



## PUBLIC SURVEY FINDINGS & METHODOLOGY

### Workers agree, a sense of belonging at work boosts productivity

New Ipsos survey finds employed job seekers are more likely to feel lonely and excluded in their current role

#### Topline Findings

**Washington, DC, January 24, 2022 --** The 2022 Workplace Belonging Survey finds that nearly half of employed Americans are considering leaving their current place of employment. Those that are considering a switch are less likely to feel a sense of belonging at work, which is most often associated with being treated fairly and respectfully – though belonging encompasses many more emotions.

This Ipsos survey conducted on behalf of [Dr. Rumeet Billan](#) also explores gaps in what workers think would lead to a sense of belonging at work and what they are currently experiencing at their jobs.

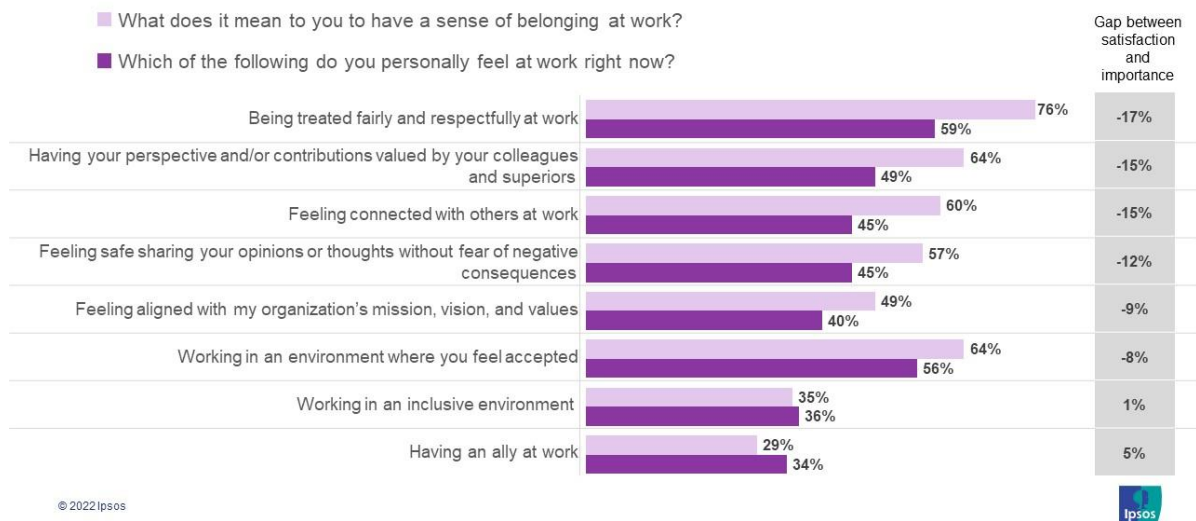
#### Detailed Findings

1. Most employed Americans feel having a sense of belonging at work means being treated fairly and respectfully, and that belonging leads to higher productivity at work.
  - Nearly all (88%) strongly or somewhat agree that a sense of belonging leads to higher productivity at work, including a majority (54%) that strongly agree.
  - Three quarters (76%) say having a sense of belonging at work means being treated fairly and respectfully.
  - Two in three say a sense of belonging at work means having their perspective and/or contributions valued by their colleagues and superiors (64%) and working in an environment where they feel accepted (64%).
2. A large majority of employed Americans strongly or somewhat agree that they feel a sense of belonging at work. However, this varies by age and whether they are open to new opportunities or not.
  - Four in ten (39%) strongly agree they feel a sense of belonging at work, while 79% strongly or somewhat agree.
  - Employees that are not considering leaving their current role are more likely to strongly agree they feel a sense of belonging at work (54%).
  - The majority currently feel like they are treated fairly and respectfully at work (59%) and that they work in an environment where they feel accepted (56%).
  - The largest disparity between what workers think belonging means and what they currently feel at work is “being treated fairly and respectfully at work” (17 percentage point difference), followed by “having their perspective and/or contributions valued by their colleagues and superiors” and “feeling connected with others at work” (15 percentage point difference for both).

