



National Survey Results

- Q1** Do you feel that employers should offer workplace wellness programs in an effort to improve their employees' health?
- Yes..... 73%
- No..... 19%
- Not sure..... 8%
- Q2** Does your workplace offer wellness initiatives such as wellness coaches, on-site health screenings and fitness programs?
- Yes..... 36%
- No..... 58%
- Not sure..... 6%
- Q3** If yes, do you feel these wellness benefits are effectively communicated to employees?
- Yes, you know about any benefits and how to access them..... 77%*
- Yes, you know about any benefits but do not know how to access them..... 15%*
- No..... 8%
- Q4** Do you make your own health and wellness a priority in your life?
- Yes..... 87%
- No..... 13%
- Q5** If no, what would you cite as your main reason for not making your health and wellness a priority?
- Lack of time to allocate to healthy activities.... 38%*
- Lack of knowledge on ways to be healthy..... 9%*
- Lack of self-confidence in achieving health and wellness goals 8%*
- Lack of support from family, friends or your workplace..... 3%*
- Something else/Not sure..... 43%*
- Q6** Do you feel it is appropriate for companies to offer employees incentives for improving their health and wellbeing?
- Yes..... 76%
- No..... 19%
- Not sure..... 5%
- Q7** Would you quit smoking, commit to losing weight, or attend coaching sessions or fitness classes if offered a monetary incentive from your employer?
- Yes..... 73%
- No..... 21%
- Not sure..... 6%
- Q8** If your employer offered one-on-one consultation with a smoking cessation coach, would you find this valuable?
- Think it's valuable and would use it..... 54%*
- Think it's valuable but would not use it..... 30%*
- Don't think it's valuable 9%*
- Not sure..... 7%*
- Q9** Do you feel that smokers are treated differently in your workplace?
- Yes, smokers seem to be favored in the workplace..... 27%*
- Yes, smokers seem to be discriminated against in the workplace 40%*
- No, smokers and nonsmokers are treated the same in the workplace 29%*
- Not sure..... 4%*
- Q10** Do you feel that smoking should be allowed directly outside of your place of work?
- Yes, it is a personal right..... 31%*
- Yes, but only in designated areas 51%*
- No, second-hand smoke negatively affects others in the workplace..... 18%*
- Not sure..... 0%*





Q11 How is conflict dealt with at your organization?

- Issues are reported, addressed and resolved in a professional manner*..... 52%
- Issues are reported, but not dealt with*..... 23%
- Employees tend to avoid dealing with conflict*. 11%
- Combination of these/Not sure* 14%

Q12 Do you feel that employees are encouraged to work through conflicts with the support of an HR representative?

- Yes..... 46%
- No..... 34%
- Not sure 20%

Q13 If the support of a third-party vendor was offered in dealing with conflict resolution, would you feel comfortable using this resource if needed?

- Yes..... 53%
- No..... 33%
- Not sure 15%

Q14 Are you able to deal with conflict in the workplace without allowing it to interfere with your wellbeing or happiness with your job?

- Yes, you are able to deal with your issues and move on*..... 64%
- Sometimes, conflicts can distract you from your job and upset you, but you can usually resolve them and move on*..... 29%
- No, conflicts that arise generally have a negative effect on your job and your happiness at work*..... 6%
- Not sure* 1%

Q15 Have you ever resigned a position with a company due to conflict with a supervisor or co-worker?

- Yes..... 34%
- No..... 66%

Q16 If you are a woman, press 1. If a man, press 2.

- Woman* 55%
- Man*..... 45%

Q17 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

- Hispanic*..... 14%
- White* 69%
- African-American* 12%
- Other*..... 4%

Q18 If you are 18 to 29 years old, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If you are older than 65, press 4.

- 18 to 29*..... 11%
- 30 to 45*..... 20%
- 46 to 65*..... 53%
- Older than 65*..... 16%

Q19 What kind of industry do you work in?

