

## Employee Survey December 2009

**Q1** Which of the following issues has the biggest impact in your stress level and sense of wellbeing: work, health, the economy, or family? If work, press 1. If health, press 2. If the economy, press 3. If family, press 4.

*Work* .....16%    *Economy*.....51%  
*Health* .....18%    *Family*.....15%

**Q2** In the last six months has your stress level increased, decreased, or remained the same? If it has increased, press 1. If it has decreased, press 2. If it has remained the same, press 3.

*Increased*.....53%    *Remained the Same* .....34%  
*Decreased* .....13%

**Q3** Given the choices of work, money, health, family, and spirituality which do you think is the most important? If work, press 1. If money, press 2. If health, press 3. If family, press 4. If spirituality, press 5.

*Work* ..... 4%    *Family*.....38%  
*Money*..... 8%    *Spirituality* .....29%  
*Health* .....21%

**Q4** Between worrying about finances, relationship or family troubles, job security, caregiving responsibilities, and your health what currently distracts you the most while at work? If worrying about finances, press 1. If relationship or family troubles, press 2. If job security, press 3. If caregiving responsibilities, press 4. If your health, press 5.

*Finances* ..... 34%  
*Relationship or Family Trouble* ..... 12%  
*Job Security*..... 21%  
*Caregiving Responsibilities*..... 11%  
*Health* .....22%

**Q5** If you had more spare time, would you spend it pursuing hobbies, exercising, with your family, or working and advancing your career? If pursuing hobbies, press 1. If exercising, press 2. If with family, press 3. If working and advancing your career, press 4.

*Hobbies*..... 21%  
*Exercising* ..... 21%  
*Time with Family*..... 53%  
*Working and Advancing Career* ..... 6%

**Q6** If you could change one aspect of your job would it be your salary and benefits, work-life balance, opportunities for professional development and advancement, or better hours? If better salary and benefits, press 1. If better work-life balance, press 2. If more opportunity for professional development and advancement, press 3. If better hours, press 4.

*Salary and Benefits*..... 49%  
*Work-Life Balance* ..... 29%  
*Opportunities for Professional Development and Advancement*..... 17%  
*Better Hours*..... 5%

**Q7** How would you categorize the importance of work-life balance to you? If very important, press 1. If somewhat important, press 2. If not very important, press 3. If not at all important, press 4.

*Very Important* ..... 71%  
*Somewhat Important*..... 23%  
*Not Very Important*..... 6%  
*Not at all Important* ..... 1%

**Q8** Are you happy with the balance between your work life and personal life? If yes, press 1. If no, press 2.

*Yes*.....64%    *No* ..... 36%

**Q9** If you are a woman, press 1. If a man, press 2.

*Woman* .....50%    *Man*.....50%

**Q10** If you are 18 to 29, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If older than 65, press 4.

18 to 29..... 8% 46 to 65.....57%  
 30 to 45.....20% Older than 65.....16%

**Q11** If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.

Hispanic..... 14%  
 White .....69%  
 Black..... 11%  
 Other..... 6%

**Q12** What kind of industry do you work in? If you work in a service industry, press 1. If you work in retail or wholesale trade, press 2. If you work in finance, insurance or real estate, press 3. If you work in a construction or minerals industry, press 4. If you work in a manufacturing business, press 5. If you work in transportation, communication or utilities, press 6. If education, press 7. If health care, press 8. If you are a government employee, press 9.

Service industry ..... 29%  
 Retail or wholesale trade ..... 9%  
 Finance, insurance, or real estate..... 9%  
 Construction or minerals industry..... 7%  
 Manufacturing business..... 8%  
 Transportation, communication, or utilities..... 6%  
 Education..... 13%  
 Health care ..... 10%  
 Government employee..... 9%

**Q13** If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

Under \$25,000..... 24%  
 \$25,000 to \$50,000..... 39%  
 \$50,000 to \$75,000..... 18%  
 \$75,000 to \$100,000..... 10%  
 More than \$100,000..... 9%



## Crosstabs

	Base	Gender	
		Woman	Man
<b>Biggest Impact on Stress Level</b>			
<b>Work</b>	16%	13%	18%
<b>Health</b>	18%	22%	14%
<b>Economy</b>	51%	51%	51%
<b>Family</b>	15%	14%	17%

	Base	Gender	
		Woman	Man
<b>Change in Stress Level</b>			
<b>Increased</b>	53%	54%	53%
<b>Decreased</b>	13%	11%	15%
<b>Remained the Same</b>	34%	35%	32%

