



National Survey Results

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

Full-time72% Not currently employed 0%
Part-time28%

Q2 More and more often, American employers are taking steps to help employees cope with unexpected and unforeseen tragedies. Do you think employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events, or not?

<i>Employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events</i>46%	<i>Employers should not provide emotional support or counselling assistance for employees that are impacted by traumatic events</i>44%
Not sure10%	

Q3 Have you ever been employed by an organization or workplace that was affected by the sudden loss of an employee or colleague, a natural disaster, or some other traumatic event, or not?

<i>Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event</i>53%	<i>Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event</i>43%
Not sure 4%	

Q4 (Those who responded "yes" to Q3) At the time of this traumatic event, did your employer make counselling available to employees or take any similar measures to help employees affected by the event, or not?

<i>Employer made counselling available to employees or took any similar measures to help employees affected by the event</i>46%	<i>Employer did not make counselling available to employees or take any similar measures to help employees affected by the event</i>50%
Not sure 4%	

Q5 If your current workplace was impacted by a traumatic event and your employer made free, confidential counselling -- either in-person or telephonic -- available to you, would you consider using it, or not?

<i>Would consider using free, confidential counselling after a traumatic event at your workplace</i>58%	<i>Would not consider using free, confidential counselling after a traumatic event at your workplace</i>33%
Not sure 9%	

Q6 Given the choices of your employer announcing job losses, the death of a co-worker or colleague, a natural disaster in your immediate area, and workplace violence or criminal activity, which would you consider to be the most emotionally stressful or traumatic?

<i>Employer announcing job losses</i>28%	<i>Natural disaster in your immediate area</i>14%
<i>Death of a co-worker or colleague</i>19%	<i>Workplace violence or criminal activity</i>25%
Not sure14%	





Q7 Do you think that making counselling and emotional support services available to employees following a tragedy, accident or traumatic event is a very valuable benefit for employees, a somewhat valuable benefit, a not too valuable benefit, or not at all valuable benefit?

<i>Very valuable benefit</i>	37%	<i>Not too valuable benefit</i>	18%
<i>Somewhat valuable benefit</i>	30%	<i>Not at all valuable benefit</i>	13%
		<i>Not sure</i>	2%

Q8 Because of the holiday season that starts with Thanksgiving, November and December are two of the most popular months for employee absences across the U.S. Will you take time off work in November or December of this year, or not?

<i>Will take time off work in November or December of this year</i>	55%	<i>Will not take time off work in November or December of this year</i>	42%
		<i>Not sure</i>	4%

Q9 Will you alert your employer of your plans to take days off work, or not?

<i>Will alert your employer of your plans to take days off work</i>	91%	<i>Will not alert your employer of your plans to take days off work</i>	4%
		<i>Not sure</i>	5%

Q10 Do you plan on spending time at work this holiday season doing personal holiday-related activities like shopping for gifts, searching for deals, or planning personal celebrations, or do you not plan to use time at work to do those things?

<i>Plan on using time at work for personal holiday-related activities</i>	14%	<i>Do not plan on using time at work for personal holiday-related activities</i>	84%
		<i>Not sure</i>	2%

Q11 (Those who answered “yes” to Q10) How many work hours during the average week will you spend making plans, shopping for gifts, or searching for holiday-related personal items this year: less than one hour per week, 1 to 2 hours per week, around one hour per day, or more than one hour per day?

<i>Less than one hour per week</i>	51%	<i>Around one hour per day</i>	8%
<i>1 to 2 hours per week</i>	38%	<i>More than one hour per day</i>	2%
		<i>Not sure</i>	1%

Q12 Do you think the holidays make you more or less productive at work or do you think the holidays have no impact on your productivity at work at all?

<i>Holidays make you more productive at work</i>	19%	<i>Holidays have no impact on your productivity at work at all</i>	48%
<i>Holidays make you less productive at work</i>	31%	<i>Not sure</i>	1%

Q13 If you are a woman, press 1. If a man, press 2.

