

Q17_1. [Your boss/manager]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R																			
	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Your boss/manager																			
5 - Strongly agree	204 10%	172 11%	32 8%	50 9%	70 10%	83 11%	105 10%	99 10%	99 10%	106 10%	79 12% K	125 9%	52 9%	115 10%	37 9%	88 10%	78 10%	14 11%	7 8%
4	297 14%	256 16% B	41 10%	80 14%	112 16%	104 14%	168 16% G	128 13%	141 14%	156 15%	105 16%	192 14%	74 13%	168 15%	54 14%	126 14%	122 15%	25 20%	14 16%
3	633 31%	498 30%	135 33%	167 30%	238 33%	221 29%	313 30%	320 31%	300 30%	333 31%	214 33%	419 30%	201 36% MN	323 29%	109 28%	285 32%	233 29%	35 27%	29 31%
2	482 23%	379 23%	103 25%	128 23%	165 23%	182 24%	259 25%	223 22%	259 26% I	223 21%	137 21%	345 24%	113 20%	282 26% L	87 22%	189 21%	212 27% O	31 25%	25 27%
1 - Strongly disagree	437 21%	336 20%	100 24%	129 23%	133 19%	164 22%	189 18%	247 24% F	197 20%	239 23%	107 17%	330 23% J	115 21%	215 19%	107 27% LM	210 23% P	146 18%	23 18%	17 19%
Summary																			
Top 2 Box	501 24%	428 26% B	73 18%	130 23%	182 25%	186 25%	273 26%	228 22%	239 24%	262 25%	184 29% K	317 22%	126 23%	284 26%	91 23%	214 24%	201 25%	39 31%	22 23%
Low 2 Box	918 45%	715 44%	203 49%	257 46%	298 42%	346 46%	448 43%	470 46%	456 46%	462 44%	243 38% J	675 48% J	228 41%	497 45%	194 49% L	399 44%	358 45%	54 42%	42 46%
Mean	2.7	2.7 B	2.5	2.6	2.7	2.7	2.7 G	2.6	2.7	2.7	2.9 K	2.6	2.7	2.7 N	2.6	2.7	2.7	2.8	2.7

Q17_2. [Office politics]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Office politics																			
5 - Strongly agree	335 16%	295 18% B	40 10%	82 15%	117 16%	135 18%	168 16%	166 16%	158 16%	177 17%	125 20% K	209 15%	102 18%	173 16%	60 15%	128 14%	142 18%	24 19%	19 20%
4	401 20%	335 20%	67 16%	89 16%	151 21%	158 21%	227 22% G	175 17%	177 18%	225 21%	138 21%	264 19%	109 20%	230 21% N	63 16%	154 17%	157 20%	43 33% OP	23 25%
3	590 29%	472 29%	118 29%	172 31%	209 29%	202 27%	291 28%	300 29%	278 28%	313 30%	182 28%	409 29%	169 31%	320 29%	101 26%	256 28%	237 30%	26 20%	29 31%
2	355 17%	274 17%	81 20%	90 16%	129 18%	130 17%	180 17%	175 17%	192 19% I	163 15%	89 14%	266 19% J	79 14%	199 18%	76 19%	156 17%	145 18%	22 17%	12 13%
1 - Strongly disagree	371 18%	266 16%	105 26% A	121 22% D	112 16%	129 17%	168 16%	202 20%	192 19%	179 17%	108 17%	263 19%	96 17%	181 16%	94 24% LM	205 23% PQR	111 14%	13 10%	10 10%
Summary																			
Top 2 Box	736 36%	630 38% B	107 26%	171 31%	268 37%	293 39% C	395 38% G	341 34%	334 34%	402 38%	263 41% K	473 34%	210 38% N	403 37%	123 31%	282 31%	299 38% O	67 53% OP	42 45% O
Low 2 Box	726 35%	540 33%	186 45% A	211 38%	241 34%	258 34%	348 34%	377 37%	384 39% I	342 32%	197 31%	529 37% J	175 32%	381 34%	170 43% LM	361 40% PQR	256 32%	35 27%	22 23%
Mean	3.0	3.1 B	2.6	2.9	3.0 C	3.1 C	3.0	2.9	2.9	3.1 H	3.1 K	2.9	3.1 N	3.0 N	2.8	2.8	3.1 O	3.3 OP	3.3 O

