
| Sigma             | 2017<br>100% |

Base: Not Self Employed

Q206. Does the organization you work for treat you fairly compared to other employees?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1855         |
| Weighted Base   | 1862         |
| Yes             | 1540<br>83%  |
| No              | 180<br>10%   |
| I don't know    | 143<br>8%    |
| Sigma           | 1862<br>100% |

Q207R. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?

SUMMARY TABLE OF YES

Base: All Qualified Respondents

|                                       | Total      |
|---------------------------------------|------------|
| Unweighted Base                       | 2017       |
| Weighted Base                         | 2017       |
| Witnessed incidents of discrimination | 244<br>12% |
| Been the target of discrimination     | 166<br>8%  |

Q207R\_1. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?

1. Been the target of discrimination

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| Yes               | 166<br>8%    |
| No                | 1823<br>90%  |
| Decline to answer | 28<br>1%     |
| Sigma             | 2017<br>100% |

Q207R\_2. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?

2. Witnessed incidents of discrimination

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| Yes               | 244<br>12%   |
| No                | 1738<br>86%  |
| Decline to answer | 35<br>2%     |
| Sigma             | 2017<br>100% |

Q207R. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?

SUMMARY TABLE OF YES

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Table 321

Base: All Qualified Respondents (Variable Base) (Excluding Decline To Answer)

| Total                                 |            |
|---------------------------------------|------------|
| Witnessed incidents of discrimination | 244<br>12% |
| Been the target of discrimination     | 166<br>8%  |

Q207R\_1. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?

1. Been the target of discrimination

Base: All Qualified Respondents (Excluding Decline to answer)

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1990         |
| Weighted Base   | 1989         |
| Yes             | 166<br>8%    |
| No              | 1823<br>92%  |
| Sigma           | 1989<br>100% |

Q207R 2. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?

2. Witnessed incidents of discrimination

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Table 323

Base: All Qualified Respondents (Excluding Decline to answer)

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1984         |
| Weighted Base   | 1982         |
| Yes             | 244<br>12%   |
| No              | 1738<br>88%  |
| Sigma           | 1982<br>100% |

Base: All Qualified Respondents

Q7005. How would you rate your current performance at work on a scale from 1 to 5?

|                                 | Total        |
|---------------------------------|--------------|
| Unweighted Base                 | 2017         |
| Weighted Base                   | 2017         |
| AT LEAST GOOD (NET)             | 1980<br>98%  |
| VERY GOOD/OUTSTANDING (SUB-NET) | 1675<br>83%  |
| 5 - Outstanding                 | 670<br>33%   |
| 4 - Very good                   | 1004<br>50%  |
| 3 - Good                        | 306<br>15%   |
| POOR/BELOW AVERAGE (NET)        | 37<br>2%     |
| 2 - Below average               | 35<br>2%     |
| 1 - Poor                        | 2<br>*       |
| Sigma                           | 2017<br>100% |

Base: All Qualified Respondents

Q7010R. How would you rate your productivity at work?

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Table 331

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 2017         |
| Weighted Base      | 2017         |
| TOP 2 BOX (NET)    | 1537<br>76%  |
| Very high          | 657<br>33%   |
| High               | 880<br>44%   |
| Moderate           | 442<br>22%   |
| BOTTOM 2 BOX (NET) | 38<br>2%     |
| Low                | 27<br>1%     |
| Very low           | 11<br>1%     |
| Sigma              | 2017<br>100% |

Base: All Qualified Respondents

Q7012. How would you rate your productivity at work compared to last year?

|                          | Total        |
|--------------------------|--------------|
| Unweighted Base          | 2017         |
| Weighted Base            | 2017         |
| TOP 2 BOX (NET)          | 952<br>47%   |
| Much higher              | 330<br>16%   |
| Somewhat higher          | 622<br>31%   |
| Neither higher nor lower | 827<br>41%   |
| BOTTOM 2 BOX (NET)       | 238<br>12%   |
| Somewhat lower           | 210<br>10%   |
| Much lower               | 28<br>1%     |
| Sigma                    | 2017<br>100% |

Base: All Qualified Respondents

Q8005. How often do you intentionally use artificial intelligence (AI) tools to assist you with your work?

|                                    | Total        |
|------------------------------------|--------------|
| Unweighted Base                    | 2017         |
| Weighted Base                      | 2017         |
| MONTHLY OR MORE<br>OFTEN (NET)     | 926<br>46%   |
| DAILY/WEEKLY<br>(SUB-NET)          | 751<br>37%   |
| Daily                              | 315<br>16%   |
| Weekly                             | 435<br>22%   |
| Monthly                            | 176<br>9%    |
| Several times a year               | 163<br>8%    |
| ONCE A YEAR OR LESS<br>OFTEN (NET) | 928<br>46%   |
| Once a year                        | 48<br>2%     |
| Never                              | 880<br>44%   |
| Sigma                              | 2017<br>100% |

Base: All Qualified Respondents

Q8006. Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Yes             | 609<br>30%   |
| No              | 899<br>45%   |
| Not sure        | 453<br>22%   |
| Not applicable  | 56<br>3%     |
| Sigma           | 2017<br>100% |

Base: All Qualified Respondents (Excluding NA)

Q8006. Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?

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|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1959         |
| Weighted Base   | 1961         |
| Yes             | 609<br>31%   |
| No              | 899<br>46%   |
| Not sure        | 453<br>23%   |
| Sigma           | 1961<br>100% |

Q8015. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 359

Base: Ever Use Artificial Intelligence To Assist With Their Work

SUMMARY TABLE OF POSITIVE IMPACT (TOP 2 BOX)

|                          | Total      |
|--------------------------|------------|
| Unweighted Base          | 1143       |
| Weighted Base            | 1137       |
|                          |            |
| Your productivity        | 881<br>78% |
| Your time management     | 836<br>74% |
| The quality of your work | 814<br>72% |
| Your creativity          | 795<br>70% |
| Your job satisfaction    | 763<br>67% |
| Your mental health       | 675<br>59% |

Q8015. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 360

Base: Ever Use Artificial Intelligence To Assist With Their Work

SUMMARY TABLE OF NEGATIVE IMPACT (BOTTOM 2 BOX)

|                          | Total    |
|--------------------------|----------|
| Unweighted Base          | 1143     |
| Weighted Base            | 1137     |
|                          |          |
| Your creativity          | 54<br>5% |
| Your mental health       | 51<br>4% |
| Your productivity        | 42<br>4% |
| The quality of your work | 38<br>3% |
| Your job satisfaction    | 37<br>3% |
| Your time management     | 28<br>2% |

Q8015 1. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 361

Base: Ever Use Artificial Intelligence To Assist With Their Work

1. Your productivity

|                                      | Total        |
|--------------------------------------|--------------|
| Unweighted Base                      | 1143         |
| Weighted Base                        | 1137         |
| POSITIVE IMPACT (NET)                | 881<br>78%   |
| Very positive impact                 | 375<br>33%   |
| Somewhat positive impact             | 506<br>45%   |
| Neither positive nor negative impact | 214<br>19%   |
| NEGATIVE IMPACT (NET)                | 42<br>4%     |
| Somewhat negative impact             | 35<br>3%     |
| Very negative impact                 | 7<br>1%      |
| Sigma                                | 1137<br>100% |

Q8015 2. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 362

Base: Ever Use Artificial Intelligence To Assist With Their Work

2. The quality of your work

|                                      | Total        |
|--------------------------------------|--------------|
| Unweighted Base                      | 1143         |
| Weighted Base                        | 1137         |
| POSITIVE IMPACT (NET)                | 814<br>72%   |
| Very positive impact                 | 375<br>33%   |
| Somewhat positive impact             | 439<br>39%   |
| Neither positive nor negative impact | 285<br>25%   |
| NEGATIVE IMPACT (NET)                | 38<br>3%     |
| Somewhat negative impact             | 27<br>2%     |
| Very negative impact                 | 11<br>1%     |
| Sigma                                | 1137<br>100% |

Q8015 3. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 363

Base: Ever Use Artificial Intelligence To Assist With Their Work

3. Your time management

|                                      | Total        |
|--------------------------------------|--------------|
| Unweighted Base                      | 1143         |
| Weighted Base                        | 1137         |
| POSITIVE IMPACT (NET)                | 836<br>74%   |
| Very positive impact                 | 392<br>35%   |
| Somewhat positive impact             | 443<br>39%   |
| Neither positive nor negative impact | 273<br>24%   |
| NEGATIVE IMPACT (NET)                | 28<br>2%     |
| Somewhat negative impact             | 22<br>2%     |
| Very negative impact                 | 6<br>1%      |
| Sigma                                | 1137<br>100% |

Q8015 4. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 364

Base: Ever Use Artificial Intelligence To Assist With Their Work

4. Your mental health

|                                      | Total        |
|--------------------------------------|--------------|
| Unweighted Base                      | 1143         |
| Weighted Base                        | 1137         |
| POSITIVE IMPACT (NET)                | 675<br>59%   |
| Very positive impact                 | 300<br>26%   |
| Somewhat positive impact             | 376<br>33%   |
| Neither positive nor negative impact | 411<br>36%   |
| NEGATIVE IMPACT (NET)                | 51<br>4%     |
| Somewhat negative impact             | 43<br>4%     |
| Very negative impact                 | 8<br>1%      |
| Sigma                                | 1137<br>100% |

Q8015 5. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 365

Base: Ever Use Artificial Intelligence To Assist With Their Work

5. Your job satisfaction

|                                      | Total        |
|--------------------------------------|--------------|
| Unweighted Base                      | 1143         |
| Weighted Base                        | 1137         |
| POSITIVE IMPACT (NET)                | 763<br>67%   |
| Very positive impact                 | 337<br>30%   |
| Somewhat positive impact             | 426<br>37%   |
| Neither positive nor negative impact | 337<br>30%   |
| NEGATIVE IMPACT (NET)                | 37<br>3%     |
| Somewhat negative impact             | 31<br>3%     |
| Very negative impact                 | 6<br>1%      |
| Sigma                                | 1137<br>100% |

Q8015 6. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

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Table 366

Base: Ever Use Artificial Intelligence To Assist With Their Work

|                                      | Total        |
|--------------------------------------|--------------|
| Unweighted Base                      | 1143         |
| Weighted Base                        | 1137         |
| POSITIVE IMPACT (NET)                | 795<br>70%   |
| Very positive impact                 | 359<br>32%   |
| Somewhat positive impact             | 436<br>38%   |
| Neither positive nor negative impact | 288<br>25%   |
| NEGATIVE IMPACT (NET)                | 54<br>5%     |
| Somewhat negative impact             | 42<br>4%     |
| Very negative impact                 | 12<br>1%     |
| Sigma                                | 1137<br>100% |

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

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents

|                                                                                                                        | Total       |
|------------------------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                                        | 2017        |
| Weighted Base                                                                                                          | 2017        |
| Technology will never be able to replace human workers in the job that I do.                                           | 1529<br>76% |
| I am able to accomplish more at my job now than in the past because of new technologies.                               | 1372<br>68% |
| My employer is transparent about how technology will impact jobs in our organization.                                  | 1244<br>62% |
| Technological changes have created new opportunities for me in my current role and/or career path.                     | 1219<br>60% |
| I am confident my employer will refrain me for a different job if artificial intelligence (AI) replaces my job duties. | 1155<br>57% |
| Technological changes are primarily benefiting employers, not workers.                                                 | 1054<br>52% |
| I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.                | 768<br>38%  |
| I worry that my employer uses technology to spy on me during work hours.                                               | 608<br>30%  |
| I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).                   | 590<br>29%  |
| Advancements in technology are making my job worse, not better.                                                        | 556<br>28%  |
| I feel pressured by my employer to use artificial intelligence (AI) at work.                                           | 413<br>20%  |

