

PREPARED FOR:



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

PREPARED BY:



The Harris Poll

Harris Insights & Analytics LLC, A Stagwell Company

Research Method and Reading the Report

Abbreviated Research Method

Survey Methodology:

The research was conducted online in the United States by The Harris Poll on behalf of the American Psychological Association among 2,027 employed adults. The survey was conducted March 25th to April 3rd, 2024.

Data are weighted where necessary by age by gender, race/ethnicity, region, education, marital status, household size, work status, household income, and smoking status to bring them in line with their actual proportions in the population.

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

Reading the Report

The percentage of respondents has been included for each item.

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

Data Sheeted Questionnaire

BASE: ALL RESPONDENTS

Q265 How do you describe your current gender identity?

	Total
Base	2027
Male/man	52%
Female/woman	47%
Non-binary	1%
Two-spirit	*
Prefer to self-describe	*
Prefer not to answer	-

BASE: ALL QUALIFIED RESPONDENTS

Q266. Do you identify as transgender?

	Total
Base	2027
Yes	1%
No	99%
Prefer not to answer	*

BASE: ALL QUALIFIED RESPONDENTS

AGE. What is your age?

	Total
Base	2027
18-25	13%
26-43	40%
44-57	28%
58-64	11%
65+	7%
Mean	43.2
Median	42

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

	Total
Base	2027
Hispanic	19%
White	73%
Black or African American	17%
Native American or Alaskan Native	3%
Native Hawaiian or Pacific Islander	*
ASIAN (NET)	9%
South Asian	2%
Chinese	3%
Korean	1%
Japanese	1%
Filipino	1%
Arab / West Asian	*
Vietnamese	1%
Other Asian	1%
Other race	5%
Prefer not to answer	-

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

	Total
Base	2027
EMPLOYED (NET)	100%
Employed full time	70%
Employed part time	14%
Self-employed full time	11%
Self-employed part time	5%

BASE: EMPLOYED

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

1. Full time jobs

	Total
Base	2027
0	19%
1	78%
MORE THAN 1 (NET)	3%
2	2%
3	1%
4	*
5	*
Mean	1.1
Median	1

2. Part time jobs

	Total
Base	2027
0	70%
1	25%
MORE THAN 1 (NET)	5%
2	4%
3	1%
4	*
5+	1%
Mean	1.4
Median	1

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

	Total
Base	2027
40 OR LESS (NET)	64%
1-8	4%
9-16	4%
17-24	5%
25-31	9%
32-40	41%
MORE THAN 40 (NET)	36%
41-48	24%
49-56	7%
57+	5%

BASE: ALL QUALIFIED RESPONDENTS**Q1005.** Overall, how satisfied are you with your job?

	Total
Base	2027
TOP 2 BOX (NET)	90%
Very satisfied	45%
Somewhat satisfied	45%
BOTTOM 2 BOX (NET)	10%
Not very satisfied	9%
Not at all satisfied	2%

BASE: ALL QUALIFIED RESPONDENTS**Q1010.** How satisfied are you with each of the following aspects of your job?**Summary of Very/Somewhat Satisfied (Top 2 Box)**

	Total
Base: Variable, Excluding N/A	
Your relationships with your coworkers	92%
Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)	89%
Your relationships with your managers or supervisors	88%
Your compensation	79%
The opportunities for growth and development at your place of work	77%

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

	Total
Base: Variable, Excluding N/A	
The opportunities for growth and development at your place of work	23%
Your compensation	21%
Your relationships with your managers or supervisors	12%
Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)	11%
Your relationships with your coworkers	8%

1. Your compensation

	Total
Base	2027
TOP 2 BOX (NET)	79%
Very satisfied	33%
Somewhat satisfied	46%
BOTTOM 2 BOX (NET)	21%
Not very satisfied	15%
Not at all satisfied	6%

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

	Total
Base	2027
TOP 2 BOX (NET)	89%
Very satisfied	49%
Somewhat satisfied	40%
BOTTOM 2 BOX (NET)	11%
Not very satisfied	9%
Not at all satisfied	2%

3. Your relationships with your coworkers

	Total
Base: Excluding N/A	1943
TOP 2 BOX (NET)	92%
Very satisfied	53%
Somewhat satisfied	39%
BOTTOM 2 BOX (NET)	8%
Not very satisfied	8%
Not at all satisfied	1%

4. Your relationships with your managers or supervisors

	Total
Base: Excluding N/A	1907
TOP 2 BOX (NET)	88%
Very satisfied	47%
Somewhat satisfied	41%
BOTTOM 2 BOX (NET)	12%
Not very satisfied	9%
Not at all satisfied	3%

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

	Total
Base	2027
TOP 2 BOX (NET)	77%
Very satisfied	37%
Somewhat satisfied	40%
BOTTOM 2 BOX (NET)	23%
Not very satisfied	16%
Not at all satisfied	7%

BASE: ALL QUALIFIED RESPONDENTS

Q1013. Now thinking about your employer, how satisfied are you with each of the following?

Summary of Very/Somewhat Satisfied (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
The physical health and safety practices at your place of work	90%
The policies in place to promote equity, diversity, and inclusion at your place of work	88%
How well your workplace is preparing you for the future of your industry	80%
The support for mental health and wellbeing you receive from your employer	79%

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

	Total
Base: Variable, Excluding N/A	
The support for mental health and wellbeing you receive from your employer	21%
How well your workplace is preparing you for the future of your industry	20%
The policies in place to promote equity, diversity, and inclusion at your place of work	12%
The physical health and safety practices at your place of work	10%

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

	Total
Base: Excluding N/A	1934
TOP 2 BOX (NET)	88%
Very satisfied	46%
Somewhat satisfied	43%
BOTTOM 2 BOX (NET)	12%
Not very satisfied	8%
Not at all satisfied	3%

2. How well your workplace is preparing you for the future of your industry

	Total
Base: Excluding N/A	1968
TOP 2 BOX (NET)	80%
Very satisfied	35%
Somewhat satisfied	45%
BOTTOM 2 BOX (NET)	20%
Not very satisfied	14%
Not at all satisfied	6%

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

	Total
Base: Excluding N/A	1968
TOP 2 BOX (NET)	90%
Very satisfied	49%
Somewhat satisfied	41%
BOTTOM 2 BOX (NET)	10%
Not very satisfied	7%
Not at all satisfied	2%

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

	Total
Base: Excluding N/A	1931
TOP 2 BOX (NET)	79%
Very satisfied	37%
Somewhat satisfied	42%
BOTTOM 2 BOX (NET)	21%
Not very satisfied	16%
Not at all satisfied	4%

BASE: ALL QUALIFIED RESPONDENTS**Q5020.** Which of the following does your employer offer? Please select all that apply.

	Total
Base: Excluding N/A	1969
ANY (NET)	91%
Opportunities to give feedback (e.g., regarding company culture, colleagues' performance, trainings, etc.)	50%
Health insurance with coverage for mental health and substance use disorders	49%
Opportunities to receive feedback	47%
Opportunities to be involved with decision making, problem, solving, and goal setting	40%
The ability to work remotely	39%
Employee assistance programs (EAPs)	30%
Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.)	28%
A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers	30%
Meeting-free days	28%
Four-day work weeks	23%
Company-wide mental health days (e.g., designated days where everyone takes a break from email or takes the day off or some other action to reduce stress that day, etc.)	22%
People on site who have received mental health training	10%
None of the above	9%

BASE: ALL QUALIFIED RESPONDENTS**Q1025.** Do you intend to look for a new job at a different company or organization in the next year?