	Base	Gender	
		Woman	Man
<b>Top Priority</b>			
<b>Work</b>	4%	3%	5%
<b>Money</b>	8%	6%	9%
<b>Health</b>	21%	22%	21%
<b>Family</b>	38%	39%	38%
<b>Spirituality</b>	29%	29%	28%

## Crosstabs

	Base	Gender	
		Woman	Man
<b>Distraction at Work</b>			
<b>Finances</b>	34%	34%	34%
<b>Relationship or Family Trouble</b>	12%	14%	10%
<b>Job Security</b>	21%	19%	22%
<b>Caregiving Responsibilities</b>	11%	12%	10%
<b>Health</b>	22%	20%	24%

	Base	Gender	
		Woman	Man
<b>Priorities with more time</b>			
<b>Hobbies</b>	21%	17%	25%
<b>Exercising</b>	21%	20%	22%
<b>Time with Family</b>	53%	59%	47%
<b>Working and Advancing Career</b>	6%	5%	7%

	Base	Gender	
		Woman	Man
<b>Change One Aspect of Job</b>			
<b>Salary and Benefits</b>	49%	52%	46%
<b>Work-Life Balance</b>	29%	28%	30%
<b>Opportunities for Professional Development and Advancement</b>	17%	15%	19%
<b>Better Hours</b>	5%	5%	5%

## Crosstabs

	Base	Gender	
		Woman	Man
<b>Importance of Work-Life Balance</b>			
<b>Very Important</b>	71%	75%	66%
<b>Somewhat Important</b>	23%	19%	27%
<b>Not Very Important</b>	6%	5%	6%
<b>Not at all Important</b>	1%	1%	1%

	Base	Gender	
		Woman	Man
<b>Happy w/ Work-Life Balance</b>			
<b>Yes</b>	64%	61%	68%
<b>No</b>	36%	39%	32%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Biggest Impact on Stress Level</b>					
<b>Work</b>	16%	28%	27%	14%	1%
<b>Health</b>	18%	12%	16%	19%	18%
<b>Economy</b>	51%	48%	47%	48%	67%
<b>Family</b>	15%	12%	11%	18%	13%

## Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Change in Stress Level</b>					
<b>Increased</b>	53%	62%	54%	53%	48%
<b>Decreased</b>	13%	10%	9%	14%	17%
<b>Remained the Same</b>	34%	28%	36%	33%	36%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Top Priority</b>					
<b>Work</b>	4%	2%	3%	5%	1%
<b>Money</b>	8%	30%	8%	5%	4%
<b>Health</b>	21%	16%	10%	24%	31%
<b>Family</b>	38%	26%	47%	39%	33%
<b>Spirituality</b>	29%	26%	32%	27%	31%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Distraction at Work</b>					
<b>Finances</b>	34%	60%	41%	31%	26%
<b>Relationship or Family Trouble</b>	12%	14%	14%	12%	9%
<b>Job Security</b>	21%	14%	28%	21%	14%
<b>Caregiving Responsibilities</b>	11%	10%	9%	13%	9%
<b>Health</b>	22%	2%	8%	24%	43%

## Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Priorities with more time</b>					
<b>Hobbies</b>	21%	36%	18%	17%	32%
<b>Exercising</b>	21%	18%	20%	23%	13%
<b>Time with Family</b>	53%	38%	50%	57%	48%
<b>Working and Advancing Career</b>	6%	8%	11%	3%	7%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Change One Aspect of Job</b>					
<b>Salary and Benefits</b>	49%	56%	46%	47%	57%
<b>Work-Life Balance</b>	29%	28%	24%	35%	13%
<b>Opportunities for Professional Development and Advancement</b>	17%	10%	28%	13%	23%
<b>Better Hours</b>	5%	6%	2%	6%	6%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
<b>Importance of Work-Life Balance</b>					
<b>Very Important</b>	71%	66%	80%	70%	62%
<b>Somewhat Important</b>	23%	24%	19%	23%	28%
<b>Not Very Important</b>	6%	10%	2%	6%	9%
<b>Not at all Important</b>	1%	-	-	1%	2%

## Crosstabs

		Age				
		18 to 29	30 to 45	46 to 65	Older than 65	
<b>Happy w/ Work-Life Balance</b>						
<b>Yes</b>	<b>Base</b>	64%	62%	60%	63%	76%
<b>No</b>		36%	38%	40%	37%	24%

