



National Survey Results

Q1 Are you currently employed, either full-time or part-time?

Full-time78% Not employed..... 0%
Part-time22%

Q2 Conflict is defined as a sharp disagreement or opposition of interests or ideas. Conflict in the workplace is a common occurrence. Have you ever been involved in or witnessed a conflict in the workplace, or not?

Have65% Have not35%

Q3 (Asked only of those who said 'yes' to Q2:) How did you resolve the conflict? Did you go to human resources, your supervisor, seek outside help, confront the person, or did you do nothing?

Went to HR 9% Confronted the person.....34%
Went to supervisor..38% Did nothing..... 9%
Sought outside help 4% More than one of these..... 5%

Q4 In some workplaces, if you have a complaint about a co-worker or boss, there is a formal complaint process you can use to register a complaint about them. Do you work for an organization that has a formal complaint process, or not?

It does57% Not sure 7%
It does not.....35%

Q5 There are many causes or reasons for conflict in any work setting. Some of the primary causes are poor communication, different values, differing interests, scarce resources, personality clashes, and poor performance. Have you ever had a conflict in the workplace because of poor communication, or not?

Have52% Have not48%

Q6 Have you ever had a conflict in the workplace because of different values, or not?

Have36% Have not64%

Q7 Have you ever had a conflict in the workplace because of differing interests, or not?

Have25% Have not75%

Q8 Have you ever had a conflict in the workplace because of personality clashes, or not?

Have56% Have not44%

Q9 Have you ever had a conflict in the workplace because of poor performance, or not?

Have35% Have not65%

Q10 What issue do you think causes the most conflict in the workplace: politics, religion, gender issues, race issues, or job-related issues?

Politics17% Race issues 7%
Religion..... 9% Job-related issues..52%
Gender issues..... 4% Not sure11%

Q11 Do you talk with your co-workers about politics, or not?

Do43% Do not57%

Q12 Do you talk with your co-workers about religion, or not?

Do44% Do not56%

Q13 Do you talk with your co-workers about gender issues, or not?

Do32% Do not68%

Q14 Do you talk with your co-workers about race issues, or not?

Do37% Do not63%

Q15 Do you talk with your co-workers about job-related issues or problems, or not?

Do84% Do not16%

Q16 Have you ever quit your job as a result of conflict in the workplace?

Yes.....21% No.....79%





Q17 Workplace bullying, like childhood bullying, is the tendency of individuals or groups to use persistent aggressive or unreasonable behavior against a co-worker or subordinate. Workplace bullying can include tactics such as verbal, non-verbal, psychological, or physical abuse and humiliation. Have you ever felt you were a victim of workplace bullying by your supervisor, or not?

Have33% Have not67%

Q18 Do you think there are any situations in which having a boss that bullies employees is helpful or motivating, or not?

Feel that bullying bosses can sometimes be helpful10% Do not90%

Q19 Have you ever quit a job or transferred departments as a result of being bullied by a supervisor, or not?

Have14% Have not86%

Q20 If you were being bullied by your boss, would you feel comfortable discussing it with someone from human resources, or not?

Would64% Not sure0%
Would not36%

Q21 If you were being bullied by your boss, would you seek out professional counseling, or not?

Would20% Not sure6%
Would not74%

Q22 If your boss bullied you, would you confront them, or not?

Would67% Not sure8%
Would not26%

Q23 Do you think being bullied by your boss impacts other areas of your life, or not?

Think it does a lot...62% Don't think it does ... 9%
Think it does somewhat29%

Q24 If you are a woman, press 1. If a man, press 2.

Woman53%

Man47%

Q25 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

Hispanic14%

White68%

African-American12%

Other6%

Q26 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 298%

30 to 4518%

46 to 6559%

Older than 6515%

Q27 What kind of industry do you work in?

