

Q1. [SUMMARY - TOP2BOX (MORE CONFIDENT)] Compared to the start of 2013, do you feel more confident or less confident in the following things:

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		Gender			Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan an/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post- Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Com mon Law	Single	Manager/Em ployer	Employee	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276	
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038	
The strength of the Canadian economy	615	423	193	162	280	174	87	81	39	249	130	29	16	62	240	298	64	89	181	247	466	149	389	226	
	29.6%	33.5%	23.6%	36.0%	26.0%	31.4%	32.2%	35.4%	27.1%	31.6%	26.1%	19.6%	32.7%	27.3%	27.7%	31.8%	25.1%	30.8%	29.4%	34.6%	31.7%	24.6%	37.5%	21.8%	
	C			E		E	L	KL		KL									Q	V		X			
The Canadian job market	513	351	162	137	235	141	82	71	39	178	116	26	8	58	202	245	55	61	159	205	391	122	314	199	
	24.7%	27.8%	19.9%	30.5%	21.9%	25.6%	30.4%	31.3%	27.0%	22.6%	23.3%	18.1%	15.7%	25.5%	23.4%	26.3%	21.5%	21.2%	25.8%	28.8%	26.6%	20.3%	30.3%	19.2%	
	C			E			JKL	JKL											QR	V		X			

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q1. [SUMMARY - LOW2BOX (LESS CONFIDENT)] Compared to the start of 2013, do you feel more confident or less confident in the following things:

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	Gender			Age			Region						Education				Household Income				Marital Status		Employment Status		
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Manager/Employee	Employee
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276	
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038	
The strength of the Canadian economy	423	231	192	70	233	120	50	23	22	160	137	32	14	44	202	164	68	79	111	117	281	142	191	232	
	20.4%	18.3%	23.6%	15.6%	21.6%	21.7%	18.5%	10.0%	14.8%	20.3%	27.4%	22.2%	28.5%	19.2%	23.3%	17.5%	26.5%	27.2%	17.9%	16.5%	19.1%	23.6%	18.4%	22.3%	
			B		D	D	H			H	GHIJ	H			P		ST	ST				U		W	
The Canadian job market	563	296	267	106	292	165	62	32	27	252	141	49	16	60	260	227	99	95	148	146	367	196	262	301	
	27.1%	23.5%	32.8%	23.7%	27.1%	29.8%	23.0%	13.9%	18.5%	31.9%	28.4%	33.8%	32.9%	26.4%	30.1%	24.3%	38.5%	33.0%	24.0%	20.4%	24.9%	32.5%	25.2%	29.0%	
			B		D		H			GHI	HI	GHI			P		ST	ST				U			

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q1\_1. [The strength of the Canadian economy] Compared to the start of 2013, do you feel more confident or less confident in the following things:

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		Gender			Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	W	X
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276	
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038	
The strength of the Canadian economy																									
Much more confident	104	75	29	36	49	18	12	19	4	31	33	5	0	17	41	45	15	19	26	38	77	27	72	32	
	5.0%	5.9%	3.5%	8.1%	4.6%	3.3%	4.5%	8.3%	3.0%	3.9%	6.6%	3.4%	-	7.7%	4.8%	4.8%	6.0%	6.6%	4.1%	5.3%	5.2%	4.5%	6.9%	3.1%	
	C			EF				IJ			J			M									X		
Somewhat more confident	511	348	164	125	231	155	75	62	35	218	98	24	16	45	199	252	49	70	156	209	390	122	317	195	
	24.6%	27.6%	20.1%	28.0%	21.5%	28.1%	27.8%	27.1%	24.1%	27.7%	19.6%	16.2%	32.7%	19.6%	23.0%	27.0%	19.1%	24.2%	25.2%	29.3%	26.5%	20.1%	30.5%	18.7%	
	E			F			K	KL		KL			N		N				Q		V		X		
About the same	1038	608	430	216	562	259	133	125	84	380	231	84	19	122	424	474	124	121	325	349	724	314	458	580	
	50.0%	48.2%	52.8%	48.3%	52.3%	46.8%	49.3%	54.6%	58.1%	48.2%	46.4%	58.1%	38.8%	53.5%	49.0%	50.7%	48.3%	42.0%	52.7%	49.0%	49.2%	51.9%	44.1%	55.9%	
	B			F			K	JK				JK							R					W	
Somewhat less confident	350	183	166	54	195	101	41	20	17	127	121	24	12	35	167	136	54	68	87	100	236	114	160	190	
	16.8%	14.5%	20.4%	12.1%	18.1%	18.2%	15.2%	8.6%	11.6%	16.1%	24.3%	16.4%	24.2%	15.5%	19.3%	14.5%	21.0%	23.6%	14.1%	14.0%	16.0%	18.9%	15.4%	18.3%	
	B			D			H			H	GHIJ	H			P		ST	ST							
Much less confident	73	48	26	16	38	19	9	3	5	33	16	8	2	9	35	28	14	10	23	18	45	28	31	42	
	3.5%	3.8%	3.1%	3.6%	3.5%	3.5%	3.3%	1.3%	3.2%	4.1%	3.2%	5.8%	4.3%	3.8%	4.0%	3.0%	5.5%	3.6%	3.8%	2.5%	3.1%	4.7%	3.0%	4.1%	
	H									H		H					T								
Summary																									
Top2Box (More Confident)	615	423	193	162	280	174	87	81	39	249	130	29	16	62	240	298	64	89	181	247	466	149	389	226	
	29.6%	33.5%	23.6%	36.0%	26.0%	31.4%	32.2%	35.4%	27.1%	31.6%	26.1%	19.6%	32.7%	27.3%	27.7%	31.8%	25.1%	30.8%	29.4%	34.6%	31.7%	24.6%	37.5%	21.8%	
	C			E			L	KL		KL									Q		V		X		
Low2Box (Less Confident)	423	231	192	70	233	120	50	23	22	160	137	32	14	44	202	164	68	79	111	117	281	142	191	232	
	20.4%	18.3%	23.6%	15.6%	21.6%	21.7%	18.5%	10.0%	14.8%	20.3%	27.4%	22.2%	28.5%	19.2%	23.3%	17.5%	26.5%	27.2%	17.9%	16.5%	19.1%	23.6%	18.4%	22.3%	
	B			D		D	H			H	GHIJ	H			P		ST	ST			U			W	

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q1\_2. [The Canadian job market] Compared to the start of 2013, do you feel more confident or less confident in the following things:

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		Gender			Age			Region						Education				Household Income				Marital Status		Employment Status	
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Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276	
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038	
The Canadian job market																									
Much more confident	88	64	23	25	46	17	10	19	6	24	24	4	1	18	39	29	14	9	27	32	68	20	59	28	
	4.2%	5.1%	2.8%	5.5%	4.3%	3.0%	3.5%	8.3%	3.9%	3.1%	4.9%	3.1%	2.8%	8.1%	4.5%	3.1%	5.4%	3.2%	4.4%	4.5%	4.6%	3.3%	5.7%	2.7%	
	C								GJ						OP								X		
Somewhat more confident	426	286	139	112	189	125	72	53	34	153	92	22	6	40	163	216	41	52	132	173	323	103	255	171	
	20.5%	22.7%	17.1%	25.0%	17.6%	22.5%	26.8%	23.0%	23.1%	19.5%	18.4%	15.0%	12.9%	17.4%	18.9%	23.1%	16.1%	18.0%	21.4%	24.3%	21.9%	17.0%	24.6%	16.4%	
	E							JKL							V					QR			X		
About the same	1000	614	386	205	548	247	126	125	79	359	241	70	25	110	403	463	103	132	310	362	714	286	462	538	
	48.2%	48.7%	47.3%	45.8%	51.0%	44.6%	46.6%	54.8%	54.5%	45.5%	48.3%	48.1%	51.4%	48.1%	46.6%	49.5%	40.0%	45.8%	50.3%	50.8%	48.5%	47.3%	44.5%	51.8%	
	F							J											Q	Q			W		
Somewhat less confident	423	213	210	78	220	125	50	24	22	177	112	38	14	44	189	175	74	71	102	123	286	137	198	224	
	20.4%	16.9%	25.8%	17.4%	20.5%	22.5%	18.4%	10.3%	14.9%	22.5%	22.5%	26.2%	29.5%	19.4%	21.9%	18.7%	28.7%	24.6%	16.5%	17.2%	19.4%	22.6%	19.1%	21.6%	
	B							H				HI		HI			ST	ST							
Much less confident	140	83	57	28	72	40	12	8	5	74	29	11	2	16	71	52	25	24	46	23	81	59	63	77	
	6.8%	6.6%	7.0%	6.3%	6.7%	7.3%	4.6%	3.6%	3.6%	9.4%	5.8%	7.6%	3.5%	6.9%	8.2%	5.5%	9.8%	8.5%	7.5%	3.2%	5.5%	9.8%	6.1%	7.4%	
											GHIK				P		T	T	T		U				
Summary																									
Top2Box (More Confident)	513	351	162	137	235	141	82	71	39	178	116	26	8	58	202	245	55	61	159	205	391	122	314	199	
	24.7%	27.8%	19.9%	30.5%	21.9%	25.6%	30.4%	31.3%	27.0%	22.6%	23.3%	18.1%	15.7%	25.5%	23.4%	26.3%	21.5%	21.2%	25.8%	28.8%	26.6%	20.3%	30.3%	19.2%	
	C							JKL											QR	V			X		
Low2Box (Less Confident)	563	296	267	106	292	165	62	32	27	252	141	49	16	60	260	227	99	95	148	146	367	196	262	301	
	27.1%	23.5%	32.8%	23.7%	27.1%	29.8%	23.0%	13.9%	18.5%	31.9%	28.4%	33.8%	32.9%	26.4%	30.1%	24.3%	38.5%	33.0%	24.0%	20.4%	24.9%	32.5%	25.2%	29.0%	
	B							H			GHI	HI	GHI		P		ST	ST			U				