		Race				
		Hispanic	White	Black	Other	
<b>Biggest Impact on Stress Level</b>						
<b>Work</b>	<b>Base</b>	16%	14%	16%	17%	15%
<b>Health</b>		18%	18%	18%	21%	10%
<b>Economy</b>		51%	45%	51%	54%	55%
<b>Family</b>		15%	23%	15%	8%	20%

		Race				
		Hispanic	White	Black	Other	
<b>Change in Stress Level</b>						
<b>Increased</b>	<b>Base</b>	53%	45%	59%	25%	62%
<b>Decreased</b>		13%	18%	9%	33%	14%
<b>Remained the Same</b>		34%	36%	33%	42%	24%

## Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
<b>Top Priority</b>					
<b>Work</b>	4%	14%	2%	4%	-
<b>Money</b>	8%	9%	6%	17%	-
<b>Health</b>	21%	18%	20%	25%	43%
<b>Family</b>	38%	36%	39%	33%	43%
<b>Spirituality</b>	29%	23%	32%	21%	14%

	Base	Race			
		Hispanic	White	Black	Other
<b>Distraction at Work</b>					
<b>Finances</b>	34%	23%	37%	29%	33%
<b>Relationship or Family Trouble</b>	12%	9%	13%	8%	19%
<b>Job Security</b>	21%	36%	18%	21%	10%
<b>Caregiving Responsibilities</b>	11%	14%	12%	4%	10%
<b>Health</b>	22%	18%	20%	38%	29%

	Base	Race			
		Hispanic	White	Black	Other
<b>Priorities with more time</b>					
<b>Hobbies</b>	21%	14%	25%	13%	14%
<b>Exercising</b>	21%	18%	21%	13%	38%
<b>Time with Family</b>	53%	64%	49%	63%	48%
<b>Working and Advancing Career</b>	6%	5%	5%	13%	-

## Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
<b>Change One Aspect of Job</b>					
<b>Salary and Benefits</b>	49%	41%	50%	54%	48%
<b>Work-Life Balance</b>	29%	36%	29%	25%	19%
<b>Opportunities for Professional Development and Advancement</b>	17%	23%	15%	13%	33%
<b>Better Hours</b>	5%	-	6%	8%	-

	Base	Race			
		Hispanic	White	Black	Other
<b>Importance of Work-Life Balance</b>					
<b>Very Important</b>	71%	77%	69%	79%	62%
<b>Somewhat Important</b>	23%	18%	24%	21%	19%
<b>Not Very Important</b>	6%	5%	6%	-	19%
<b>Not at all Important</b>	1%	-	1%	-	-

	Base	Race			
		Hispanic	White	Black	Other
<b>Happy w/ Work-Life Balance</b>					
<b>Yes</b>	64%	64%	64%	58%	81%
<b>No</b>	36%	36%	36%	42%	19%

## Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
<b>Biggest Impact on Stress Level</b>											
<b>Work</b>	16%	18%	12%	11%	23%	13%	23%	14%	10%	22%	
<b>Health</b>	18%	15%	18%	19%	15%	13%	20%	20%	21%	30%	
<b>Economy</b>	50%	49%	63%	62%	55%	53%	37%	43%	53%	44%	
<b>Family</b>	15%	18%	8%	8%	8%	20%	20%	24%	16%	4%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
<b>Change in Stress Level</b>											
<b>Increased</b>	53%	56%	74%	39%	57%	69%	43%	43%	45%	47%	
<b>Decreased</b>	13%	10%	14%	20%	8%	14%	20%	17%	9%	10%	
<b>Remained the Same</b>	34%	34%	12%	41%	35%	18%	37%	40%	46%	43%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
<b>Top Priority</b>											
<b>Work</b>	4%	4%	6%	8%	-	5%	-	7%	7%	2%	
<b>Money</b>	7%	13%	24%	4%	5%	5%	3%	-	4%	-	
<b>Health</b>	22%	20%	10%	28%	20%	18%	26%	17%	28%	39%	
<b>Family</b>	37%	31%	27%	41%	39%	38%	43%	47%	39%	41%	
<b>Spirituality</b>	29%	32%	33%	18%	36%	34%	28%	29%	23%	18%	

## Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
<b>Distraction at Work</b>										
<b>Finances</b>	35%	39%	47%	45%	33%	27%	37%	25%	29%	21%
<b>Relationship or Family Trouble</b>	13%	11%	16%	12%	10%	4%	6%	23%	14%	16%
<b>Job Security</b>	20%	20%	14%	10%	30%	29%	35%	13%	18%	22%
<b>Caregiving Responsibilities</b>	12%	13%	2%	6%	10%	15%	6%	20%	9%	18%
<b>Health</b>	21%	17%	21%	27%	17%	24%	17%	20%	30%	24%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
<b>Priorities with more time</b>										
<b>Hobbies</b>	22%	19%	24%	23%	27%	11%	32%	24%	14%	31%
<b>Exercising</b>	22%	21%	16%	18%	10%	24%	21%	21%	26%	39%
<b>Time with Family</b>	51%	56%	53%	46%	55%	60%	44%	50%	58%	27%
<b>Working and Advancing Career</b>	5%	4%	8%	13%	8%	4%	3%	6%	2%	2%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
<b>Change One Aspect of Job</b>										
<b>Salary and Benefits</b>	49%	52%	41%	51%	48%	40%	60%	44%	47%	60%
<b>Work-Life Balance</b>	29%	33%	45%	24%	27%	31%	3%	26%	32%	24%
<b>Opportunities for Professional Development and Advancement</b>	16%	11%	12%	18%	18%	22%	28%	27%	10%	12%
<b>Better Hours</b>	5%	4%	2%	6%	8%	7%	8%	3%	11%	4%

## Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
<b>Importance of Work-Life Balance</b>										
<b>Very Important</b>	70%	72%	73%	68%	65%	78%	66%	65%	72%	63%
<b>Somewhat Important</b>	24%	23%	24%	22%	30%	16%	28%	25%	19%	33%
<b>Not Very Important</b>	6%	5%	4%	10%	5%	-	3%	10%	9%	4%
<b>Not at all Important</b>	1%	-	-	-	-	7%	3%	-	-	-

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
<b>Happy w/ Work-Life Balance</b>										
<b>Yes</b>	63%	66%	37%	55%	72%	67%	69%	65%	68%	67%
<b>No</b>	37%	34%	63%	45%	28%	33%	31%	35%	32%	33%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Biggest Impact on Stress Level</b>						
<b>Work</b>	16%	11%	17%	21%	17%	10%
<b>Health</b>	18%	16%	24%	14%	11%	12%
<b>Economy</b>	51%	56%	44%	52%	52%	61%
<b>Family</b>	15%	16%	14%	14%	20%	17%

## Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Change in Stress Level</b>						
<b>Increased</b>	53%	59%	53%	53%	40%	53%
<b>Decreased</b>	13%	8%	13%	15%	17%	18%
<b>Remained the Same</b>	34%	33%	34%	32%	43%	29%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Top Priority</b>						
<b>Work</b>	4%	3%	3%	2%	6%	12%
<b>Money</b>	8%	8%	11%	7%	-	2%
<b>Health</b>	21%	21%	22%	18%	22%	28%
<b>Family</b>	39%	31%	35%	46%	63%	35%
<b>Spirituality</b>	28%	38%	29%	27%	9%	24%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Distraction at Work</b>						
<b>Finances</b>	34%	36%	38%	31%	20%	36%
<b>Relationship or Family Trouble</b>	12%	12%	11%	10%	11%	18%
<b>Job Security</b>	20%	21%	21%	20%	26%	11%
<b>Caregiving Responsibilities</b>	11%	9%	9%	16%	22%	5%
<b>Health</b>	22%	21%	21%	23%	21%	29%

## Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Priorities with more time</b>						
<b>Hobbies</b>	21%	20%	25%	18%	15%	18%
<b>Exercising</b>	21%	14%	16%	24%	36%	36%
<b>Time with Family</b>	52%	56%	55%	52%	44%	43%
<b>Working and Advancing Career</b>	6%	9%	4%	5%	5%	3%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Change One Aspect of Job</b>						
<b>Salary and Benefits</b>	49%	58%	54%	41%	41%	31%
<b>Work-Life Balance</b>	29%	18%	26%	42%	35%	36%
<b>Opportunities for Professional Development and Advancement</b>	17%	20%	13%	14%	20%	28%
<b>Better Hours</b>	5%	4%	7%	3%	3%	5%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Importance of Work-Life Balance</b>						
<b>Very Important</b>	70%	73%	68%	73%	71%	71%
<b>Somewhat Important</b>	23%	19%	26%	22%	18%	26%
<b>Not Very Important</b>	6%	7%	5%	5%	9%	3%
<b>Not at all Important</b>	1%	1%	1%	-	2%	-

## Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
<b>Happy w/ Work-Life Balance</b>						
<b>Yes</b>	<b>65%</b>	57%	67%	56%	79%	74%
<b>No</b>	<b>35%</b>	43%	33%	44%	21%	26%