- Service industry* 28%
- Retail or wholesale trade* 12%
- Finance, insurance, or real estate*..... 6%
- Construction or minerals industry*..... 6%
- Manufacturing business*..... 8%
- Transportation, communication, or utilities*..... 5%
- Education*..... 14%
- Health care* 11%
- Government employee*..... 10%

Q20 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.

- Less than \$25,000* 29%
- \$25,000 to \$50,000*..... 37%
- \$50,000 to \$75,000*..... 20%
- \$75,000 to \$100,000*..... 7%
- More than \$100,000*..... 8%





Crosstabs

	Base	Gender	
		Woman	Man
Should Employers Offer Workplace Wellness Programs?			
Yes	73%	75%	71%
No	19%	15%	23%
Not sure	8%	10%	6%

	Base	Gender	
		Woman	Man
Does Your Workplace Offer Wellness Initiatives?			
Yes	36%	35%	37%
No	58%	58%	58%
Not sure	6%	7%	5%

	Base	Gender	
		Woman	Man
Communicated Well to Employees?			
Yes, you know about any benefits and how to access them	77%	80%	74%
Yes, you know about any benefits but do not know how to access them	15%	14%	17%
No	8%	6%	10%





Crosstabs

	Base	Gender	
		Woman	Man
Do You Make Health a Priority?			
Yes	87%	90%	83%
No	13%	10%	17%

	Base	Gender	
		Woman	Man
Main Reason for Not Prioritizing Health			
Lack of time to allocate to healthy activities	38%	47%	31%
Lack of knowledge on ways to be healthy	9%	4%	12%
Lack of self-confidence in achieving health and wellness goals	8%	4%	11%
Lack of support from family, friends or your workplace	3%	4%	3%
Something else/Not sure	43%	42%	43%

	Base	Gender	
		Woman	Man
Appropriate for Companies to Offer Incentives for Improving Health?			
Yes	76%	76%	76%
No	19%	17%	21%
Not sure	5%	7%	3%





Crosstabs

	Base	Gender	
		Woman	Man
Would You Quite Smoking/Lose Weight/Attend Coaching Sessions if Offered \$ Incentive?			
Yes	73%	77%	69%
No	21%	16%	26%
Not sure	6%	7%	5%

	Base	Gender	
		Woman	Man
Would You Find Smoking Cessation Consultation Valuable?			
Think it's valuable and would use it	54%	55%	54%
Think it's valuable but would not use it	30%	28%	32%
Don't think it's valuable	9%	7%	10%
Not sure	7%	10%	4%

	Base	Gender	
		Woman	Man
Smokers Treated Differently?			
Yes, smokers seem to be favored in the workplace	27%	26%	27%
Yes, smokers seem to be discriminated against in the workplace	40%	38%	44%
No, smokers and nonsmokers are treated the same in the workplace	29%	31%	26%
Not sure	4%	5%	3%





Crosstabs

	Base	Gender	
		Woman	Man
Should Smoking Be Allowed Directly Outside Work?			
Yes, it is a personal right	31%	26%	36%
Yes, but only in designated areas	51%	52%	51%
No, second-hand smoke negatively affects others in the workplace	18%	22%	13%
Not sure	0%	0%	0%

	Base	Gender	
		Woman	Man
How Is Conflict Dealt w/ At Your Work?			
Issues are reported, addressed and resolved in a professional manner	52%	52%	53%
Issues are reported, but not dealt with	23%	18%	28%
Employees tend to avoid dealing with conflict	11%	13%	9%
Combination of these/Not sure	14%	17%	11%

	Base	Gender	
		Woman	Man
Employees Encouraged to Work Thru Conflicts w/ HR Support?			
Yes	46%	47%	44%
No	34%	32%	36%
Not sure	20%	21%	20%





Crosstabs

	Base	Gender	
		Woman	Man
Would You Feel Comfortable Using 3rd-Party Vendor for Conflict Resolution?			
Yes	53%	56%	49%
No	33%	30%	36%
Not sure	15%	14%	15%

