

Job Satisfaction Survey July 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.

Work15% Economy.....48%
Health18% Family.....19%

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.....56% Remained the Same31%
Decreased13%

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.....42%
Money..... 4% Spirituality30%
Health19%

Q4 Working from the same list of responses, which do you think is second most important? If work, press 1. If money, press 2. If health, press 3. If family, press 4. If spirituality, press 5.

Work10% Family.....36%
Money.....11% Spirituality14%
Health29%

Q5 Working from the same list of responses, which do you think is third most important? If work, press 1. If money, press 2. If health, press 3. If family, press 4. If spirituality, press 5.

Work 23%
Money..... 21%
Health 37%
Family..... 9%
Spirituality 11%

Q6 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 36%
Relationship or Family Trouble 15%
Job Security..... 19%
Caregiving Responsibilities..... 13%
Health 18%

Q7 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..... 20%
Exercising 23%
Time with Family..... 49%
Working and Advancing Career 8%

Q8 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..... 51%
Work-Life Balance 27%
Opportunities for Professional Development and Advancement..... 14%
Better Hours..... 8%



Q9 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 69%
 Somewhat Important..... 25%
 Not Very Important..... 4%
 Not at all Important 2%

Q10 How would you rank your sense of job security? If very secure, press 1. If somewhat secure, press 2. If somewhat insecure, press 3. If very insecure, press 4.

Very Secure 38% Somewhat Insecure..... 17%
 Somewhat Secure. 35% Very Insecure 10%

Q11 How would you rank your optimism about a rebound in the economy? If very optimistic, press 1. If somewhat optimistic, press 2. If somewhat pessimistic, press 3. If very pessimistic, press 4.

Very Optimistic.....19% Somewhat Pessimistic.....25%
 Somewhat Optimistic.....35% Very Pessimistic21%

Q12 Some employers offer free training to their employees on areas of personal growth such as money management, stress management or personal wellness. Does your employer offer any training like this? If yes, press 1. If no, press 2.

Yes 32%
 No 68%

Q13 Some employers offer training to increase your work-related skills such as time management, communication skills and leadership skills. Does your employer offer this kind of training? If yes, press 1. If no, press 2.

Yes 39%
 No 61%

Q14 If your employer offered training in the areas of personal growth at no cost, would you be interested in attending? If yes, press 1. If no, press 2.

Yes 71%
 No 29%

Q15 If your employer offered training to increase your job skills at no cost would you be interested in attending? If yes, press 1. If no, press 2.

Yes 85%
 No 15%

Q16 If your employer offered this training before or after work or during your lunch hour would you participate? If yes, press 1. If no, press 2.

Yes 72%
 No 28%

Q17 Think about the one person who has helped you the most in your career. Is that person a man or a woman? If a man, press 1. If a woman, press 2.

Man..... 60%
 Woman 40%

Q18 Is that man a father of at least one daughter? If yes, press 1. If no, press 2. If you're not sure, press 3.

Yes 56%
 No 25%
 Don't Know 19%

Q19 How long have you worked for your current employer? If less than a year, press 1. If one to three years, press 2. If more than 3 years, press 3.

Less than a year 9% More than three years.....76%
 One to three years .15%

Q20 If you are a woman, press 1. If a man, press 2.

Woman56% Man.....44%

Q21 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..... 7% 46 to 65.....58%
 30 to 45.....25% Older than 65.....10%



Q22 If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.

<i>Hispanic</i>	14%
<i>White</i>	68%
<i>Black</i>	12%
<i>Other</i>	6%

Q23 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. If other, press 0.

<i>Service industry</i>	19%
<i>Retail or wholesale trade</i>	9%
<i>Finance, insurance, or real estate</i>	7%
<i>Construction or minerals industry</i>	5%
<i>Manufacturing business</i>	7%
<i>Transportation, communication, or utilities</i>	5%
<i>Education</i>	15%
<i>Health care</i>	11%
<i>Government employee</i>	6%
<i>Other</i>	16%

Q24 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.