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### Fairness and respect is critical to employee belonging

Employees site it as the top element that drives a sense of belonging in the workplace and it also presents the greatest opportunity to improve belonging



3. Almost half of employed Americans are actively looking for a new job or are open to a new opportunity, with differences arising by age.
- Nearly half (49%) are either currently looking for another job (10%) or open to a new opportunity but not currently looking (39%).
  - Of those either looking for a new job or open to a new job but not looking, just over half (51%) would do so in the next 6 months.
  - Those that are currently looking for another job are significantly more likely to feel lonely and excluded at work than those who are open to a new opportunity, but not looking and those not considering leaving their job.
  - Workers ages 25-34 (15%) are more likely to be looking for a new job than those 35-49 (8%), 50-64 (9%), and 65+ (2%). They are also more likely to feel lonely at work (31%) than their colleagues 35+.

For full results, please refer to the following annotated questionnaire:



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### The 2022 Workplace Belonging Survey

Conducted by Ipsos using KnowledgePanel®

**A survey of n=2,098 employed adults in the United States (ages 18+) with oversamples of employed adults from each of the following Designated Market Area (DMA): New York, Chicago, Los Angeles, Washington D.C.**

*Interview dates: January 7 – January 11, 2022*

*Number of interviews: 2098*

*Margin of error: +/- 3.1 percentage points at the 95% confidence level for results based on the entire sample of employed adults*

*NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.*

*NOTE: \* = less than 0.5%, - = no respondents*

#### Annotated Questionnaire:

1. How long have you worked at your current place of employment?

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Less than 1 year	16%	10%	14%	8%	9%
1 year to less than 3 years	17%	20%	15%	17%	14%
3 years to less than 5 years	14%	11%	14%	13%	13%
5 years to less than 10 years	19%	16%	16%	24%	18%
10 years or more	33%	41%	41%	37%	46%
Refused	*	3%	1%	*	-

2. To what extent do you agree or disagree with each of the following?

#### Total agree summary

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
A sense of belonging at work leads to higher productivity	88%	86%	91%	88%	79%
I feel a sense of belonging at work	79%	76%	76%	79%	64%
My organization works to earn trust among employees of all levels	70%	68%	70%	70%	59%
I feel excluded at work	21%	19%	15%	21%	14%
I feel lonely at work	21%	22%	22%	18%	20%

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2. To what extent do you agree or disagree with each of the following?

a) My organization works to earn trust among employees of all levels

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Strongly agree	32%	29%	35%	29%	23%
Somewhat agree	38%	39%	35%	41%	36%
Somewhat disagree	13%	13%	11%	17%	18%
Strongly disagree	9%	13%	11%	7%	12%
Don't know	7%	4%	7%	4%	11%
Refused	1%	2%	*	1%	1%
<i>Agree (net)</i>	<i>70%</i>	<i>68%</i>	<i>70%</i>	<i>70%</i>	<i>59%</i>
<i>Disagree (net)</i>	<i>22%</i>	<i>26%</i>	<i>22%</i>	<i>24%</i>	<i>30%</i>

b) I feel a sense of belonging at work

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Strongly agree	39%	37%	35%	32%	25%
Somewhat agree	40%	39%	41%	47%	39%
Somewhat disagree	12%	13%	16%	10%	18%
Strongly disagree	5%	7%	4%	5%	10%
Don't know	4%	2%	3%	4%	5%
Refused	*	2%	*	*	2%
<i>Agree (net)</i>	<i>79%</i>	<i>76%</i>	<i>76%</i>	<i>79%</i>	<i>64%</i>
<i>Disagree (net)</i>	<i>17%</i>	<i>20%</i>	<i>20%</i>	<i>15%</i>	<i>28%</i>

c) I feel excluded at work

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Strongly agree	4%	9%	2%	3%	1%
Somewhat agree	17%	10%	13%	18%	13%
Somewhat disagree	25%	24%	29%	22%	28%
Strongly disagree	51%	52%	52%	53%	48%
Don't know	4%	2%	4%	3%	8%
Refused	1%	2%	-	1%	1%
<i>Agree (net)</i>	<i>21%</i>	<i>19%</i>	<i>15%</i>	<i>21%</i>	<i>14%</i>
<i>Disagree (net)</i>	<i>76%</i>	<i>76%</i>	<i>81%</i>	<i>75%</i>	<i>76%</i>

d) A sense of belonging at work leads to higher productivity

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Strongly agree	54%	61%	60%	54%	44%
Somewhat agree	34%	25%	31%	34%	35%
Somewhat disagree	4%	3%	3%	5%	5%
Strongly disagree	3%	5%	3%	4%	9%
Don't know	4%	3%	3%	3%	6%
Refused	*	2%	-	*	1%
<i>Agree (net)</i>	<i>88%</i>	<i>86%</i>	<i>91%</i>	<i>88%</i>	<i>79%</i>
<i>Disagree (net)</i>	<i>7%</i>	<i>8%</i>	<i>6%</i>	<i>9%</i>	<i>14%</i>