	Base	Gender	
		Woman	Man
Able to Deal w/ Conflict w/o Allowing Interference w/ Wellbeing?			
Yes, you are able to deal with your issues and move on	64%	62%	66%
Sometimes, conflicts can distract you from your job and upset you, but you can usually resolve them and move on	29%	31%	26%
No, conflicts that arise generally have a negative effect on your job and your happiness at work	6%	5%	7%
Not sure	1%	1%	1%

	Base	Gender	
		Woman	Man
Ever Resigned Due to Conflict w/ Co-worker?			
Yes	34%	37%	30%
No	66%	63%	70%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Should Employers Offer Workplace Wellness Programs?					
Yes	73%	77%	70%	81%	81%
No	19%	19%	20%	15%	11%
Not sure	8%	4%	10%	4%	7%

	Base	Race			
		Hispanic	White	African-American	Other
Does Your Workplace Offer Wellness Initiatives?					
Yes	36%	31%	34%	44%	59%
No	58%	58%	60%	52%	41%
Not sure	6%	12%	6%	4%	-

	Base	Race			
		Hispanic	White	African-American	Other
Communicated Well to Employees?					
Yes, you know about any benefits and how to access them	77%	88%	75%	67%	100%
Yes, you know about any benefits but do not know how to access them	15%	13%	13%	33%	-
No	8%	-	12%	-	-





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Do You Make Health a Priority?					
Yes	87%	77%	87%	92%	96%
No	13%	23%	13%	8%	4%

	Base	Race			
		Hispanic	White	African-American	Other
Main Reason for Not Prioritizing Health					
Lack of time to allocate to healthy activities	38%	33%	42%	-	100%
Lack of knowledge on ways to be healthy	9%	17%	7%	-	-
Lack of self-confidence in achieving health and wellness goals	8%	-	12%	-	-
Lack of support from family, friends or your workplace	3%	-	5%	-	-
Something else/Not sure	43%	50%	35%	100%	-

	Base	Race			
		Hispanic	White	African-American	Other
Appropriate for Companies to Offer Incentives for Improving Health?					
Yes	76%	88%	73%	77%	81%
No	19%	8%	22%	19%	7%
Not sure	5%	4%	5%	4%	11%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Would You Quite Smoking/Lose Weight/Attend Coaching Sessions if Offered \$ Incentive?					
Yes	73%	85%	71%	74%	78%
No	21%	15%	21%	22%	22%
Not sure	6%	-	8%	4%	-

	Base	Race			
		Hispanic	White	African-American	Other
Would You Find Smoking Cessation Consultation Valuable?					
Think it's valuable and would use it	54%	81%	48%	58%	59%
Think it's valuable but would not use it	30%	15%	34%	27%	19%
Don't think it's valuable	9%	4%	10%	8%	7%
Not sure	7%	-	8%	8%	15%

	Base	Race			
		Hispanic	White	African-American	Other
Smokers Treated Differently?					
Yes, smokers seem to be favored in the workplace	27%	38%	23%	31%	30%
Yes, smokers seem to be discriminated against in the workplace	40%	50%	37%	46%	44%
No, smokers and nonsmokers are treated the same in the workplace	29%	12%	34%	23%	22%
Not sure	4%	-	5%	-	4%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Should Smoking Be Allowed Directly Outside Work?					
Yes, it is a personal right	31%	40%	29%	27%	37%
Yes, but only in designated areas	51%	52%	51%	54%	48%
No, second-hand smoke negatively affects others in the workplace	18%	8%	20%	19%	15%
Not sure	0%	-	1%	-	-

	Base	Race			
		Hispanic	White	African-American	Other
How Is Conflict Dealt w/ At Your Work?					
Issues are reported, addressed and resolved in a professional manner	52%	73%	50%	44%	48%
Issues are reported, but not dealt with	23%	8%	26%	22%	30%
Employees tend to avoid dealing with conflict	11%	12%	11%	7%	15%
Combination of these/Not sure	14%	8%	14%	26%	7%