<i>Under \$25,000</i>	30%
<i>\$25,000 to \$50,000</i>	32%
<i>\$50,000 to \$75,000</i>	20%
<i>\$75,000 to \$100,000</i>	10%
<i>More than \$100,000</i>	8%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Biggest Impact on Stress Level				
Work	15%	23%	23%	13%
Health	18%	17%	16%	18%
Economy	48%	35%	42%	50%
Family	19%	25%	19%	18%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Change in Stress Level				
Increased	56%	60%	52%	56%
Decreased	13%	10%	13%	14%
Remained the Same	31%	30%	35%	30%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Top Priority				
Work	4%	8%	5%	3%
Money	4%	3%	7%	4%
Health	19%	14%	14%	21%
Family	42%	38%	41%	43%
Spirituality	30%	37%	33%	28%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Second Priority				
Work	10%	18%	7%	10%
Money	11%	6%	14%	11%
Health	29%	28%	29%	30%
Family	36%	35%	35%	37%
Spirituality	14%	12%	16%	13%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Third Priority				
Work	23%	28%	24%	22%
Money	21%	20%	16%	22%
Health	37%	35%	44%	35%
Family	9%	13%	6%	9%
Spirituality	11%	4%	9%	12%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Distraction at Work				
Finances	36%	39%	40%	35%
Relationship or Family Trouble	15%	19%	19%	13%
Job Security	19%	25%	15%	19%
Caregiving Responsibilities	13%	9%	15%	13%
Health	18%	9%	10%	20%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Priorities with more time				
Hobbies	20%	22%	16%	21%
Exercising	23%	15%	22%	24%
Time with Family	49%	52%	47%	49%
Working and Advancing Career	8%	12%	14%	6%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Change One Aspect of Job				
Salary and Benefits	51%	62%	62%	47%
Work-Life Balance	27%	18%	23%	29%
Opportunities for Professional Development and Advancement	14%	13%	9%	15%
Better Hours	8%	6%	6%	9%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Importance of Work-Life Balance				
Very Important	69%	83%	78%	66%
Somewhat Important	25%	10%	19%	28%
Not Very Important	4%	6%	3%	4%
Not at all Important	2%	1%	1%	3%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Sense of Job Security				
Very Secure	38%	26%	25%	42%
Somewhat Secure	35%	28%	38%	36%
Somewhat Unsecure	17%	24%	22%	15%
Very Unsecure	10%	21%	15%	7%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Optimism about Economy				
Very Optimistic	19%	26%	20%	18%
Somewhat Optimistic	35%	27%	51%	33%
Somewhat Pessimistic	25%	18%	16%	27%
Very Pessimistic	21%	29%	13%	22%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Employer offers Training on Personal Growth				
Yes	32%	27%	23%	34%
No	68%	73%	77%	66%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Employer Offers Training on Work-Related Skills				
Yes	39%	41%	28%	41%
No	61%	59%	72%	59%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Attend Personal Growth Training				
Yes	71%	70%	77%	70%
No	29%	30%	23%	30%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Attend Job Skills Training				
Yes	85%	89%	87%	84%
No	15%	11%	13%	16%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Training Attendance				
Yes	72%	78%	76%	70%
No	28%	22%	24%	30%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Most Helpful Person in Career				
Man	60%	52%	54%	62%
Woman	40%	48%	46%	38%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Man has Daughter(s)				
Yes	56%	55%	58%	56%
No	25%	18%	20%	26%
Don't Know	19%	27%	22%	18%

	Base	Gender	
		Woman	Man
Biggest Impact on Stress Level			
Work	15%	16%	14%
Health	18%	19%	16%
Economy	48%	45%	50%
Family	19%	19%	19%

	Base	Gender	
		Woman	Man
Change in Stress Level			
Increased	56%	54%	58%
Decreased	13%	16%	9%
Remained the Same	31%	29%	33%

Crosstabs

	Base	Gender	
		Woman	Man
Top Priority			
Work	4%	3%	5%
Money	4%	5%	3%
Health	19%	17%	22%
Family	42%	42%	43%
Spirituality	30%	32%	26%

	Base	Gender	
		Woman	Man
Second Priority			
Work	10%	8%	12%
Money	11%	8%	14%
Health	29%	28%	31%
Family	36%	38%	34%
Spirituality	14%	17%	9%

	Base	Gender	
		Woman	Man
Third Priority			
Work	23%	24%	22%
Money	21%	19%	23%
Health	37%	38%	34%
Family	9%	8%	10%
Spirituality	11%	11%	11%