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2. To what extent do you agree or disagree with each of the following?

e) I feel lonely at work

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Strongly agree	4%	4%	4%	3%	3%
Somewhat agree	17%	18%	18%	15%	17%
Somewhat disagree	23%	21%	31%	26%	25%
Strongly disagree	51%	53%	45%	52%	50%
Don't know	3%	2%	2%	3%	4%
Refused	*	2%	-	*	1%
<i>Agree (net)</i>	<i>21%</i>	<i>22%</i>	<i>22%</i>	<i>18%</i>	<i>20%</i>
<i>Disagree (net)</i>	<i>74%</i>	<i>74%</i>	<i>76%</i>	<i>78%</i>	<i>75%</i>

3. What does it mean to you to have a sense of belonging at work? (Select all that apply)

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
Being treated fairly and respectfully at work	76%	75%	82%	78%	65%
Having your perspective and/or contributions valued by your colleagues and superiors	64%	65%	72%	64%	54%
Working in an environment where you feel accepted	64%	65%	71%	67%	48%
Feeling connected with others at work	60%	62%	67%	63%	52%
Feeling safe sharing your opinions or thoughts without fear of negative consequences	57%	60%	65%	56%	50%
Feeling aligned with my organization's mission, vision, and values	49%	47%	64%	51%	42%
Working in an inclusive environment	35%	38%	47%	38%	30%
Having an ally at work	29%	33%	37%	30%	29%
Other, specify	2%	1%	3%	2%	3%
None of the above	5%	2%	3%	1%	15%
Refused	1%	2%	1%	1%	-



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4. Which of the following do you personally feel at work right now? (Select all that apply)

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
I am treated fairly and respectfully at work	59%	60%	71%	59%	50%
I work in an environment where I can be myself	56%	56%	56%	50%	42%
I work in an environment where I feel accepted	56%	55%	60%	48%	49%
My perspective and/or contributions are valued by my colleagues and superiors	49%	49%	56%	44%	39%
I feel safe sharing my opinions or thoughts without fear of negative consequences	45%	46%	57%	39%	37%
I feel connected with others at work	45%	51%	49%	46%	37%
I feel aligned with my organization's mission, vision, and values	40%	40%	49%	36%	37%
I work in an inclusive environment	36%	33%	49%	33%	32%
I have an ally at work	34%	38%	42%	35%	30%
Other, specify	2%	*	1%	2%	2%
None of the above	10%	12%	4%	6%	18%
Refused	1%	3%	-	3%	5%

5. How often, if ever, have you considered leaving your current place of employment? (Select one)

	<b>Total (N=2098)</b>	<b>Chicago DMA (N=283)</b>	<b>DC DMA (N=286)</b>	<b>NYC DMA (N=333)</b>	<b>LA DMA (N=295)</b>
I am currently looking for another place of employment	10%	10%	11%	8%	4%
I am open to a new opportunity, but not currently looking	39%	42%	42%	46%	43%
I am not considering leaving my current place of employment	50%	46%	47%	44%	48%
Refused	1%	2%	-	2%	5%



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6. When [If “looking”] do you expect/would you be open to to leave(ing) your current place of employment?

*Base to: Looking for or open to new employment opportunities*

	<b>Total (N=1039)</b>	<b>Chicago DMA (N=146)</b>	<b>DC DMA (N=146)</b>	<b>NYC DMA (N=164)</b>	<b>LA DMA (143)</b>
In less than the next 2 weeks	5%	8%	3%	6%	3%
Longer than 2 weeks but within the next month	13%	11%	14%	8%	7%
Within the next 2-3 months	17%	26%	12%	21%	20%
Within the next 4-6 months	16%	17%	12%	15%	18%
Within the next 7-12 months	20%	13%	25%	19%	21%
Longer than 12 months from now	27%	26%	33%	28%	31%
Refused	2%	*	*	3%	*

7. Everyone has stressors and challenges in their lives. What is something that you wish your peers and colleagues knew about you that is having an impact on your day-to-day life at work? We are interested in hearing whatever comes to your mind. There are no right or wrong answers. I wish my peers and colleagues knew...