	Total
Base	2027
Yes	29%
No	71%

BASE: ALL QUALIFIED RESPONDENTS

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

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
I'm proud of the work I do.	93%
The work I do is meaningful.	88%
When I am working, I often feel fully engaged.	86%
The work I do have a positive impact on society.	86%
My workplace provides me with access to resources to achieve my best work.	83%
I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.	78%
I receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for my contributions at work.	75%
I feel I can reach my highest potential at my current place of work.	72%
I'm worried that my compensation has not kept up with inflation.	67%
I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank you cards) for my achievements and contributions at work.	66%
I have to work more hours per week than I want.	45%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
I have to work more hours per week than I want.	55%
I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank you cards) for my achievements and contributions at work.	34%
I'm worried that my compensation has not kept up with inflation.	33%
I feel I can reach my highest potential at my current place of work.	28%
I receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for my contributions at work.	25%
I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.	22%
My workplace provides me with access to resources to achieve my best work.	17%
The work I do have a positive impact on society.	14%
When I am working, I often feel fully engaged.	14%
The work I do is meaningful.	12%
I'm proud of the work I do.	7%

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

	Total
Base	2027
TOP 2 BOX (NET)	75%
Strongly agree	31%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	25%
Somewhat disagree	17%
Strongly disagree	9%

2. The work I do is meaningful.

	Total
Base	2027
TOP 2 BOX (NET)	88%
Strongly agree	48%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	12%
Somewhat disagree	9%
Strongly disagree	5%

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

	Total
Base	2027
TOP 2 BOX (NET)	66%
Strongly agree	26%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	34%
Somewhat disagree	21%
Strongly disagree	14%

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

	Total
Base	2027
TOP 2 BOX (NET)	67%
Strongly agree	29%
Somewhat agree	38%
BOTTOM 2 BOX (NET)	33%
Somewhat disagree	21%
Strongly disagree	12%

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

	Total
Base	2027
TOP 2 BOX (NET)	72%
Strongly agree	34%
Somewhat agree	38%
BOTTOM 2 BOX (NET)	28%
Somewhat disagree	21%
Strongly disagree	8%

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

	Total
Base	2027
TOP 2 BOX (NET)	93%
Strongly agree	55%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	7%
Somewhat disagree	6%
Strongly disagree	1%

7. My workplace provides me with access to resources to achieve my best work.

	Total
Base	2027
TOP 2 BOX (NET)	83%
Strongly agree	38%
Somewhat agree	45%
BOTTOM 2 BOX (NET)	17%
Somewhat disagree	14%
Strongly disagree	4%

8. The work I do has a positive impact on society.

	Total
Base	2027
TOP 2 BOX (NET)	86%
Strongly agree	41%
Somewhat agree	45%
BOTTOM 2 BOX (NET)	14%
Somewhat disagree	11%
Strongly disagree	3%

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

	Total
Base: Excluding N/A	1933
TOP 2 BOX (NET)	78%
Strongly agree	38%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	22%
Somewhat disagree	16%
Strongly disagree	6%

10. When I am working I often feel fully engaged.

	Total
Base	2027
TOP 2 BOX (NET)	86%
Strongly agree	46%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	14%
Somewhat disagree	11%
Strongly disagree	2%

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

	Total
Base	2027
TOP 2 BOX (NET)	45%
Strongly agree	17%
Somewhat agree	28%
BOTTOM 2 BOX (NET)	55%
Somewhat disagree	32%
Strongly disagree	23%

BASE: ALL QUALIFIED RESPONDENTS

Q1040. How often, if at all, do you feel each of the following?

Summary of Always/Often Feel (Top 2 Box)

	Total
Base:	2027
Effective in performing my work duties.	86%
Confident in my ability to get through tough times at work.	78%
Optimistic about my future at work in general.	66%
Hopeful about my work because I see pathways to success.	64%

Summary of Never/Rarely Feel (Bottom 2 Box)

	Total
Base:	2027
Hopeful about my work because I see pathways to success.	12%
Optimistic about my future at work in general.	12%
Confident in my ability to get through tough times at work.	4%
Effective in performing my work duties.	2%

1. Optimistic about my future at work in general.

	Total
Base	2027
AT LEAST SOMETIMES (NET)	88%
ALWAYS/OFTEN (SUB-NET)	66%
Always	31%
Often	35%
Sometimes	22%
NEVER/RARELY (NET)	12%
Rarely	9%
Never	3%

2. Hopeful about my work because I see pathways to success.

	Total
Base	2027
AT LEAST SOMETIMES (NET)	88%
ALWAYS/OFTEN (SUB-NET)	64%
Always	30%
Often	34%
Sometimes	24%
NEVER/RARELY (NET)	12%
Rarely	9%
Never	3%

3. Confident in my ability to get through tough times at work.

	Total
Base	2027
AT LEAST SOMETIMES (NET)	96%
ALWAYS/OFTEN (SUB-NET)	78%
Always	39%
Often	38%
Sometimes	19%
NEVER/RARELY (NET)	4%
Rarely	3%
Never	1%

4. Effective in performing my work duties.

	Total
Base	2027
AT LEAST SOMETIMES (NET)	98%
ALWAYS/OFTEN (SUB-NET)	86%
Always	43%
Often	43%
Sometimes	12%
NEVER/RARELY (NET)	2%
Rarely	2%
Never	1%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
TOP 2 BOX (NET)	76%
Excellent	27%
Good	49%
BOTTOM 2 BOX (NET)	24%
Fair	21%
Poor	2%

BASE: ALL QUALIFIED RESPONDENTS

Q5035. During the past 30 days, about how often did you feel ...

Summary of At Least A Little of The Time (Top 4 Box)

	Total
Base:	2027
...nervous?	71%
...that everything was an effort?	69%
...restless or fidgety?	68%
...hopeless?	52%
...so depressed that nothing could cheer you up?	40%
...worthless?	40%

1. ...nervous?

	Total
Base	2027
AT LEAST A LITTLE OF THE TIME (NET)	71%
ALL/MOST OF THE TIME (SUB-NET)	13%
All of the time	3%
Most of the time	10%
Some of the time	31%
A little of the time	28%
None of the time	29%

2. ...hopeless?

	Total
Base	2027
AT LEAST A LITTLE OF THE TIME (NET)	52%
ALL/MOST OF THE TIME (SUB-NET)	10%
All of the time	3%
Most of the time	7%
Some of the time	18%
A little of the time	24%
None of the time	48%

3. ...restless or fidgety?

	Total
Base	2027
AT LEAST A LITTLE OF THE TIME (NET)	68%
ALL/MOST OF THE TIME (SUB-NET)	17%
All of the time	3%
Most of the time	14%
Some of the time	25%
A little of the time	27%
None of the time	32%

4. ...so depressed that nothing could cheer you up?

	Total
Base	2027
AT LEAST A LITTLE OF THE TIME (NET)	40%
ALL/MOST OF THE TIME (SUB-NET)	8%
All of the time	2%
Most of the time	6%
Some of the time	13%
A little of the time	20%
None of the time	60%

5. ...that everything was an effort?

	Total
Base	2027
AT LEAST A LITTLE OF THE TIME (NET)	69%
ALL/MOST OF THE TIME (SUB-NET)	19%
All of the time	5%
Most of the time	15%
Some of the time	25%
A little of the time	25%
None of the time	31%

6. ...worthless?

	Total
Base	2027
AT LEAST A LITTLE OF THE TIME (NET)	40%
ALL/MOST OF THE TIME (SUB-NET)	10%
All of the time	3%
Most of the time	7%
Some of the time	12%
A little of the time	18%
None of the time	60%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
ANY (NET)	77%
Lack of interest, motivation, or energy at work	29%
Difficulty focusing at work	25%
Emotional exhaustion at work	25%
Not feeling motivated to do my very best at work	23%
A desire to keep to myself when I'm at work	23%
Lower productivity at work	18%
Irritability or anger with co-workers and customers	17%
Feeling lonely or isolated at work	16%
Desire to quit my job	16%
Lack of effort at work	16%
A feeling of being ineffective at work	16%
Experiencing harm to my mental health at work	7%
Being bullied or harassed at work	5%
Other	1%
None, I have not experienced negative outcomes in the last month	33%

BASE: ALL QUALIFIED RESPONDENTS**Q5030.** How much do you agree or disagree with each of the following statements?***Summary of Strongly/Somewhat Agree (Top 2 Box)***

	Total
Base: Variable, Excluding N/A	
I matter to my coworkers.	83%
I matter to my employer	78%
My employer provides sufficient resources to help employees manage their stress.	66%
My employer is more concerned about the mental health of employees now than they were in the past.	64%
My employer thinks our workplace environment is a lot mentally healthier than it actually is.	59%
My employer regularly provides information about available mental health resources.	55%
During my workday, I typically feel tense or stressed out.	43%
I worry that if I told my employer about a mental health condition it would have a negative impact on me in the workplace.	39%
My work environment has a negative impact on my mental health	36%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
My work environment has a negative impact on my mental health	64%
I worry that if I told my employer about a mental health condition it would have a negative impact on me in the workplace.	61%
During my workday, I typically feel tense or stressed out.	57%
My employer regularly provides information about available mental health resources.	45%
My employer thinks our workplace environment is a lot mentally healthier than it actually is.	41%
My employer is more concerned about the mental health of employees now than they were in the past.	36%
I matter to my employer	22%
I matter to my coworkers.	17%