	Base	Gender	
		Woman	Man
Distraction at Work			
Finances	36%	34%	38%
Relationship or Family Trouble	15%	14%	15%
Job Security	19%	18%	20%
Caregiving Responsibilities	13%	16%	8%
Health	18%	17%	18%

Crosstabs

	Base	Gender	
		Woman	Man
Priorities with more time			
Hobbies	20%	17%	24%
Exercising	23%	26%	19%
Time with Family	49%	49%	50%
Working and Advancing Career	8%	8%	8%

	Base	Gender	
		Woman	Man
Change One Aspect of Job			
Salary and Benefits	51%	53%	48%
Work-Life Balance	27%	28%	25%
Opportunities for Professional Development and Advancement	14%	11%	18%
Better Hours	8%	7%	9%

	Base	Gender	
		Woman	Man
Importance of Work-Life Balance			
Very Important	69%	75%	62%
Somewhat Important	25%	20%	31%
Not Very Important	4%	3%	4%
Not at all Important	2%	2%	2%

	Base	Gender	
		Woman	Man
Sense of Job Security			
Very Secure	38%	37%	39%
Somewhat Secure	35%	36%	35%
Somewhat Unsecure	17%	18%	15%
Very Unsecure	10%	10%	10%

Crosstabs

	Base	Gender	
		Woman	Man
Optimism about Economy			
Very Optimistic	19%	20%	18%
Somewhat Optimistic	35%	40%	29%
Somewhat Pessimistic	25%	23%	27%
Very Pessimistic	21%	17%	26%

	Base	Gender	
		Woman	Man
Employer offers Training on Personal Growth			
Yes	32%	34%	29%
No	68%	66%	71%

	Base	Gender	
		Woman	Man
Employer Offers Training on Work-Related Skills			
Yes	39%	41%	37%
No	61%	59%	63%

	Base	Gender	
		Woman	Man
Attend Personal Growth Training			
Yes	71%	74%	68%
No	29%	26%	32%

Crosstabs

	Base	Gender	
		Woman	Man
Attend Job Skills Training			
Yes	85%	87%	83%
No	15%	13%	17%

	Base	Gender	
		Woman	Man
Training Attendance			
Yes	72%	73%	71%
No	28%	27%	29%

	Base	Gender	
		Woman	Man
Most Helpful Person in Career			
Man	60%	48%	76%
Woman	40%	52%	24%

	Base	Gender	
		Woman	Man
Man has Daughter(s)			
Yes	56%	65%	49%
No	25%	24%	25%
Don't Know	19%	11%	26%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Biggest Impact on Stress Level					
Work	15%	23%	23%	13%	3%
Health	18%	14%	13%	19%	26%
Economy	48%	27%	42%	51%	54%
Family	19%	36%	21%	16%	17%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Change in Stress Level					
Increased	56%	47%	58%	57%	54%
Decreased	13%	29%	11%	13%	10%
Remained the Same	31%	24%	31%	31%	37%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Top Priority					
Work	4%	6%	5%	4%	2%
Money	4%	3%	4%	5%	1%
Health	19%	16%	13%	21%	29%
Family	42%	46%	48%	40%	36%
Spirituality	30%	28%	29%	30%	32%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Second Priority					
Work	10%	19%	14%	8%	6%
Money	11%	2%	12%	11%	13%
Health	29%	15%	27%	32%	29%
Family	36%	38%	34%	37%	39%
Spirituality	14%	26%	14%	12%	12%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Third Priority					
Work	23%	36%	16%	26%	12%
Money	21%	17%	22%	19%	27%
Health	37%	32%	41%	36%	32%
Family	9%	9%	12%	7%	15%
Spirituality	11%	6%	9%	11%	15%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Distraction at Work					
Finances	36%	40%	40%	34%	31%
Relationship or Family Trouble	15%	24%	13%	14%	16%
Job Security	19%	14%	21%	20%	8%
Caregiving Responsibilities	13%	16%	17%	10%	16%
Health	18%	6%	10%	20%	30%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Priorities with more time					
Hobbies	20%	26%	16%	20%	26%
Exercising	23%	22%	21%	24%	19%
Time with Family	49%	36%	55%	48%	52%
Working and Advancing Career	8%	16%	8%	8%	4%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Change One Aspect of Job					
Salary and Benefits	51%	51%	52%	51%	51%
Work-Life Balance	27%	17%	29%	28%	24%
Opportunities for Professional Development and Advancement	14%	29%	16%	11%	15%
Better Hours	8%	3%	4%	10%	10%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Importance of Work-Life Balance					
Very Important	69%	69%	76%	69%	56%
Somewhat Important	25%	17%	19%	28%	26%
Not Very Important	4%	8%	3%	2%	12%
Not at all Important	2%	6%	2%	1%	7%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Sense of Job Security					
Very Secure	38%	53%	32%	36%	56%
Somewhat Secure	35%	26%	36%	39%	20%
Somewhat Unsecure	17%	10%	21%	15%	18%
Very Unsecure	10%	11%	10%	10%	7%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Optimism about Economy					
Very Optimistic	19%	40%	18%	18%	18%
Somewhat Optimistic	35%	28%	34%	37%	28%
Somewhat Pessimistic	25%	15%	24%	26%	25%
Very Pessimistic	21%	16%	24%	19%	28%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer offers Training on Personal Growth					
Yes	32%	37%	35%	32%	21%
No	68%	63%	65%	68%	79%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Offers Training on Work-Related Skills					
Yes	39%	42%	45%	38%	31%
No	61%	58%	55%	62%	69%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Attend Personal Growth Training					
Yes	71%	67%	71%	72%	67%
No	29%	33%	29%	28%	33%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Attend Job Skills Training					
Yes	85%	86%	91%	83%	78%
No	15%	14%	9%	17%	22%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Training Attendance					
Yes	72%	66%	77%	71%	70%
No	28%	34%	23%	29%	30%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Most Helpful Person in Career					
Man	60%	51%	58%	62%	62%
Woman	40%	49%	42%	38%	38%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Man has Daughter(s)					
Yes	56%	67%	61%	54%	48%
No	25%	30%	22%	25%	27%
Don't Know	19%	2%	18%	21%	25%