*Open-ended verbatims provided separately.*



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### About the Study

The 2022 Workplace Belonging Survey was conducted January 7 – January 11, 2022 by Ipsos using our KnowledgePanel®. It was conducted on behalf of [Dr. Rumeet Billan](#), a learning architect, speaker, and expert on psychological capital. This survey is based on a nationally representative probability sample of 1,054 U.S. employed adults and oversamples in each of the following Designated Market Area (DMA): New York City (n=333), Chicago (n=283), Los Angeles (n=295), and Washington D.C (n=286). There were 2,098 total respondents.

The survey was conducted using KnowledgePanel, the largest and most well-established online probability-based panel that is representative of the adult US population. Our recruitment process employs an addressed-based sampling methodology using the latest Delivery Sequence File of the USPS – a database with full coverage of all delivery points in the US. Households invited to join the panel are randomly selected from all available households in the U.S. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected log-in used to complete surveys online. As a result of our recruitment and sampling methodologies, samples from KnowledgePanel cover all households regardless of their phone or internet status and findings can be reported with a margin of sampling error and projected to the general population.

The employed general public data were weighted to the demographic benchmarks of National employed adults age 18+ from the KnowledgePanel Profile survey by the following variables:

- Gender (Male, Female) by Age (18–29, 30–44, 45–59, and 60+)
- Race/Hispanic Ethnicity (White Non-Hispanic, Black Non-Hispanic, Other or 2+ Races Non-Hispanic, Hispanic)
- Education (Less than High School, High School, Some College, Bachelor or higher)
- Household Income (Under \$25,000, \$25,000-\$49,999, \$50,000-\$74,999, \$75,000-\$99,999, \$100,000-\$149,999, \$150,000+)
- Census Region (Northeast, Midwest, South, West)
- Metropolitan status (Metro, non-Metro)
- DMA market (New York DMA, Washington DC DMA, Chicago DMA, Los Angeles DMA, all other areas)

The employed DMA data were weighted separately to the demographic benchmarks of employed adults age 18+ in their respective DMAs from the KnowledgePanel Profile survey by the following variables:

- Gender (Male, Female) by Age (18–44, 45+)
- Race/Hispanic Ethnicity (White Non-Hispanic, Black Non-Hispanic, Other or 2+ Races Non-Hispanic, Hispanic)
- Education (High School grad or less, Some College, Bachelor or higher)
- Household Income (Under \$50,000, \$50,000-\$99,999, \$100,000+)





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The margin of sampling error is plus or minus 3.1 percentage points at the 95% confidence level, for results based on the entire sample of employed adults. The margin of sampling error for the entire sample of employed adults takes into account the design effect, which was 2.08. The margin of sampling error at the 95% confidence level for the DMA oversamples were as follows: Chicago (7.8%), Washington DC (7.9%), NYC (6.6%), and LA (9.4%). In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.



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### About Ipsos

Ipsos is the world's third largest Insights and Analytics company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

Founded in France in 1975, Ipsos is listed on the Euronext Paris since July 1st, 1999. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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### About Dr. Rumeet Billan

Dr. Rumeet Billan is an award-winning, internationally recognized entrepreneur, researcher, speaker, and expert on psychological capital. Her mission is to transform workplace cultures through research, training, and experiences that enable trust, foster belonging, and build resilience. Dr. Billan completed her PhD at the University of Toronto, and has designed and facilitated programs, courses, and training sessions across industries and sectors. She led the groundbreaking research study on [Tall Poppy Syndrome](#) which reveals the impact of the silent systemic syndrome on women in the workplace, and co-led the Canadian Happiness at Work Study.

Dr. Billan has been named Canada's Top 100 Health Leaders in 2021, Canada's Top 10 Power Women, and was twice named one of Canada's Top 100 Most Powerful Women by the Women's Executive Network. She is a regular guest on top radio and television morning shows, and has been featured in Forbes, The Globe and Mail, National Post, and more. She recently authored her first award-winning and bestselling book [Who Do I Want To Become?](#) designed for anyone, of any age, who has been stumped by the question of what they're going to be when they grow up.

Through her work, Dr. Billan provides a platform that encourages others to envision what could be possible. Since 2004, she has contributed to social impact initiatives that improve access to and the quality of education in North America, South America, and Africa. Recently, Dr. Billan made a donation of more than 280,000 brand-new books from various publishers and authors to be distributed to children and youth in need. She continues to support causes and lead initiatives that promote human welfare.