Q17_3. [Red tape and bureaucracy]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
Base: All Respondents Weighted		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Red tape and bureaucracy																			
5 - Strongly agree	350 17%	302 18% B	47 11%	79 14%	125 17%	141 19%	186 18%	163 16%	152 15%	197 19%	138 22% K	211 15%	101 18%	190 17%	59 15%	130 14%	152 19% O	32 25% O	16 17%
4	484 24%	414 25% B	70 17%	113 20%	173 24%	192 25%	280 27% G	205 20%	222 22%	263 25%	182 28% K	303 21%	136 25%	270 24%	78 20%	151 17%	222 28% O	48 38% OP	31 33% O
3	567 28%	443 27%	125 30%	143 26%	216 30%	204 27%	280 27%	288 28%	286 29%	281 27%	179 28%	389 28%	161 29%	306 28%	100 26%	252 28%	215 27%	28 22%	22 24%
2	346 17%	272 17%	73 18%	112 20%	110 15%	117 16%	164 16%	182 18%	193 19% I	152 14%	69 11%	277 20% J	80 14%	197 18%	68 17%	170 19% Q	128 16% Q	11 9%	16 17%
1 - Strongly disagree	305 15%	210 13%	95 23% A	107 19% DE	94 13%	100 13%	124 12%	181 18% F	142 14%	163 15%	74 12%	231 16% J	76 14%	142 13%	88 22% LM	196 22% PQR	74 9%	8 7%	8 8%
Summary																			
Top 2 Box	834 41%	716 44% B	117 29%	192 35%	298 42%	333 44% C	466 45% G	368 36%	374 38%	460 44% H	320 50% K	514 36%	237 43% N	460 42% N	137 35%	281 31%	374 47% O	80 63% OP	46 50% O
Low 2 Box	651 32%	483 29%	168 41% A	218 39% DE	204 28%	217 29%	288 28%	363 36% F	335 34%	315 30%	143 22%	508 36% J	156 28%	339 31%	156 40% LM	365 41% PQR	202 26% Q	20 15%	24 25%
Mean	3.1	3.2 B	2.8	2.9	3.2 C	3.2 C	3.2 G	3.0	3.0	3.2	3.4 K	3.0	3.2 N	3.2 N	2.9	2.8	3.3 O	3.7 OPR	3.3 O

Q17_4. [Too many meetings]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Too many meetings																			
5 - Strongly agree	152 7%	133 8% B	19 5%	23 4%	61 9% C	66 9% C	73 7%	79 8%	75 8%	77 7%	53 8%	99 7%	36 6%	84 8%	31 8%	45 5%	70 9% O	12 9%	11 12% O
4	239 12%	215 13% B	24 6%	56 10%	86 12% C	94 12%	135 13%	104 10%	114 11%	125 12%	83 13%	156 11%	48 9%	133 12%	57 15% L	66 7%	117 15% O	24 19% O	19 21% O
3	544 27%	452 28%	92 22%	124 22%	204 28%	209 28%	282 27%	262 26%	254 25%	291 27%	182 28%	362 26%	142 26%	311 28%	91 23%	215 24%	220 28%	44 34% O	28 30%
2	540 26%	424 26%	117 28%	169 31% E	182 25%	186 25%	269 26%	271 27%	277 28%	263 25%	150 23%	390 28%	151 27%	300 27%	90 23%	242 27%	218 28%	26 21%	20 22%
1 - Strongly disagree	577 28%	418 25%	159 39% A	182 33% DE	186 26%	199 26%	274 27%	302 30%	275 28%	301 29%	173 27%	404 29%	177 32% M	276 25%	124 32% M	330 37% PQR	167 21%	22 17%	14 15%
Summary																			
Top 2 Box	391 19%	348 21% B	42 10%	79 14%	147 20% C	160 21% C	208 20%	183 18%	189 19%	202 19%	136 21%	255 18%	84 15%	218 20%	89 23% L	111 12%	187 24% O	36 28% O	30 33% OP
Low 2 Box	1117 54%	841 51%	276 67% A	351 63% DE	367 51%	385 51%	544 53%	573 56%	553 56%	564 53%	323 50%	794 56% J	327 59% M	575 52%	214 54%	572 64% PQR	385 49% QR	48 38%	34 37%
Mean	2.4	2.5 B	2.1	2.2	2.5 C	2.5 C	2.5	2.4	2.4	2.4	2.5	2.4	2.3	2.5 L	2.4	2.2	2.6 O	2.8 O	2.9 OP