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

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                                                        | Total       |
|------------------------------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                                        | 2017        |
| Weighted Base                                                                                                          | 2017        |
| I feel pressured by my employer to use artificial intelligence (AI) at work.                                           | 1540<br>76% |
| Advancements in technology are making my job worse, not better.                                                        | 1461<br>72% |
| I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).                   | 1374<br>68% |
| I worry that my employer uses technology to spy on me during work hours.                                               | 1349<br>67% |
| I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.                | 1249<br>62% |
| Technological changes are primarily benefiting employers, not workers.                                                 | 963<br>48%  |
| Technological changes have created new opportunities for me in my current role and/or career path.                     | 798<br>40%  |
| I am confident my employer will refrain me for a different job if artificial intelligence (AI) replaces my job duties. | 776<br>38%  |
| My employer is transparent about how technology will impact jobs in our organization.                                  | 703<br>35%  |
| I am able to accomplish more at my job now than in the past because of new technologies.                               | 645<br>32%  |
| Technology will never be able to replace human workers in the job that I do.                                           | 488<br>24%  |

Q8000\_1. How much do you agree or disagree with each of the following statements about technology in the workplace?  
1. Advancements in technology are making my job worse, not better.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 556<br>28%   |
| Strongly agree    | 122<br>6%    |
| Somewhat agree    | 434<br>22%   |
| DISAGREE (NET)    | 1461<br>72%  |
| Somewhat disagree | 777<br>38%   |
| Strongly disagree | 685<br>34%   |
| Sigma             | 2017<br>100% |

Q8000\_5. How much do you agree or disagree with each of the following statements about technology in the workplace?  
5. I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 768<br>38%   |
| Strongly agree    | 222<br>11%   |
| Somewhat agree    | 547<br>27%   |
| DISAGREE (NET)    | 1249<br>62%  |
| Somewhat disagree | 545<br>27%   |
| Strongly disagree | 704<br>35%   |
| Sigma             | 2017<br>100% |

Q8000\_7. How much do you agree or disagree with each of the following statements about technology in the workplace?  
7. I worry that my employer uses technology to spy on me during work hours.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 608<br>30%   |
| Strongly agree    | 185<br>9%    |
| Somewhat agree    | 423<br>21%   |
| DISAGREE (NET)    | 1349<br>67%  |
| Somewhat disagree | 527<br>26%   |
| Strongly disagree | 822<br>41%   |
| Not applicable    | 59<br>3%     |
| Sigma             | 2017<br>100% |

Q8000\_8. How much do you agree or disagree with each of the following statements about technology in the workplace?  
8. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1155<br>57%  |
| Strongly agree    | 451<br>22%   |
| Somewhat agree    | 704<br>35%   |
| DISAGREE (NET)    | 776<br>38%   |
| Somewhat disagree | 447<br>22%   |
| Strongly disagree | 329<br>16%   |
| Not applicable    | 85<br>4%     |
| Sigma             | 2017<br>100% |

Q8000\_9. How much do you agree or disagree with each of the following statements about technology in the workplace?  
9. I am able to accomplish more at my job now than in the past because of new technologies.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1372<br>68%  |
| Strongly agree    | 416<br>21%   |
| Somewhat agree    | 956<br>47%   |
| DISAGREE (NET)    | 645<br>32%   |
| Somewhat disagree | 417<br>21%   |
| Strongly disagree | 228<br>11%   |
| Sigma             | 2017<br>100% |

Q8000\_12. How much do you agree or disagree with each of the following statements about technology in the workplace?  
12. Technological changes have created new opportunities for me in my current role and/or career path.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1219<br>60%  |
| Strongly agree    | 363<br>18%   |
| Somewhat agree    | 855<br>42%   |
| DISAGREE (NET)    | 798<br>40%   |
| Somewhat disagree | 478<br>24%   |
| Strongly disagree | 320<br>16%   |
| Sigma             | 2017<br>100% |

Q8000\_13. How much do you agree or disagree with each of the following statements about technology in the workplace?  
13. Technological changes are primarily benefiting employers, not workers.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1054<br>52%  |
| Strongly agree    | 296<br>15%   |
| Somewhat agree    | 758<br>38%   |
| DISAGREE (NET)    | 963<br>48%   |
| Somewhat disagree | 684<br>34%   |
| Strongly disagree | 280<br>14%   |
| Sigma             | 2017<br>100% |

Q8000\_14. How much do you agree or disagree with each of the following statements about technology in the workplace?  
14. Technology will never be able to replace human workers in the job that I do.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1529<br>76%  |
| Strongly agree    | 744<br>37%   |
| Somewhat agree    | 785<br>39%   |
| DISAGREE (NET)    | 488<br>24%   |
| Somewhat disagree | 322<br>16%   |
| Strongly disagree | 165<br>8%    |
| Sigma             | 2017<br>100% |

Q8000\_15. How much do you agree or disagree with each of the following statements about technology in the workplace?

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Base: All Qualified Respondents

15. My employer is transparent about how technology will impact jobs in our organization.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1244<br>62%  |
| Strongly agree    | 469<br>23%   |
| Somewhat agree    | 775<br>38%   |
| DISAGREE (NET)    | 703<br>35%   |
| Somewhat disagree | 472<br>23%   |
| Strongly disagree | 232<br>11%   |
| Not applicable    | 70<br>3%     |
| Sigma             | 2017<br>100% |

Q8000\_16. How much do you agree or disagree with each of the following statements about technology in the workplace?  
16. I feel pressured by my employer to use artificial intelligence (AI) at work.

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 413<br>20%   |
| Strongly agree    | 136<br>7%    |
| Somewhat agree    | 277<br>14%   |
| DISAGREE (NET)    | 1540<br>76%  |
| Somewhat disagree | 531<br>26%   |
| Strongly disagree | 1009<br>50%  |
| Not applicable    | 64<br>3%     |
| Sigma             | 2017<br>100% |

Q8000\_17. How much do you agree or disagree with each of the following statements about technology in the workplace?

17. I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 590<br>29%   |
| Strongly agree    | 185<br>9%    |
| Somewhat agree    | 405<br>20%   |
| DISAGREE (NET)    | 1374<br>68%  |
| Somewhat disagree | 581<br>29%   |
| Strongly disagree | 793<br>39%   |
| Not applicable    | 53<br>3%     |
| Sigma             | 2017<br>100% |

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

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                                        | Total       |
|------------------------------------------------------------------------------------------------------------------------|-------------|
| Technology will never be able to replace human workers in the job that I do.                                           | 1529<br>76% |
| I am able to accomplish more at my job now than in the past because of new technologies.                               | 1372<br>68% |
| My employer is transparent about how technology will impact jobs in our organization.                                  | 1244<br>64% |
| Technological changes have created new opportunities for me in my current role and/or career path.                     | 1219<br>60% |
| I am confident my employer will refrain me for a different job if artificial intelligence (AI) replaces my job duties. | 1155<br>60% |
| Technological changes are primarily benefiting employers, not workers.                                                 | 1054<br>52% |
| I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.                | 768<br>38%  |
| I worry that my employer uses technology to spy on me during work hours.                                               | 608<br>31%  |
| I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).                   | 590<br>30%  |
| Advancements in technology are making my job worse, not better.                                                        | 556<br>28%  |
| I feel pressured by my employer to use artificial intelligence (AI) at work.                                           | 413<br>21%  |

Q8000. How much do you agree or disagree with each of the following statements about technology in the workplace?  
SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents (Variable Base) (Excluding Not Applicable)

|                                                                                                                        | Total       |
|------------------------------------------------------------------------------------------------------------------------|-------------|
| I feel pressured by my employer to use artificial intelligence (AI) at work.                                           | 1540<br>79% |
| Advancements in technology are making my job worse, not better.                                                        | 1461<br>72% |
| I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).                   | 1374<br>70% |
| I worry that my employer uses technology to spy on me during work hours.                                               | 1349<br>69% |
| I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.                | 1249<br>62% |
| Technological changes are primarily benefiting employers, not workers.                                                 | 963<br>48%  |
| I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties. | 776<br>40%  |
| Technological changes have created new opportunities for me in my current role and/or career path.                     | 798<br>40%  |
| My employer is transparent about how technology will impact jobs in our organization.                                  | 703<br>36%  |
| I am able to accomplish more at my job now than in the past because of new technologies.                               | 645<br>32%  |
| Technology will never be able to replace human workers in the job that I do.                                           | 488<br>24%  |

Q8000\_1. How much do you agree or disagree with each of the following statements about technology in the workplace?  
1. Advancements in technology are making my job worse, not better.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 556<br>28%   |
| Strongly agree    | 122<br>6%    |
| Somewhat agree    | 434<br>22%   |
| DISAGREE (NET)    | 1461<br>72%  |
| Somewhat disagree | 777<br>38%   |
| Strongly disagree | 685<br>34%   |
| Sigma             | 2017<br>100% |

Q8000\_5. How much do you agree or disagree with each of the following statements about technology in the workplace?  
5. I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 768<br>38%   |
| Strongly agree    | 222<br>11%   |
| Somewhat agree    | 547<br>27%   |
| DISAGREE (NET)    | 1249<br>62%  |
| Somewhat disagree | 545<br>27%   |
| Strongly disagree | 704<br>35%   |
| Sigma             | 2017<br>100% |

Q8000\_7. How much do you agree or disagree with each of the following statements about technology in the workplace?  
7. I worry that my employer uses technology to spy on me during work hours.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1952         |
| Weighted Base     | 1958         |
| AGREE (NET)       | 608<br>31%   |
| Strongly agree    | 185<br>9%    |
| Somewhat agree    | 423<br>22%   |
| DISAGREE (NET)    | 1349<br>69%  |
| Somewhat disagree | 527<br>27%   |
| Strongly disagree | 822<br>42%   |
| Sigma             | 1958<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q8000\_8. How much do you agree or disagree with each of the following statements about technology in the workplace?  
8. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1934         |
| Weighted Base     | 1932         |
| AGREE (NET)       | 1155<br>60%  |
| Strongly agree    | 451<br>23%   |
| Somewhat agree    | 704<br>36%   |
| DISAGREE (NET)    | 776<br>40%   |
| Somewhat disagree | 447<br>23%   |
| Strongly disagree | 329<br>17%   |
| Sigma             | 1932<br>100% |

Q8000\_9. How much do you agree or disagree with each of the following statements about technology in the workplace?

9. I am able to accomplish more at my job now than in the past because of new technologies.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1372<br>68%  |
| Strongly agree    | 416<br>21%   |
| Somewhat agree    | 956<br>47%   |
| DISAGREE (NET)    | 645<br>32%   |
| Somewhat disagree | 417<br>21%   |
| Strongly disagree | 228<br>11%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not Applicable)

Q8000\_12. How much do you agree or disagree with each of the following statements about technology in the workplace?  
12. Technological changes have created new opportunities for me in my current role and/or career path.

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1219<br>60%  |
| Strongly agree    | 363<br>18%   |
| Somewhat agree    | 855<br>42%   |
| DISAGREE (NET)    | 798<br>40%   |
| Somewhat disagree | 478<br>24%   |
| Strongly disagree | 320<br>16%   |
| Sigma             | 2017<br>100% |

Q8000\_13. How much do you agree or disagree with each of the following statements about technology in the workplace?  
13. Technological changes are primarily benefiting employers, not workers.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1054<br>52%  |
| Strongly agree    | 296<br>15%   |
| Somewhat agree    | 758<br>38%   |
| DISAGREE (NET)    | 963<br>48%   |
| Somewhat disagree | 684<br>34%   |
| Strongly disagree | 280<br>14%   |
| Sigma             | 2017<br>100% |

Q8000\_14. How much do you agree or disagree with each of the following statements about technology in the workplace?