	Base	Race			
		Hispanic	White	Black	Other
Biggest Impact on Stress Level					
Work	15%	21%	13%	16%	24%
Health	18%	24%	17%	16%	17%
Economy	48%	32%	52%	47%	38%
Family	19%	24%	18%	20%	21%

	Base	Race			
		Hispanic	White	Black	Other
Change in Stress Level					
Increased	56%	58%	59%	35%	62%
Decreased	13%	15%	11%	22%	12%
Remained the Same	31%	27%	30%	44%	26%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Top Priority					
Work	4%	6%	4%	2%	7%
Money	4%	3%	4%	5%	7%
Health	19%	18%	19%	24%	21%
Family	42%	56%	43%	25%	39%
Spirituality	30%	18%	30%	44%	26%

	Base	Race			
		Hispanic	White	Black	Other
Second Priority					
Work	10%	18%	8%	11%	14%
Money	11%	15%	10%	13%	7%
Health	29%	32%	30%	18%	34%
Family	36%	21%	39%	42%	33%
Spirituality	14%	15%	13%	16%	12%

	Base	Race			
		Hispanic	White	Black	Other
Third Priority					
Work	23%	38%	20%	24%	21%
Money	21%	18%	22%	18%	17%
Health	37%	35%	37%	38%	33%
Family	9%	3%	9%	11%	17%
Spirituality	11%	6%	12%	9%	12%

	Base	Race			
		Hispanic	White	Black	Other
Distraction at Work					
Finances	36%	24%	35%	49%	43%
Relationship or Family Trouble	15%	24%	13%	13%	14%
Job Security	19%	24%	19%	15%	19%
Caregiving Responsibilities	13%	12%	13%	11%	10%
Health	18%	18%	19%	13%	14%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Priorities with more time					
Hobbies	20%	25%	21%	11%	17%
Exercising	23%	28%	22%	20%	21%
Time with Family	49%	38%	53%	43%	47%
Working and Advancing Career	8%	9%	4%	26%	16%

	Base	Race			
		Hispanic	White	Black	Other
Change One Aspect of Job					
Salary and Benefits	51%	53%	51%	54%	45%
Work-Life Balance	27%	29%	29%	13%	24%
Opportunities for Professional Development and Advancement	14%	12%	12%	26%	17%
Better Hours	8%	6%	8%	7%	14%

	Base	Race			
		Hispanic	White	Black	Other
Importance of Work-Life Balance					
Very Important	69%	74%	69%	78%	50%
Somewhat Important	25%	24%	26%	17%	33%
Not Very Important	4%	-	4%	4%	10%
Not at all Important	2%	3%	2%	2%	7%