Service industry17%

Retail or wholesale trade10%

Finance, insurance, or real estate4%

Construction or minerals industry4%

Manufacturing business7%

Transportation, communication, or utilities8%

Education16%

Health care11%

Government employee10%

Other11%



Q28 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>Less than \$25,000</i>	<i>25%</i>
<i>\$25,000 to \$50,000</i>	<i>26%</i>
<i>\$50,000 to \$75,000</i>	<i>22%</i>
<i>\$75,000 to \$100,000</i>	<i>9%</i>
<i>More than \$100,000</i>	<i>9%</i>
<i>Declined to say</i>	<i>9%</i>

Crosstabs

	Base	Gender	
		Woman	Man
Employment Status			
Full-time	78%	72%	84%
Part-time	22%	28%	16%

	Base	Gender	
		Woman	Man
Been Involved In or Witnessed Workplace Conflict?			
Have	65%	64%	65%
Have not	35%	36%	35%

	Base	Gender	
		Woman	Man
How'd You Resolve the Conflict?			
Went to HR	9%	11%	7%
Went to supervisor	38%	43%	32%
Sought outside help	4%	6%	3%
Confronted the person	34%	28%	42%
Did nothing	9%	8%	10%
More than one of these	5%	5%	6%

Crosstabs

		Gender	
	Base	Woman	Man
Does Employer Have Formal Complaint Process?			
It does	57%	58%	57%
It does not	35%	34%	37%
Not sure	7%	7%	7%

		Gender	
	Base	Woman	Man
Had Conflict Because of Poor Communication?			
Have	52%	53%	50%
Have not	48%	47%	50%

		Gender	
	Base	Woman	Man
Had Conflict Because of Different Values?			
Have	36%	36%	36%
Have not	64%	64%	64%

Crosstabs

	Base	Gender	
		Woman	Man
Had Conflict Because of Differing Interests?			
Have	25%	25%	27%
Have not	75%	75%	73%

	Base	Gender	
		Woman	Man
Had Conflict Because of Personality Clashes?			
Have	56%	55%	57%
Have not	44%	45%	43%

	Base	Gender	
		Woman	Man
Had Conflict Because of Poor Performance?			
Have	35%	33%	36%
Have not	65%	67%	64%



Crosstabs

	Base	Gender	
		Woman	Man
Biggest Source of Workplace Conflict			
Politics	17%	17%	18%
Religion	9%	8%	9%
Gender issues	4%	5%	3%
Race issues	7%	5%	9%
Job-related issues	52%	52%	53%
Not sure	11%	13%	8%

	Base	Gender	
		Woman	Man
Talk w/ Co-workers About Politics?			
Do	43%	39%	48%
Do not	57%	61%	52%

	Base	Gender	
		Woman	Man
Talk w/ Co-workers About Religion?			
Do	44%	47%	42%
Do not	56%	53%	58%



Crosstabs

	Base	Gender	
		Woman	Man
Talk w/ Co-workers About Gender Issues?			
Do	32%	32%	33%
Do not	68%	68%	67%

	Base	Gender	
		Woman	Man
Talk w/ Co-workers About Race Issues?			
Do	37%	38%	36%
Do not	63%	62%	64%

	Base	Gender	
		Woman	Man
Talk w/ Co-workers About Job-Related Issues?			
Do	84%	83%	85%
Do not	16%	17%	15%

Crosstabs

	Base	Gender	
		Woman	Man
Quit Job Because of Conflict?			
Yes	21%	24%	17%
No	79%	76%	83%

	Base	Gender	
		Woman	Man
Ever Felt Victim to Supervisor Bullying?			
Have	33%	35%	30%
Have not	67%	65%	70%

	Base	Gender	
		Woman	Man
Bullying Boss Sometimes Helpful?			
Feel that bullying bosses can sometimes be helpful	10%	9%	10%
Do not	90%	91%	90%



Crosstabs

	Base	Gender	
		Woman	Man
Quit or Transferred Because of Supervisor Bullying?			
Have	14%	16%	13%
Have not	86%	84%	87%

	Base	Gender	
		Woman	Man
Comfortable Discussing Boss Bullying w/ HR?			
Would	64%	64%	65%
Would not	36%	36%	35%

	Base	Gender	
		Woman	Man
Would You Seek Counseling for Boss Bullying?			
Would	20%	24%	16%
Would not	74%	70%	79%
Not sure	6%	6%	5%





Crosstabs

	Base	Gender	
		Woman	Man
Would You Confront Bullying Boss?			
Would	67%	63%	71%
Would not	26%	29%	22%
Not sure	8%	9%	7%