14. Technology will never be able to replace human workers in the job that I do.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1529<br>76%  |
| Strongly agree    | 744<br>37%   |
| Somewhat agree    | 785<br>39%   |
| DISAGREE (NET)    | 488<br>24%   |
| Somewhat disagree | 322<br>16%   |
| Strongly disagree | 165<br>8%    |
| Sigma             | 2017<br>100% |

Q8000\_15. How much do you agree or disagree with each of the following statements about technology in the workplace?

15. My employer is transparent about how technology will impact jobs in our organization.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1947         |
| Weighted Base     | 1947         |
| AGREE (NET)       | 1244<br>64%  |
| Strongly agree    | 469<br>24%   |
| Somewhat agree    | 775<br>40%   |
| DISAGREE (NET)    | 703<br>36%   |
| Somewhat disagree | 472<br>24%   |
| Strongly disagree | 232<br>12%   |
| Sigma             | 1947<br>100% |

Q8000\_16. How much do you agree or disagree with each of the following statements about technology in the workplace?  
16. I feel pressured by my employer to use artificial intelligence (AI) at work.

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 1946         |
| Weighted Base     | 1953         |
| AGREE (NET)       | 413<br>21%   |
| Strongly agree    | 136<br>7%    |
| Somewhat agree    | 277<br>14%   |
| DISAGREE (NET)    | 1540<br>79%  |
| Somewhat disagree | 531<br>27%   |
| Strongly disagree | 1009<br>52%  |
| Sigma             | 1953<br>100% |

Q8000\_17. How much do you agree or disagree with each of the following statements about technology in the workplace?

17. I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).

Base: All Qualified Respondents (Excluding Not Applicable)

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 1954         |
| Weighted Base     | 1964         |
|                   |              |
| AGREE (NET)       | 590<br>30%   |
| Strongly agree    | 185<br>9%    |
| Somewhat agree    | 405<br>21%   |
| DISAGREE (NET)    | 1374<br>70%  |
| Somewhat disagree | 581<br>30%   |
| Strongly disagree | 793<br>40%   |
| Sigma             | 1964<br>100% |

Q6020A. As far as you're aware, does your employer use technology (e.g., computers, software, cameras, GPS, 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.

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Base: All Qualified Respondents

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Yes             | 966<br>48%   |
| No              | 1001<br>50%  |
| Not applicable  | 49<br>2%     |
| Sigma           | 2017<br>100% |

Q6020A. As far as you're aware, does your employer use technology (e.g., computers, software, cameras, GPS, 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.

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Base: All Qualified Respondents (Excluding NA)

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1967         |
| Weighted Base   | 1968         |
| Yes             | 966<br>49%   |
| No              | 1001<br>51%  |
| Sigma           | 1968<br>100% |

Base: All Qualified Respondents

Q9000. How much change would you say your company or organization has gone through within the past year?

|                                                     | Total        |
|-----------------------------------------------------|--------------|
|                                                     |              |
| Unweighted Base                                     | 2017         |
| Weighted Base                                       | 2017         |
|                                                     |              |
| No changes occurred                                 | 212<br>11%   |
| ANY (NET)                                           | 1805<br>89%  |
| A few minor changes<br>here and there               | 494<br>24%   |
| Moderate changes, but<br>nothing overwhelming       | 786<br>39%   |
| TRANSFORMATIVE/SI<br>GNIFICANT<br>(SUB-NET)         | 525<br>26%   |
| Significant and<br>hard-hitting changes             | 336<br>17%   |
| Transformative changes<br>with long-lasting effects | 188<br>9%    |
| Sigma                                               | 2017<br>100% |

Q9001. You mentioned your company or organization has not made any changes in the past year. Where would you place your company or organization on the following scale when it comes to thinking about change?

Base: Company Or Organization Has Not Made Any Changes In PY

|                                                    | Total       |
|----------------------------------------------------|-------------|
| Unweighted Base                                    | 236         |
| Weighted Base                                      | 212         |
| Not considering change                             | 113<br>53%  |
| CONSIDERING<br>CHANGE / TAKING<br>STEPS (NET)      | 52<br>24%   |
| Considering but not doing<br>anything              | 24<br>12%   |
| Taking initial steps in the<br>direction of change | 27<br>13%   |
| Not sure                                           | 48<br>23%   |
| Sigma                                              | 212<br>100% |

Base: All Qualified Respondents

Q9002. Do you expect significant changes to occur at your company or organization in the next year?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Yes             | 876<br>43%   |
| No              | 744<br>37%   |
| Not sure        | 397<br>20%   |
| Sigma           | 2017<br>100% |

Base: Company Or Organization Has Made Changes In PY

Q9003. What is the nature of the changes at your company or organization? Please select all that apply.

|                                                                                                                       | Total      |
|-----------------------------------------------------------------------------------------------------------------------|------------|
| Unweighted Base                                                                                                       | 1781       |
| Weighted Base                                                                                                         | 1805       |
| FINANCIAL (NET)                                                                                                       | 931<br>52% |
| Compensation changes                                                                                                  | 470<br>26% |
| Benefits changes                                                                                                      | 467<br>26% |
| Budget adjustments or financial shifts                                                                                | 427<br>24% |
| WORKFORCE (NET)                                                                                                       | 748<br>41% |
| Workforce growth (hiring, expansion)                                                                                  | 501<br>28% |
| Workforce reductions (layoffs)                                                                                        | 306<br>17% |
| Job roles or responsibilities                                                                                         | 623<br>35% |
| Workplace technology                                                                                                  | 548<br>30% |
| Employee schedules                                                                                                    | 453<br>25% |
| Work structure (e.g., changes to the organizational chart, who employees report to, the teams within a company, etc.) | 449<br>25% |
| CULTURE / VALUES (NET)                                                                                                | 442<br>24% |
| Company culture                                                                                                       | 282<br>16% |
| Company values                                                                                                        | 273<br>15% |
| New products, services, or markets                                                                                    | 439<br>24% |
| Workplace processes                                                                                                   | 423<br>23% |
| Performance expectations or evaluation methods                                                                        | 352<br>20% |
| Company ownership or leadership                                                                                       | 287<br>16% |
| Work locations or facilities (e.g., the physical environment including amenities, where you do your work)             | 286<br>16% |
| Remote work policies                                                                                                  | 264<br>15% |
| Regulatory or compliance changes                                                                                      | 231<br>13% |
| Other                                                                                                                 | 54<br>3%   |
| Not sure                                                                                                              | 82<br>5%   |

Base: Company Or Organization Has Made Changes In PY

Q9003. What is the nature of the changes at your company or organization? Please select all that apply.

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|               | Total |
|---------------|-------|
| Weighted Base | 1805  |
| Sigma         | 7216  |
|               | 400%  |

Base: Company Or Organization Has Made Changes In PY

Q9004. In general, how positive or negative do you feel the changes at your company or organization are?

|                               | Total        |
|-------------------------------|--------------|
| Unweighted Base               | 1781         |
| Weighted Base                 | 1805         |
| TOP 2 BOX (NET)               | 974<br>54%   |
| Very positive                 | 347<br>19%   |
| Somewhat positive             | 627<br>35%   |
| Neither positive nor negative | 547<br>30%   |
| BOTTOM 2 BOX (NET)            | 283<br>16%   |
| Somewhat negative             | 218<br>12%   |
| Very negative                 | 65<br>4%     |
| Sigma                         | 1805<br>100% |

Base: Company Or Organization Has Made Changes In PY

Q9005. Which of the following best describe your feelings about changes at your company or organization? Please select all that apply.

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 1781         |
| Weighted Base   | 1805         |
| Hopeful         | 791<br>44%   |
| Confident       | 649<br>36%   |
| Excited         | 510<br>28%   |
| Indifferent     | 365<br>20%   |
| Empowered       | 319<br>18%   |
| Nervous         | 295<br>16%   |
| Stressed        | 281<br>16%   |
| Skeptical       | 278<br>15%   |
| Frustrated      | 259<br>14%   |
| Overwhelmed     | 246<br>14%   |
| Relieved        | 224<br>12%   |
| Confused        | 168<br>9%    |
| Other           | 16<br>1%     |
| Sigma           | 4402<br>244% |

Base: Company Or Organization Has Made Changes In PY

Q9006. Has the culture at your company or organization gotten better or worse as a result of recent changes?

|                          | Total        |
|--------------------------|--------------|
| Unweighted Base          | 1781         |
| Weighted Base            | 1805         |
| TOP 2 BOX (NET)          | 727<br>40%   |
| Much better              | 236<br>13%   |
| Somewhat better          | 490<br>27%   |
| Neither better nor worse | 771<br>43%   |
| BOTTOM 2 BOX (NET)       | 307<br>17%   |
| Somewhat worse           | 250<br>14%   |
| Much worse               | 57<br>3%     |
| Sigma                    | 1805<br>100% |

Base: Company Or Organization Has Made Changes In PY

Q9007. How well does your company or organization communicate the reasons for changes to employees?

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 1781         |
| Weighted Base      | 1805         |
| TOP 2 BOX (NET)    | 1305<br>72%  |
| Very well          | 536<br>30%   |
| Somewhat well      | 770<br>43%   |
| BOTTOM 2 BOX (NET) | 467<br>26%   |
| Not very well      | 364<br>20%   |
| Not at all well    | 103<br>6%    |
| Not applicable     | 32<br>2%     |
| Sigma              | 1805<br>100% |

Base: Company Or Organization Has Made Changes In PY (Excluding Not applicable)

Q9007: How well does your company or organization communicate the reasons for changes to employees?

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|                    | Total |
|--------------------|-------|
| Unweighted Base    | 1749  |
| Weighted Base      | 1773  |
| TOP 2 BOX (NET)    | 1305  |
|                    | 74%   |
| Very well          | 536   |
|                    | 30%   |
| Somewhat well      | 770   |
|                    | 43%   |
| BOTTOM 2 BOX (NET) | 467   |
|                    | 26%   |
| Not very well      | 364   |
|                    | 21%   |
| Not at all well    | 103   |
|                    | 6%    |
| Sigma              | 1773  |
|                    | 100%  |

Base: Company Or Organization Has Made Changes In PY

Q9008. How much of a positive or negative impact have the changes at your company or organization had on your personal job satisfaction?

|                                      | Total        |
|--------------------------------------|--------------|
|                                      |              |
| Unweighted Base                      | 1781         |
| Weighted Base                        | 1805         |
|                                      |              |
| TOP 2 BOX (NET)                      | 829<br>46%   |
| Very positive impact                 | 323<br>18%   |
| Somewhat positive impact             | 505<br>28%   |
| Neither positive nor negative impact | 673<br>37%   |
| BOTTOM 2 BOX (NET)                   | 303<br>17%   |
| Somewhat negative impact             | 236<br>13%   |
| Very negative impact                 | 67<br>4%     |
| Sigma                                | 1805<br>100% |

Base: Company Or Organization Has Made Changes In PY

Q9009. How much change have you personally experienced at your company or organization?

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 1781         |
| Weighted Base      | 1805         |
| TOP 2 BOX (NET)    | 1278<br>71%  |
| A great deal       | 391<br>22%   |
| Some               | 887<br>49%   |
| BOTTOM 2 BOX (NET) | 526<br>29%   |
| Not much           | 472<br>26%   |
| None               | 54<br>3%     |
| Sigma              | 1805<br>100% |

Q9010. Do you feel that changes at your company or organization have improved or worsened your ability to perform your job effectively?