	Base	Race			
		Hispanic	White	African-American	Other
Employees Encouraged to Work Thru Conflicts w/ HR Support?					
Yes	46%	65%	42%	44%	52%
No	34%	15%	37%	37%	30%
Not sure	20%	19%	21%	19%	19%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Would You Feel Comfortable Using 3rd-Party Vendor for Conflict Resolution?					
Yes	53%	62%	49%	67%	52%
No	33%	31%	34%	26%	33%
Not sure	15%	8%	17%	7%	15%

	Base	Race			
		Hispanic	White	African-American	Other
Able to Deal w/ Conflict w/o Allowing Interference w/ Wellbeing?					
Yes, you are able to deal with your issues and move on	64%	81%	61%	59%	70%
Sometimes, conflicts can distract you from your job and upset you, but you can usually resolve them and move on	29%	15%	31%	37%	15%
No, conflicts that arise generally have a negative effect on your job and your happiness at work	6%	4%	6%	4%	15%
Not sure	1%	-	2%	-	-

	Base	Race			
		Hispanic	White	African-American	Other
Ever Resigned Due to Conflict w/ Co-worker?					
Yes	34%	69%	29%	22%	19%
No	66%	31%	71%	78%	81%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Should Employers Offer Workplace Wellness Programs?					
Yes	73%	61%	71%	77%	70%
No	19%	30%	22%	16%	18%
Not sure	8%	9%	7%	7%	12%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Your Workplace Offer Wellness Initiatives?					
Yes	36%	39%	29%	39%	33%
No	58%	54%	67%	55%	59%
Not sure	6%	7%	4%	6%	9%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Communicated Well to Employees?					
Yes, you know about any benefits and how to access them	77%	91%	72%	78%	67%
Yes, you know about any benefits but do not know how to access them	15%	5%	18%	14%	25%
No	8%	5%	10%	8%	8%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Do You Make Health a Priority?					
Yes	87%	75%	77%	91%	92%
No	13%	25%	23%	9%	8%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Main Reason for Not Prioritizing Health					
Lack of time to allocate to healthy activities	38%	48%	30%	40%	33%
Lack of knowledge on ways to be healthy	9%	-	12%	9%	17%
Lack of self-confidence in achieving health and wellness goals	8%	8%	4%	9%	17%
Lack of support from family, friends or your workplace	3%	-	4%	5%	-
Something else/Not sure	43%	44%	50%	37%	33%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Appropriate for Companies to Offer Incentives for Improving Health?					
Yes	76%	77%	77%	77%	74%
No	19%	18%	22%	17%	21%
Not sure	5%	5%	1%	7%	5%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would You Quite Smoking/Lose Weight/Attend Coaching Sessions if Offered \$ Incentive?					
Yes	73%	83%	73%	72%	70%
No	21%	13%	24%	20%	25%
Not sure	6%	4%	3%	8%	5%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would You Find Smoking Cessation Consultation Valuable?					
Think it's valuable and would use it	54%	67%	54%	50%	61%
Think it's valuable but would not use it	30%	25%	29%	32%	26%
Don't think it's valuable	9%	4%	10%	9%	7%
Not sure	7%	4%	6%	9%	5%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Smokers Treated Differently?					
Yes, smokers seem to be favored in the workplace	27%	38%	30%	22%	31%
Yes, smokers seem to be discriminated against in the workplace	40%	50%	37%	41%	36%
No, smokers and nonsmokers are treated the same in the workplace	29%	12%	29%	33%	29%
Not sure	4%	-	4%	5%	4%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Should Smoking Be Allowed Directly Outside Work?					
Yes, it is a personal right	31%	56%	28%	29%	23%
Yes, but only in designated areas	51%	36%	54%	49%	65%
No, second-hand smoke negatively affects others in the workplace	18%	8%	18%	22%	10%
Not sure	0%	-	-	0%	1%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
How Is Conflict Dealt w/ At Your Work?					
Issues are reported, addressed and resolved in a professional manner	52%	76%	46%	50%	52%
Issues are reported, but not dealt with	23%	13%	30%	22%	23%
Employees tend to avoid dealing with conflict	11%	2%	13%	12%	10%
Combination of these/Not sure	14%	9%	11%	16%	14%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employees Encouraged to Work Thru Conflicts w/ HR Support?					
Yes	46%	66%	44%	45%	35%
No	34%	18%	36%	37%	31%
Not sure	20%	16%	19%	17%	35%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would You Feel Comfortable Using 3rd-Party Vendor for Conflict Resolution?					
Yes	53%	49%	52%	56%	45%
No	33%	45%	35%	30%	28%
Not sure	15%	6%	13%	13%	27%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Able to Deal w/ Conflict w/o Allowing Interference w/ Wellbeing?					
Yes, you are able to deal with your issues and move on	64%	81%	59%	61%	68%
Sometimes, conflicts can distract you from your job and upset you, but you can usually resolve them and move on	29%	19%	31%	32%	22%
No, conflicts that arise generally have a negative effect on your job and your happiness at work	6%	-	8%	6%	7%
Not sure	1%	-	2%	1%	3%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Ever Resigned Due to Conflict w/ Co-worker?					
Yes	34%	57%	41%	27%	31%
No	66%	43%	59%	73%	69%