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

	Total
Base	2027
TOP 2 BOX (NET)	43%
Strongly agree	11%
Somewhat agree	33%
BOTTOM 2 BOX (NET)	57%
Somewhat disagree	29%
Strongly disagree	28%

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

	Total
Base: Excluding N/A	1935
TOP 2 BOX (NET)	66%
Strongly agree	24%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	34%
Somewhat disagree	22%
Strongly disagree	12%

3. My employer regularly provides information about available mental health resources.

	Total
Base: Excluding N/A	1915
TOP 2 BOX (NET)	55%
Strongly agree	20%
Somewhat agree	35%
BOTTOM 2 BOX (NET)	45%
Somewhat disagree	26%
Strongly disagree	19%

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

	Total
Base: Excluding N/A	1927
TOP 2 BOX (NET)	39%
Strongly agree	11%
Somewhat agree	27%
BOTTOM 2 BOX (NET)	61%
Somewhat disagree	27%
Strongly disagree	34%

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

	Total
Base: Excluding N/A	1916
TOP 2 BOX (NET)	64%
Strongly agree	19%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	36%
Somewhat disagree	24%
Strongly disagree	13%

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

	Total
Base: Excluding N/A	1923
TOP 2 BOX (NET)	59%
Strongly agree	19%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	41%
Somewhat disagree	28%
Strongly disagree	13%

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

	Total
Base:	2027
TOP 2 BOX (NET)	36%
Strongly agree	9%
Somewhat agree	27%
BOTTOM 2 BOX (NET)	64%
Somewhat disagree	27%
Strongly disagree	37%

8. I matter to my employer.

	Total
Base: Excluding N/A	1942
TOP 2 BOX (NET)	78%
Strongly agree	38%
Somewhat agree	40%
BOTTOM 2 BOX (NET)	22%
Somewhat disagree	15%
Strongly disagree	7%

9. I matter to my coworkers.

	Total
Base: Excluding N/A	1955
TOP 2 BOX (NET)	83%
Strongly agree	40%
Somewhat agree	43%
BOTTOM 2 BOX (NET)	17%
Somewhat disagree	13%
Strongly disagree	4%

BASE: ALL QUALIFIED RESPONDENTS**Q6050.** Which of the following best describes your current work environment?

	Total
Base	2027
All in-person	59%
Hybrid (e.g., partially in-person)	24%
All remote	17%

BASE: ALL QUALIFIED RESPONDENTS**Q6055.** Regardless of how you currently work, which of the following would be your preferred way to work?

	Total
Base	2027
All in-person	38%
Hybrid (e.g., partially in-person)	34%
All remote	28%

BASE: ALL QUALIFIED RESPONDENTS**Q6053.** Hidden Question: Preferred work environment

	Total
Base	2027
Working in preferred work environment	67%
Not working in preferred work environment	33%

BASE: ALL QUALIFIED RESPONDENTS**Q6057.** Have you personally been impacted by a recent change, by your employer, that requires employees to work in-person at least some of the time?

	Total
Base: Excluding N/A	1914
EMPLOYER RECENTLY MADE CHANGE (NET)	29%
Yes	15%
No, my employer has made a recent change but it did not impact me	15%
No, my employer has not made a recent change	71%

BASE: HAS BEEN IMPACTED BY EMPLOYER'S RECENT CHANGE REQUIRING EMPLOYEES WORK IN-PERSON SOMETIMES

Q6058. Have you personally been impacted by a recent change, by your employer, that requires employees to work in-person at least some of the time?

	Total
Base: Excluding N/A	244
TOP 2 BOX (NET)	60%
Very positive	25%
Somewhat positive	35%
Neither positive nor negative	19%
BOTTOM 2 BOX (NET)	21%
Somewhat negative	14%
Very negative	7%

BASE: CURRENTLY WORK ALL IN PERSON

Q6070. How much of a positive or negative impact has working fully in-person had on each of the following?

Summary of Positive Impact (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
Your relationship with your colleagues	69%
Your productivity	66%
Your motivation	61%
Your plans to stay at your current job	58%
Your physical health	57%
Your ability to balance your work obligations with your personal obligations	56%
Your mental health	55%
Your relationship with your family	53%
The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)	44%

Summary of Negative Impact (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)	27%
Your mental health	19%
Your ability to balance your work obligations with your personal obligations	17%
Your physical health	17%
Your motivation	15%
Your plans to stay at your current job	13%
Your relationship with your family	12%
Your relationship with your colleagues	9%
Your productivity	9%

1. Your motivation.

	Total
Base	1244
POSITIVE IMPACT (NET)	61%
Very positive impact	38%
Somewhat positive impact	23%
NEGATIVE IMPACT (NET)	15%
Somewhat negative impact	12%
Very negative impact	3%
Neither – it has not had an impact	24%

2. Your productivity.

	Total
Base	1244
POSITIVE IMPACT (NET)	66%
Very positive impact	43%
Somewhat positive impact	22%
NEGATIVE IMPACT (NET)	9%
Somewhat negative impact	7%
Very negative impact	2%
Neither – it has not had an impact	26%

3. Your mental health.

	Total
Base	1244
POSITIVE IMPACT (NET)	55%
Very positive impact	28%
Somewhat positive impact	27%
NEGATIVE IMPACT (NET)	19%
Somewhat negative impact	15%
Very negative impact	4%
Neither – it has not had an impact	26%

4. Your physical health.

	Total
Base	1244
POSITIVE IMPACT (NET)	57%
Very positive impact	31%
Somewhat positive impact	26%
NEGATIVE IMPACT (NET)	17%
Somewhat negative impact	13%
Very negative impact	3%
Neither – it has not had an impact	26%

5. You plans to stay at your current job.

	Total
Base	1244
POSITIVE IMPACT (NET)	58%
Very positive impact	34%
Somewhat positive impact	24%
NEGATIVE IMPACT (NET)	13%
Somewhat negative impact	10%
Very negative impact	3%
Neither – it has not had an impact	29%

6. Your ability to balance your work obligations with your personal obligations.

	Total
Base	1244
POSITIVE IMPACT (NET)	56%
Very positive impact	32%
Somewhat positive impact	24%
NEGATIVE IMPACT (NET)	17%
Somewhat negative impact	14%
Very negative impact	3%
Neither – it has not had an impact	27%

7. Your relationship with your colleague(s).

	Total
Base: Excluding N/A	1214
POSITIVE IMPACT (NET)	69%
Very positive impact	38%
Somewhat positive impact	30%
NEGATIVE IMPACT (NET)	9%
Somewhat negative impact	8%
Very negative impact	1%
Neither – it has not had an impact	22%

8. Your relationship with your family.

	Total
Base	1244
POSITIVE IMPACT (NET)	53%
Very positive impact	32%
Somewhat positive impact	21%
NEGATIVE IMPACT (NET)	12%
Somewhat negative impact	10%
Very negative impact	2%
Neither – it has not had an impact	35%

9. The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)

	Total
Base:	1244
POSITIVE IMPACT (NET)	44%
Very positive impact	23%
Somewhat positive impact	21%
NEGATIVE IMPACT (NET)	27%
Somewhat negative impact	21%
Very negative impact	6%
Neither – it has not had an impact	29%

BASE: CURRENTLY WORK ALL REMOTE

Q6071. How much of a positive or negative impact has working fully remote had on each of the following?