	Base	Race			
		Hispanic	White	Black	Other
Sense of Job Security					
Very Secure	38%	35%	39%	38%	31%
Somewhat Secure	35%	38%	36%	31%	29%
Somewhat Unsecure	17%	26%	14%	15%	24%
Very Unsecure	10%	-	10%	16%	16%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Optimism about Economy					
Very Optimistic	19%	29%	14%	36%	22%
Somewhat Optimistic	35%	32%	36%	40%	22%
Somewhat Pessimistic	25%	15%	28%	13%	31%
Very Pessimistic	21%	24%	22%	11%	24%

	Base	Race			
		Hispanic	White	Black	Other
Employer offers Training on Personal Growth					
Yes	32%	32%	31%	33%	40%
No	68%	68%	69%	67%	60%

	Base	Race			
		Hispanic	White	Black	Other
Employer Offers Training on Work-Related Skills					
Yes	39%	33%	41%	30%	48%
No	61%	67%	59%	70%	52%

	Base	Race			
		Hispanic	White	Black	Other
Attend Personal Growth Training					
Yes	71%	76%	67%	82%	79%
No	29%	24%	33%	18%	21%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Attend Job Skills Training					
Yes	85%	94%	83%	84%	84%
No	15%	6%	17%	16%	16%

	Base	Race			
		Hispanic	White	Black	Other
Training Attendance					
Yes	72%	74%	70%	76%	78%
No	28%	26%	30%	24%	22%

	Base	Race			
		Hispanic	White	Black	Other
Most Helpful Person in Career					
Man	60%	62%	62%	49%	63%
Woman	40%	38%	38%	51%	38%

	Base	Race			
		Hispanic	White	Black	Other
Man has Daughter(s)					
Yes	56%	62%	54%	63%	51%
No	25%	14%	28%	11%	31%
Don't Know	19%	24%	18%	26%	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
Biggest Impact on Stress Level						
Work	15%	14%	15%	14%	22%	19%
Health	18%	21%	19%	12%	19%	13%
Economy	48%	44%	47%	53%	45%	52%
Family	19%	21%	18%	21%	13%	17%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Change in Stress Level						
Increased	56%	55%	51%	59%	65%	63%
Decreased	13%	11%	16%	12%	11%	12%
Remained the Same	31%	34%	33%	29%	24%	26%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Top Priority						
Work	4%	3%	4%	3%	10%	3%
Money	4%	4%	4%	4%	6%	6%
Health	19%	20%	19%	20%	19%	22%
Family	42%	40%	40%	45%	48%	49%
Spirituality	30%	33%	33%	28%	17%	20%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Second Priority						
Work	10%	9%	7%	12%	18%	13%
Money	11%	13%	12%	6%	6%	16%
Health	29%	26%	30%	27%	41%	30%
Family	36%	38%	37%	41%	29%	26%
Spirituality	14%	14%	15%	14%	6%	15%

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
Third Priority						
Work	23%	24%	22%	22%	25%	22%
Money	21%	15%	23%	25%	25%	14%
Health	37%	39%	36%	39%	31%	34%
Family	9%	10%	10%	6%	9%	12%
Spirituality	11%	13%	9%	8%	10%	17%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Distraction at Work						
Finances	36%	42%	31%	36%	35%	34%
Relationship or Family Trouble	15%	16%	15%	16%	10%	13%
Job Security	19%	13%	24%	20%	23%	16%
Caregiving Responsibilities	13%	10%	13%	13%	14%	18%
Health	18%	20%	17%	15%	19%	20%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Priorities with more time						
Hobbies	20%	22%	15%	18%	32%	26%
Exercising	23%	17%	25%	27%	21%	27%
Time with Family	49%	49%	53%	49%	43%	46%
Working and Advancing Career	8%	12%	8%	7%	4%	1%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Change One Aspect of Job						
Salary and Benefits	51%	59%	55%	47%	36%	33%
Work-Life Balance	27%	19%	24%	29%	45%	44%
Opportunities for Professional Development and Advancement	14%	13%	13%	17%	11%	18%
Better Hours	8%	9%	8%	7%	9%	6%