Q17_5. [Your computer and network systems]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Your computer and network systems																			
5 - Strongly agree	163 8%	141 9%	22 5%	54 10%	50 7%	58 8%	77 7%	87 9%	81 8%	83 8%	40 6%	123 9%	37 7%	100 9%	26 7%	72 8%	61 8%	12 9%	7 8%
4	297 14%	249 15%	47 11%	79 14%	114 16%	99 13%	164 16%	132 13%	148 15%	149 14%	99 15%	197 14%	71 13%	168 15%	57 15%	117 13%	125 16%	23 18%	20 22% O
3	596 29%	480 29%	116 28%	154 28%	237 33% E	198 26%	291 28%	305 30%	282 28%	314 30%	192 30%	404 29%	175 32% N	327 30% N	94 24%	256 28%	229 29%	34 26%	22 24%
2	486 24%	381 23%	105 26%	125 23%	163 23%	192 25%	244 24%	242 24%	244 24%	243 23%	143 22%	343 24%	126 23%	268 24%	92 23%	191 21%	206 26% O	33 26%	33 35% OP
1 - Strongly disagree	510 25%	390 24%	120 29% A	142 26%	154 21%	206 27% D	258 25%	252 25%	241 24%	269 25%	167 26%	343 24%	145 26%	241 22%	124 31% M	263 29% PR	170 22% R	27 21% R	10 11%
Summary																			
Top 2 Box	460 22%	391 24% B	69 17%	133 24%	164 23%	157 21%	241 23%	219 21%	229 23%	231 22%	139 22%	320 23%	108 19%	268 24%	84 21%	189 21%	187 24%	35 27%	27 30% O
Low 2 Box	996 49%	771 47%	225 55% A	267 48%	317 44%	398 53% D	502 49%	494 49%	485 49%	511 48%	310 48%	686 49%	271 49%	509 46%	216 55% M	453 50%	376 47%	59 46%	43 46%
Mean	2.6	2.6 B	2.4	2.6	2.6 E	2.5	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.7 LN	2.4	2.5	2.6	2.7	2.8 O

Q17_6. [Lack of privacy]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R																			
	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Lack of privacy																			
5 - Strongly agree	153 7%	130 8%	22 5%	37 7%	54 8%	61 8%	71 7%	82 8%	80 8%	73 7%	55 9%	98 7%	48 9%	72 7%	33 8%	64 7%	62 8%	5 4%	7 7%
4	269 13%	232 14% B	37 9%	59 11%	111 15% C	96 13%	133 13%	136 13%	132 13%	137 13%	91 14%	178 13%	59 11%	168 15% LN	42 11%	111 12%	109 14%	25 19% O	11 12%
3	652 32%	521 32%	131 32%	180 32%	233 32%	230 31%	340 33%	312 31%	309 31%	343 32%	218 34%	434 31%	213 38% MN	334 30%	106 27%	295 33%	247 31%	36 28%	30 32%
2	532 26%	418 25%	114 28%	144 26%	173 24%	209 28%	275 27%	258 25%	258 26%	274 26%	150 23%	383 27%	131 24%	298 27%	104 26%	206 23%	227 29% O	36 28%	28 30%
1 - Strongly disagree	446 22%	340 21%	105 26%	135 24%	147 20%	156 21%	215 21%	230 23%	216 22%	230 22%	127 20%	318 23%	103 19%	232 21%	110 28% LM	223 25% P	148 19%	26 20%	17 19%
Summary																			
Top 2 Box	422 21%	362 22% B	60 15%	95 17%	166 23% C	158 21%	204 20%	218 21%	212 21%	210 20%	146 23%	276 20%	107 19%	240 22%	74 19%	175 19%	170 22%	30 23%	17 19%
Low 2 Box	978 48%	758 46%	220 54% A	279 50%	320 44%	366 49%	490 47%	488 48%	474 48%	504 48%	277 43%	701 50% J	234 42%	530 48%	214 54% LM	429 48%	375 47%	62 49%	45 49%
Mean	2.6	2.6 B	2.4	2.5	2.7 C	2.6	2.6	2.6	2.6	2.6	2.7 K	2.5	2.7 N	2.6 N	2.4	2.5	2.6	2.6	2.6