Summary of Positive Impact (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)	79%
Your productivity	78%
Your ability to balance your work obligations with your personal obligations	77%
Your relationship with your family	75%
Your plans to stay at your current job	75%
Your motivation	75%
Your mental health	73%
Your physical health	70%
Your relationship with your colleagues	58%

Summary of Negative Impact (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
Your relationship with your colleagues	14%
Your physical health	14%
Your mental health	10%
Your motivation	9%
Your plans to stay at your current job	4%
Your productivity	4%
Your ability to balance your work obligations with your personal obligations	4%
Your relationship with your family	3%
The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)	3%

1. Your motivation.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	75%
Very positive impact	51%
Somewhat positive impact	24%
NEGATIVE IMPACT (NET)	9%
Somewhat negative impact	18%
Very negative impact	*
Neither – it has not had an impact	17%

2. Your productivity.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	78%
Very positive impact	55%
Somewhat positive impact	23%
NEGATIVE IMPACT (NET)	4%
Somewhat negative impact	3%
Very negative impact	1%
Neither – it has not had an impact	18%

3. Your mental health.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	73%
Very positive impact	48%
Somewhat positive impact	25%
NEGATIVE IMPACT (NET)	10%
Somewhat negative impact	9%
Very negative impact	1%
Neither – it has not had an impact	16%

4. Your physical health.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	70%
Very positive impact	44%
Somewhat positive impact	26%
NEGATIVE IMPACT (NET)	14%
Somewhat negative impact	12%
Very negative impact	2%
Neither – it has not had an impact	16%

5. Your plans to stay at your current job.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	75%
Very positive impact	59%
Somewhat positive impact	16%
NEGATIVE IMPACT (NET)	4%
Somewhat negative impact	4%
Very negative impact	1%
Neither – it has not had an impact	21%

6. Your ability to balance your work obligations with your personal obligations.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	77%
Very positive impact	64%
Somewhat positive impact	14%
NEGATIVE IMPACT (NET)	4%
Somewhat negative impact	4%
Very negative impact	*
Neither – it has not had an impact	19%

7. Your relationship with your colleague(s).

	Total
Base: Excluding N/A	283
POSITIVE IMPACT (NET)	58%
Very positive impact	34%
Somewhat positive impact	23%
NEGATIVE IMPACT (NET)	14%
Somewhat negative impact	13%
Very negative impact	1%
Neither – it has not had an impact	28%

8. Your relationship with your family.

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	75%
Very positive impact	58%
Somewhat positive impact	17%
NEGATIVE IMPACT (NET)	3%
Somewhat negative impact	3%
Very negative impact	*
Neither – it has not had an impact	21%

9. The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care).

	Total
Base: Excluding N/A	323
POSITIVE IMPACT (NET)	79%
Very positive impact	56%
Somewhat positive impact	23%
NEGATIVE IMPACT (NET)	3%
Somewhat negative impact	2%
Very negative impact	*
Neither – it has not had an impact	19%

BASE: CURRENTLY WORK HYBRID

Q6072. How much of a positive or negative impact has working fully remote had on each of the following?

Summary of Positive Impact (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
Your mental health	79%
Your ability to balance your work obligations with your personal obligations	78%
Your motivation	78%
Your productivity	77%
Your physical health	76%
Your plans to stay at your current job	75%
Your relationship with your family	75%
Your relationship with your colleagues	71%
The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)	69%

Summary of Negative Impact (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)	13%
Your motivation	13%
Your relationship with your colleagues	12%
Your ability to balance your work obligations with your personal obligations	11%
Your mental health	11%
Your physical health	10%
Your productivity	9%
Your plans to stay at your current job	9%
Your relationship with your family	8%

1. Your motivation.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	78%
Very positive impact	48%
Somewhat positive impact	30%
NEGATIVE IMPACT (NET)	13%
Somewhat negative impact	10%
Very negative impact	2%
Neither – it has not had an impact	9%

2. Your productivity.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	77%
Very positive impact	51%
Somewhat positive impact	26%
NEGATIVE IMPACT (NET)	9%
Somewhat negative impact	8%
Very negative impact	1%
Neither – it has not had an impact	13%

3. Your mental health.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	79%
Very positive impact	48%
Somewhat positive impact	30%
NEGATIVE IMPACT (NET)	11%
Somewhat negative impact	9%
Very negative impact	1%
Neither – it has not had an impact	11%

4. Your physical health.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	76%
Very positive impact	42%
Somewhat positive impact	34%
NEGATIVE IMPACT (NET)	10%
Somewhat negative impact	9%
Very negative impact	*
Neither – it has not had an impact	14%

5. Your plans to stay at your current job.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	75%
Very positive impact	49%
Somewhat positive impact	26%
NEGATIVE IMPACT (NET)	9%
Somewhat negative impact	7%
Very negative impact	2%
Neither – it has not had an impact	15%

6. Your ability to balance your work obligations with your personal obligations.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	78%
Very positive impact	52%
Somewhat positive impact	26%
NEGATIVE IMPACT (NET)	11%
Somewhat negative impact	8%
Very negative impact	3%
Neither – it has not had an impact	11%

7. Your relationship with your colleague(s).

	Total
Base: Excluding N/A	449
POSITIVE IMPACT (NET)	71%
Very positive impact	39%
Somewhat positive impact	32%
NEGATIVE IMPACT (NET)	12%
Somewhat negative impact	11%
Very negative impact	*
Neither – it has not had an impact	18%

8. Your relationship with your family.

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	75%
Very positive impact	53%
Somewhat positive impact	22%
NEGATIVE IMPACT (NET)	8%
Somewhat negative impact	8%
Very negative impact	*
Neither – it has not had an impact	17%

9. The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)

	Total
Base: Excluding N/A	460
POSITIVE IMPACT (NET)	69%
Very positive impact	47%
Somewhat positive impact	22%
NEGATIVE IMPACT (NET)	13%
Somewhat negative impact	10%
Very negative impact	4%
Neither – it has not had an impact	17%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
HEALTHY (NET)	85%
Very healthy	37%
Somewhat healthy	47%
TOXIC (NET)	15%
Somewhat toxic	13%
Very toxic	3%

BASE: ALL QUALIFIED RESPONDENTS**Q2002.** How much do you agree or disagree with each of the following statements?***Summary of Strongly/Somewhat Agree (Top 2 Box)***

	Total
<i>Base: Variable, Excluding N/A</i>	
I feel comfortable being myself in the workplace.	86%
My workplace fosters positive relationships among coworkers.	86%
I feel my personal values are respected in my workplace.	84%
When I am at work, I feel like I belong.	83%
My workplace has opportunities for collaboration and teamwork.	82%
I feel valued at work.	82%
I would recommend my place of work to others as a good place to work.	81%
My workplace fosters positive relationships between managers and the people they manage.	79%
I feel my workplace values skills over educational degrees.	76%
I'm not learning new things at work that will help me in the future.	39%
I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.	34%
I don't have enough control over when, where, and how I do my work.	33%
I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.	33%
I feel lonely when I'm working.	28%
My employer does not respect my personal boundaries.	26%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
My employer does not respect my personal boundaries.	74%
I feel lonely when I'm working.	72%
I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.	67%
I don't have enough control over when, where, and how I do my work.	67%
I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.	66%
I'm not learning new things at work that will help me in the future.	61%
I feel my workplace values skills over educational degrees.	24%
My workplace fosters positive relationships between managers and the people they manage.	21%
I would recommend my place of work to others as a good place to work.	19%
I feel valued at work.	18%
My workplace has opportunities for collaboration and teamwork.	18%
When I am at work, I feel like I belong.	17%
I feel my personal values are respected in my workplace.	16%
My workplace fosters positive relationships among coworkers.	14%
I feel comfortable being myself in the workplace.	14%

1. My workplace fosters positive relationships among coworkers.

	Total
Base: Excluding N/A	1948
TOP 2 BOX (NET)	86%
Strongly agree	37%
Somewhat agree	49%
BOTTOM 2 BOX (NET)	14%
Somewhat disagree	11%
Strongly disagree	3%

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

	Total
Base: Excluding N/A	1938
TOP 2 BOX (NET)	79%
Strongly agree	36%
Somewhat agree	43%
BOTTOM 2 BOX (NET)	21%
Somewhat disagree	16%
Strongly disagree	5%

3. My workplace has opportunities for collaboration and teamwork.

	Total
Base	2027
TOP 2 BOX (NET)	82%
Strongly agree	34%
Somewhat agree	48%
BOTTOM 2 BOX (NET)	18%
Somewhat disagree	13%
Strongly disagree	4%

4. I feel valued at work.

	Total
Base	2027
TOP 2 BOX (NET)	82%
Strongly agree	40%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	18%
Somewhat disagree	13%
Strongly disagree	5%