	Base	Gender	
		Woman	Man
Does Boss Bullying Impact Other Life Areas?			
Think it does a lot	62%	67%	57%
Think it does somewhat	29%	25%	33%
Don't think it does	9%	8%	9%

	Base	Race			
		Hispanic	White	African-American	Other
Employment Status					
Full-time	78%	77%	78%	82%	65%
Part-time	22%	23%	22%	18%	35%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Been Involved In or Witnessed Workplace Conflict?					
Have	65%	70%	67%	43%	74%
Have not	35%	30%	33%	57%	26%

	Base	Race			
		Hispanic	White	African-American	Other
How'd You Resolve the Conflict?					
Went to HR	9%	10%	8%	25%	-
Went to supervisor	38%	52%	35%	25%	47%
Sought outside help	4%	5%	5%	-	6%
Confronted the person	34%	24%	37%	25%	41%
Did nothing	9%	5%	10%	17%	-
More than one of these	5%	5%	5%	8%	6%

	Base	Race			
		Hispanic	White	African-American	Other
Does Employer Have Formal Complaint Process?					
It does	57%	60%	53%	71%	74%
It does not	35%	33%	41%	14%	22%
Not sure	7%	7%	6%	14%	4%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Had Conflict Because of Poor Communication?					
Have	52%	50%	51%	52%	61%
Have not	48%	50%	49%	48%	39%

	Base	Race			
		Hispanic	White	African-American	Other
Had Conflict Because of Different Values?					
Have	36%	43%	36%	29%	30%
Have not	64%	57%	64%	71%	70%

	Base	Race			
		Hispanic	White	African-American	Other
Had Conflict Because of Differing Interests?					
Have	25%	33%	23%	30%	26%
Have not	75%	67%	77%	70%	74%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Had Conflict Because of Personality Clashes?					
Have	56%	53%	58%	44%	61%
Have not	44%	47%	42%	56%	39%

	Base	Race			
		Hispanic	White	African-American	Other
Had Conflict Because of Poor Performance?					
Have	35%	33%	35%	30%	43%
Have not	65%	67%	65%	70%	57%

	Base	Race			
		Hispanic	White	African-American	Other
Biggest Source of Workplace Conflict					
Politics	17%	30%	17%	7%	13%
Religion	9%	10%	7%	19%	13%
Gender issues	4%	-	5%	4%	4%
Race issues	7%	7%	4%	30%	-
Job-related issues	52%	40%	58%	30%	61%
Not sure	11%	13%	10%	11%	9%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Talk w/ Co-workers About Politics?					
Do	43%	40%	47%	26%	48%
Do not	57%	60%	53%	74%	52%

	Base	Race			
		Hispanic	White	African-American	Other
Talk w/ Co-workers About Religion?					
Do	44%	47%	44%	48%	30%
Do not	56%	53%	56%	52%	70%

	Base	Race			
		Hispanic	White	African-American	Other
Talk w/ Co-workers About Gender Issues?					
Do	32%	30%	33%	33%	30%
Do not	68%	70%	67%	67%	70%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Talk w/ Co-workers About Race Issues?					
Do	37%	40%	36%	46%	22%
Do not	63%	60%	64%	54%	78%

	Base	Race			
		Hispanic	White	African-American	Other
Talk w/ Co-workers About Job-Related Issues?					
Do	84%	77%	86%	75%	87%
Do not	16%	23%	14%	25%	13%

	Base	Race			
		Hispanic	White	African-American	Other
Quit Job Because of Conflict?					
Yes	21%	33%	18%	22%	22%
No	79%	67%	82%	78%	78%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Ever Felt Victim to Supervisor Bullying?					
Have	33%	37%	33%	37%	17%
Have not	67%	63%	67%	63%	83%

	Base	Race			
		Hispanic	White	African-American	Other
Bullying Boss Sometimes Helpful?					
Feel that bullying bosses can sometimes be helpful	10%	30%	6%	7%	9%
Do not	90%	70%	94%	93%	91%

	Base	Race			
		Hispanic	White	African-American	Other
Quit or Transferred Because of Supervisor Bullying?					
Have	14%	17%	14%	19%	9%
Have not	86%	83%	86%	81%	91%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Comfortable Discussing Boss Bullying w/ HR?					
Would	64%	60%	63%	81%	57%
Would not	36%	40%	37%	19%	43%