<i>Woman</i>	53%
<i>Man</i>	47%

Q14 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

<i>Hispanic</i>	9%
<i>White</i>	74%
<i>African-American</i>	11%
<i>Other</i>	5%

Q15 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.

<i>18 to 29</i>	12%
<i>30 to 45</i>	27%
<i>46 to 65</i>	48%
<i>Older than 65</i>	13%



Q16 What kind of industry do you work in?

<i>Service industry</i>	<i>23%</i>
<i>Retail or wholesale trade</i>	<i>8%</i>
<i>Finance, insurance, or real estate.....</i>	<i>7%</i>
<i>Construction or minerals industry.....</i>	<i>6%</i>
<i>Manufacturing business.....</i>	<i>8%</i>
<i>Transportation, communication, or utilities.....</i>	<i>3%</i>
<i>Education.....</i>	<i>12%</i>
<i>Health care</i>	<i>11%</i>
<i>Government employee.....</i>	<i>5%</i>
<i>Other.....</i>	<i>17%</i>

Q17 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>24%</i>
<i>\$25,000 to \$50,000.....</i>	<i>28%</i>
<i>\$50,000 to \$75,000.....</i>	<i>21%</i>
<i>\$75,000 to \$100,000.....</i>	<i>8%</i>
<i>More than \$100,000.....</i>	<i>12%</i>
<i>Declined to say</i>	<i>8%</i>



	Base	Employed Yes/No	
		Full- time	Part- time
Employers Provide Counseling Yes/No			
Employers should provide emotional support or counseling assistance for employees that are impacted by traumatic events	46%	46%	49%
Employers should not provide emotional support or counseling assistance for employees that are impacted by traumatic events	44%	46%	39%
Not sure	10%	9%	12%

	Base	Employed Yes/No	
		Full- time	Part- time
Experienced Workplace Tragedy Yes/No			
Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	53%	56%	45%
Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	43%	40%	49%
Not sure	4%	4%	6%





	Base	Employed Yes/No	
		Full- time	Part- time
Employer Make Counselling Available Yes/No			
Employer made counselling available to employees or took any similar measures to help employees affected by the event	46%	48%	39%
Employer did not mak- e counselling availabl- e to employees or take any similar measures to help employees aff- ected by the event	50%	49%	55%
Not sure	4%	3%	6%

	Base	Employed Yes/No	
		Full- time	Part- time
Consider Using Counselling Yes/No			
Would consider using free, confidential counselling after a traumatic event at your workplace	58%	57%	60%
Would not consider using free, confidential counselling after a traumatic event at your workplace	33%	36%	26%
Not sure	9%	7%	14%





	Base	Employed Yes/No	
		Full- time	Part- time
Most Traumatic Work Event			
Employer announcing job losses	28%	28%	28%
Death of a co-worker or colleague	19%	19%	20%
Natural disaster in your immediate area	14%	13%	16%
Workplace violence or criminal activity	25%	26%	23%
Not sure	14%	14%	13%

	Base	Employed Yes/No	
		Full- time	Part- time
Counselling Valuable Benefit Yes/No			
Very valuable benefit	37%	35%	43%
Somewhat valuable benefit	30%	30%	30%
Not too valuable benefit	18%	19%	14%
Not at all valuable benefit	13%	14%	11%
Not sure	2%	2%	3%





	Base	Employed Yes/No	
		Full- time	Part- time
Take Time Off in Nov or Dec Yes/No			
Will take time off work in November or December of this year	55%	60%	41%
Will not take time off work in November or December of this year	42%	37%	54%
Not sure	4%	3%	6%

	Base	Employed Yes/No	
		Full- time	Part- time
Alert Employer of Time Off Yes/No			
Will alert your employer of your plans to take days off work	91%	91%	90%
Will not alert your employer of your plans to take days off work	4%	3%	6%
Not sure	5%	6%	5%