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Table 425

Base: Company Or Organization Has Made Changes In PY

|                               | Total |
|-------------------------------|-------|
|                               |       |
| Unweighted Base               | 1781  |
| Weighted Base                 | 1805  |
|                               |       |
| Improved                      | 728   |
|                               | 40%   |
| Neither improved nor worsened | 851   |
|                               | 47%   |
| Worsened                      | 225   |
|                               | 12%   |
| Sigma                         | 1805  |
|                               | 100%  |

Base: Company Or Organization Has Made Changes In PY

Q9011. Have you felt more or less secure in your role due to organizational changes in the past year?

10 Jun 2025  
Table 426

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1781         |
| Weighted Base        | 1805         |
| TOP 2 BOX (NET)      | 1243<br>69%  |
| Much more secure     | 351<br>19%   |
| Somewhat more secure | 892<br>49%   |
| BOTTOM 2 BOX (NET)   | 562<br>31%   |
| Somewhat less secure | 477<br>26%   |
| Much less secure     | 85<br>5%     |
| Sigma                | 1805<br>100% |

Base: Company Or Organization Has Made Changes In PY

Q9012. How prepared do you feel to adapt to changes in your company or organization?

10 Jun 2025  
Table 427

|                     | Total        |
|---------------------|--------------|
| Unweighted Base     | 1781         |
| Weighted Base       | 1805         |
| TOP 2 BOX (NET)     | 1552<br>86%  |
| Very prepared       | 592<br>33%   |
| Somewhat prepared   | 960<br>53%   |
| BOTTOM 2 BOX (NET)  | 252<br>14%   |
| Not very prepared   | 213<br>12%   |
| Not at all prepared | 39<br>2%     |
| Sigma               | 1805<br>100% |

Base: Company Or Organization Has Made Changes In PY

Q9013. How supported have you felt by leadership through the process of change at your company or organization?

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Table 428

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 1781         |
| Weighted Base        | 1805         |
| TOP 2 BOX (NET)      | 1420<br>79%  |
| Very supported       | 590<br>33%   |
| Somewhat supported   | 830<br>46%   |
| BOTTOM 2 BOX (NET)   | 356<br>20%   |
| Not very supported   | 285<br>16%   |
| Not at all supported | 71<br>4%     |
| Not applicable       | 28<br>2%     |
| Sigma                | 1805<br>100% |

Q9013. How supported have you felt by leadership through the process of change at your company or organization?  
Base: Company Or Organization Has Made Changes In PY (Excluding Not applicable)

10 Jun 2025  
Table 429

|                      | Total |
|----------------------|-------|
| Unweighted Base      | 1746  |
| Weighted Base        | 1777  |
| TOP 2 BOX (NET)      | 1420  |
|                      | 80%   |
| Very supported       | 590   |
|                      | 33%   |
| Somewhat supported   | 830   |
|                      | 47%   |
| BOTTOM 2 BOX (NET)   | 356   |
|                      | 20%   |
| Not very supported   | 285   |
|                      | 16%   |
| Not at all supported | 71    |
|                      | 4%    |
| Sigma                | 1777  |
|                      | 100%  |

Base: All Qualified Respondents

Q9014. How safe do you feel speaking out in opposition to changes being implemented at your company or organization?

10 Jun 2025  
Table 430

|                    | Total        |
|--------------------|--------------|
|                    |              |
| Unweighted Base    | 2017         |
| Weighted Base      | 2017         |
|                    |              |
| TOP 2 BOX (NET)    | 1522<br>75%  |
| Very safe          | 661<br>33%   |
| Somewhat safe      | 861<br>43%   |
| BOTTOM 2 BOX (NET) | 433<br>21%   |
| Not very safe      | 316<br>16%   |
| Not at all safe    | 117<br>6%    |
| Not applicable     | 62<br>3%     |
| Sigma              | 2017<br>100% |

Base: All Qualified Respondents (Excluding Not applicable)

Q9014. How safe do you feel speaking out in opposition to changes being implemented at your company or organization?

10 Jun 2025  
Table 431

|                    | Total        |
|--------------------|--------------|
| Unweighted Base    | 1956         |
| Weighted Base      | 1955         |
| TOP 2 BOX (NET)    | 1522<br>78%  |
| Very safe          | 661<br>34%   |
| Somewhat safe      | 861<br>44%   |
| BOTTOM 2 BOX (NET) | 433<br>22%   |
| Not very safe      | 316<br>16%   |
| Not at all safe    | 117<br>6%    |
| Sigma              | 1955<br>100% |

Base: All Qualified Respondents

Q9020. Shifting gears, how significantly, if at all, have recent government policy changes affected your company or organization?

|                                                             | Total        |
|-------------------------------------------------------------|--------------|
| Unweighted Base                                             | 2017         |
| Weighted Base                                               | 2017         |
| Not at all - No noticeable impact                           | 519<br>26%   |
| ANY IMPACT (NET)                                            | 1308<br>65%  |
| Slightly - Minor changes, but nothing significant           | 338<br>17%   |
| Moderately - Some noticeable effects                        | 562<br>28%   |
| DRASTICALLY / SIGNIFICANTLY (SUB-NET)                       | 408<br>20%   |
| Significantly - Major impact requiring adjustments          | 305<br>15%   |
| Drastically - Fundamental changes to operations or strategy | 103<br>5%    |
| Not sure                                                    | 189<br>9%    |
| Sigma                                                       | 2017<br>100% |

Q9022. Do you anticipate changes happening in your company or organization due to government policy changes that may happen in the future?

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Table 433

Base: All Qualified Respondents

|                 | Total        |
|-----------------|--------------|
|                 |              |
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
|                 |              |
| Yes             | 839<br>42%   |
| No              | 659<br>33%   |
| Not sure        | 519<br>26%   |
| Sigma           | 2017<br>100% |

Q9023. Thinking ahead, how prepared do you feel your company or organization is to handle more change / uncertainty in the future?

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Table 434

Base: All Qualified Respondents

|                     | Total |
|---------------------|-------|
|                     |       |
| Unweighted Base     | 2017  |
| Weighted Base       | 2017  |
|                     |       |
| TOP 2 BOX (NET)     | 1555  |
|                     | 77%   |
| Very prepared       | 487   |
|                     | 24%   |
| Somewhat prepared   | 1068  |
|                     | 53%   |
| BOTTOM 2 BOX (NET)  | 462   |
|                     | 23%   |
| Not very prepared   | 393   |
|                     | 19%   |
| Not at all prepared | 69    |
|                     | 3%    |
| Sigma               | 2017  |
|                     | 100%  |

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?

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Table 435

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| TOP 2 BOX (NET)      | 880<br>44%   |
| Very concerned       | 265<br>13%   |
| Somewhat concerned   | 615<br>30%   |
| BOTTOM 2 BOX (NET)   | 1137<br>56%  |
| Not very concerned   | 652<br>32%   |
| Not at all concerned | 485<br>24%   |
| Sigma                | 2017<br>100% |

Q6047. How concerned are you that changes in government policies may cause you to lose your job in the next 12 months?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

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Table 436

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| TOP 2 BOX (NET)      | 793<br>39%   |
| Very concerned       | 257<br>13%   |
| Somewhat concerned   | 537<br>27%   |
| BOTTOM 2 BOX (NET)   | 1224<br>61%  |
| Not very concerned   | 636<br>32%   |
| Not at all concerned | 587<br>29%   |
| Sigma                | 2017<br>100% |

Q6046. How concerned are you about losing your job in the next few weeks or months?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

Base: All Qualified Respondents

|                      | Total        |
|----------------------|--------------|
| Unweighted Base      | 2017         |
| Weighted Base        | 2017         |
| TOP 2 BOX (NET)      | 527<br>26%   |
| Very concerned       | 181<br>9%    |
| Somewhat concerned   | 346<br>17%   |
| BOTTOM 2 BOX (NET)   | 1490<br>74%  |
| Not very concerned   | 600<br>30%   |
| Not at all concerned | 890<br>44%   |
| Sigma                | 2017<br>100% |

Base: All Qualified Respondents

Q9024. Have you started to take any action (e.g., updating resume / CV, applying to jobs, etc.) to prepare for potentially losing your job?

|                                                       | Total        |
|-------------------------------------------------------|--------------|
| Unweighted Base                                       | 2017         |
| Weighted Base                                         | 2017         |
| Yes                                                   | 443<br>22%   |
| NO (NET)                                              | 1574<br>78%  |
| No, not yet                                           | 769<br>38%   |
| No, I don't need to<br>because my job feels<br>secure | 804<br>40%   |
| Sigma                                                 | 2017<br>100% |

Q9025. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

SUMMARY TABLE OF AGREE (TOP 2 BOX)

Base: All Qualified Respondents

|                                                                                                 | Total       |
|-------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                 | 2017        |
| Weighted Base                                                                                   | 2017        |
| I am confident that I would find a new job if I lost my current job                             | 1644<br>82% |
| I am confident that I would find a new job with the same or better pay if I lost my current job | 1435<br>71% |
| I would consider changing jobs if the job market was better                                     | 1175<br>58% |
| It would take me a significant amount of time to find a new job if I lost my current job        | 1039<br>51% |
| I would need to find a job in a different field or industry if I lost my current job            | 883<br>44%  |
| I would have no idea where to start if I lost my job                                            | 621<br>31%  |

Q9025. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

|                                                                                                 | Total       |
|-------------------------------------------------------------------------------------------------|-------------|
| Unweighted Base                                                                                 | 2017        |
| Weighted Base                                                                                   | 2017        |
| I would have no idea where to start if I lost my job                                            | 1396<br>69% |
| I would need to find a job in a different field or industry if I lost my current job            | 1134<br>56% |
| It would take me a significant amount of time to find a new job if I lost my current job        | 978<br>49%  |
| I would consider changing jobs if the job market was better                                     | 842<br>42%  |
| I am confident that I would find a new job with the same or better pay if I lost my current job | 582<br>29%  |
| I am confident that I would find a new job if I lost my current job                             | 373<br>18%  |

Q9025 1. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

Base: All Qualified Respondents

1. I would have no idea where to start if I lost my job

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 621<br>31%   |
| Strongly agree    | 179<br>9%    |
| Somewhat agree    | 442<br>22%   |
| DISAGREE (NET)    | 1396<br>69%  |
| Somewhat disagree | 634<br>31%   |
| Strongly disagree | 762<br>38%   |
| Sigma             | 2017<br>100% |

Q9025 2. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

2. I am confident that I would find a new job if I lost my current job

Base: All Qualified Respondents

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 1644<br>82%  |
| Strongly agree    | 761<br>38%   |
| Somewhat agree    | 884<br>44%   |
| DISAGREE (NET)    | 373<br>18%   |
| Somewhat disagree | 298<br>15%   |
| Strongly disagree | 74<br>4%     |
| Sigma             | 2017<br>100% |

Q9025\_3. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

Base: All Qualified Respondents

3. I am confident that I would find a new job with the same or better pay if I lost my current job

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1435<br>71%  |
| Strongly agree    | 576<br>29%   |
| Somewhat agree    | 859<br>43%   |
| DISAGREE (NET)    | 582<br>29%   |
| Somewhat disagree | 447<br>22%   |
| Strongly disagree | 135<br>7%    |
| Sigma             | 2017<br>100% |

Q9025 4. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

Base: All Qualified Respondents

4. I would need to find a job in a different field or industry if I lost my current job

|                   | Total        |
|-------------------|--------------|
|                   |              |
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
|                   |              |
| AGREE (NET)       | 883<br>44%   |
| Strongly agree    | 252<br>13%   |
| Somewhat agree    | 631<br>31%   |
| DISAGREE (NET)    | 1134<br>56%  |
| Somewhat disagree | 609<br>30%   |
| Strongly disagree | 525<br>26%   |
| Sigma             | 2017<br>100% |