	Base	Race			
		Hispanic	White	African-American	Other
Would You Seek Counseling for Boss Bullying?					
Would	20%	23%	18%	31%	17%
Would not	74%	73%	76%	62%	74%
Not sure	6%	3%	5%	8%	9%

	Base	Race			
		Hispanic	White	African-American	Other
Would You Confront Bullying Boss?					
Would	67%	80%	64%	71%	57%
Would not	26%	13%	30%	14%	30%
Not sure	8%	7%	6%	14%	13%





Crosstabs

	Base	Race			
		Hispanic	White	African-American	Other
Does Boss Bullying Impact Other Life Areas?					
Think it does a lot	62%	70%	65%	46%	52%
Think it does somewhat	29%	23%	30%	29%	30%
Don't think it does	9%	7%	6%	25%	17%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employment Status					
Full-time	78%	78%	74%	85%	53%
Part-time	22%	22%	26%	15%	47%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Been Involved In or Witnessed Workplace Conflict?					
Have	65%	66%	61%	68%	55%
Have not	35%	34%	39%	32%	45%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
How'd You Resolve the Conflict?					
Went to HR	9%	12%	2%	9%	17%
Went to supervisor	38%	46%	30%	42%	23%
Sought outside help	4%	-	5%	5%	2%
Confronted the person	34%	34%	45%	31%	39%
Did nothing	9%	8%	12%	8%	9%
More than one of these	5%	-	6%	5%	10%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Employer Have Formal Complaint Process?					
It does	57%	46%	67%	57%	54%
It does not	35%	42%	27%	35%	42%
Not sure	7%	12%	7%	7%	4%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Had Conflict Because of Poor Communication?					
Have	52%	47%	64%	51%	46%
Have not	48%	53%	36%	49%	54%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Had Conflict Because of Different Values?					
Have	36%	35%	36%	37%	33%
Have not	64%	65%	64%	63%	67%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Had Conflict Because of Differing Interests?					
Have	25%	44%	27%	25%	17%
Have not	75%	56%	73%	75%	83%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Had Conflict Because of Personality Clashes?					
Have	56%	69%	53%	56%	53%
Have not	44%	31%	47%	44%	47%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Had Conflict Because of Poor Performance?					
Have	35%	42%	33%	34%	36%
Have not	65%	58%	67%	66%	64%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Biggest Source of Workplace Conflict					
Politics	17%	22%	13%	20%	9%
Religion	9%	18%	13%	6%	9%
Gender issues	4%	6%	7%	3%	2%
Race issues	7%	16%	6%	4%	15%
Job-related issues	52%	27%	58%	54%	51%
Not sure	11%	11%	3%	12%	13%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Talk w/ Co-workers About Politics?					
Do	43%	41%	42%	46%	36%
Do not	57%	59%	58%	54%	64%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Talk w/ Co-workers About Religion?					
Do	44%	55%	42%	48%	28%
Do not	56%	45%	58%	52%	72%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Talk w/ Co-workers About Gender Issues?					
Do	32%	36%	40%	32%	24%
Do not	68%	64%	60%	68%	76%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Talk w/ Co-workers About Race Issues?					
Do	37%	38%	33%	38%	34%
Do not	63%	62%	67%	62%	66%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Talk w/ Co-workers About Job-Related Issues?					
Do	84%	68%	83%	86%	84%
Do not	16%	32%	17%	14%	16%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Quit Job Because of Conflict?					
Yes	21%	24%	29%	19%	13%
No	79%	76%	71%	81%	87%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Ever Felt Victim to Supervisor Bullying?					
Have	33%	38%	36%	35%	18%
Have not	67%	62%	64%	65%	82%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Bullying Boss Sometimes Helpful?					
Feel that bullying bosses can sometimes be helpful	10%	32%	8%	9%	1%
Do not	90%	68%	92%	91%	99%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Quit or Transferred Because of Supervisor Bullying?					
Have	14%	26%	15%	14%	7%
Have not	86%	74%	85%	86%	93%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Comfortable Discussing Boss Bullying w/ HR?					
Would	64%	42%	67%	66%	68%
Would not	36%	58%	33%	34%	32%





Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would You Seek Counseling for Boss Bullying?					
Would	20%	18%	24%	20%	19%
Would not	74%	82%	72%	74%	72%
Not sure	6%	-	4%	6%	10%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Would You Confront Bullying Boss?					
Would	67%	60%	67%	67%	71%
Would not	26%	35%	27%	24%	24%
Not sure	8%	6%	6%	9%	5%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Does Boss Bullying Impact Other Life Areas?					
Think it does a lot	62%	65%	57%	68%	45%
Think it does somewhat	29%	35%	34%	25%	34%
Don't think it does	9%	-	9%	7%	20%



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	Other
Employment Status											
Full-time	78%	69%	66%	83%	80%	86%	88%	89%	77%	85%	62%
Part-time	22%	31%	34%	17%	20%	14%	12%	11%	23%	15%	38%

	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	Other
Been Involved In or Witnessed Workplace Conflict?											
Have	65%	73%	51%	56%	47%	55%	54%	61%	79%	71%	73%
Have not	35%	27%	49%	44%	53%	45%	46%	39%	21%	29%	27%

	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	Other
How'd You Resolve the Conflict?											
Went to HR	9%	23%	-	15%	-	14%	-	12%	4%	5%	2%
Went to supervisor	38%	40%	41%	22%	29%	48%	59%	38%	49%	17%	30%
Sought outside help	4%	6%	-	-	10%	-	-	4%	-	14%	7%
Confronted the person	34%	22%	49%	41%	52%	29%	29%	34%	30%	47%	38%
Did nothing	9%	7%	7%	15%	10%	5%	8%	9%	13%	2%	14%
More than one of these	5%	3%	3%	7%	-	5%	4%	4%	4%	14%	8%



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	Other
Does Employer Have Formal Complaint Process?											
It does	57%	49%	60%	59%	37%	60%	51%	63%	66%	81%	40%
It does not	35%	44%	32%	37%	63%	38%	39%	24%	28%	14%	55%
Not sure	7%	7%	8%	4%	-	3%	10%	14%	5%	5%	5%

	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	Other
Had Conflict Because of Poor Communication?											
Have	52%	51%	53%	48%	51%	43%	39%	46%	55%	60%	67%
Have not	48%	49%	47%	52%	49%	57%	61%	54%	45%	40%	33%

	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	Other
Had Conflict Because of Different Values?											
Have	36%	31%	33%	36%	31%	33%	24%	35%	47%	40%	46%
Have not	64%	69%	67%	64%	69%	67%	76%	65%	53%	60%	54%



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	Other
Had Conflict Because of Differing Interests?											
Have	25%	31%	15%	12%	28%	23%	29%	17%	37%	31%	26%
Have not	75%	69%	85%	88%	72%	77%	71%	83%	63%	69%	74%

	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	Other
Had Conflict Because of Personality Clashes?											
Have	56%	67%	56%	59%	47%	34%	47%	53%	67%	53%	60%
Have not	44%	33%	44%	41%	53%	66%	53%	47%	33%	47%	40%

	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	Other
Had Conflict Because of Poor Performance?											
Have	35%	39%	36%	42%	45%	39%	31%	22%	33%	44%	33%
Have not	65%	61%	64%	58%	55%	61%	69%	78%	67%	56%	67%



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	Other
Biggest Source of Workplace Conflict											
Politics	17%	25%	6%	15%	34%	10%	16%	16%	17%	20%	15%
Religion	9%	6%	21%	15%	4%	14%	2%	9%	2%	4%	16%
Gender issues	4%	4%	4%	-	-	-	7%	4%	9%	2%	3%
Race issues	7%	15%	10%	8%	-	12%	17%	1%	-	5%	2%
Job-related issues	52%	45%	50%	54%	53%	49%	46%	55%	58%	57%	57%
Not sure	11%	5%	9%	8%	9%	14%	12%	15%	14%	14%	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	Other
Talk w/ Co-workers About Politics?											
Do	43%	42%	24%	60%	42%	59%	34%	48%	36%	51%	47%
Do not	57%	58%	76%	40%	58%	41%	66%	52%	64%	49%	53%