Crosstabs

	Base	Sector									
		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	
Should Employers Offer Workplace Wellness Programs?											
Yes	73%	71%	67%	63%	73%	71%	77%	76%	76%	84%	
No	19%	21%	23%	17%	23%	12%	19%	23%	15%	12%	
Not sure	8%	8%	10%	21%	3%	17%	4%	2%	9%	4%	

	Base	Sector									
		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	
Does Your Workplace Offer Wellness Initiatives?											
Yes	36%	31%	27%	29%	39%	47%	35%	32%	51%	43%	
No	58%	60%	67%	58%	54%	50%	61%	65%	47%	51%	
Not sure	6%	8%	6%	13%	7%	3%	4%	3%	2%	7%	

	Base	Sector									
		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	
Communicated Well to Employees?											
Yes, you know about any benefits and how to access them	77%	77%	73%	100%	54%	84%	64%	81%	81%	73%	
Yes, you know about any benefits but do not know how to access them	15%	9%	21%	-	38%	11%	36%	14%	12%	18%	
No	8%	14%	7%	-	9%	5%	-	5%	7%	10%	





Crosstabs

	Base	Sector								
		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
Do You Make Health a Priority?										
Yes	87%	85%	77%	89%	73%	92%	88%	92%	94%	88%
No	13%	15%	23%	11%	27%	8%	12%	8%	6%	12%

	Base	Sector								
		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
Main Reason for Not Prioritizing Health										
Lack of time to allocate to healthy activities	38%	56%	35%	33%	26%	-	67%	19%	33%	18%
Lack of knowledge on ways to be healthy	9%	-	20%	-	13%	-	33%	-	-	18%
Lack of self-confidence in achieving health and wellness goals	8%	-	15%	-	-	33%	-	19%	33%	-
Lack of support from family, friends or your workplace	3%	5%	-	-	-	-	-	-	33%	-
Something else/Not sure	43%	39%	30%	67%	61%	67%	-	62%	-	65%

	Base	Sector								
		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
Appropriate for Companies to Offer Incentives for Improving Health?										
Yes	76%	78%	79%	50%	76%	83%	72%	68%	85%	82%
No	19%	17%	20%	42%	24%	13%	24%	25%	9%	12%
Not sure	5%	5%	2%	7%	-	4%	4%	8%	5%	6%





Crosstabs

	Base	Sector									
		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	
Would You Quit Smoking/Lose Weight/Attend Coaching Sessions if Offered \$ Incentive?											
Yes	73%	73%	66%	58%	73%	90%	81%	74%	66%	82%	
No	21%	23%	25%	35%	27%	8%	12%	20%	18%	16%	
Not sure	6%	4%	9%	6%	-	3%	8%	6%	16%	2%	