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q2. Do you expect it would be easier or more difficult for job-seekers to find a new job in 2014 than it was in 2013?

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		Gender			Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan and Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Employee	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276	
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038	
Much easier	42	25	17	18	19	5	4	7	1	14	12	4	0	7	19	17	4	11	11	13	32	11	30	12	
	2.0%	2.0%	2.1%	4.0% EF	1.8%	0.9%	1.7%	3.1%	0.9%	1.8%	2.4%	2.5%	-	3.0%	2.2%	1.8%	1.7%	3.6%	1.7%	1.8%	2.1%	1.8%	2.9% X	1.2%	
Somewhat easier	376	267	109	94	169	113	59	69	29	118	80	22	10	44	144	178	41	41	116	154	279	97	237	139	
	18.1%	21.2%	13.4%	20.9% C	15.8%	20.5% E	21.7% J	30.1% G,I,J,K,L	19.9%	15.0%	16.0%	15.3%	20.6%	19.2%	16.6%	19.1%	15.9%	14.3%	18.7% R	21.7%	19.0%	16.1%	22.8% X	13.4%	
About the same	976	597	379	224	520	231	117	120	80	337	247	75	27	108	396	445	108	133	308	338	690	286	446	531	
	47.0%	47.3%	46.6%	50.1% F	48.4% F	41.8% D	43.4% J	52.4% J	55.1% G,J	42.8% J	49.6% J	51.5% J	55.8% J	47.3% J	45.8% J	47.6% J	42.1% Q	46.0% Q	49.9% Q	47.4% Q	46.9% Q	47.3% Q	42.9% W	51.1% W	
Somewhat more difficult	573	303	270	94	307	172	79	31	31	258	139	36	11	54	257	251	85	82	153	182	400	173	278	296	
	27.6%	24.1%	33.1%	21.0% B	28.6% D	31.1% D	29.2% H	13.6% H	21.1% I	32.7% H	28.0% H	24.6% H	21.8% H	23.8% H	29.7% H	26.9% H	33.2% ST	28.5% ST	24.9% ST	25.6% ST	27.2% ST	28.7% ST	26.7% ST	28.5% ST	
Much more difficult	108	69	39	18	58	32	11	2	4	62	20	9	1	15	49	43	18	22	30	25	71	37	48	60	
	5.2%	5.5%	4.8%	4.1% D	5.4% F	5.8% D	4.1% H	1.0% I	3.0% J	7.8% G,H,I,K	4.0% H	6.2% H	1.7% H	6.7% H	5.6% H	4.6% H	7.0% T	7.5% T	4.8% T	3.5% T	4.8% T	6.2% T	4.6% T	5.8% T	
Summary																									
Top2Box (Easier)	418	292	126	112	189	118	63	76	30	132	92	26	10	51	163	195	45	52	126	167	310	108	267	152	
	20.2%	23.2% C	15.5% C	24.9% E	17.6% E	21.4% E	23.4% J	33.1% G,I,J,K,L	20.8% J	16.7% J	18.4% J	17.7% J	20.6% J	22.2% J	18.8% J	20.9% J	17.6% J	17.9% J	20.5% J	23.5% J	21.1% J	17.9% J	25.7% X	14.6% X	
Low2Box (More difficult)	681	373	309	112	366	204	90	33	35	319	159	45	11	70	306	294	103	104	183	207	471	211	326	356	
	32.8%	29.5% B	37.9% B	25.0% D	34.0% D	36.8% D	33.3% H	14.5% H	24.1% H	40.5% G,H,I,K,L	32.0% H	30.7% H	23.5% H	30.5% H	35.4% H	31.5% H	40.3% ST	36.1% T	29.7% T	29.1% T	32.0% T	34.9% T	31.4% T	34.3% T	