	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	Other
Talk w/ Co-workers About Religion?											
Do	44%	45%	28%	60%	22%	71%	32%	57%	51%	39%	31%
Do not	56%	55%	72%	40%	78%	29%	68%	43%	49%	61%	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	Other
Talk w/ Co-workers About Gender Issues?											
Do	32%	30%	22%	44%	29%	40%	28%	31%	31%	39%	39%
Do not	68%	70%	78%	56%	71%	60%	72%	69%	69%	61%	61%

	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	Other
Talk w/ Co-workers About Race Issues?											
Do	37%	44%	22%	36%	31%	35%	31%	48%	35%	42%	26%
Do not	63%	56%	78%	64%	69%	65%	69%	52%	65%	58%	74%

	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	Other
Talk w/ Co-workers About Job-Related Issues?											
Do	84%	89%	75%	69%	80%	88%	86%	87%	90%	79%	79%
Do not	16%	11%	25%	31%	20%	12%	14%	13%	10%	21%	21%





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	Other	
Quit Job Because of Conflict?												
Yes	21%	25%	20%	30%	18%	3%	17%	18%	23%	22%	27%	
No	79%	75%	80%	70%	82%	97%	83%	82%	77%	78%	73%	

	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	Other
Ever Felt Victim to Supervisor Bullying?											
Have	33%	34%	25%	19%	20%	26%	39%	27%	41%	45%	37%
Have not	67%	66%	75%	81%	80%	74%	61%	73%	59%	55%	63%

	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	Other
Bullying Boss Sometimes Helpful?											
Feel that bullying bosses can sometimes be helpful	10%	16%	2%	25%	25%	9%	12%	3%	2%	10%	11%
Do not	90%	84%	98%	75%	75%	91%	88%	97%	98%	90%	89%





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	Other
Quit or Transferred Because of Supervisor Bullying?											
Have	14%	22%	21%	19%	9%	9%	10%	14%	8%	19%	7%
Have not	86%	78%	79%	81%	91%	91%	90%	86%	92%	81%	93%

	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	Other
Comfortable Discussing Boss Bullying w/ HR?											
Would	64%	63%	72%	60%	56%	75%	64%	69%	51%	61%	68%
Would not	36%	37%	28%	40%	44%	25%	36%	31%	49%	39%	32%

	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	Other
Would You Seek Counseling for Boss Bullying?											
Would	20%	22%	15%	31%	16%	17%	21%	19%	15%	30%	19%
Would not	74%	72%	76%	69%	84%	80%	72%	76%	77%	68%	72%
Not sure	6%	6%	9%	-	-	3%	7%	5%	8%	2%	9%





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	Other
Would You Confront Bullying Boss ?											
Would	67%	70%	61%	75%	78%	74%	74%	61%	54%	74%	64%
Would not	26%	23%	39%	25%	18%	16%	16%	27%	36%	19%	27%
Not sure	8%	7%	-	-	4%	9%	10%	11%	10%	8%	9%

	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	Other
Does Boss Bullying Impact Other Life Areas?											
Think it does a lot	62%	64%	59%	73%	54%	33%	64%	68%	73%	62%	61%
Think it does somewhat	29%	26%	35%	23%	33%	51%	36%	26%	21%	15%	33%
Don't think it does	9%	10%	6%	4%	13%	16%	-	6%	6%	23%	6%

	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	Declined to say
Employment Status							
Full-time	78%	54%	80%	90%	95%	92%	72%
Part-time	22%	46%	20%	10%	5%	8%	28%





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	Declined to say
Been Involved In or Witnessed Workplace Conflict?							
Have	65%	61%	64%	66%	74%	57%	72%
Have not	35%	39%	36%	34%	26%	43%	28%

	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	Declined to say
How'd You Resolve the Conflict?							
Went to HR	9%	7%	14%	9%	6%	12%	3%
Went to supervisor	38%	51%	37%	35%	41%	28%	22%
Sought outside help	4%	1%	4%	5%	13%	8%	-
Confronted the person	34%	21%	35%	41%	32%	48%	39%
Did nothing	9%	16%	6%	9%	3%	3%	8%
More than one of these	5%	4%	4%	1%	6%	-	28%

	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	Declined to say
Does Employer Have Formal Complaint Process?							
It does	57%	42%	57%	64%	72%	72%	56%
It does not	35%	50%	35%	26%	26%	28%	35%
Not sure	7%	8%	8%	9%	2%	-	9%