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

	Total
Base: Excluding N/A	1954
TOP 2 BOX (NET)	34%
Strongly agree	11%
Somewhat agree	22%
BOTTOM 2 BOX (NET)	66%
Somewhat disagree	28%
Strongly disagree	39%

6. I feel my personal values are respected in my workplace.

	Total
Base	2027
TOP 2 BOX (NET)	84%
Strongly agree	39%
Somewhat agree	45%
BOTTOM 2 BOX (NET)	16%
Somewhat disagree	11%
Strongly disagree	4%

7. I feel my workplace values skills over educational degrees.

	Total
Base	2027
TOP 2 BOX (NET)	76%
Strongly agree	31%
Somewhat agree	45%
BOTTOM 2 BOX (NET)	24%
Somewhat disagree	17%
Strongly disagree	7%

8. When I am at work, I feel like I belong.

	Total
Base	2027
TOP 2 BOX (NET)	83%
Strongly agree	38%
Somewhat agree	45%
BOTTOM 2 BOX (NET)	17%
Somewhat disagree	13%
Strongly disagree	4%

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

	Total
Base	2027
TOP 2 BOX (NET)	81%
Strongly agree	38%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	19%
Somewhat disagree	13%
Strongly disagree	6%

10. I feel lonely when I'm working.

	Total
Base	2027
TOP 2 BOX (NET)	28%
Strongly agree	7%
Somewhat agree	20%
BOTTOM 2 BOX (NET)	72%
Somewhat disagree	29%
Strongly disagree	43%

11. My employer does not respect my personal boundaries.

	Total
Base: Excluding N/A	1951
TOP 2 BOX (NET)	26%
Strongly agree	9%
Somewhat agree	17%
BOTTOM 2 BOX (NET)	74%
Somewhat disagree	30%
Strongly disagree	45%

12. I feel comfortable being myself in the workplace.

	Total
Base	2027
TOP 2 BOX (NET)	86%
Strongly agree	45%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	14%
Somewhat disagree	11%
Strongly disagree	3%

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

	Total
Base	2027
TOP 2 BOX (NET)	33%
Strongly agree	9%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	67%
Somewhat disagree	32%
Strongly disagree	36%

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

	Total
Base	2027
TOP 2 BOX (NET)	33%
Strongly agree	8%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	67%
Somewhat disagree	33%
Strongly disagree	34%

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

	Total
Base	2027
TOP 2 BOX (NET)	39%
Strongly agree	10%
Somewhat agree	29%
BOTTOM 2 BOX (NET)	61%
Somewhat disagree	30%
Strongly disagree	31%

BASE: ALL QUALIFIED RESPONDENTS

Q2001. Would you describe your company's culture in any of the following ways? Please select all that apply.

	Total
Base	2027
Understands when employees need flexibility to handle unforeseen personal issues	62%
Respects time off	60%
Encourages employees to take care of their mental health	48%
Encourages breaks during the workday	47%
None of the above	14%

BASE: ALL QUALIFIED RESPONDENTS

Q2005. How much do you agree or disagree with each of the following statements about the small team or group of people who you work most closely with on a day-to-day basis?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
Employees feel comfortable asking others for help.	86%
Employees value each other's unique skills and talents.	85%
Employees are comfortable bringing up problems and tough issues.	79%
Employees feel safe taking risks.	69%
Employees sometimes act in a way that deliberately undermines the efforts of others.	41%
If an employee makes a mistake, it tends to be held against them.	39%
Employees sometimes reject others for being different.	34%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
Employees sometimes reject others for being different.	66%
If an employee makes a mistake, it tends to be held against them.	61%
Employees sometimes act in a way that deliberately undermines the efforts of others.	59%
Employees feel safe taking risks.	31%
Employees are comfortable bringing up problems and tough issues.	21%
Employees value each other's unique skills and talents.	15%
Employees feel comfortable asking others for help.	14%

1. If an employee makes a mistake, it tends to be held against them.

	Total
Base: Excluding N/A	1957
TOP 2 BOX (NET)	39%
Strongly agree	11%
Somewhat agree	28%
BOTTOM 2 BOX (NET)	61%
Somewhat disagree	34%
Strongly disagree	27%

2. Employees value each other's unique skills and talents.

	Total
Base: Excluding N/A	1963
TOP 2 BOX (NET)	85%
Strongly agree	38%
Somewhat agree	48%
BOTTOM 2 BOX (NET)	15%
Somewhat disagree	11%
Strongly disagree	3%

3. Employees are comfortable bringing up problems and tough issues.

	Total
Base: Excluding N/A	1958
TOP 2 BOX (NET)	79%
Strongly agree	31%
Somewhat agree	48%
BOTTOM 2 BOX (NET)	21%
Somewhat disagree	16%
Strongly disagree	5%

4. Employees sometimes reject others for being different.

	Total
Base: Excluding N/A	1955
TOP 2 BOX (NET)	34%
Strongly agree	9%
Somewhat agree	26%
BOTTOM 2 BOX (NET)	66%
Somewhat disagree	30%
Strongly disagree	36%

5. Employees feel safe taking risks.

	Total
Base: Excluding N/A	1954
TOP 2 BOX (NET)	69%
Strongly agree	21%
Somewhat agree	49%
BOTTOM 2 BOX (NET)	31%
Somewhat disagree	24%
Strongly disagree	6%

6. Employees feel comfortable asking others for help.

	Total
Base: Excluding N/A	1961
TOP 2 BOX (NET)	86%
Strongly agree	43%
Somewhat agree	44%
BOTTOM 2 BOX (NET)	14%
Somewhat disagree	11%
Strongly disagree	2%

7. Employees sometimes act in a way that deliberately undermines the efforts of others.

	Total
Base: Excluding N/A	1959
TOP 2 BOX (NET)	41%
Strongly agree	10%
Somewhat agree	31%
BOTTOM 2 BOX (NET)	59%
Somewhat disagree	31%
Strongly disagree	28%

BASE: ALL QUALIFIED RESPONDENTS

Q2010. Have any of the following happened to you at work in the past 12 months? Please select all that apply.

	Total
Base	2027
Someone yelled at or verbally abused me.	13%
Someone harassed me (i.e., treated me disrespectfully).	12%
Someone displayed physical violence toward me.	5%
None of these	80%

BASE: ALL QUALIFIED RESPONDENTS

Q2020. How effective is your direct manager or supervisor at each of the following?

Summary of Very/Somewhat Effective (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
Respecting your psychological and emotional wellbeing	84%
Resolving conflicts in the workplace	81%

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

	Total
Base: Variable, Excluding N/A	
Resolving conflicts in the workplace	19%
Respecting your psychological and emotional wellbeing	16%

1. Resolving conflicts in the workplace.

	Total
Base: Excluding N/A	1928
TOP 2 BOX (NET)	81%
Very effective	39%
Somewhat effective	42%
BOTTOM 2 BOX (NET)	19%
Not very effective	14%
Not at all effective	5%

2. Respecting your psychological and emotional wellbeing.

	Total
Base: Excluding N/A	1931
TOP 2 BOX (NET)	84%
Very effective	42%
Somewhat effective	42%
BOTTOM 2 BOX (NET)	16%
Not very effective	11%
Not at all effective	5%

BASE: ALL QUALIFIED RESPONDENTS

Q2027. How much do you agree or disagree with each of the following statements?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
I appreciate the opportunity to work with people of different ages at my workplace.	92%
Having employees from a range of age groups is an advantage for my workplace.	87%
I feel more comfortable working with people my own age than other age groups.	49%
People in my organization who are not my age don't see the value in my ideas.	32%
I feel self-conscious about my age at work.	29%
I am worried about my job security because of my age.	25%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
I am worried about my job security because of my age.	75%
I feel self-conscious about my age at work.	71%
People in my organization who are not my age don't see the value in my ideas.	68%
I feel more comfortable working with people my own age than other age groups.	51%
Having employees from a range of age groups is an advantage for my workplace.	13%
I appreciate the opportunity to work with people of different ages at my workplace.	8%

1. People in my organization who are not my age don't see the value in my ideas.

	Total
Base: Excluding N/A	1954
TOP 2 BOX (NET)	32%
Strongly agree	8%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	68%
Somewhat disagree	35%
Strongly disagree	33%