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
Importance of Work-Life Balance						
Very Important	69%	73%	66%	68%	71%	71%
Somewhat Important	25%	19%	29%	27%	23%	25%
Not Very Important	4%	6%	2%	3%	3%	2%
Not at all Important	2%	3%	3%	1%	3%	1%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Sense of Job Security						
Very Secure	38%	33%	35%	40%	43%	56%
Somewhat Secure	35%	29%	38%	42%	38%	31%
Somewhat Unsecure	17%	21%	18%	12%	16%	6%
Very Unsecure	10%	16%	9%	6%	3%	6%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Optimism about Economy						
Very Optimistic	19%	24%	16%	20%	12%	23%
Somewhat Optimistic	35%	31%	39%	32%	44%	29%
Somewhat Pessimistic	25%	22%	25%	26%	27%	24%
Very Pessimistic	21%	23%	19%	22%	17%	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
Employer offers Training on Personal Growth						
Yes	32%	25%	26%	36%	51%	47%
No	68%	75%	74%	64%	49%	53%

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
Employer Offers Training on Work-Related Skills						
Yes	39%	28%	36%	45%	55%	62%
No	61%	72%	64%	55%	45%	38%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Attend Personal Growth Training						
Yes	71%	76%	72%	64%	73%	62%
No	29%	24%	28%	36%	27%	38%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Attend Job Skills Training						
Yes	85%	85%	87%	84%	84%	78%
No	15%	15%	13%	16%	16%	22%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Training Attendance						
Yes	72%	75%	73%	71%	67%	67%
No	28%	25%	27%	29%	33%	33%

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
Most Helpful Person in Career						
Man	60%	45%	64%	66%	71%	73%
Woman	40%	55%	36%	34%	29%	27%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Man has Daughter(s)						
Yes	56%	54%	54%	58%	59%	60%
No	25%	25%	27%	24%	27%	16%
Don't Know	19%	21%	20%	18%	14%	24%

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	Other	
Biggest Impact on Stress Level												
Work	15%	13%	23%	18%	22%	14%	28%	15%	20%	10%	7%	
Health	18%	23%	19%	14%	9%	15%	9%	19%	20%	18%	19%	
Economy	48%	47%	41%	53%	52%	60%	54%	44%	43%	50%	46%	
Family	19%	18%	17%	14%	18%	10%	9%	22%	18%	22%	28%	

	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	Other
Change in Stress Level											
Increased	56%	53%	40%	68%	81%	58%	62%	45%	64%	67%	52%
Decreased	13%	13%	19%	10%	1%	11%	18%	14%	12%	9%	17%
Remained the Same	31%	34%	41%	23%	18%	31%	20%	42%	24%	24%	31%

	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	Other
Top Priority											
Work	4%	6%	2%	6%	10%	3%	10%	4%	2%	3%	1%
Money	4%	4%	3%	5%	3%	3%	8%	4%	4%	4%	7%
Health	19%	20%	18%	14%	8%	23%	36%	17%	24%	20%	18%
Family	42%	43%	39%	48%	53%	48%	33%	43%	32%	46%	44%
Spirituality	30%	27%	39%	28%	27%	22%	12%	33%	38%	27%	31%

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	Other
Second Priority											
Work	10%	9%	8%	13%	15%	15%	18%	8%	5%	14%	8%
Money	11%	12%	16%	10%	10%	11%	10%	11%	8%	3%	11%
Health	29%	33%	29%	23%	30%	29%	30%	29%	29%	35%	27%
Family	36%	37%	35%	33%	37%	30%	35%	36%	40%	35%	39%
Spirituality	14%	9%	13%	21%	8%	15%	7%	16%	18%	13%	15%

	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	Other
Third Priority											
Work	23%	23%	22%	18%	22%	22%	19%	25%	20%	31%	24%
Money	21%	23%	15%	25%	22%	18%	27%	19%	18%	26%	18%
Health	37%	31%	41%	37%	41%	33%	33%	40%	34%	31%	43%
Family	9%	10%	9%	12%	6%	11%	16%	5%	16%	8%	5%
Spirituality	11%	13%	12%	8%	9%	17%	6%	12%	11%	4%	9%