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	Declined to say
Had Conflict Because of Poor Communication?							
Have	52%	44%	50%	53%	65%	47%	69%
Have not	48%	56%	50%	47%	35%	53%	31%

	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	Declined to say
Had Conflict Because of Different Values?							
Have	36%	33%	35%	38%	47%	27%	38%
Have not	64%	67%	65%	62%	53%	73%	62%

	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	Declined to say
Had Conflict Because of Differing Interests?							
Have	25%	23%	24%	26%	22%	33%	29%
Have not	75%	77%	76%	74%	78%	67%	71%





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	Declined to say
Had Conflict Because of Personality Clashes?							
Have	56%	53%	60%	55%	54%	57%	57%
Have not	44%	47%	40%	45%	46%	43%	43%

	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	Declined to say
Had Conflict Because of Poor Performance?							
Have	35%	30%	30%	37%	43%	40%	44%
Have not	65%	70%	70%	63%	57%	60%	56%

	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	Declined to say
Biggest Source of Workplace Conflict							
Politics	17%	18%	16%	20%	21%	16%	10%
Religion	9%	12%	3%	9%	2%	18%	14%
Gender issues	4%	6%	2%	2%	9%	2%	4%
Race issues	7%	5%	13%	2%	11%	9%	2%
Job-related issues	52%	39%	56%	60%	50%	53%	59%
Not sure	11%	19%	11%	6%	6%	2%	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	Declined to say
Talk w/ Co-workers About Politics ?							
Do	43%	38%	43%	47%	53%	43%	42%
Do not	57%	62%	57%	53%	47%	57%	58%

	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	Declined to say
Talk w/ Co-workers About Religion?							
Do	44%	52%	45%	43%	56%	26%	34%
Do not	56%	48%	55%	57%	44%	74%	66%

	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	Declined to say
Talk w/ Co-workers About Gender Issues?							
Do	32%	32%	31%	32%	33%	31%	38%
Do not	68%	68%	69%	68%	67%	69%	62%



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	Declined to say
Talk w/ Co-workers About Race Issues ?							
Do	37%	35%	37%	36%	45%	34%	38%
Do not	63%	65%	63%	64%	55%	66%	62%

	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	Declined to say
Talk w/ Co-workers About Job-Related Issues?							
Do	84%	76%	86%	86%	96%	79%	83%
Do not	16%	24%	14%	14%	4%	21%	17%

	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	Declined to say
Quit Job Because of Conflict?							
Yes	21%	23%	22%	22%	22%	7%	21%
No	79%	77%	78%	78%	78%	93%	79%





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	Declined to say
Ever Felt Victim to Supervisor Bullying?							
Have	33%	37%	34%	36%	29%	19%	29%
Have not	67%	63%	66%	64%	71%	81%	71%

	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	Declined to say
Bullying Boss Sometimes Helpful?							
Feel that bullying bosses can sometimes be helpful	10%	8%	6%	12%	10%	16%	12%
Do not	90%	92%	94%	88%	90%	84%	88%

	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	Declined to say
Quit or Transferred Because of Supervisor Bullying?							
Have	14%	15%	19%	14%	16%	13%	2%
Have not	86%	85%	81%	86%	84%	87%	98%





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	Declined to say
Comfortable Discussing Boss Bullying w/ HR?							
Would	64%	63%	68%	59%	66%	66%	68%
Would not	36%	37%	32%	41%	34%	34%	32%

	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	Declined to say
Would You Seek Counseling for Boss Bullying?							
Would	20%	14%	19%	24%	30%	26%	19%
Would not	74%	80%	74%	75%	66%	72%	67%
Not sure	6%	6%	7%	2%	4%	2%	14%

	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	Declined to say
Would You Confront Bullying Boss?							
Would	67%	59%	66%	67%	75%	80%	66%
Would not	26%	30%	25%	29%	18%	17%	23%
Not sure	8%	11%	9%	4%	6%	3%	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	Declined to say
Does Boss Bullying Impact Other Life Areas?							
Think it does a lot	62%	70%	61%	67%	61%	54%	44%
Think it does somewhat	29%	23%	27%	27%	28%	32%	52%
Don't think it does	9%	7%	12%	6%	11%	14%	4%