2. I appreciate the opportunity to work with people of different ages at my workplace.

	Total
Base	2027
TOP 2 BOX (NET)	92%
Strongly agree	45%
Somewhat agree	47%
BOTTOM 2 BOX (NET)	8%
Somewhat disagree	7%
Strongly disagree	2%

3. I feel self-conscious about my age at work.

	Total
Base	2027
TOP 2 BOX (NET)	29%
Strongly agree	8%
Somewhat agree	21%
BOTTOM 2 BOX (NET)	71%
Somewhat disagree	26%
Strongly disagree	45%

4. I feel more comfortable working with people my own age than other age groups.

	Total
Base	2027
TOP 2 BOX (NET)	49%
Strongly agree	14%
Somewhat agree	35%
BOTTOM 2 BOX (NET)	51%
Somewhat disagree	34%
Strongly disagree	16%

5. I am worried about my job security because of my age.

	Total
Base	2027
TOP 2 BOX (NET)	25%
Strongly agree	8%
Somewhat agree	17%
BOTTOM 2 BOX (NET)	75%
Somewhat disagree	27%
Strongly disagree	48%

6. Having employees from a range of age groups is an advantage for my workplace.

	Total
Base	2027
TOP 2 BOX (NET)	87%
Strongly agree	39%
Somewhat agree	48%
BOTTOM 2 BOX (NET)	13%
Somewhat disagree	10%
Strongly disagree	3%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
Yes	81%
No	10%
I don't know	10%

BASE: ALL QUALIFIED RESPONDENTS

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

Summary of Yes

	Total
Base: Variable, Excluding Decline To Answer	
Witnessed incidents of discrimination	11%
Been the target of discrimination	8%

Summary of No

	Total
Base: Variable, Excluding Decline To Answer	
Been the target of discrimination	8%
Witnessed incidents of discrimination	92%

1. Been the target of discrimination.

	Total
Base: Excluding Decline To Answer	1972
Yes	39%
No	42%

2. Witnessed incidents of discrimination.

	Total
Base: Excluding Decline To Answer	1979
Yes	11%
No	89%

BASE: ALL QUALIFIED RESPONDENTS**Q7005.** How would you rate your current performance at work on a scale from 1 to 5?

	Total
Base	2027
AT LEAST GOOD (NET)	97%
VERY GOOD/OUTSTANDING (SUB-NET)	81%
5 – Outstanding	32%
4 – Very good	49%
3 - Good	17%
POOR/BELOW AVERAGE (NET)	3%
2 - Below average	2%
1 – Poor	*

BASE: ALL QUALIFIED RESPONDENTS**Q7010.** How would you rate your productivity at work?

	Total
Base	2027
Low	2%
Moderate	39%
High	59%

BASE: ALL QUALIFIED RESPONDENTS**Q7015.** In your opinion, how much of a positive impact could each of the following have on your productivity at work?**Summary of Very Strong/Strong (Positive Impact)**

	Total
Base: Variable, Excluding N/A	
Access to resources needed to do your work	72%
Personal fulfillment from the work you do	72%
Control over how you do your work	72%
Your relationship with your direct manager or supervisor	70%
Your overall psychological wellbeing at a particular time	70%
Your overall physical wellbeing at a particular time	68%
Control over when you do your work	67%
Opportunities to be innovative or creative	66%
Control over where you do your work	65%

1. Opportunities to be innovative or creative

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	96%
VERY STRONG/STRONG IMPACT (SUB-NET)	66%
Very strong positive impact	27%
Strong positive impact	36%
Moderate positive impact	22%
Slight positive impact	8%
No positive impact	4%

2. Control over how you do your work

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	96%
VERY STRONG/STRONG IMPACT (SUB-NET)	72%
Very strong positive impact	31%
Strong positive impact	41%
Moderate positive impact	20%
Slight positive impact	5%
No positive impact	4%

3. Control over when you do your work

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	96%
VERY STRONG/STRONG IMPACT (SUB-NET)	67%
Very strong positive impact	28%
Strong positive impact	38%
Moderate positive impact	23%
Slight positive impact	6%
No positive impact	4%

4. Control over where you do your work

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	95%
VERY STRONG/STRONG IMPACT (SUB-NET)	65%
Very strong positive impact	30%
Strong positive impact	35%
Moderate positive impact	24%
Slight positive impact	6%
No positive impact	5%

5. Personal fulfillment from the work you do

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	98%
VERY STRONG/STRONG IMPACT (SUB-NET)	72%
Very strong positive impact	31%
Strong positive impact	41%
Moderate positive impact	19%
Slight positive impact	6%
No positive impact	2%

6. Access to resources needed to do your work

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	98%
VERY STRONG/STRONG IMPACT (SUB-NET)	72%
Very strong positive impact	33%
Strong positive impact	39%
Moderate positive impact	21%
Slight positive impact	5%
No positive impact	2%

7. Your relationship with your direct manager or supervisor

	Total
Base: Excluding N/A	1918
AT LEAST SLIGHT POSITIVE IMPACT (NET)	96%
VERY STRONG/STRONG IMPACT (SUB-NET)	70%
Very strong positive impact	33%
Strong positive impact	38%
Moderate positive impact	21%
Slight positive impact	5%
No positive impact	4%

8. Your overall psychological wellbeing at a particular time

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	98%
VERY STRONG/STRONG IMPACT (SUB-NET)	70%
Very strong positive impact	27%
Strong positive impact	43%
Moderate positive impact	22%
Slight positive impact	6%
No positive impact	2%

9. Your overall physical wellbeing at a particular time

	Total
Base	2027
AT LEAST SLIGHT POSITIVE IMPACT (NET)	98%
VERY STRONG/STRONG IMPACT (SUB-NET)	68%
Very strong positive impact	28%
Strong positive impact	40%
Moderate positive impact	25%
Slight positive impact	5%
No positive impact	2%

BASE: ALL QUALIFIED RESPONDENTS**Q8005.** How often do you intentionally use artificial intelligence (AI) tools to assist you with your work?

	Total
Base	2027
MONTHLY OR MORE OFTEN (NET)	35%
DAILY/WEEKLY (SUB-NET)	25%
Daily	10%
Weekly	15%
Monthly	9%
Several times a year	7%
ONCE A YEAR OR LESS OFTEN (NET)	59%
Once a year	1%
Never	57%

BASE: ALL QUALIFIED RESPONDENTS**Q8006.** Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?

	Total
Base: Excluding N/A	1916
Yes	18%
No	50%
Not sure	32%

BASE: EVER USE ARTIFICIAL INTELLIGENCE TO ASSIST WITH THEIR WORK**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?**Summary of Very Positive/Positive Impact (Top 2 Box)**

	Total
Base	835
Your productivity	76%
The quality of your work	74%
Your time management	74%
Your creativity	68%
Your job satisfaction	66%
Your mental health	59%

Summary of Very Negative/Somewhat Negative Impact (Bottom 2 Box)

	Total
Base	835
Your creativity	8%
Your mental health	6%
Your job satisfaction	5%
The quality of your work	5%
Your time management	4%
Your productivity	2%

1. Your productivity

	Total
Base	835
POSITIVE IMPACT (NET)	76%
Very positive impact	32%
Somewhat positive impact	45%
Neither positive nor negative impact	22%
NEGATIVE IMPACT (NET)	2%
Somewhat negative impact	1%
Very negative impact	1%

2. The quality of your work

	Total
Base	835
POSITIVE IMPACT (NET)	74%
Very positive impact	32%
Somewhat positive impact	42%
Neither positive nor negative impact	21%
NEGATIVE IMPACT (NET)	5%
Somewhat negative impact	3%
Very negative impact	1%

3. Your time management

	Total
Base	835
POSITIVE IMPACT (NET)	74%
Very positive impact	33%
Somewhat positive impact	41%
Neither positive nor negative impact	22%
NEGATIVE IMPACT (NET)	4%
Somewhat negative impact	3%
Very negative impact	1%

4. Your mental health

	Total
Base	835
POSITIVE IMPACT (NET)	59%
Very positive impact	26%
Somewhat positive impact	33%
Neither positive nor negative impact	35%
NEGATIVE IMPACT (NET)	6%
Somewhat negative impact	5%
Very negative impact	1%