Q9025 5. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

Base: All Qualified Respondents

5. It would take me a significant amount of time to find a new job if I lost my current job

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1039<br>51%  |
| Strongly agree    | 335<br>17%   |
| Somewhat agree    | 704<br>35%   |
| DISAGREE (NET)    | 978<br>49%   |
| Somewhat disagree | 613<br>30%   |
| Strongly disagree | 365<br>18%   |
| Sigma             | 2017<br>100% |

Q9025 7. How much do you agree or disagree with each of the following statements?  
If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

Base: All Qualified Respondents

7. I would consider changing jobs if the job market was better

|                   | Total        |
|-------------------|--------------|
| Unweighted Base   | 2017         |
| Weighted Base     | 2017         |
| AGREE (NET)       | 1175<br>58%  |
| Strongly agree    | 404<br>20%   |
| Somewhat agree    | 772<br>38%   |
| DISAGREE (NET)    | 842<br>42%   |
| Somewhat disagree | 432<br>21%   |
| Strongly disagree | 409<br>20%   |
| Sigma             | 2017<br>100% |

Base: All Qualified Respondents

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

|                                                                                                       | Total        |
|-------------------------------------------------------------------------------------------------------|--------------|
| Unweighted Base                                                                                       | 2017         |
| Weighted Base                                                                                         | 2017         |
| Office work<br>(administrative, managerial, professional, desk work, etc.)                            | 998<br>49%   |
| Customer/client/patient<br>service (education, retail, food service, healthcare, entertainment, etc.) | 589<br>29%   |
| Manual labor (driving, working with your hands, assembling, moving, etc.)                             | 312<br>15%   |
| Other                                                                                                 | 119<br>6%    |
| Sigma                                                                                                 | 2017<br>100% |

Base: All Qualified Respondents

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

|                                                                                   | Total        |
|-----------------------------------------------------------------------------------|--------------|
| Unweighted Base                                                                   | 2017         |
| Weighted Base                                                                     | 2017         |
| Other Services (except<br>Public Administration)                                  | 285<br>14%   |
| Health Care and Social<br>Assistance                                              | 229<br>11%   |
| Educational Services                                                              | 180<br>9%    |
| Retail Trade                                                                      | 169<br>8%    |
| Finance and Insurance                                                             | 167<br>8%    |
| Manufacturing                                                                     | 143<br>7%    |
| Professional, Scientific,<br>and Technical Services                               | 129<br>6%    |
| Construction                                                                      | 129<br>6%    |
| Accommodation and Food<br>Services                                                | 99<br>5%     |
| Information                                                                       | 98<br>5%     |
| Transportation and<br>Warehousing                                                 | 94<br>5%     |
| Arts, Entertainment, and<br>Recreation                                            | 53<br>3%     |
| Public Administration                                                             | 49<br>2%     |
| Real Estate and Rental and<br>Leasing                                             | 47<br>2%     |
| Utilities                                                                         | 32<br>2%     |
| Management of<br>Companies and Enterprises                                        | 30<br>1%     |
| Wholesale Trade                                                                   | 28<br>1%     |
| Agriculture, Forestry,<br>Fishing and Hunting                                     | 27<br>1%     |
| Administrative and<br>Support and Waste<br>Management and<br>Remediation Services | 21<br>1%     |
| Mining, Quarrying, and<br>Oil and Gas Extraction                                  | 9<br>*       |
| Sigma                                                                             | 2017<br>100% |

Base: All Qualified Respondents

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

|                                                                                                                                                                                    | Total        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| Unweighted Base                                                                                                                                                                    | 2017         |
| Weighted Base                                                                                                                                                                      | 2017         |
| Upper level job within organization: upper level manager involving coordination of organization, development of plans/goals for the organization, supervision of managers, etc.    | 423<br>21%   |
| Middle level job within organization: involves some management and supervision or coordination of other people or departments, etc.                                                | 707<br>35%   |
| Front line job within organization: directly involved with production of products or providing services, such as sales, secretarial, bookkeeping, clerical, customer service, etc. | 481<br>24%   |
| Individual contributor: do not have management responsibilities, but have a middle level or senior position                                                                        | 406<br>20%   |
| Sigma                                                                                                                                                                              | 2017<br>100% |

Base: All Qualified Respondents

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

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Table 450

|                                     | Total        |
|-------------------------------------|--------------|
| Unweighted Base                     | 2017         |
| Weighted Base                       | 2017         |
| For-profit                          | 1440<br>71%  |
| Local, state, or federal government | 304<br>15%   |
| Not-for-profit                      | 273<br>14%   |
| Sigma                               | 2017<br>100% |

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        |
|---------------------|--------------|
| Unweighted Base     | 2017         |
| Weighted Base       | 2017         |
| LESS THAN 100 (NET) | 597<br>30%   |
| Fewer than 20       | 293<br>15%   |
| 20 to 49            | 142<br>7%    |
| 50 to 99            | 162<br>8%    |
| 100-999 (NET)       | 659<br>33%   |
| 100 to 249          | 218<br>11%   |
| 250 to 499          | 168<br>8%    |
| 500 to 999          | 272<br>13%   |
| 1000+ (NET)         | 761<br>38%   |
| 1,000 to 4,999      | 357<br>18%   |
| 5,000 to 9,999      | 132<br>7%    |
| 10,000 or more      | 272<br>13%   |
| Sigma               | 2017<br>100% |

Q4050. How do you describe your disability status? We are interested in this identification regardless of whether you typically request accommodations for this disability. Please select one.

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Table 454

Base: All Qualified Respondents

|                                                                                                      | Total        |
|------------------------------------------------------------------------------------------------------|--------------|
| Unweighted Base                                                                                      | 2017         |
| Weighted Base                                                                                        | 2017         |
| HAVE A DISABILITY (NET)                                                                              | 203<br>10%   |
| I have a cognitive, emotional, learning, or mental disability                                        | 85<br>4%     |
| I have a physical disability                                                                         | 84<br>4%     |
| I have both a physical disability, as well as a cognitive, emotional, learning, or mental disability | 34<br>2%     |
| I do not have a disability                                                                           | 1768<br>88%  |
| Prefer not to answer                                                                                 | 46<br>2%     |
| Sigma                                                                                                | 2017<br>100% |

Base: All Qualified Respondents

Q498. Of the following, which do you consider yourself to be?

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Table 459

|                          | Total        |
|--------------------------|--------------|
| Unweighted Base          | 2017         |
| Weighted Base            | 2017         |
| Heterosexual (straight)  | 1812<br>90%  |
| LGBQ+ (NET)              | 169<br>8%    |
| Bisexual                 | 68<br>3%     |
| Gay                      | 41<br>2%     |
| Lesbian                  | 33<br>2%     |
| Asexual                  | 16<br>1%     |
| Queer                    | 6<br>*       |
| Pansexual                | 2<br>*       |
| Other sexual orientation | 4<br>*       |
| Not sure                 | 4<br>*       |
| Decline to answer        | 31<br>2%     |
| Sigma                    | 2017<br>100% |

Base: All Qualified Respondents

EDUCATION: What is the highest level of education you have completed?

|                                                      | Total        |
|------------------------------------------------------|--------------|
| Unweighted Base                                      | 2017         |
| Weighted Base                                        | 2017         |
| LESS THAN HIGH SCHOOL (NET)                          | 90<br>4%     |
| Less than high school                                | 31<br>2%     |
| Completed some high school                           | 59<br>3%     |
| HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET) | 1044<br>52%  |
| High school graduate                                 | 343<br>17%   |
| Job-specific training program(s) after high school   | 70<br>3%     |
| Some college, but no degree                          | 357<br>18%   |
| Associate's degree                                   | 274<br>14%   |
| 4 YEAR COLLEGE DEGREE OR MORE (NET)                  | 883<br>44%   |
| Bachelor's degree (such as B.A., B.S.)               | 481<br>24%   |
| Some graduate school, but no degree                  | 22<br>1%     |
| Graduate degree (such as MBA, MS, M.D., Ph.D.)       | 380<br>19%   |
| Sigma                                                | 2017<br>100% |

Base: All Qualified Respondents

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

|                         | Total        |
|-------------------------|--------------|
| Unweighted Base         | 2017         |
| Weighted Base           | 2017         |
| Less than \$15,000      | 29<br>1%     |
| \$15,000 to \$24,999    | 41<br>2%     |
| \$25,000 to \$34,999    | 77<br>4%     |
| \$35,000 to \$49,999    | 138<br>7%    |
| \$50,000 to \$74,999    | 278<br>14%   |
| \$75,000 to \$99,999    | 272<br>13%   |
| \$100,000 OR MORE (NET) | 1156<br>57%  |
| \$100,000 to \$124,999  | 266<br>13%   |
| \$125,000 to \$149,999  | 177<br>9%    |
| \$150,000 to \$199,999  | 279<br>14%   |
| \$200,000 to \$249,999  | 208<br>10%   |
| \$250,000 or more       | 225<br>11%   |
| Prefer not to answer    | 26<br>1%     |
| Sigma                   | 2017<br>100% |

Base: All Qualified Respondents

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

|                                    | Total        |
|------------------------------------|--------------|
| Unweighted Base                    | 2017         |
| Weighted Base                      | 2017         |
| 1                                  | 350<br>17%   |
| ANY OTHER THAN<br>RESPONDENT (NET) | 1667<br>83%  |
| 2                                  | 1141<br>57%  |
| 3                                  | 307<br>15%   |
| 4+                                 | 218<br>11%   |
| MEAN                               | 2.2          |
| STD. DEV.                          | 0.99         |
| STD. ERR.                          | 0.02         |
| MEDIAN                             | 2            |
| Sigma                              | 2017<br>100% |

Base: All Qualified Respondents

CHILDREN IN HH: How many people under the age of 18 live in your household?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| 0               | 1154<br>57%  |
| ANY (NET)       | 863<br>43%   |
| 1               | 385<br>19%   |
| 2               | 329<br>16%   |
| 3               | 126<br>6%    |
| 4+              | 23<br>1%     |
| MEAN            | 0.8          |
| STD. DEV.       | 1.04         |
| STD. ERR.       | 0.02         |
| MEDIAN          | -            |
| Sigma           | 2017<br>100% |

Base: All US Respondents Age 18+

NETHHSIZE. Size of Household (Net)

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|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| 1 HH member     | 261<br>13%   |
| 2 HH members    | 628<br>31%   |
| 3 HH members    | 433<br>21%   |
| 4 HH members    | 408<br>20%   |
| 5+ HH members   | 288<br>14%   |
| Sigma           | 2017<br>100% |

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       |
|-----------------|-------------|
| Unweighted Base | 846         |
| Weighted Base   | 862         |
| 0               | 54<br>6%    |
| ANY (NET)       | 808<br>94%  |
| 1               | 364<br>42%  |
| 2               | 312<br>36%  |
| 3               | 114<br>13%  |
| 4               | 9<br>1%     |
| 5+              | 8<br>1%     |
| MEAN            | 1.6         |
| STD. DEV.       | 0.90        |
| STD. ERR.       | 0.03        |
| MEDIAN          | 2           |
| Sigma           | 862<br>100% |

Base: All Qualified Respondents

Q9040. Are you the primary source of income for your household?