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q3. How likely are you to personally look for a new job in 2014?

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		Gender		Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Employer
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038
Very likely	227	119	109	66	129	33	25	27	16	100	44	15	5	22	100	99	43	46	65	52	135	92	92	135
	11.0%	9.4%	13.3%	14.7%	12.0%	6.0%	9.4%	11.9%	11.1%	12.7%	8.8%	10.3%	11.1%	9.8%	11.6%	10.6%	16.8%	15.7%	10.5%	7.3%	9.2%	15.3%	8.9%	13.0%
Somewhat likely	415	268	147	142	205	67	63	48	25	179	75	25	14	25	161	214	64	66	119	129	282	133	237	178
	20.0%	21.2%	18.0%	31.8%	19.1%	12.1%	23.3%	21.2%	17.1%	22.7%	15.0%	17.0%	29.6%	10.8%	18.6%	22.9%	24.8%	22.9%	19.3%	18.1%	19.1%	22.0%	22.8%	17.2%
Somewhat unlikely	545	343	202	126	312	107	65	44	41	210	153	31	12	65	209	259	72	71	176	186	382	162	258	286
	26.2%	27.2%	24.8%	28.1%	29.0%	19.3%	24.2%	19.1%	28.4%	26.6%	30.7%	21.4%	24.2%	28.7%	24.1%	27.7%	28.1%	24.4%	28.4%	26.2%	26.0%	26.9%	24.9%	27.6%
Very unlikely	889	532	357	114	429	346	116	109	63	300	227	75	17	116	395	362	78	107	258	345	673	217	451	438
	42.8%	42.2%	43.8%	25.4%	39.9%	62.6%	43.0%	47.8%	43.4%	38.0%	45.5%	51.3%	35.1%	50.7%	45.7%	38.7%	30.3%	37.0%	41.8%	48.5%	45.7%	35.9%	43.4%	42.2%
Summary					D	DE		J			J	J		P	P			Q	QRS	V				
Top2Box (Likely)	642	386	256	208	334	100	88	75	41	279	119	40	20	47	262	314	107	112	184	181	417	225	329	313
	30.9%	30.6%	31.4%	46.5%	31.1%	18.1%	32.8%	33.0%	28.2%	35.3%	23.8%	27.3%	40.7%	20.6%	30.2%	33.6%	41.7%	38.6%	29.8%	25.4%	28.3%	37.3%	31.7%	30.2%
Low2Box (Unlikely)	1434	875	559	240	741	453	181	153	104	510	380	106	29	181	603	621	150	177	434	532	1055	379	709	725
	69.1%	69.4%	68.6%	53.5%	68.9%	81.9%	67.2%	67.0%	71.8%	64.7%	76.2%	72.7%	59.3%	79.4%	69.8%	66.4%	58.3%	61.4%	70.2%	74.6%	71.7%	62.7%	68.3%	69.8%
					D	DE					GHJ			MOP				QR	QR	V				

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q4. [Raise] Do you expect to receive a raise, bonus or promotion in 2014?

Q4\_1. [Raise] Do you expect to receive a raise, bonus or promotion in 2014?