5. Your job satisfaction

	Total
Base	835
POSITIVE IMPACT (NET)	66%
Very positive impact	25%
Somewhat positive impact	41%
Neither positive nor negative impact	29%
NEGATIVE IMPACT (NET)	5%
Somewhat negative impact	3%
Very negative impact	1%

6. Your creativity

	Total
Base	835
POSITIVE IMPACT (NET)	68%
Very positive impact	29%
Somewhat positive impact	39%
Neither positive nor negative impact	24%
NEGATIVE IMPACT (NET)	8%
Somewhat negative impact	7%
Very negative impact	1%

BASE: VARIABLE BASE

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

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base: Variable, Excluding N/A	
My employer is good about respecting my privacy.	87%
I'm confident that my employer adequately protects the security of any private data or information they have about me.	83%
Advancements in technology are helping me work more efficiently and accurately.	74%
I am able to accomplish more at my job now than in the past because of new technologies.	71%
I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.	61%
I believe new technologies (e.g., artificial intelligence (AI)) will lead to an increase in available jobs in the future.	48%
I worry that a new form of technology will eventually make some or all of my job duties obsolete in the future.	43%
I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.	41%
Advancements in technology are making my job worse, not better.	36%
I worry that my employer uses technology to spy on me during work hours.	35%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
I worry that my employer uses technology to spy on me during work hours.	65%
Advancements in technology are making my job worse, not better.	64%
I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.	59%
I worry that a new form of technology will eventually make some or all of my job duties obsolete in the future.	57%
I believe new technologies (e.g., artificial intelligence (AI)) will lead to an increase in available jobs in the future.	52%
I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.	39%
I am able to accomplish more at my job now than in the past because of new technologies.	29%
Advancements in technology are helping me work more efficiently and accurately.	26%
I'm confident that my employer adequately protects the security of any private data or information they have about me.	17%
My employer is good about respecting my privacy.	13%

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

	Total
Base	2027
TOP 2 BOX (NET)	36%
Strongly agree	9%
Somewhat agree	27%
BOTTOM 2 BOX (NET)	64%
Somewhat disagree	35%
Strongly disagree	29%

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

	Total
Base: Excluding N/A	1943
TOP 2 BOX (NET)	83%
Strongly agree	41%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	17%
Somewhat disagree	13%
Strongly disagree	4%

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

	Total
Base: Excluding N/A	1941
TOP 2 BOX (NET)	87%
Strongly agree	45%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	13%
Somewhat disagree	10%
Strongly disagree	3%

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

	Total
Base	2027
TOP 2 BOX (NET)	41%
Strongly agree	13%
Somewhat agree	28%
BOTTOM 2 BOX (NET)	59%
Somewhat disagree	29%
Strongly disagree	30%

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

	Total
Base	2027
TOP 2 BOX (NET)	74%
Strongly agree	22%
Somewhat agree	52%
BOTTOM 2 BOX (NET)	26%
Somewhat disagree	17%
Strongly disagree	9%

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

	Total
Base: Excluding N/A	1938
TOP 2 BOX (NET)	35%
Strongly agree	11%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	65%
Somewhat disagree	25%
Strongly disagree	40%

7. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.

	Total
Base Base: Excluding N/A	1915
TOP 2 BOX (NET)	61%
Strongly agree	24%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	39%
Somewhat disagree	22%
Strongly disagree	17%

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

	Total
Base	2027
TOP 2 BOX (NET)	71%
Strongly agree	21%
Somewhat agree	50%
BOTTOM 2 BOX (NET)	29%
Somewhat disagree	19%
Strongly disagree	9%

9. I worry that a new form of technology will eventually make some or all of my job duties obsolete in the future.

	Total
Base	2027
TOP 2 BOX (NET)	43%
Strongly agree	11%
Somewhat agree	31%
BOTTOM 2 BOX (NET)	57%
Somewhat disagree	28%
Strongly disagree	29%

10. I believe new technologies (e.g., artificial intelligence (AI)) will lead to an increase in available jobs in the future.

	Total
Base	2027
TOP 2 BOX (NET)	48%
Strongly agree	13%
Somewhat agree	35%
BOTTOM 2 BOX (NET)	52%
Somewhat disagree	34%
Strongly disagree	18%

BASE: ALL QUALIFIED RESPONDENTS

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?

	Total
Base: Excluding N/A	1952
Yes	44%
No	56%

BASE: THOSE WHO ARE MONITORED

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

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	872
Helps protect my safety while I'm at work	69%
Helps me stay focused	61%
Helps ensure that I am rewarded for my productivity even when nobody is around to see it	61%
Makes me more productive	59%
Has no impact on my workplace experience	59%
Improves my workplace experience	58%
Makes me feel like they do not trust me	53%
Is an invasion of my privacy	47%
Causes me to feel stress	47%
Makes me feel uncomfortable	47%
Makes me feel anxious	45%
Makes me want to look for a different job	38%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base	872
Makes me want to look for a different job	62%
Makes me feel anxious	55%
Makes me feel uncomfortable	53%
Causes me to feel stress	53%
Is an invasion of my privacy	53%
Makes me feel like they do not trust me	47%
Improves my workplace experience	42%
Has no impact on my workplace experience	41%
Makes me more productive	41%
Helps ensure that I am rewarded for my productivity even when nobody is around to see it	39%
Helps me stay focused	39%
Helps protect my safety while I'm at work	31%

1. Is an invasion of my privacy

	Total
Base	872
TOP 2 BOX (NET)	47%
Strongly agree	14%
Somewhat agree	33%
BOTTOM 2 BOX (NET)	53%
Somewhat disagree	25%
Strongly disagree	28%

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

	Total
Base	872
TOP 2 BOX (NET)	69%
Strongly agree	27%
Somewhat agree	43%
BOTTOM 2 BOX (NET)	31%
Somewhat disagree	21%
Strongly disagree	10%

3. *Helps me stay focused*

	Total
Base	872
TOP 2 BOX (NET)	61%
Strongly agree	19%
Somewhat agree	41%
BOTTOM 2 BOX (NET)	39%
Somewhat disagree	27%
Strongly disagree	12%

4. *Makes me feel anxious*

	Total
Base	872
TOP 2 BOX (NET)	45%
Strongly agree	14%
Somewhat agree	31%
BOTTOM 2 BOX (NET)	55%
Somewhat disagree	28%
Strongly disagree	27%

5. *Causes me to feel stress*

	Total
Base	872
TOP 2 BOX (NET)	47%
Strongly agree	14%
Somewhat agree	33%
BOTTOM 2 BOX (NET)	53%
Somewhat disagree	24%
Strongly disagree	30%

6. Makes me feel like they do not trust me

	Total
Base	872
TOP 2 BOX (NET)	53%
Strongly agree	19%
Somewhat agree	35%
BOTTOM 2 BOX (NET)	47%
Somewhat disagree	23%
Strongly disagree	23%

7. Improves my workplace experience

	Total
Base	872
TOP 2 BOX (NET)	58%
Strongly agree	19%
Somewhat agree	39%
BOTTOM 2 BOX (NET)	42%
Somewhat disagree	26%
Strongly disagree	16%

8. Makes me more productive

	Total
Base	872
TOP 2 BOX (NET)	59%
Strongly agree	23%
Somewhat agree	36%
BOTTOM 2 BOX (NET)	41%
Somewhat disagree	28%
Strongly disagree	12%

9. Has no impact on my workplace experience

	Total
Base	872
TOP 2 BOX (NET)	59%
Strongly agree	25%
Somewhat agree	34%
BOTTOM 2 BOX (NET)	41%
Somewhat disagree	27%
Strongly disagree	14%

10. Helps ensure that I am rewarded for my productivity even when nobody is around to see it

	Total
Base	872
TOP 2 BOX (NET)	61%
Strongly agree	23%
Somewhat agree	37%
BOTTOM 2 BOX (NET)	39%
Somewhat disagree	22%
Strongly disagree	17%

11. Makes me want to look for a different job

	Total
Base	872
TOP 2 BOX (NET)	38%
Strongly agree	14%
Somewhat agree	24%
BOTTOM 2 BOX (NET)	62%
Somewhat disagree	30%
Strongly disagree	32%

12. Makes me feel uncomfortable

	Total
Base	872
TOP 2 BOX (NET)	47%
Strongly agree	16%
Somewhat agree	31%
BOTTOM 2 BOX (NET)	53%
Somewhat disagree	25%
Strongly disagree	28%

BASE: ALL QUALIFIED RESPONDENTS

Q6040. How much do you agree or disagree with each of the following statements regarding a four-day work week?