|                 | Total        |
|-----------------|--------------|
| Unweighted Base | 2017         |
| Weighted Base   | 2017         |
| Yes             | 1490<br>74%  |
| No              | 527<br>26%   |
| Sigma           | 2017<br>100% |

| <u>Page</u> | <u>Table</u> | <u>Title</u>                                                                                                                                                                               |
|-------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1           | 1            | Q265. How do you describe your current gender identity?                                                                                                                                    |
| 2           | 2            | Q266. Do you identify as transgender?                                                                                                                                                      |
| 3           | 3            | AGE: What is your age?                                                                                                                                                                     |
| 4           | 4            | US REGION: Census Region (US Net)                                                                                                                                                          |
| 5           | 5            | DMHISPUS. Hispanic Origin (US) Are you of Hispanic, Latino, or Spanish origin?                                                                                                             |
| 6           | 6            | RACE: What is your race?                                                                                                                                                                   |
| 7           | 7            | MARITAL STATUS: What is your marital status?                                                                                                                                               |
| 8           | 8            | EMPLOYMENT: Which of the following best describes your employment status?                                                                                                                  |
| 9           | 9            | Q701_1. You mentioned you are employed. How many jobs do you have?<br>1. Full time jobs                                                                                                    |
| 10          | 10           | Q701_2. You mentioned you are employed. How many jobs do you have?<br>2. Part time jobs                                                                                                    |
| 11          | 11           | Q700. You mentioned you are employed. How many hours a week do you typically work?                                                                                                         |
| 12          | 12           | Q1005. Overall, how satisfied are you with your job?                                                                                                                                       |
| 13          | 13           | Q1010. How satisfied are you with each of the following aspects of your job?<br>SUMMARY TABLE OF SATISFIED (TOP 2 BOX)                                                                     |
| 14          | 14           | Q1010. How satisfied are you with each of the following aspects of your job?<br>SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)                                                              |
| 15          | 15           | Q1010_1. How satisfied are you with each of the following aspects of your job?<br>1. Your compensation                                                                                     |
| 16          | 16           | Q1010_2. How satisfied are you with each of the following aspects of your job?<br>2. Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)          |
| 17          | 17           | Q1010_3. How satisfied are you with each of the following aspects of your job?<br>3. Your relationships with your coworkers                                                                |
| 18          | 18           | Q1010_4. How satisfied are you with each of the following aspects of your job?<br>4. Your relationships with your managers or supervisors                                                  |
| 19          | 19           | Q1010_5. How satisfied are you with each of the following aspects of your job?<br>5. The opportunities for growth and development at your place of work                                    |
| 20          | 20           | Q1010. How satisfied are you with each of the following aspects of your job?<br>SUMMARY TABLE OF SATISFIED (TOP 2 BOX)                                                                     |
| 21          | 21           | Q1010. How satisfied are you with each of the following aspects of your job?<br>SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)                                                              |
| 22          | 22           | Q1010_1. How satisfied are you with each of the following aspects of your job?<br>1. Your compensation                                                                                     |
| 23          | 23           | Q1010_2. How satisfied are you with each of the following aspects of your job?<br>2. Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)          |
| 24          | 24           | Q1010_3. How satisfied are you with each of the following aspects of your job?<br>3. Your relationships with your coworkers                                                                |
| 25          | 25           | Q1010_4. How satisfied are you with each of the following aspects of your job?<br>4. Your relationships with your managers or supervisors                                                  |
| 26          | 26           | Q1010_5. How satisfied are you with each of the following aspects of your job?<br>5. The opportunities for growth and development at your place of work                                    |
| 27          | 27           | Q1013. Now thinking about your employer, how satisfied are you with each of the following?<br>SUMMARY TABLE OF SATISFIED (TOP 2 BOX)                                                       |
| 28          | 28           | Q1013. Now thinking about your employer, how satisfied are you with each of the following?<br>SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)                                                |
| 29          | 29           | Q1013_1. Now thinking about your employer, how satisfied are you with each of the following?<br>1. The policies in place to promote equity, diversity, and inclusion at your place of work |
| 30          | 30           | Q1013_2. Now thinking about your employer, how satisfied are you with each of the following?<br>2. How well your workplace is preparing you for the future of your industry                |
| 31          | 31           | Q1013_3. Now thinking about your employer, how satisfied are you with each of the following?<br>3. The physical health and safety practices at your place of work                          |
| 32          | 32           | Q1013_4. Now thinking about your employer, how satisfied are you with each of the following?<br>4. The support for mental health and well-being you receive from your employer             |
| 33          | 33           | Q1013. Now thinking about your employer, how satisfied are you with each of the following?<br>SUMMARY TABLE OF SATISFIED (TOP 2 BOX)                                                       |
| 34          | 34           | Q1013. Now thinking about your employer, how satisfied are you with each of the following?<br>SUMMARY TABLE OF NOT SATISFIED (BOTTOM 2 BOX)                                                |
| 35          | 35           | Q1013_1. Now thinking about your employer, how satisfied are you with each of the following?<br>1. The policies in place to promote equity, diversity, and inclusion at your place of work |
| 36          | 36           | Q1013_2. Now thinking about your employer, how satisfied are you with each of the following?<br>2. How well your workplace is preparing you for the future of your industry                |

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| 37   | 37    | Q1013_3. Now thinking about your employer, how satisfied are you with each of the following?<br>3. The physical health and safety practices at your place of work                                                                         |
| 38   | 38    | Q1013_4. Now thinking about your employer, how satisfied are you with each of the following?<br>4. The support for mental health and well-being you receive from your employer                                                            |
| 39   | 41    | Q6036. How important, if at all, are the following?<br>SUMMARY TABLE OF IMPORTANT (TOP 2 BOX)                                                                                                                                             |
| 40   | 42    | Q6036. How important, if at all, are the following?<br>SUMMARY TABLE OF NOT IMPORTANT (BOTTOM 2 BOX)                                                                                                                                      |
| 41   | 43    | Q6036_1. How important, if at all, are the following?<br>1. That I work for an organization that values my physical well-being.                                                                                                           |
| 42   | 44    | Q6036_2. How important, if at all, are the following?<br>2. That I work for an organization that values my emotional and psychological well-being.                                                                                        |
| 43   | 45    | Q6036_3. How important, if at all, are the following?<br>3. That my workplace be somewhere that I feel I belong.                                                                                                                          |
| 44   | 46    | Q6036_4. How important, if at all, are the following?<br>4. To feel supported by the people I work with.                                                                                                                                  |
| 45   | 47    | Q6036_5. How important, if at all, are the following?<br>5. To have a job with a predictable schedule.                                                                                                                                    |
| 46   | 48    | Q6036_6. How important, if at all, are the following?<br>6. To work for an organization that respects boundaries between work and non-work time.                                                                                          |
| 47   | 49    | Q6036_7. How important, if at all, are the following?<br>7. To feel respected at work.                                                                                                                                                    |
| 48   | 50    | Q6036_8. How important, if at all, are the following?<br>8. To have a job where I feel that the work I do is meaningful.                                                                                                                  |
| 49   | 51    | Q6036_9. How important, if at all, are the following?<br>9. To have a job where I consistently have opportunities to learn.                                                                                                               |
| 50   | 52    | Q6036_10. How important, if at all, are the following?<br>10. To have a job where I get a sense of accomplishment.                                                                                                                        |
| 51   | 53    | Q6036_11. How important, if at all, are the following?<br>11. That my employer supports employee mental health.                                                                                                                           |
| 52   | 54    | Q6036_12. How important, if at all, are the following?<br>12. To work for an organization that aligns with my personal values.                                                                                                            |
| 53   | 55    | Q1025. Do you intend to look for a new job at a different company or organization in the next year?                                                                                                                                       |
| 54   | 56    | Q1030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                                                                     |
| 55   | 57    | Q1030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                                                               |
| 56   | 58    | Q1030_1. How much do you agree or disagree with each of the following statements?<br>1. I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.                 |
| 57   | 59    | Q1030_2. How much do you agree or disagree with each of the following statements?<br>2. The work I do is meaningful.                                                                                                                      |
| 58   | 60    | Q1030_3. How much do you agree or disagree with each of the following statements?<br>3. I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work. |
| 59   | 61    | Q1030_4. How much do you agree or disagree with each of the following statements?<br>4. I'm worried that my compensation has not kept up with inflation.                                                                                  |
| 60   | 62    | Q1030_5. How much do you agree or disagree with each of the following statements?<br>5. I feel I can reach my highest potential at my current place of work.                                                                              |
| 61   | 63    | Q1030_6. How much do you agree or disagree with each of the following statements?<br>6. I'm proud of the work I do.                                                                                                                       |
| 62   | 64    | Q1030_8. How much do you agree or disagree with each of the following statements?<br>8. The work I do has a positive impact on society.                                                                                                   |
| 63   | 65    | Q1030_9. How much do you agree or disagree with each of the following statements?<br>9. I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.                            |
| 64   | 66    | Q1030_10. How much do you agree or disagree with each of the following statements?<br>10. When I am working, I often feel fully engaged.                                                                                                  |
| 65   | 67    | Q1030_11. How much do you agree or disagree with each of the following statements?<br>11. I have to work more hours per week than I want to.                                                                                              |
| 66   | 68    | Q1030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                                                                     |
| 67   | 69    | Q1030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                                                               |
| 68   | 70    | Q1030_1. How much do you agree or disagree with each of the following statements?<br>1. I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.                 |

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| 69          | 71           | Q1030_2. How much do you agree or disagree with each of the following statements?<br>2. The work I do is meaningful.                                                                                                                      |
| 70          | 72           | Q1030_3. How much do you agree or disagree with each of the following statements?<br>3. I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work. |
| 71          | 73           | Q1030_4. How much do you agree or disagree with each of the following statements?<br>4. I'm worried that my compensation has not kept up with inflation.                                                                                  |
| 72          | 74           | Q1030_5. How much do you agree or disagree with each of the following statements?<br>5. I feel I can reach my highest potential at my current place of work.                                                                              |
| 73          | 75           | Q1030_6. How much do you agree or disagree with each of the following statements?<br>6. I'm proud of the work I do.                                                                                                                       |
| 74          | 76           | Q1030_8. How much do you agree or disagree with each of the following statements?<br>8. The work I do has a positive impact on society.                                                                                                   |
| 75          | 77           | Q1030_9. How much do you agree or disagree with each of the following statements?<br>9. I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.                            |
| 76          | 78           | Q1030_10. How much do you agree or disagree with each of the following statements?<br>10. When I am working, I often feel fully engaged.                                                                                                  |
| 77          | 79           | Q1030_11. How much do you agree or disagree with each of the following statements?<br>11. I have to work more hours per week than I want to.                                                                                              |
| 78          | 87           | Q5000. In general, would you say your mental health is...?                                                                                                                                                                                |
| 79          | 88           | Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>SUMMARY TABLE OF SIGNIFICANT IMPACT (TOP 2 BOX)                  |
| 80          | 89           | Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>SUMMARY TABLE OF NOT SIGNIFICANT IMPACT (BOTTOM 2 BOX)           |
| 81          | 90           | Q955_1. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>1. Lack of participation in decision making                    |
| 82          | 91           | Q955_2. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>2. Problems with my supervisor                                 |
| 83          | 92           | Q955_3. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>3. Uncertain or undefined job expectations                     |
| 84          | 93           | Q955_4. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>4. Job insecurity                                              |
| 85          | 94           | Q955_5. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>5. Lack of opportunity for growth or advancement               |
| 86          | 95           | Q955_6. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>6. Unpleasant or dangerous physical conditions                 |
| 87          | 96           | Q955_7. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>7. Long hours                                                  |
| 88          | 97           | Q955_8. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>8. Low salaries                                                |
| 89          | 98           | Q955_9. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>9. Too heavy of a workload                                     |
| 90          | 99           | Q955_10. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>10. Personal life interfering during work hours               |
| 91          | 100          | Q955_11. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>11. Physical illnesses and ailments                           |
| 92          | 101          | Q955_12. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>12. Inflexible hours                                          |
| 93          | 102          | Q955_13. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>13. Commuting                                                 |
| 94          | 103          | Q955_14. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>14. Problems with my co-workers                               |