		Gender		Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Manager/Employee
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038
Raise																								
Yes	1060	651	409	275	562	223	129	130	75	359	288	80	25	123	445	466	121	128	313	405	755	305	533	527
	51.1%	51.6%	50.2%	61.3%	52.3%	40.4%	47.7%	57.1%	51.3%	45.5%	57.7%	55.0%	52.8%	54.0%	51.4%	49.9%	47.0%	44.4%	50.7%	56.8%	51.3%	50.5%	51.4%	50.8%
				EF	F			GJ			GJ	J							QRS					
No	1016	610	406	173	513	330	141	98	71	430	211	65	23	105	420	469	136	161	304	308	717	299	505	511
	48.9%	48.4%	49.8%	38.7%	47.7%	59.6%	52.3%	42.9%	48.7%	54.5%	42.3%	45.0%	47.2%	46.0%	48.6%	50.1%	53.0%	55.6%	49.3%	43.2%	48.7%	49.5%	48.6%	49.2%
				D	DE		HK			HKL							T	T	T					

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base

Q5. Do you expect your company will perform better, worse or the same financially in 2014, when compared to 2013?

Q5. Do you expect your company will perform better, worse or the same financially in 2014, when compared to 2013?

		Gender		Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Employer
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
Base: All Respondents	2076	1238	838	463	1095	518	271	228	146	791	499	141	51	239	881	905	275	295	620	676	1470	606	800	1276
Weighted	2076	1261	815	448	1075	553	270	228	145	789	498	145	48*	228	865	935	257	289	618	713	1471	605	1038	1038
Much better	132	97	35	38	63	30	12	16	7	38	52	6	4	19	58	52	21	20	33	52	88	44	88	44
	6.4%	7.7%	4.2%	8.5%	5.9%	5.5%	4.5%	7.1%	5.1%	4.9%	10.4%	4.3%	7.3%	8.3%	6.7%	5.5%	8.0%	6.8%	5.4%	7.3%	6.0%	7.2%	8.5%	4.3%
Somewhat better	635	422	213	147	319	169	92	77	46	249	134	37	17	73	268	277	73	88	184	237	464	171	380	255
	30.6%	33.4%	26.1%	32.8%	29.7%	30.5%	34.0%	33.8%	31.5%	31.5%	26.9%	25.7%	34.3%	32.2%	31.0%	29.6%	28.3%	30.5%	29.7%	33.2%	31.5%	28.3%	36.6%	24.6%
About the same	1081	616	466	226	563	292	134	116	73	418	260	80	24	118	447	492	140	145	336	345	748	333	465	616
	52.1%	48.8%	57.1%	50.5%	52.4%	52.8%	49.5%	50.8%	50.5%	53.0%	52.2%	55.0%	50.6%	51.8%	51.7%	52.6%	54.4%	50.2%	54.4%	48.3%	50.9%	55.0%	44.8%	59.3%
Somewhat worse	201	106	95	33	111	58	26	16	18	75	47	19	4	16	78	103	19	35	55	73	159	43	92	109
	9.7%	8.4%	11.7%	7.3%	10.3%	10.4%	9.8%	7.1%	12.4%	9.5%	9.4%	13.0%	7.8%	7.0%	9.1%	11.0%	7.4%	12.0%	8.9%	10.3%	10.8%	7.0%	8.8%	10.5%
Much worse	27	20	6	4	19	4	6	3	1	9	6	3	0	2	14	12	5	2	10	6	12	15	13	14
	1.3%	1.6%	0.8%	0.8%	1.8%	0.7%	2.2%	1.2%	0.6%	1.1%	1.1%	2.1%	-	0.7%	1.6%	1.2%	2.0%	0.5%	1.6%	0.8%	0.8%	2.4%	1.3%	1.3%
Summary																					U			
Top2Box (Better)	767	519	248	185	382	199	104	93	53	287	186	43	20	92	326	328	93	108	217	289	552	215	468	299
	36.9%	41.2%	30.4%	41.3%	35.6%	36.1%	38.5%	40.9%	36.5%	36.4%	37.3%	29.9%	41.6%	40.5%	37.7%	35.1%	36.3%	37.3%	35.1%	40.5%	37.5%	35.5%	45.0%	28.8%
Low2Box (Worse)	228	126	102	37	130	62	32	19	19	83	53	22	4	17	92	115	24	36	65	80	171	57	105	123
	11.0%	10.0%	12.5%	8.2%	12.1%	11.2%	12.0%	8.3%	13.0%	10.6%	10.5%	15.1%	7.8%	7.7%	10.6%	12.3%	9.3%	12.5%	10.5%	11.2%	11.6%	9.5%	10.1%	11.8%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base



Q6. [Top 3] What do you feel your employees need to expect to contribute to your organization's success in 2014?

Q10\_1. [Top 3] What do you feel your employees need to expect to contribute to your organization's success in 2014?