	Base	Sector									
		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	
Would You Find Smoking Cessation Consultation Valuable?											
Think it's valuable and would use it	54%	54%	58%	51%	59%	56%	61%	48%	50%	59%	
Think it's valuable but would not use it	30%	36%	30%	36%	21%	30%	23%	32%	20%	25%	
Don't think it's valuable	9%	7%	4%	10%	16%	10%	8%	13%	11%	6%	
Not sure	7%	3%	9%	3%	3%	4%	8%	6%	18%	10%	

	Base	Sector									
		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	
Smokers Treated Differently?											
Yes, smokers seem to be favored in the workplace	27%	28%	21%	24%	28%	28%	16%	26%	24%	38%	
Yes, smokers seem to be discriminated against in the workplace	40%	48%	54%	49%	40%	35%	33%	31%	38%	21%	
No, smokers and nonsmokers are treated the same in the workplace	29%	21%	21%	17%	28%	34%	47%	43%	29%	37%	
Not sure	4%	3%	3%	10%	3%	3%	4%	-	9%	4%	





Crosstabs

	Base	Sector								
		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
Should Smoking Be Allowed Directly Outside Work?										
Yes, it is a personal right	31%	43%	27%	36%	30%	35%	34%	22%	13%	22%
Yes, but only in designated areas	51%	52%	59%	44%	66%	53%	39%	39%	56%	52%
No, second-hand smoke negatively affects others in the workplace	18%	5%	12%	20%	3%	12%	23%	39%	30%	27%
Not sure	0%	-	2%	-	-	-	4%	-	-	-

	Base	Sector								
		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
How Is Conflict Dealt w/ At Your Work?										
Issues are reported, addressed and resolved in a professional manner	52%	57%	57%	42%	53%	44%	57%	41%	66%	43%
Issues are reported, but not dealt with	23%	23%	29%	25%	20%	28%	19%	25%	11%	22%
Employees tend to avoid dealing with conflict	11%	10%	7%	13%	7%	11%	4%	15%	14%	16%
Combination of these/Not sure	14%	10%	7%	20%	20%	17%	19%	19%	9%	19%

	Base	Sector								
		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
Employees Encouraged to Work Thru Conflicts w/ HR Support?										
Yes	46%	44%	49%	38%	50%	47%	54%	42%	50%	44%
No	34%	38%	28%	36%	34%	29%	34%	35%	29%	37%
Not sure	20%	18%	23%	27%	16%	24%	12%	23%	21%	18%





Crosstabs

	Base	Sector								
		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
Would You Feel Comfortable Using 3rd-Party Vendor for Conflict Resolution?										
Yes	53%	59%	49%	40%	46%	47%	38%	51%	55%	66%
No	33%	30%	41%	44%	37%	33%	38%	37%	25%	20%
Not sure	15%	11%	10%	16%	16%	20%	24%	12%	20%	14%

	Base	Sector								
		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
Able to Deal w/ Conflict w/o Allowing Interference w/ Wellbeing?										
Yes, you are able to deal with your issues and move on	64%	68%	74%	56%	72%	55%	65%	52%	71%	55%
Sometimes, conflicts can distract you from your job and upset you, but you can usually resolve them and move on	29%	29%	24%	32%	17%	36%	27%	34%	17%	41%
No, conflicts that arise generally have a negative effect on your job and your happiness at work	6%	3%	2%	12%	10%	7%	-	11%	12%	2%
Not sure	1%	1%	-	-	-	3%	8%	3%	-	2%