	Base	Employed Yes/No	
		Full- time	Part- time
Spend Work Time for Holiday Activities Yes/No			
Plan on using time at work for personal holiday-related activities	14%	17%	8%
Do not plan on using time at work for personal holiday- related activities	84%	82%	88%
Not sure	2%	1%	5%

	Base	Employed Yes/No	
		Full- time	Part- time
How Many Hours on Holiday Activities			
Less than one hour per week	51%	56%	19%
1 to 2 hours per week	38%	32%	70%
Around one hour per day	8%	8%	7%
More than one hour per day	2%	2%	4%
Not sure	1%	1%	-



	Base	Employed Yes/No	
		Full- time	Part- time
Holidays More/Less Productive at Work			
Holidays make you more productive at work	19%	20%	18%
Holidays make you less productive at work	31%	30%	34%
Holidays have no impact on your productivity at work at all	48%	49%	47%
Not sure	1%	1%	1%

	Base	Gender	
		Woman	Man
Employers Provide Counselling Yes/No			
Employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events	46%	54%	38%
Employers should not provide emotional support or counselling assistance for employees that are impacted by traumatic events	44%	38%	50%
Not sure	10%	8%	12%





	Base	Gender	
		Woman	Man
Experienced Workplace Tragedy Yes/No			
Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	53%	54%	52%
Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	43%	45%	40%
Not sure	4%	2%	7%

	Base	Gender	
		Woman	Man
Employer Make Counselling Available Yes/No			
Employer made counselling available to employees or took any similar measures to help employees affected by the event	46%	49%	42%
Employer did not make counselling available to employees or take any similar measures to help employees affected by the event	50%	48%	53%
Not sure	4%	3%	5%





	Base	Gender	
		Woman	Man
Consider Using Counselling Yes/No			
Would consider using free, confidential counselling after a traumatic event at your workplace	58%	66%	49%
Would not consider using free, confidential counselling after a traumatic event at your workplace	33%	22%	45%
Not sure	9%	12%	6%

	Base	Gender	
		Woman	Man
Most Traumatic Work Event			
Employer announcing job losses	28%	25%	31%
Death of a co-worker or colleague	19%	15%	24%
Natural disaster in your immediate area	14%	17%	11%
Workplace violence or criminal activity	25%	31%	18%
Not sure	14%	12%	16%



	Base	Gender	
		Woman	Man
Counselling Valuable Benefit Yes/No			
Very valuable benefit	37%	45%	29%
Somewhat valuable benefit	30%	28%	32%
Not too valuable benefit	18%	13%	22%
Not at all valuable benefit	13%	11%	15%
Not sure	2%	2%	2%

	Base	Gender	
		Woman	Man
Take Time Off in Nov or Dec Yes/No			
Will take time off work in November or December of this year	55%	56%	53%
Will not take time off work in November or December of this year	42%	39%	45%
Not sure	4%	5%	2%



	Base	Gender	
		Woman	Man
Alert Employer of Time Off Yes/No			
Will alert your employer of your plans to take days off work	91%	93%	88%
Will not alert your employer of your plans to take days off work	4%	3%	5%
Not sure	5%	4%	7%

	Base	Gender	
		Woman	Man
Spend Work Time for Holiday Activities Yes/No			
Plan on using time at work for personal holiday-related activities	14%	14%	14%
Do not plan on using time at work for personal holiday-related activities	84%	85%	83%
Not sure	2%	2%	3%





	Base	Gender	
		Woman	Man
How Many Hours on Holiday Activities			
Less than one hour per week	51%	61%	40%
1 to 2 hours per week	38%	24%	52%
Around one hour per day	8%	12%	5%
More than one hour per day	2%	1%	3%
Not sure	1%	2%	-

	Base	Gender	
		Woman	Man
Holidays More/Less Productive at Work			
Holidays make you more productive at work	19%	19%	20%
Holidays make you less productive at work	31%	32%	30%
Holidays have no impact on your productivity at work at all	48%	48%	49%
Not sure	1%	1%	1%





	Base	Race			
		Hispanic	White	African-American	Other
Employers Provide Counselling Yes/No					
Employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events	46%	61%	44%	57%	38%
Employers should not provide emotional support or counselling assistance for employees that are impacted by traumatic events	44%	38%	44%	38%	56%
Not sure	10%	1%	12%	5%	6%

	Base	Race			
		Hispanic	White	African-American	Other
Experienced Workplace Tragedy Yes/No					
Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	53%	77%	51%	45%	65%
Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	43%	22%	46%	42%	33%
Not sure	4%	1%	4%	13%	2%





	Base	Race			
		Hispanic	White	African-American	Other
Employer Make Counselling Available Yes/No					
Employer made counselling available to employees or took any similar measures to help employees affected by the event	46%	42%	46%	42%	60%
Employer did not make counselling available to employees or take any similar measures to help employees affected by the event	50%	52%	50%	58%	36%
Not sure	4%	6%	4%	-	4%

	Base	Race			
		Hispanic	White	African-American	Other
Consider Using Counselling Yes/No					
Would consider using free, confidential counselling after a traumatic event at your workplace	58%	66%	56%	79%	34%
Would not consider using free, confidential counselling after a traumatic event at your workplace	33%	28%	35%	13%	51%
Not sure	9%	6%	9%	9%	14%



	Base	Race			
		Hispanic	White	African-American	Other
Most Traumatic Work Event					
Employer announcing job losses	28%	50%	27%	21%	32%
Death of a co-worker or colleague	19%	8%	18%	33%	20%
Natural disaster in your immediate area	14%	16%	15%	10%	6%
Workplace violence or criminal activity	25%	20%	25%	24%	24%
Not sure	14%	6%	14%	12%	18%

	Base	Race			
		Hispanic	White	African-American	Other
Counselling Valuable Benefit Yes/No					
Very valuable benefit	37%	57%	33%	51%	32%
Somewhat valuable benefit	30%	14%	34%	19%	21%
Not too valuable benefit	18%	11%	17%	23%	29%
Not at all valuable benefit	13%	17%	13%	8%	18%
Not sure	2%	1%	3%	-	-



	Base	Race			
		Hispanic	White	African-American	Other
Take Time Off in Nov or Dec Yes/No					
Will take time off work in November or December of this year	55%	67%	53%	49%	64%
Will not take time off work in November or December of this year	42%	32%	42%	49%	30%
Not sure	4%	1%	4%	1%	6%

	Base	Race			
		Hispanic	White	African-American	Other
Alert Employer of Time Off Yes/No					
Will alert your employer of your plans to take days off work	91%	87%	93%	83%	88%
Will not alert your employer of your plans to take days off work	4%	6%	4%	2%	3%
Not sure	5%	8%	3%	14%	9%



	Base	Race			
		Hispanic	White	African-American	Other
Spend Work Time for Holiday Activities Yes/No					
Plan on using time at work for personal holiday-related activities	14%	38%	12%	7%	14%
Do not plan on using time at work for personal holiday-related activities	84%	60%	85%	92%	83%
Not sure	2%	1%	3%	1%	3%

	Base	Race			
		Hispanic	White	African-American	Other
How Many Hours on Holiday Activities					
Less than one hour per week	51%	91%	37%	40%	39%
1 to 2 hours per week	38%	9%	47%	60%	41%
Around one hour per day	8%	-	13%	-	-
More than one hour per day	2%	-	2%	-	20%
Not sure	1%	-	2%	-	-



	Base	Race			
		Hispanic	White	African-American	Other
Holidays More/Less Productive at Work					
Holidays make you more productive at work	19%	37%	17%	23%	18%
Holidays make you less productive at work	31%	28%	33%	27%	18%
Holidays have no impact on your productivity at work at all	48%	34%	49%	50%	64%
Not sure	1%	1%	1%	-	-

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employers Provide Counselling Yes/No					
Employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events	46%	34%	50%	45%	56%
Employers should not provide emotional support or counselling assistance for employees that are impacted by traumatic events	44%	54%	46%	43%	32%
Not sure	10%	12%	5%	12%	12%