		Gender			Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Employee	
Base: Managers/Employers only	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
	800	527	273	148	377	275	131	75	47	339	161	47	13	67	307	413	68	101	232	340	569	231	800	0	
Weighted	1038	683	355	192	490	356	162	101*	63*	431	216	65*	17**	88*	398	535	88*	131	301	440	738	300	1038	**-	
Top 3																									
Greater demands on productivity	677	453	224	98	325	254	94	72	39	282	140	50	8	48	269	352	40	89	194	307	488	189	677	0	
	65.2%	66.3%	63.2%	50.8%	66.4% D	71.4% D	58.0%	72.0% G	61.7%	65.5%	64.6%	76.6% G	45.7%	55.2%	67.6%	65.7%	45.6%	67.5% Q	64.3% Q	69.9% Q	66.1%	63.1%	65.2%	-	
Greater expectations for better results with budgets similar or below 2013 levels	661	434	226	110	297	254	104	62	40	266	142	47	9	44	247	361	50	81	177	300	465	196	661	0	
	63.7%	63.6%	63.8%	57.5%	60.5%	71.3% DE	64.1%	61.3%	63.8%	61.7%	65.8%	72.3%	53.7%	50.7%	61.9%	67.4% N	56.1%	61.4%	58.8%	68.2% S	63.0%	65.4%	63.7%	-	
Greater expectations for new tasks as a part of their everyday roles	637	412	225	92	300	244	95	63	43	258	133	44	8	46	255	328	43	73	185	277	460	177	637	0	
	61.3%	60.2%	63.4%	48.0%	61.2% D	68.6% D	58.8%	62.7%	68.1%	59.9%	61.5%	68.1%	46.1%	52.1%	64.0%	61.3%	48.6%	55.5%	61.4%	62.9% Q	62.3%	58.9%	61.3%	-	
Decrease in flexible work hours / mobile working options	199	124	74	56	94	49	35	21	12	74	51	6	5	21	76	96	24	35	53	72	148	51	199	0	
	19.1%	18.2%	20.9%	29.0% EF	19.2%	13.8%	21.4% L	21.3%	19.1%	17.1%	23.6% L	8.5%	31.5%	24.2%	19.1%	17.9%	26.7%	26.7%	17.6%	16.5%	20.0%	17.0%	19.1%	-	
Longer working hours	188	136	52	60	80	48	27	16	7	85	38	15	4	24	66	94	23	26	55	67	128	60	188	0	
	18.1%	19.9%	14.6%	31.1% EF	16.4%	13.5%	16.8%	16.0%	10.6%	19.8%	17.4%	23.4%	22.8%	26.9%	16.6%	17.6%	26.4% T	20.0%	18.3%	15.3%	17.4%	19.9%	18.1%	-	
No changes from 2013	287	191	96	66	132	89	42	32	16	122	55	19	5	29	114	138	30	40	88	111	199	87	287	0	
	27.6%	27.9%	27.1%	34.4% F	26.9%	25.0%	26.0%	32.0%	25.5%	28.3%	25.5%	29.8%	30.7%	33.1%	28.8%	25.8%	33.9%	30.8%	29.3%	25.3%	27.0%	29.2%	27.6%	-	

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Q7. [Top 3] What do you feel your employers need to expect/provide to contribute to your satisfaction in your role in 2014?

Q11\_1. [Top 3] What do you feel your employers need to expect/provide to contribute to your satisfaction in your role in 2014?