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| 95          | 104          | Q955_15. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>15. Unrealistic job expectations                    |
| 96          | 105          | Q955_16. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>16. Work interfering during personal or family time |
| 97          | 106          | Q955_17. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>17. Lack of paid time off or sick leave             |
| 98          | 107          | Q955_18. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>18. Lack of telecommuting/remote work options       |
| 99          | 108          | Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>SUMMARY TABLE OF SIGNIFICANT IMPACT (TOP 2 BOX)        |
| 100         | 109          | Q955. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>SUMMARY TABLE OF NOT SIGNIFICANT IMPACT (BOTTOM 2 BOX) |
| 101         | 110          | Q955_1. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>1. Lack of participation in decision making          |
| 102         | 111          | Q955_2. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>2. Problems with my supervisor                       |
| 103         | 112          | Q955_3. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>3. Uncertain or undefined job expectations           |
| 104         | 113          | Q955_4. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>4. Job insecurity                                    |
| 105         | 114          | Q955_5. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>5. Lack of opportunity for growth or advancement     |
| 106         | 115          | Q955_6. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>6. Unpleasant or dangerous physical conditions       |
| 107         | 116          | Q955_7. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>7. Long hours                                        |
| 108         | 117          | Q955_8. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>8. Low salaries                                      |
| 109         | 118          | Q955_9. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>9. Too heavy of a workload                           |
| 110         | 119          | Q955_10. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>10. Personal life interfering during work hours     |
| 111         | 120          | Q955_11. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>11. Physical illnesses and ailments                 |
| 112         | 121          | Q955_12. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>12. Inflexible hours                                |
| 113         | 122          | Q955_13. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>13. Commuting                                       |
| 114         | 123          | Q955_14. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>14. Problems with my co-workers                     |
| 115         | 124          | Q955_15. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>15. Unrealistic job expectations                    |
| 116         | 125          | Q955_16. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>16. Work interfering during personal or family time |
| 117         | 126          | Q955_17. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>17. Lack of paid time off or sick leave             |

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| 118  | 127   | Q955 18. Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.<br>18. Lack of telecommuting/remote work options |
| 119  | 137   | Q1925. Which of the following negative outcomes, if any, have you experienced in the last month? Please select all that apply.                                                                                            |
| 120  | 138   | Q5030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                                                     |
| 121  | 139   | Q5030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                                               |
| 122  | 140   | Q5030 1. How much do you agree or disagree with each of the following statements?<br>1. During my workday, I typically feel tense or stressed out.                                                                        |
| 123  | 141   | Q5030 2. How much do you agree or disagree with each of the following statements?<br>2. My employer provides sufficient resources to help employees manage their stress.                                                  |
| 124  | 142   | Q5030 4. How much do you agree or disagree with each of the following statements?<br>4. My employer regularly provides information about available mental health resources.                                               |
| 125  | 143   | Q5030 5. How much do you agree or disagree with each of the following statements?<br>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.       |
| 126  | 144   | Q5030 9. How much do you agree or disagree with each of the following statements?<br>9. My employer thinks our workplace environment is a lot mentally healthier than it actually is.                                     |
| 127  | 145   | Q5030 10. How much do you agree or disagree with each of the following statements?<br>10. My work environment has a negative impact on my mental health.                                                                  |
| 128  | 146   | Q5030 11. How much do you agree or disagree with each of the following statements?<br>11. I matter to my employer.                                                                                                        |
| 129  | 147   | Q5030 12. How much do you agree or disagree with each of the following statements?<br>12. I matter to my coworkers.                                                                                                       |
| 130  | 148   | Q5030 13. How much do you agree or disagree with each of the following statements?<br>13. My work stress makes it difficult for me to sleep.                                                                              |
| 131  | 149   | Q5030 14. How much do you agree or disagree with each of the following statements?<br>14. Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.                       |
| 132  | 150   | Q5030 15. How much do you agree or disagree with each of the following statements?<br>15. I'm stressed about the possibility of losing my job.                                                                            |
| 133  | 151   | Q5030 16. How much do you agree or disagree with each of the following statements?<br>16. Things feel uncertain at my job right now.                                                                                      |
| 134  | 152   | Q5030 17. How much do you agree or disagree with each of the following statements?<br>17. There are changes happening at my job with little to no warning.                                                                |
| 135  | 153   | Q5030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                                                     |
| 136  | 154   | Q5030. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                                               |
| 137  | 155   | Q5030 1. How much do you agree or disagree with each of the following statements?<br>1. During my workday, I typically feel tense or stressed out.                                                                        |
| 138  | 156   | Q5030 2. How much do you agree or disagree with each of the following statements?<br>2. My employer provides sufficient resources to help employees manage their stress.                                                  |
| 139  | 157   | Q5030 4. How much do you agree or disagree with each of the following statements?<br>4. My employer regularly provides information about available mental health resources.                                               |
| 140  | 158   | Q5030 5. How much do you agree or disagree with each of the following statements?<br>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.       |
| 141  | 159   | Q5030 9. How much do you agree or disagree with each of the following statements?<br>9. My employer thinks our workplace environment is a lot mentally healthier than it actually is.                                     |
| 142  | 160   | Q5030 10. How much do you agree or disagree with each of the following statements?<br>10. My work environment has a negative impact on my mental health.                                                                  |
| 143  | 161   | Q5030 11. How much do you agree or disagree with each of the following statements?<br>11. I matter to my employer.                                                                                                        |
| 144  | 162   | Q5030 12. How much do you agree or disagree with each of the following statements?<br>12. I matter to my coworkers.                                                                                                       |
| 145  | 163   | Q5030 13. How much do you agree or disagree with each of the following statements?<br>13. My work stress makes it difficult for me to sleep.                                                                              |
| 146  | 164   | Q5030 14. How much do you agree or disagree with each of the following statements?<br>14. Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.                       |
| 147  | 165   | Q5030 15. How much do you agree or disagree with each of the following statements?<br>15. I'm Stressed about the possibility of losing my job.                                                                            |
| 148  | 166   | Q5030 16. How much do you agree or disagree with each of the following statements?<br>16. Things feel uncertain at my job right now.                                                                                      |
| 149  | 167   | Q5030 17. How much do you agree or disagree with each of the following statements?<br>17. There are changes happening at my job with little to no warning.                                                                |

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| 150  | 168   | Q6050. Which of the following best describes your current work environment?                                                                                                                        |
| 151  | 169   | Q6055. Regardless of how you currently work, which of the following would be your preferred way to work?                                                                                           |
| 152  | 170   | Q6053. Whether or Not Adults Are Working Their Preferred Work Environment.                                                                                                                         |
| 153  | 240   | Q9030. Does your employer have a policy that requires employees to work in-person at least some of the time?                                                                                       |
| 154  | 241   | Q9031. When was this policy put in place?                                                                                                                                                          |
| 155  | 242   | Q2000. How would you describe your overall workplace experience?                                                                                                                                   |
| 156  | 243   | Q2002. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                              |
| 157  | 244   | Q2002. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                        |
| 158  | 245   | Q2002_1. How much do you agree or disagree with each of the following statements?<br>1. My workplace fosters positive relationships among coworkers.                                               |
| 159  | 246   | Q2002_2. How much do you agree or disagree with each of the following statements?<br>2. My workplace fosters positive relationships between managers and the people they manage.                   |
| 160  | 247   | Q2002_3. How much do you agree or disagree with each of the following statements?<br>3. My workplace has opportunities for collaboration and teamwork.                                             |
| 161  | 248   | Q2002_4. How much do you agree or disagree with each of the following statements?<br>4. I feel valued at work.                                                                                     |
| 162  | 249   | Q2002_6. How much do you agree or disagree with each of the following statements?<br>6. I feel my personal values are respected in my workplace.                                                   |
| 163  | 250   | Q2002_8. How much do you agree or disagree with each of the following statements?<br>8. When I am at work, I feel like I belong.                                                                   |
| 164  | 251   | Q2002_9. How much do you agree or disagree with each of the following statements?<br>9. I would recommend my place of work to others as a good place to work.                                      |
| 165  | 252   | Q2002_10. How much do you agree or disagree with each of the following statements?<br>10. I feel lonely when I'm working.                                                                          |
| 166  | 253   | Q2002_11. How much do you agree or disagree with each of the following statements?<br>11. My employer does not respect my personal boundaries.                                                     |
| 167  | 254   | Q2002_12. How much do you agree or disagree with each of the following statements?<br>12. I feel comfortable being myself in the workplace.                                                        |
| 168  | 255   | Q2002_13. How much do you agree or disagree with each of the following statements?<br>13. I don't have enough flexibility at work to be able to keep my work life and my personal life in balance. |
| 169  | 256   | Q2002_14. How much do you agree or disagree with each of the following statements?<br>14. I don't have enough control over when, where, and how I do my work.                                      |
| 170  | 257   | Q2002_15. How much do you agree or disagree with each of the following statements?<br>15. I'm not learning new things at work that will help me in the future.                                     |
| 171  | 258   | Q2002. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                              |
| 172  | 259   | Q2002. How much do you agree or disagree with each of the following statements?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                        |
| 173  | 260   | Q2002_1. How much do you agree or disagree with each of the following statements?<br>1. My workplace fosters positive relationships among coworkers.                                               |
| 174  | 261   | Q2002_2. How much do you agree or disagree with each of the following statements?<br>2. My workplace fosters positive relationships between managers and the people they manage.                   |
| 175  | 262   | Q2002_3. How much do you agree or disagree with each of the following statements?<br>3. My workplace has opportunities for collaboration and teamwork.                                             |
| 176  | 263   | Q2002_4. How much do you agree or disagree with each of the following statements?<br>4. I feel valued at work.                                                                                     |
| 177  | 264   | Q2002_6. How much do you agree or disagree with each of the following statements?<br>6. I feel my personal values are respected in my workplace.                                                   |
| 178  | 265   | Q2002_8. How much do you agree or disagree with each of the following statements?<br>8. When I am at work, I feel like I belong.                                                                   |
| 179  | 266   | Q2002_9. How much do you agree or disagree with each of the following statements?<br>9. I would recommend my place of work to others as a good place to work.                                      |
| 180  | 267   | Q2002_10. How much do you agree or disagree with each of the following statements?<br>10. I feel lonely when I'm working.                                                                          |
| 181  | 268   | Q2002_11. How much do you agree or disagree with each of the following statements?<br>11. My employer does not respect my personal boundaries.                                                     |
| 182  | 269   | Q2002_12. How much do you agree or disagree with each of the following statements?<br>12. I feel comfortable being myself in the workplace.                                                        |
| 183  | 270   | Q2002_13. How much do you agree or disagree with each of the following statements?<br>13. I don't have enough flexibility at work to be able to keep my work life and my personal life in balance. |