	Base	Sector								
		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
Ever Resigned Due to Conflict w/ Co-worker?										
Yes	34%	45%	23%	31%	37%	28%	30%	30%	36%	25%
No	66%	55%	77%	69%	63%	72%	70%	70%	64%	75%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Should Employers Offer Workplace Wellness Programs?						
Yes	73%	72%	70%	81%	83%	64%
No	19%	19%	18%	17%	14%	34%
Not sure	8%	9%	13%	2%	3%	3%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Does Your Workplace Offer Wellness Initiatives?						
Yes	36%	29%	35%	43%	39%	46%
No	58%	60%	60%	56%	58%	48%
Not sure	6%	11%	5%	1%	3%	5%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Communicated Well to Employees?						
Yes, you know about any benefits and how to access them	77%	75%	69%	79%	93%	89%
Yes, you know about any benefits but do not know how to access them	15%	10%	24%	16%	7%	-
No	8%	15%	6%	5%	-	11%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Do You Make Health a Priority?						
Yes	87%	86%	85%	93%	86%	87%
No	13%	14%	15%	7%	14%	13%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Main Reason for Not Prioritizing Health						
Lack of time to allocate to healthy activities	38%	20%	38%	70%	80%	20%
Lack of knowledge on ways to be healthy	9%	13%	4%	15%	-	20%
Lack of self-confidence in achieving health and wellness goals	8%	5%	15%	-	-	-
Lack of support from family, friends or your workplace	3%	5%	4%	-	-	-
Something else/Not sure	43%	57%	40%	15%	20%	60%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Appropriate for Companies to Offer Incentives for Improving Health?						
Yes	76%	73%	78%	78%	80%	74%
No	19%	20%	16%	22%	14%	24%
Not sure	5%	8%	6%	-	6%	2%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Would You Quite Smoking/Lose Weight/Attend Coaching Sessions if Offered \$ Incentive?						
Yes	73%	74%	77%	66%	70%	76%
No	21%	22%	17%	27%	17%	21%
Not sure	6%	4%	6%	7%	14%	3%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Would You Find Smoking Cessation Consultation Valuable?						
Think it's valuable and would use it	54%	56%	56%	59%	39%	47%
Think it's valuable but would not use it	30%	31%	29%	23%	45%	32%
Don't think it's valuable	9%	8%	9%	7%	8%	13%
Not sure	7%	6%	6%	11%	8%	8%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Smokers Treated Differently?						
Yes, smokers seem to be favored in the workplace	27%	30%	21%	28%	34%	28%
Yes, smokers seem to be discriminated against in the workplace	40%	41%	46%	37%	19%	42%
No, smokers and nonsmokers are treated the same in the workplace	29%	24%	30%	29%	47%	27%
Not sure	4%	5%	3%	5%	-	3%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Should Smoking Be Allowed Directly Outside Work?						
Yes, it is a personal right	31%	39%	29%	28%	13%	32%
Yes, but only in designated areas	51%	50%	54%	47%	61%	44%
No, second-hand smoke negatively affects others in the workplace	18%	10%	17%	25%	25%	24%
Not sure	0%	1%	1%	-	-	-

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
How Is Conflict Dealt w/ At Your Work?						
Issues are reported, addressed and resolved in a professional manner	52%	48%	51%	56%	57%	63%
Issues are reported, but not dealt with	23%	25%	24%	16%	25%	24%
Employees tend to avoid dealing with conflict	11%	10%	12%	15%	6%	2%
Combination of these/Not sure	14%	16%	14%	13%	12%	11%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Employees Encouraged to Work Thru Conflicts w/ HR Support?						
Yes	46%	46%	43%	47%	45%	58%
No	34%	33%	36%	28%	41%	37%
Not sure	20%	21%	21%	25%	14%	5%





Crosstabs

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Would You Feel Comfortable Using 3rd-Party Vendor for Conflict Resolution?						
Yes	53%	53%	56%	56%	45%	34%
No	33%	35%	29%	27%	41%	44%
Not sure	15%	12%	14%	17%	14%	22%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Able to Deal w/ Conflict w/o Allowing Interference w/ Wellbeing?						
Yes, you are able to deal with your issues and move on	64%	67%	60%	60%	63%	78%
Sometimes, conflicts can distract you from your job and upset you, but you can usually resolve them and move on	29%	29%	29%	31%	34%	19%
No, conflicts that arise generally have a negative effect on your job and your happiness at work	6%	3%	9%	7%	3%	-
Not sure	1%	1%	2%	2%	-	3%

	Base	Income				
		Less than \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Ever Resigned Due to Conflict w/ Co-worker?						
Yes	34%	49%	33%	24%	22%	16%
No	66%	51%	67%	76%	78%	84%