Summary of Strongly/Somewhat Agree (Top 2 Box)

	Total
Base	2027
I could be just as effective at work if I only worked four days per week.	81%
I would be happier at work if I only worked four days per week.	79%
Four-day work weeks will likely become the norm in America within my lifetime.	67%

Summary of Strongly/Somewhat Disagree (Bottom 2 Box)

	Total
Base: Variable, Excluding N/A	
Four-day work weeks will likely become the norm in America within my lifetime.	33%
I would be happier at work if I only worked four days per week.	21%
I could be just as effective at work if I only worked four days per week.	19%

1. Four-day work weeks will likely become the norm in America within my lifetime.

	Total
Base	2027
TOP 2 BOX (NET)	67%
Strongly agree	24%
Somewhat agree	42%
BOTTOM 2 BOX (NET)	33%
Somewhat disagree	24%
Strongly disagree	10%

2. I could be just as effective at work if I only worked four days per week.

	Total
Base	2027
TOP 2 BOX (NET)	81%
Strongly agree	43%
Somewhat agree	38%
BOTTOM 2 BOX (NET)	19%
Somewhat disagree	12%
Strongly disagree	7%

3. I would be happier at work if I only worked four days per week.

	Total
Base	2027
TOP 2 BOX (NET)	79%
Strongly agree	40%
Somewhat agree	39%
BOTTOM 2 BOX (NET)	21%
Somewhat disagree	13%
Strongly disagree	8%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
TOP 2 BOX (NET)	36%
Very concerned	10%
Somewhat concerned	26%
BOTTOM 2 BOX (NET)	64%
Not very concerned	31%
Not at all concerned	33%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
Office work (administrative, managerial, professional, desk work, etc.)	45%
Manual labor (driving, working with your hands, assembling, moving, etc.)	30%
Customer/client/patient service (education, retail, food service, healthcare, entertainment, etc.)	18%
Other	7%

BASE: ALL QUALIFIED RESPONDENTS**Q1311** Which of following best describes the industry you work in?

	Total
Base	2027
Health Care and Social Assistance	13%
Retail Trade	9%
Professional, Scientific, and Technical Services	7%
Finance and Insurance	7%
Manufacturing	6%
Educational Services	6%
Construction	6%
Arts, Entertainment, and Recreation	5%
Accommodation and Food Services	5%
Information	4%
Transportation and Warehousing	3%
Real Estate and Rental and Leasing	3%
Public Administration	2%
Wholesale Trade	1%
Management of Companies and Enterprises	1%
Agriculture, Forestry, Fishing and Hunting	1%
Administrative and Support and Waste Management and Remediation Services	1%
Utilities	1%
Mining, Quarrying, and Oil and Gas Extraction	1%
Other Services (except Public Administration)	18%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
Upper level job within organization: upper level manager involving coordination of organization, development of plans/goals for the organization, supervision of managers, etc.	20%
Middle level job within organization: involves some management and supervision or coordination of other people or departments, etc.	34%
Front line job within organization: directly involved with production of products or providing services, such as sales, secretarial, bookkeeping, clerical, customer service, etc.	22%
Individual contributor: do not have management responsibilities, but have a middle level or senior position	23%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
For-profit	71%
Not-for-profit	16%
Local, state, or federal government	13%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
<100 (NET)	37%
Fewer than 20	21%
20 to 49	8%
50 to 99	8%
100-999 (NET)	28%
100 to 249	10%
250 to 499	8%
500 to 999	10%
1,000+ (NET)	35%
1,000 to 4,999	13%
5,000 to 9,999	7%
10,000 or more	14%

BASE: ALL QUALIFIED RESPONDENTS

Q1350 Which of the following describes the primary type of compensation you receive?

	Total
Base	2027
Hourly wage	49%
Salary	41%
Commission	6%
Other	4%

BASE: ALL QUALIFIED RESPONDENTS

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

	Total
Base	2027
TOP 2 BOX (NET)	76%
Hourly wage	17%
Salary	59%
BOTTOM 2 BOX (NET)	24%
Fair	22%
Poor	2%

BASE: ALL QUALIFIED RESPONDENTS

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.

	Total
Base	2027
HAVE A DISABILITY (NET)	15%
I have a physical disability	6%
I have a cognitive, emotional, learning, or mental disability	6%
I have both a physical disability, as well as a cognitive, emotional, learning, or mental disability	4%
I do not have a disability	83%
Prefer not to answer	2%

BASE: HAS A DISABILITY

Q1880 Which of the following best describes a disability you have? Please select all that apply.

	Total
Base	311
Mental health (anxiety, depression, PTSD, OCD, etc.)	44%
Chronic health condition(s)	27%
Mobility-related/Orthopedic	22%
Learning	12%
Temporary disability due to illness or injury	9%
Cognitive/intellectual	7%
Speech-language/Communication	6%
Deaf or Hard-of-Hearing	6%
Blind or Low Vision	6%
Developmental delay(s)	5%
Prefer to self-describe	9%
Prefer not to answer	5%

BASE: HAS A DISABILITY

Q4051 Does your employer know that you are living with a disability?

	Total
Base	311
Yes	71%
No	19%
Not sure	10%

BASE: HAS A DISABILITY**Q4052** Do you receive any accommodations at work as a result of your disability?

	Total
Base	311
Yes	38%
No	57%
I don't know	5%

BASE: ALL QUALIFIED RESPONDENTS**Q1560 [Caregiver status]** Have you ever or do you currently serve as a caregiver to a family member or friend?

	Total
Base	2027
EVER BEEN CAREGIVER (NET)	31%
Yes, currently	14%
Yes, in the past	16%
No	69%

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

	Total
Base	2027
Heterosexual (straight)	88%
LGBQ+	11%
Bisexual	6%
Gay	2%
Lesbian	1%
Pansexual	1%
Asexual	1%
Queer	*
Other sexual orientation	*
Not sure	*
Decline to answer	1%

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

	Total
Base	2027
LESS THAN HIGH SCHOOL (NET)	5%
Less than high school	1%
Completed some high school	3%
HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET)	52%
High school graduate	16%
Job-specific training program(s) after high school	4%
Some college, but no degree	19%
Associate degree	13%
4 YEAR COLLEGE DEGREE OR MORE (NET)	43%
Bachelor's degree (such as B.A., B.S.)	25%
Some graduate school, but no degree	2%
Graduate degree (such as MBA, MS, M.D., Ph.D.)	16%

BASE: ALL QUALIFIED RESPONDENTS**Income.** How much total combined income did all members of your household earn before taxes last year?

	Total
Base	2027
Less than \$15,000	2%
\$15,000 to \$24,999	2%
\$25,000 to \$34,999	4%
\$35,000 to \$49,999	7%
\$50,000 to \$74,999	15%
\$75,000 to \$99,999	14%
\$100,000 OR MORE (NET)	54%
\$100,000 to \$124,999	21%
\$125,000 to \$149,999	11%
\$150,000 to \$199,999	11%
\$200,000 to \$249,999	5%
\$250,000 or more	6%
Prefer not to answer	2%

BASE: ALL QUALIFIED RESPONDENTS**ADULTS IN HH.** Including yourself, how many people age 18 or older live in your household?

	Total
Base	2027
1	18%
ANY OTHER THAN RESPONDENT (NET)	82%
2	51%
3	17%
4+	13%

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

	Total
Base	2027
0	61%
ANY (NET)	39%
1	19%
2	15%
3	4%
4+	2%

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

	Total
Base	728
0	9%
ANY (NET)	91%
1	44%
2	35%
3	10%
4	2%
5+	1%
Mean	1.6
Median	2

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

	Total
Base	2027
1 HH member	13%
2 HH members	32%
3 HH members	21%
4 HH members	19%
5+ HH members	15%

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

	Total
Base	2027
Northeast	18%
Midwest	21%
South	38%
West	23%

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

	Total
Base	2027
Never married	33%
MARRIED / LIVING WITH PARTNER (NET)	54%
Married or civil union	47%
Living with partner	7%
DIVORCED / SEPARATED / WIDOWED (NET)	13%
Divorced	8%
Separated	2%
Widow/Widower	3%