Q17_7. [Voice mail and email]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R																			
	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Voice mail and email																			
5 - Strongly agree	111 5%	100 6% B	12 3%	29 5%	35 5%	46 6%	65 6%	47 5%	64 6%	47 4%	34 5%	78 6%	23 4%	61 6%	27 7%	30 3%	49 6% O	13 10% O	8 9% O
4	232 11%	200 12% B	32 8%	56 10%	75 10%	100 13%	125 12%	107 11%	107 11%	125 12%	62 10%	170 12%	57 10%	127 11%	49 12%	79 9%	107 14% O	26 20% O	15 16% O
3	598 29%	482 29%	115 28%	140 25%	239 33% CE	210 28%	287 28%	311 31%	286 29%	311 29%	188 29%	409 29%	157 28%	341 31%	101 26%	249 28%	243 31%	32 25%	26 28%
2	506 25%	410 25%	97 24%	126 23%	181 25%	192 25%	255 25%	251 25%	249 25%	258 24%	150 23%	356 25%	136 25%	290 26% N	80 20%	201 22%	205 26%	38 30%	28 30%
1 - Strongly disagree	604 29%	449 27%	155 38% A	204 37% DE	188 26%	206 27%	302 29%	302 30%	289 29%	315 30%	207 32%	398 28%	182 33% M	285 26%	137 35% M	339 38% PQR	188 24% Q	19 14%	16 17%
Summary																			
Top 2 Box	344 17%	300 18% B	44 11%	85 15%	110 15%	146 19% D	190 18%	154 15%	172 17%	172 16%	96 15%	248 18%	79 14%	188 17%	76 19%	108 12%	156 20% O	39 31% OP	23 25% O
Low 2 Box	1111 54%	859 52%	252 61% A	330 60% DE	369 51%	398 53%	557 54%	554 54%	537 54%	573 54%	357 56%	754 53%	318 57%	575 52%	217 55%	540 60% PQR	394 50%	57 44%	44 47%
Mean	2.4	2.4 B	2.1	2.2	2.4 C	2.5 C	2.4	2.4	2.4	2.4	2.3	2.4	2.3	2.4 L	2.4	2.2	2.5 O	2.8 OP	2.7 O

Q17_8. [Gossip]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

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	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Gossip																			
5 - Strongly agree	293 14%	232 14%	62 15%	83 15%	96 13%	112 15%	133 13%	160 16%	136 14%	157 15%	112 17% K	182 13%	85 15%	153 14%	55 14%	143 16%	100 13%	14 11%	9 9%
4	337 16%	284 17%	53 13%	83 15%	133 18%	118 16%	190 18% G	147 14%	147 15%	190 18%	113 18%	224 16%	81 15%	189 17%	67 17%	128 14%	145 18% O	30 23% O	17 19%
3	553 27%	435 26%	118 29%	159 29%	189 26%	198 26%	281 27%	272 27%	254 26%	299 28%	185 29%	368 26%	173 31% N	294 27%	87 22%	241 27%	218 28%	29 22%	23 25%
2	440 21%	360 22%	79 19%	108 20%	158 22%	168 22%	215 21%	225 22%	230 23%	210 20%	112 17%	328 23% J	104 19%	255 23%	81 21%	184 20%	181 23%	26 20%	27 29% O
1 - Strongly disagree	429 21%	331 20%	98 24%	121 22%	142 20%	158 21%	215 21%	214 21%	228 23% I	201 19%	120 19%	309 22%	111 20%	213 19%	104 26% LM	203 23%	148 19%	30 23%	16 17%
Summary																			
Top 2 Box	630 31%	515 31%	115 28%	166 30%	229 32%	230 31%	323 31%	308 30%	284 28%	347 33%	225 35% K	406 29%	166 30%	342 31%	122 31%	271 30%	245 31%	44 34%	26 28%
Low 2 Box	868 42%	691 42%	177 43%	229 41%	300 42%	325 43%	430 42%	439 43%	458 46% I	411 39%	231 36% J	637 45% J	215 39%	468 42%	185 47% L	387 43%	329 42%	56 43%	43 47%
Mean	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.9 H	3.0 K	2.7	2.9	2.8	2.7	2.8	2.8	2.8	2.7

Q17_9. [Not enough time]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Not enough time																			
5 - Strongly agree	324 16%	261 16%	63 15%	103 19%	101 14%	118 16%	155 15%	169 17%	171 17%	152 14%	119 19% K	205 15%	90 16%	172 16%	62 16%	130 14%	119 15%	27 21%	22 23% OP
4	498 24%	420 26% B	78 19%	134 24%	193 27% E	165 22%	255 25%	243 24%	250 25%	249 24%	161 25%	337 24%	119 21%	286 26%	94 24%	197 22%	209 26%	42 33% O	22 24%
3	636 31%	521 32%	115 28%	156 28%	239 33%	234 31%	341 33%	295 29%	306 31%	330 31%	189 29%	447 32%	175 32%	354 32%	107 27%	269 30%	252 32%	35 28%	25 27%
2	343 17%	268 16%	76 18%	92 17%	108 15%	137 18%	178 17%	166 16%	168 17%	175 17%	106 17%	237 17%	102 18%	183 17%	58 15%	148 16%	143 18%	14 11%	19 21% Q
1 - Strongly disagree	251 12%	173 11%	78 19% A	69 12%	77 11%	99 13%	105 10%	146 14% F	100 10%	150 14% H	66 10%	184 13%	68 12%	110 10%	73 19% LM	154 17% PQR	68 9%	9 7%	5 5%
Summary																			
Top 2 Box	822 40%	681 41% B	142 34%	237 43%	295 41%	283 38%	410 40%	412 40%	421 42%	401 38%	280 44% K	542 38%	209 38%	458 41%	156 40%	327 36%	328 41%	69 54% OP	44 47% O
Low 2 Box	594 29%	440 27%	154 37% A	161 29%	184 26%	236 31% D	282 27%	312 31%	268 27%	326 31%	173 27%	421 30%	170 31%	292 26%	131 33% M	302 34% PQ	212 27% Q	23 18%	24 26%
Mean	3.1	3.2 B	2.9	3.2	3.2	3.1	3.2	3.1	3.2 I	3.1	3.2 K	3.1	3.1	3.2 N	3.0	3.0	3.2 O	3.5 OP	3.4 O

Q17_10. [Not enough independence to make decisions]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R

	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employ ed full-time	Employ ed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Not enough independence to make decisions																			
5 - Strongly agree	190 9%	165 10% B	25 6%	54 10%	61 8%	75 10%	101 10%	89 9%	98 10%	92 9%	72 11%	118 8%	59 11%	104 9%	28 7%	79 9%	77 10%	14 11%	7 8%
4	383 19%	315 19%	68 17%	113 20%	132 18%	136 18%	205 20%	178 18%	167 17%	217 20% H	131 20%	253 18%	105 19%	224 20% N	54 14%	173 19%	145 18%	29 23%	21 22%
3	685 33%	544 33%	140 34%	191 34%	260 36% E	223 30%	326 32%	359 35%	338 34%	346 33%	220 34%	465 33%	213 38% N	371 34% N	101 26%	317 35% R	253 32%	36 28%	23 25%
2	454 22%	364 22%	90 22%	114 21%	152 21%	180 24%	248 24%	206 20%	237 24%	218 21%	138 22%	316 22%	111 20%	245 22%	98 25%	168 19%	201 25% O	35 27% O	25 27%
1 - Strongly disagree	340 17%	252 15%	87 21% A	83 15%	113 16%	139 18%	153 15%	186 18%	155 16%	184 17%	81 13%	259 18% J	67 12%	160 15%	113 29% LM	160 18%	115 15%	14 11%	17 18%
Summary																			
Top 2 Box	573 28%	481 29% B	93 23%	167 30%	193 27%	211 28%	306 30%	267 26%	265 27%	309 29%	202 32% K	371 26%	164 30% N	328 30% N	82 21%	252 28%	222 28%	43 34%	28 30%
Low 2 Box	794 39%	616 38%	178 43%	197 35%	265 37%	319 42% CD	402 39%	392 39%	392 39%	402 38%	219 34%	575 41% J	178 32%	405 37%	211 54% LM	329 37%	317 40%	49 38%	42 45%
Mean	2.8	2.9 B	2.6	2.9	2.8	2.8	2.9	2.8	2.8	2.8	3.0 K	2.8	3.0 N	2.9 N	2.5	2.8	2.8	3.0	2.7