	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	Other
Distraction at Work											
Finances	36%	35%	32%	40%	38%	44%	32%	38%	37%	39%	30%
Relationship or Family Trouble	15%	21%	11%	12%	15%	8%	2%	15%	16%	22%	14%
Job Security	19%	14%	16%	25%	24%	25%	43%	12%	20%	11%	19%
Caregiving Responsibilities	13%	14%	17%	13%	1%	11%	9%	18%	15%	8%	10%
Health	18%	16%	24%	10%	22%	12%	15%	16%	12%	21%	26%

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	Other	
Priorities with more time												
Hobbies	20%	22%	19%	21%	15%	22%	13%	16%	17%	33%	23%	
Exercising	23%	20%	23%	21%	19%	22%	31%	26%	25%	20%	21%	
Time with Family	49%	53%	46%	53%	61%	48%	48%	47%	52%	42%	46%	
Working and Advancing Career	8%	5%	12%	5%	5%	8%	8%	11%	7%	5%	10%	

	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	Other	
Change One Aspect of Job												
Salary and Benefits	51%	59%	49%	31%	49%	56%	56%	57%	48%	42%	48%	
Work-Life Balance	27%	21%	18%	40%	16%	25%	20%	29%	35%	24%	34%	
Opportunities for Professional Development and Advancement	14%	14%	22%	21%	21%	13%	12%	7%	12%	19%	12%	
Better Hours	8%	7%	11%	8%	15%	6%	12%	7%	4%	15%	6%	

	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	Other	
Importance of Work-Life Balance												
Very Important	69%	67%	71%	77%	66%	60%	70%	69%	74%	77%	67%	
Somewhat Important	25%	26%	25%	20%	19%	34%	27%	25%	21%	22%	25%	
Not Very Important	4%	5%	3%	2%	6%	3%	3%	4%	4%	-	4%	
Not at all Important	2%	3%	-	1%	9%	3%	-	1%	1%	1%	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	Other	
Sense of Job Security												
Very Secure	38%	39%	34%	38%	20%	31%	19%	45%	33%	51%	47%	
Somewhat Secure	35%	35%	42%	36%	28%	35%	43%	38%	45%	36%	23%	
Somewhat Insecure	17%	18%	11%	14%	34%	25%	27%	10%	19%	5%	16%	
Very Insecure	10%	8%	14%	12%	18%	9%	10%	7%	4%	8%	14%	

	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	Other	
Optimism about Economy												
Very Optimistic	19%	21%	28%	16%	19%	13%	19%	14%	18%	23%	21%	
Somewhat Optimistic	35%	35%	37%	30%	21%	33%	23%	51%	40%	33%	29%	
Somewhat Pessimistic	25%	26%	14%	25%	28%	40%	29%	19%	27%	23%	23%	
Very Pessimistic	21%	18%	21%	30%	32%	14%	28%	16%	15%	22%	27%	

	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	Other	
Employer offers Training on Personal Growth												
Yes	32%	28%	23%	37%	10%	36%	38%	47%	38%	45%	20%	
No	68%	72%	77%	63%	90%	64%	62%	53%	62%	55%	80%	

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	Other
Employer Offers Training on Work-Related Skills											
Yes	39%	35%	33%	46%	14%	43%	32%	61%	40%	61%	26%
No	61%	65%	67%	54%	86%	57%	68%	39%	60%	39%	74%

	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	Other
Attend Personal Growth Training											
Yes	71%	76%	65%	73%	51%	73%	80%	72%	72%	79%	66%
No	29%	24%	35%	27%	49%	27%	20%	28%	28%	21%	34%

	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	Other
Attend Job Skills Training											
Yes	85%	87%	77%	85%	83%	89%	87%	85%	91%	80%	83%
No	15%	13%	23%	15%	17%	11%	13%	15%	9%	20%	17%

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	Other
Training Attendance											
Yes	72%	77%	66%	75%	73%	72%	73%	75%	76%	68%	63%
No	28%	23%	34%	25%	27%	28%	27%	25%	24%	32%	37%

	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	Other
Most Helpful Person in Career											
Man	60%	55%	64%	62%	84%	84%	68%	49%	44%	67%	61%
Woman	40%	45%	36%	38%	16%	16%	32%	51%	56%	33%	39%

	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	Other
Man has Daughter(s)											
Yes	56%	51%	54%	55%	48%	54%	50%	56%	48%	65%	70%
No	25%	33%	34%	20%	23%	17%	24%	22%	42%	12%	17%
Don't Know	19%	16%	12%	25%	29%	29%	26%	23%	10%	24%	14%