	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Experienced Workplace Tragedy Yes/No					
Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	53%	50%	61%	52%	44%
Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	43%	31%	36%	47%	51%
Not sure	4%	19%	2%	2%	5%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Make Counselling Available Yes/No					
Employer made counselling available to employees or took any similar measures to help employees affected by the event	46%	63%	36%	48%	46%
Employer did not make counselling available to employees or take any similar measures to help employees affected by the event	50%	37%	60%	48%	44%
Not sure	4%	-	4%	4%	10%





	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Consider Using Counselling Yes/No					
Would consider using free, confidential counselling after a traumatic event at your workplace	58%	66%	54%	59%	56%
Would not consider using free, confidential counselling after a traumatic event at your workplace	33%	28%	35%	32%	35%
Not sure	9%	6%	10%	9%	9%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Most Traumatic Work Event					
Employer announcing job losses	28%	51%	31%	24%	17%
Death of a co-worker or colleague	19%	21%	25%	17%	12%
Natural disaster in your immediate area	14%	14%	10%	15%	21%
Workplace violence or criminal activity	25%	7%	21%	30%	27%
Not sure	14%	7%	12%	13%	24%





	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Counselling Valuable Benefit Yes/No					
Very valuable benefit	37%	47%	33%	35%	47%
Somewhat valuable benefit	30%	19%	37%	31%	22%
Not too valuable benefit	18%	13%	13%	22%	17%
Not at all valuable benefit	13%	22%	15%	11%	10%
Not sure	2%	-	2%	2%	4%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Take Time Off in Nov or Dec Yes/No					
Will take time off work in November or December of this year	55%	72%	54%	55%	41%
Will not take time off work in November or December of this year	42%	28%	41%	42%	53%
Not sure	4%	-	5%	4%	6%





	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Alert Employer of Time Off Yes/No					
Will alert your employer of your plans to take days off work	91%	87%	90%	95%	83%
Will not alert your employer of your plans to take days off work	4%	-	6%	3%	5%
Not sure	5%	13%	4%	2%	12%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Spend Work Time for Holiday Activities Yes/No					
Plan on using time at work for personal holiday-related activities	14%	40%	12%	11%	7%
Do not plan on using time at work for personal holiday-related activities	84%	60%	84%	87%	90%
Not sure	2%	-	5%	1%	3%





	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
How Many Hours on Holiday Activities					
Less than one hour per week	51%	85%	20%	45%	17%
1 to 2 hours per week	38%	15%	59%	42%	57%
Around one hour per day	8%	-	20%	8%	9%
More than one hour per day	2%	-	-	3%	17%
Not sure	1%	-	-	3%	-

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Holidays More/Less Productive at Work					
Holidays make you more productive at work	19%	53%	11%	16%	21%
Holidays make you less productive at work	31%	22%	42%	28%	28%
Holidays have no impact on your productivity at work at all	48%	25%	47%	55%	49%
Not sure	1%	-	-	2%	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	Other
Employers Provide Counselling Yes/No											
Employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events	46%	45%	37%	34%	37%	44%	42%	60%	61%	57%	42%
Employers should not provide emotional support or counselling assistance for employees that are impacted by traumatic events	44%	46%	54%	63%	57%	51%	35%	33%	27%	27%	43%
Not sure	10%	9%	9%	3%	7%	5%	24%	7%	11%	16%	15%