Q17_11. [Lack of resources]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R																			
	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Lack of resources																			
5 - Strongly agree	294 14%	254 16% B	39 10%	88 16%	98 14%	106 14%	158 15%	136 13%	142 14%	152 14%	116 18% K	178 13%	83 15% N	173 16% N	38 10%	121 13%	114 14%	27 21% O	12 13%
4	503 25%	412 25%	91 22%	136 24%	186 26%	175 23%	278 27% G	225 22%	256 26%	246 23%	179 28% K	324 23%	137 25%	281 25%	84 21%	218 24%	191 24%	40 31%	25 27%
3	636 31%	511 31%	125 30%	171 31%	235 33%	223 30%	318 31%	318 31%	313 31%	323 31%	192 30%	444 31%	175 32%	341 31%	119 30%	275 31%	248 31%	37 29%	32 35%
2	363 18%	275 17%	88 22%	110 20%	112 16%	136 18%	163 16%	200 20% F	175 18%	188 18%	98 15%	265 19%	90 16%	200 18%	74 19%	155 17%	154 19% Q	14 11%	12 13%
1 - Strongly disagree	256 12%	189 12%	67 16% A	50 9%	88 12%	113 15% C	117 11%	139 14%	110 11%	146 14%	57 9%	199 14% J	69 12%	109 10%	79 20% LM	129 14% PQ	85 11%	10 8%	11 12%
Summary																			
Top 2 Box	797 39%	666 41% B	130 32%	223 40%	284 40%	281 37%	436 42% G	361 35%	398 40%	399 38%	295 46% K	502 36%	221 40% N	454 41% N	122 31%	339 38%	305 39%	67 53% OP	37 40%
Low 2 Box	619 30%	464 28%	155 38% A	159 29%	200 28%	249 33% D	280 27%	339 33% F	285 29%	335 32%	155 24% J	464 33% J	158 29%	309 28%	153 39% LM	284 32% Q	239 30% Q	24 18%	23 25%
Mean	3.1	3.2 B	2.9	3.2	3.1	3.0	3.2 G	3.0	3.1	3.1	3.3 K	3.0	3.1 N	3.2 N	2.8	3.1	3.1	3.5 OPR	3.2

Q17_12. [Unclear expectations]

The following is a list of things which may or may not detract from your ability to do your job. To what extent do you agree or disagree that each of the following detracts from/gets in the way of your ability to do your job:

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G - H/I - J/K - L/M/N - O/P/Q/R																			
	Total	Employment Status		Age			Gender		Sector		Unionized		Level			Personal Income			
		Employed full-time	Employed part-time	18-30	31-44	45-65	Male	Female	Private	Public	Yes	No	Junior	Mid-level	Senior	less than \$40,000	\$40,000 to less than \$80,000	\$80,000 to less than \$100,000	\$100,000 and up.
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Base: All Respondents Weighted	2052	1701	351	282	643	1091	1052	1000	1008	1044	654	1398	486	1114	452	819	830	143	116
	2052	1642	410	554	718	753	1034	1018	995	1057	641	1411	554	1104	394	898	792	128	92
Unclear expectations																			
5 - Strongly agree	297 14%	247 15%	50 12%	88 16%	104 14%	105 14%	151 15%	146 14%	162 16%	135 13%	95 15%	202 14%	83 15%	157 14%	57 14%	128 14%	114 14%	23 18%	11 12%
4	492 24%	408 25%	84 20%	134 24%	170 24%	185 25%	269 26%	223 22%	250 25%	242 23%	181 28%	311 22%	163 29%	258 23%	72 18%	204 23%	209 26%	31 24%	21 23%
3	636 31%	508 31%	128 31%	169 31%	243 34%	217 29%	329 32%	307 30%	294 30%	342 32%	209 33%	427 30%	170 31%	367 33%	99 25%	280 31%	243 31%	42 33%	30 32%
2	362 18%	287 18%	74 18%	93 17%	122 17%	139 18%	181 17%	181 18%	181 18%	181 17%	95 15%	267 19%	73 13%	201 18%	88 22%	138 15%	152 19%	21 16%	21 23%
1 - Strongly disagree	265 13%	191 12%	75 18%	70 13%	80 11%	108 14%	105 10%	161 16%	108 11%	157 15%	62 10%	204 14%	66 12%	121 11%	78 20%	148 16%	75 9%	10 8%	10 10%
Summary																			
Top 2 Box	789 38%	655 40%	134 33%	222 40%	274 38%	290 38%	419 41%	369 36%	412 41%	377 36%	276 43%	513 36%	246 44%	415 38%	128 33%	332 37%	323 41%	55 43%	32 34%
Low 2 Box	627 31%	478 29%	149 36%	163 29%	202 28%	247 33%	285 28%	342 34%	289 29%	338 32%	157 24%	471 33%	139 25%	322 29%	166 42%	286 32%	226 29%	31 24%	31 33%
Mean	3.1	3.1	2.9	3.1	3.1	3.1	3.2	3.0	3.2	3.0	3.2	3.0	3.2	3.1	2.9	3.0	3.2	3.3	3.0
		B					G		I		K		N	N			O	O	