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| 184  | 271   | Q2002_14. How much do you agree or disagree with each of the following statements?<br>14. I don't have enough control over when, where, and how I do my work.                                                                                                                             |
| 185  | 272   | Q2002_15. How much do you agree or disagree with each of the following statements?<br>15. I'm not learning new things at work that will help me in the future.                                                                                                                            |
| 186  | 317   | Q206. Does the organization you work for treat you fairly compared to other employees?                                                                                                                                                                                                    |
| 187  | 318   | Q207R. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?<br>SUMMARY TABLE OF YES                       |
| 188  | 319   | Q207R_1. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?<br>1. Been the target of discrimination     |
| 189  | 320   | Q207R_2. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?<br>2. Witnessed incidents of discrimination |
| 190  | 321   | Q207R. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?<br>SUMMARY TABLE OF YES                       |
| 191  | 322   | Q207R_1. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?<br>1. Been the target of discrimination     |
| 192  | 323   | Q207R_2. Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace in the past 6 months?<br>2. Witnessed incidents of discrimination |
| 193  | 330   | Q7005. How would you rate your current performance at work on a scale from 1 to 5?                                                                                                                                                                                                        |
| 194  | 331   | Q7010R. How would you rate your productivity at work?                                                                                                                                                                                                                                     |
| 195  | 332   | Q7012. How would you rate your productivity at work compared to last year?                                                                                                                                                                                                                |
| 196  | 356   | Q8005. How often do you intentionally use artificial intelligence (AI) tools to assist you with your work?                                                                                                                                                                                |
| 197  | 357   | Q8006. Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?                                                                                                                                                                       |
| 198  | 358   | Q8006. Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?                                                                                                                                                                       |
| 199  | 359   | Q8015. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>SUMMARY TABLE OF POSITIVE IMPACT (TOP 2 BOX)                                                                                  |
| 200  | 360   | Q8015. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>SUMMARY TABLE OF NEGATIVE IMPACT (BOTTOM 2 BOX)                                                                               |
| 201  | 361   | Q8015_1. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>1. Your productivity                                                                                                        |
| 202  | 362   | Q8015_2. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>2. The quality of your work                                                                                                 |
| 203  | 363   | Q8015_3. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>3. Your time management                                                                                                     |
| 204  | 364   | Q8015_4. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>4. Your mental health                                                                                                       |
| 205  | 365   | Q8015_5. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>5. Your job satisfaction                                                                                                    |
| 206  | 366   | Q8015_6. How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?<br>6. Your creativity                                                                                                          |
| 207  | 367   | Q8000. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                                                                                   |
| 208  | 368   | Q8000. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                                                                             |
| 209  | 369   | Q8000_1. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>1. Advancements in technology are making my job worse, not better.                                                                                                 |
| 210  | 370   | Q8000_5. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>5. I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.                                                         |
| 211  | 371   | Q8000_7. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>7. I worry that my employer uses technology to spy on me during work hours.                                                                                        |
| 212  | 372   | Q8000_8. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>8. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.                                          |
| 213  | 373   | Q8000_9. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>9. I am able to accomplish more at my job now than in the past because of new technologies.                                                                        |
| 214  | 374   | Q8000_12. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>12. Technological changes have created new opportunities for me in my current role and/or career path.                                                            |
| 215  | 375   | Q8000_13. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>13. Technological changes are primarily benefiting employers, not workers.                                                                                        |

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| 216         | 376          | Q8000_14. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>14. Technology will never be able to replace human workers in the job that I do.                                                                                                                                                                                                                                                |
| 217         | 377          | Q8000_15. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>15. My employer is transparent about how technology will impact jobs in our organization.                                                                                                                                                                                                                                       |
| 218         | 378          | Q8000_16. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>16. I feel pressured by my employer to use artificial intelligence (AI) at work.                                                                                                                                                                                                                                                |
| 219         | 379          | Q8000_17. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>17. I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).                                                                                                                                                                                                                        |
| 220         | 380          | Q8000. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                                                                                                                                                                                                                                                 |
| 221         | 381          | Q8000. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                                                                                                                                                                                                                                                           |
| 222         | 382          | Q8000_1. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>1. Advancements in technology are making my job worse, not better.                                                                                                                                                                                                                                                               |
| 223         | 383          | Q8000_5. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>5. I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.                                                                                                                                                                                                                       |
| 224         | 384          | Q8000_7. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>7. I worry that my employer uses technology to spy on me during work hours.                                                                                                                                                                                                                                                      |
| 225         | 385          | Q8000_8. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>8. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.                                                                                                                                                                                                        |
| 226         | 386          | Q8000_9. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>9. I am able to accomplish more at my job now than in the past because of new technologies.                                                                                                                                                                                                                                      |
| 227         | 387          | Q8000_12. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>12. Technological changes have created new opportunities for me in my current role and/or career path.                                                                                                                                                                                                                          |
| 228         | 388          | Q8000_13. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>13. Technological changes are primarily benefiting employers, not workers.                                                                                                                                                                                                                                                      |
| 229         | 389          | Q8000_14. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>14. Technology will never be able to replace human workers in the job that I do.                                                                                                                                                                                                                                                |
| 230         | 390          | Q8000_15. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>15. My employer is transparent about how technology will impact jobs in our organization.                                                                                                                                                                                                                                       |
| 231         | 391          | Q8000_16. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>16. I feel pressured by my employer to use artificial intelligence (AI) at work.                                                                                                                                                                                                                                                |
| 232         | 392          | Q8000_17. How much do you agree or disagree with each of the following statements about technology in the workplace?<br>17. I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).                                                                                                                                                                                                                        |
| 233         | 393          | Q6020A. As far as you're aware, does your employer use technology (e.g., computers, software, cameras, GPS, bar-code scanners, etc.) to monitor you while working?<br>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. |
| 234         | 394          | Q6020A. As far as you're aware, does your employer use technology (e.g., computers, software, cameras, GPS, bar-code scanners, etc.) to monitor you while working?<br>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. |
| 235         | 414          | Q9000. How much change would you say your company or organization has gone through within the past year?                                                                                                                                                                                                                                                                                                                                                |
| 236         | 415          | Q9001. You mentioned your company or organization has not made any changes in the past year. Where would you place your company or organization on the following scale when it comes to thinking about change?                                                                                                                                                                                                                                          |
| 237         | 416          | Q9002. Do you expect significant changes to occur at your company or organization in the next year?                                                                                                                                                                                                                                                                                                                                                     |
| 238         | 417          | Q9003. What is the nature of the changes at your company or organization? Please select all that apply.                                                                                                                                                                                                                                                                                                                                                 |
| 240         | 418          | Q9004. In general, how positive or negative do you feel the changes at your company or organization are?                                                                                                                                                                                                                                                                                                                                                |
| 241         | 419          | Q9005. Which of the following best describe your feelings about changes at your company or organization? Please select all that apply.                                                                                                                                                                                                                                                                                                                  |
| 242         | 420          | Q9006. Has the culture at your company or organization gotten better or worse as a result of recent changes?                                                                                                                                                                                                                                                                                                                                            |
| 243         | 421          | Q9007. How well does your company or organization communicate the reasons for changes to employees?                                                                                                                                                                                                                                                                                                                                                     |
| 244         | 422          | Q9007. How well does your company or organization communicate the reasons for changes to employees?                                                                                                                                                                                                                                                                                                                                                     |
| 245         | 423          | Q9008. How much of a positive or negative impact have the changes at your company or organization had on your personal job satisfaction?                                                                                                                                                                                                                                                                                                                |
| 246         | 424          | Q9009. How much change have you personally experienced at your company or organization?                                                                                                                                                                                                                                                                                                                                                                 |
| 247         | 425          | Q9010. Do you feel that changes at your company or organization have improved or worsened your ability to perform your job effectively?                                                                                                                                                                                                                                                                                                                 |
| 248         | 426          | Q9011. Have you felt more or less secure in your role due to organizational changes in the past year?                                                                                                                                                                                                                                                                                                                                                   |
| 249         | 427          | Q9012. How prepared do you feel to adapt to changes in your company or organization?                                                                                                                                                                                                                                                                                                                                                                    |
| 250         | 428          | Q9013. How supported have you felt by leadership through the process of change at your company or organization?                                                                                                                                                                                                                                                                                                                                         |
| 251         | 429          | Q9013. How supported have you felt by leadership through the process of change at your company or organization?                                                                                                                                                                                                                                                                                                                                         |
| 252         | 430          | Q9014. How safe do you feel speaking out in opposition to changes being implemented at your company or organization?                                                                                                                                                                                                                                                                                                                                    |
| 253         | 431          | Q9014. How safe do you feel speaking out in opposition to changes being implemented at your company or organization?                                                                                                                                                                                                                                                                                                                                    |

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| 254  | 432   | Q9020. Shifting gears, how significantly, if at all, have recent government policy changes affected your company or organization?                                                                                                                                                                                                                                                              |
| 255  | 433   | Q9022. Do you anticipate changes happening in your company or organization due to government policy changes that may happen in the future?                                                                                                                                                                                                                                                     |
| 256  | 434   | Q9023. Thinking ahead, how prepared do you feel your company or organization is to handle more change / uncertainty in the future?                                                                                                                                                                                                                                                             |
| 257  | 435   | 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?                                                                                                                                                                                                                                 |
| 258  | 436   | Q6047. How concerned are you that changes in government policies may cause you to lose your job in the next 12 months? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).                                                               |
| 259  | 437   | Q6046. How concerned are you about losing your job in the next few weeks or months? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).                                                                                                  |
| 260  | 438   | Q9024. Have you started to take any action (e.g., updating resume / CV, applying to jobs, etc.) to prepare for potentially losing your job?                                                                                                                                                                                                                                                    |
| 261  | 439   | Q9025. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). SUMMARY TABLE OF AGREE (TOP 2 BOX)                                                                   |
| 262  | 440   | Q9025. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). SUMMARY TABLE OF DISAGREE (BOTTOM 2 BOX)                                                             |
| 263  | 441   | Q9025_1. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). 1. I would have no idea where to start if I lost my job                                            |
| 264  | 442   | Q9025_2. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). 2. I am confident that I would find a new job if I lost my current job                             |
| 265  | 443   | Q9025_3. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). 3. I am confident that I would find a new job with the same or better pay if I lost my current job |
| 266  | 444   | Q9025_4. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). 4. I would need to find a job in a different field or industry if I lost my current job            |
| 267  | 445   | Q9025_5. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). 5. It would take me a significant amount of time to find a new job if I lost my current job        |
| 268  | 446   | Q9025_7. How much do you agree or disagree with each of the following statements? If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges). 7. I would consider changing jobs if the job market was better                                     |
| 269  | 447   | Q1300. Which ONE of the following best describes the type of work that you do?                                                                                                                                                                                                                                                                                                                 |
| 270  | 448   | Q1311. Which of following best describes the industry you work in?                                                                                                                                                                                                                                                                                                                             |
| 271  | 449   | Q810 (Q3). Which of the following best describes most of your duties within your company or organization?                                                                                                                                                                                                                                                                                      |
| 272  | 450   | Q815 (Q4). Which of the following best describes the company or organization where you currently work?                                                                                                                                                                                                                                                                                         |
| 273  | 451   | 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.                                                                                                                              |
| 274  | 454   | Q4050. How do you describe your disability status? We are interested in this identification regardless of whether you typically request accommodations for this disability. Please select one.                                                                                                                                                                                                 |
| 275  | 459   | Q498. Of the following, which do you consider yourself to be?                                                                                                                                                                                                                                                                                                                                  |
| 276  | 460   | EDUCATION: What is the highest level of education you have completed?                                                                                                                                                                                                                                                                                                                          |
| 277  | 461   | INCOME: How much total combined income did all members of your household earn before taxes last year?                                                                                                                                                                                                                                                                                          |
| 278  | 462   | ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?                                                                                                                                                                                                                                                                                                      |
| 279  | 463   | CHILDREN IN HH: How many people under the age of 18 live in your household?                                                                                                                                                                                                                                                                                                                    |
| 280  | 464   | NETHHSIZE. Size of Household (Net)                                                                                                                                                                                                                                                                                                                                                             |
| 281  | 465   | 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?                                                                                                                                                                                                                                                       |
| 282  | 466   | Q9040. Are you the primary source of income for your household?                                                                                                                                                                                                                                                                                                                                |