	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
Experienced Workplace Tragedy Yes/No											
Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	53%	57%	26%	61%	63%	63%	64%	61%	52%	65%	38%
Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	43%	38%	52%	39%	37%	35%	32%	39%	44%	35%	56%
Not sure	4%	4%	23%	-	-	2%	4%	-	3%	-	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
Employer Make Counselling Available Yes/No											
Employer made counselling available to employees or took any similar measures to help employees affected by the event	46%	46%	49%	54%	27%	31%	43%	51%	48%	52%	51%
Employer did not make counselling available to employees or take any similar measures to help employees affected by the event	50%	50%	51%	38%	68%	64%	57%	49%	47%	43%	42%
Not sure	4%	3%	-	8%	5%	4%	-	-	5%	4%	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
Consider Using Counselling Yes/No											
Would consider using free, confidential counselling after a traumatic event at your workplace	58%	55%	59%	67%	43%	47%	41%	64%	68%	77%	56%
Would not consider using free, confidential counselling after a traumatic event at your workplace	33%	39%	33%	33%	52%	47%	46%	19%	16%	15%	35%
Not sure	9%	7%	8%	-	5%	6%	13%	17%	16%	9%	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
Most Traumatic Work Event											
Employer announcing job losses	28%	36%	12%	40%	40%	38%	41%	18%	18%	17%	26%
Death of a co-worker or colleague	19%	15%	51%	18%	23%	11%	19%	18%	17%	20%	14%
Natural disaster in your immediate area	14%	9%	14%	23%	12%	12%	9%	20%	15%	22%	15%
Workplace violence or criminal activity	25%	21%	15%	14%	16%	10%	20%	33%	38%	36%	31%
Not sure	14%	19%	8%	5%	10%	29%	11%	10%	11%	6%	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	Other
Counselling Valuable Benefit Yes/No											
Very valuable benefit	37%	41%	23%	45%	30%	36%	32%	35%	47%	46%	34%
Somewhat valuable benefit	30%	21%	29%	24%	25%	24%	31%	43%	31%	41%	35%
Not too valuable benefit	18%	10%	31%	20%	26%	27%	26%	17%	10%	13%	17%
Not at all valuable benefit	13%	24%	11%	6%	20%	12%	11%	5%	10%	-	12%
Not sure	2%	4%	5%	5%	-	1%	-	-	1%	-	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	Other
Take Time Off in Nov or Dec Yes/No											
Will take time off work in November or December of this year	55%	51%	35%	60%	55%	66%	77%	49%	51%	62%	60%
Will not take time off work in November or December of this year	42%	46%	59%	38%	45%	30%	21%	48%	47%	31%	32%
Not sure	4%	3%	6%	2%	-	4%	2%	3%	1%	7%	8%

	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
Alert Employer of Time Off Yes/No											
Will alert your employer of your plans to take days off work	91%	96%	66%	88%	96%	95%	96%	88%	92%	100%	91%
Will not alert your employer of your plans to take days off work	4%	2%	11%	10%	3%	3%	4%	6%	1%	-	2%
Not sure	5%	2%	23%	2%	1%	2%	-	5%	7%	-	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
Spend Work Time for Holiday Activities Yes/No											
Plan on using time at work for personal holiday-related activities	14%	28%	8%	30%	11%	11%	16%	14%	3%	10%	3%
Do not plan on using time at work for personal holiday-related activities	84%	72%	88%	70%	89%	85%	84%	84%	97%	90%	88%
Not sure	2%	-	4%	-	-	4%	-	1%	-	-	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
How Many Hours on Holiday Activities											
Less than one hour per week	51%	74%	20%	20%	40%	39%	14%	43%	-	100%	-
1 to 2 hours per week	38%	25%	58%	56%	60%	51%	-	49%	50%	-	83%
Around one hour per day	8%	-	22%	17%	-	9%	57%	8%	50%	-	-
More than one hour per day	2%	1%	-	-	-	-	28%	-	-	-	17%
Not sure	1%	-	-	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
Holidays More/Less Productive at Work											
Holidays make you more productive at work	19%	35%	45%	7%	8%	8%	10%	16%	9%	18%	12%
Holidays make you less productive at work	31%	22%	30%	44%	27%	46%	46%	31%	32%	20%	33%
Holidays have no impact on your productivity at work at all	48%	42%	25%	49%	60%	46%	39%	54%	58%	56%	54%
Not sure	1%	0%	-	-	4%	-	4%	-	1%	6%	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	Declined to say
Employers Provide Counselling Yes/No							
Employers should provide emotional support or counselling assistance for employees that are impacted by traumatic events	46%	44%	41%	50%	56%	56%	37%
Employers should not provide emotional support or counselling assistance for employees that are impacted by traumatic events	44%	44%	45%	44%	33%	38%	52%
Not sure	10%	11%	13%	5%	11%	6%	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	Declined to say
Experienced Workplace Tragedy Yes/No							
Have been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	53%	49%	45%	52%	63%	69%	64%
Have not been employed by an organization that was affected by a sudden loss, disaster, or traumatic event	43%	45%	52%	41%	37%	29%	31%
Not sure	4%	6%	3%	7%	-	2%	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
Employer Make Counselling Available Yes/No							
Employer made counselling available to employees or took any similar measures to help employees affected by the event	46%	50%	39%	45%	49%	49%	45%
Employer did not make counselling available to employees or take any similar measures to help employees affected by the event	50%	46%	58%	51%	51%	46%	44%
Not sure	4%	4%	2%	3%	-	6%	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	Declined to say
Consider Using Counselling Yes/No							
Would consider using free, confidential counselling after a traumatic event at your workplace	58%	59%	54%	66%	63%	62%	39%
Would not consider using free, confidential counselling after a traumatic event at your workplace	33%	30%	32%	31%	32%	34%	47%
Not sure	9%	12%	14%	3%	4%	4%	15%





	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
Most Traumatic Work Event							
Employer announcing job losses	28%	33%	24%	26%	20%	40%	24%
Death of a co-worker or colleague	19%	17%	16%	28%	17%	15%	22%
Natural disaster in your immediate area	14%	19%	16%	8%	12%	13%	13%
Workplace violence or criminal activity	25%	17%	32%	22%	42%	20%	19%
Not sure	14%	13%	13%	16%	8%	12%	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	Declined to say
Counselling Valuable Benefit Yes/No							
Very valuable benefit	37%	43%	33%	33%	48%	42%	31%
Somewhat valuable benefit	30%	26%	31%	33%	22%	36%	26%
Not too valuable benefit	18%	15%	19%	22%	18%	11%	20%
Not at all valuable benefit	13%	16%	14%	10%	9%	11%	17%
Not sure	2%	1%	3%	2%	3%	-	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
Take Time Off in Nov or Dec Yes/No							
Will take time off work in November or December of this year	55%	53%	56%	48%	68%	55%	56%
Will not take time off work in November or December of this year	42%	42%	40%	50%	31%	41%	37%
Not sure	4%	5%	4%	3%	1%	4%	7%

	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
Alert Employer of Time Off Yes/No							
Will alert your employer of your plans to take days off work	91%	95%	90%	88%	88%	93%	90%
Will not alert your employer of your plans to take days off work	4%	3%	4%	3%	5%	6%	1%
Not sure	5%	2%	5%	8%	7%	1%	9%





	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
Spend Work Time for Holiday Activities Yes/No							
Plan on using time at work for personal holiday-related activities	14%	26%	7%	11%	17%	14%	4%
Do not plan on using time at work for personal holiday-related activities	84%	70%	91%	86%	83%	86%	93%
Not sure	2%	4%	2%	3%	-	-	4%

	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 Many Hours on Holiday Activities							
Less than one hour per week	51%	71%	56%	6%	54%	28%	52%
1 to 2 hours per week	38%	24%	30%	61%	40%	63%	48%
Around one hour per day	8%	2%	7%	34%	6%	-	-
More than one hour per day	2%	3%	-	-	-	9%	-
Not sure	1%	-	7%	-	-	-	-





	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
Holidays More/Less Productive at Work							
Holidays make you more productive at work	19%	36%	14%	18%	16%	12%	6%
Holidays make you less productive at work	31%	26%	30%	36%	23%	43%	28%
Holidays have no impact on your productivity at work at all	48%	37%	55%	45%	62%	42%	65%
Not sure	1%	1%	1%	1%	-	2%	2%