		Gender		Age			Region						Education				Household Income				Marital Status		Employment Status	
	Total	Male	Female	18-34	35-54	55+	British Columbia	Alberta	Saskatchewan/Manitoba	Ontario	Quebec	Atlantic Canada	Less than High School	High School	Some Post-Secondary	University Grad	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	\$100,000+	Married/Common Law	Single	Manager/Employee	Employee
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
Base: Employees only	1276	711	565	315	718	243	140	153	99	452	338	94	38	172	574	492	207	194	388	336	901	375	0	1276
Weighted	1038	578	460	256	585	197	108	128	82*	358	282	81*	31*	140	467	400	168	158	316	273	733	305	-**	1038
Top 3																								
Better performance incentives and financial rewards	462	266	196	121	255	85	48	62	42	161	114	35	11	70	208	173	78	74	146	111	327	135	0	462
	44.5%	45.9%	42.7%	47.3%	43.7%	43.3%	44.3%	48.4%	50.5%	45.1%	40.5%	43.6%	34.0%	49.8%	44.7%	43.3%	46.4%	46.8%	46.3%	40.9%	44.6%	44.2%	-	44.5%
Better work-life balance	435	260	175	102	251	82	41	63	34	139	129	29	14	53	195	173	58	58	137	127	322	113	0	435
	41.9%	45.0%	38.0%	39.8%	43.0%	41.6%	37.9%	49.7%	41.4%	38.9%	45.6%	36.2%	45.0%	37.9%	41.7%	43.4%	34.5%	36.8%	43.3%	46.5%	44.0%	37.0%	-	41.9%
Better training and development for employees	403	230	173	97	224	83	42	49	34	149	94	34	10	58	195	140	64	67	129	100	268	135	0	403
	38.8%	39.7%	37.7%	37.7%	38.3%	41.9%	39.3%	38.6%	41.4%	41.6%	33.4%	42.6%	31.7%	41.4%	41.8%	35.0%	38.1%	42.8%	40.7%	36.8%	36.6%	44.2%	-	38.8%
More opportunities to take on different opportunities at work	335	178	157	93	181	61	34	37	29	119	86	31	5	38	162	131	43	55	110	91	234	101	0	335
	32.3%	30.7%	34.2%	36.3%	31.0%	30.9%	31.4%	28.8%	35.4%	33.2%	30.5%	38.3%	15.9%	26.8%	34.7%	32.7%	25.6%	34.8%	34.7%	33.3%	31.9%	33.3%	-	32.3%
Increase in flexible work options	333	181	152	69	197	68	38	38	24	112	98	22	9	42	149	134	51	46	106	98	247	87	0	333
	32.1%	31.3%	33.1%	27.0%	33.6%	34.2%	35.7%	29.4%	29.3%	31.4%	34.9%	27.7%	29.2%	29.7%	31.9%	33.5%	30.5%	28.9%	33.4%	35.8%	33.6%	28.5%	-	32.1%
More staff to manage increasing workloads	298	154	145	66	173	59	33	42	22	104	70	27	7	41	133	117	53	41	81	87	206	92	0	298
	28.8%	26.5%	31.5%	25.7%	29.7%	30.0%	30.7%	32.7%	27.3%	29.0%	24.9%	34.0%	23.4%	28.9%	28.6%	29.3%	31.2%	25.9%	25.6%	32.1%	28.2%	30.2%	-	28.8%
Offering lieu days in compensation for long hours	197	114	83	46	111	41	16	26	19	61	64	11	8	30	85	74	33	28	64	47	144	53	0	197
	19.0%	19.7%	18.1%	17.8%	19.0%	20.6%	15.0%	20.3%	23.2%	17.0%	22.8%	13.8%	26.3%	21.6%	18.3%	18.4%	19.6%	17.5%	20.3%	17.4%	19.7%	17.4%	-	19.0%
Increase in tech / mobility services to better help you work remotely	158	88	70	43	89	27	13	21	7	53	49	15	3	21	60	74	22	22	54	39	115	43	0	158
	15.2%	15.2%	15.3%	16.7%	15.2%	13.6%	12.1%	16.3%	9.1%	14.8%	17.5%	18.1%	10.6%	14.7%	12.9%	18.5%	13.1%	13.9%	17.1%	14.3%	15.7%	14.3%	-	15.2%
Increase of development of social, diversity committees to participate in with colleagues	65	42	23	23	34	8	12	7	5	20	16	5	4	8	26	27	17	10	15	20	48	17	0	65
	6.2%	7.3%	4.9%	8.8%	5.8%	4.1%	11.4%	5.2%	6.1%	5.5%	5.6%	6.4%	13.1%	5.9%	5.5%	6.7%	10.1%	6.2%	4.6%	7.4%	6.5%	5.5%	-	6.2%
No changes from 2013	154	93	61	46	79	30	19	17	13	52	44	9	8	23	64	60	32	24	37	40	99	55	0	154
	14.9%	16.1%	13.3%	17.8%	13.5%	15.1%	17.9%	13.1%	16.2%	14.6%	15.7%	10.6%	26.5%	16.2%	13.6%	14.9%	18.7%	15.5%	11.6%	14.6%	13.5%	18.1%	-	14.9%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F - G/H/I/J/K/L - M/N/O/P - Q/R/S/T - U/V - W/X Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing