



**HP Global Survey on Workplace Trends/Gender Equity  
March 2022**

**About the survey:** HP commissioned global research firm Morning Consult to conduct independent research on this topic. It was conducted between January 24 and February 7, 2022 among a sample of 6,211 adults in the US, Canada, UK, Mexico and India.\* Results from the full survey have a margin of error of plus or minus 2 to 3 percentage points.

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**US Data Set**

Question 1: Do you plan to leave your company this year?

Response:

	All Adults	Female	Male
Yes	4%	3%	6%
No	38%	33%	43%
Maybe	11%	1%	13%
I am currently not working	46%	54%	37%

Question 2: For those who answered yes: what can your company do to retain you? Pick up to 3 options.

	All Adults- Selected	All Adults- Not selected	Female- Selected	Female-Not selected	Male- Selected	Male- Not Selected
Offer me a higher salary/wage	71%	29%	70%	30%	72%	28%
Provide me with an opportunity to be promoted or work on another team that I express interest in	32%	68%	32%	68%	32%	68%
Change my manager	14%	86%	14%	86%	13%	87%
Offer more flexibility on how,	32%	68%	30%	70%	34%	66%



when and where I work						
Better work-and-life balance	37%	63%	30%	70%	41%	59%
Transform company culture and take more actions on corporate citizenship	15%	85%	15%	85%	15%	85%
Other, please specify:	9%	91%	12%	88%	7%	93%

Question 3: For those who answered no: what are the top reasons you want to stay? Pick up to 3 reasons.

	All Adults-Selected	All Adults-Not Selected	Female-Selected	Female-Not selected	Male-Selected	Male-Not selected
I am recognized for my contributions	18%	82%	17%	83%	19%	81%
I have a strong sense of inclusion and belonging at work	23%	77%	22%	78%	24%	76%
I have opportunities to grow	33%	67%	29%	71%	37%	63%
My company's values are aligned with my personal values	22%	78%	20%	80%	23%	77%
I have flexibility to	47%	53%	56%	44%	40%	60%



manage work and life						
My company is financially stable	32%	68%	28%	72%	36%	64%
This is not a good time for a career change	29%	71%	29%	71%	29%	71%
I have a very competitive total compensation package	16%	84%	10%	90%	21%	79%
Other, please specify:	9%	91%	9%	91%	9%	91%

Question 4: Did you apply for or express interest in being promoted within your company over the past year?:

	All Adults	Female	Male
Yes	35%	30%	38%
No	65%	70%	62%

Question 5: You mentioned that you applied for or expressed interest in being promoted within your company in the past year. Why did you decide to apply or express interest in being promoted? Please select all that apply.

	All Adults-Selected	All Adults-Not selected	Female-selected	Female-not selected	Male-selected	Male-not selected
I feel ready to take on more responsibility within my company	37%	63%	31%	69%	41%	59%
I am already doing higher-level tasks outside my role	35%	65%	42%	58%	31%	69%
I want to be a part of larger decisions that significantly	22%	78%	15%	85%	26%	74%



impact the company						
I want to be recognized for my effort and performance within my company	34%	66%	36%	64%	34%	66%
I would like an increase in my income/salary	60%	40%	66%	34%	55%	45%
It aligns with my career goals of advancing within my company	30%	70%	26%	74%	32%	68%
I do not feel challenged enough in my current role	12%	88%	11%	89%	13%	87%
I want to see more people like me in leadership positions	20%	80%	16%	84%	23%	77%
My manager/supervisor encouraged me to apply	24%	76%	22%	78%	25%	75%
Other (please specify)	1%	99%	1%	99%	1%	99%

Question 6: Were you successful in receiving the promotion you applied for this past year?

	All Adults	Female	Male
Yes	47%	40%	52%
No	27%	30%	25%
Decision is not made yet	26%	30%	23%

Question 7: In your opinion, which type of work model will be more beneficial for advancing women and minority groups in leadership positions?

	All Adults	Female	Male
Hybrid work model (where you work in an office part of the time and remotely from home part of the time)	30%	32%	28%



Remote work model (where you work from home 100% of the time)	17%	18%	17%
In-person/office work model (where you work in an office 100% of the time)	30%	27%	32%
Don't know/I'm not sure	23%	23%	22%

Question 8: Which of the following, if any, has negatively affected you in the workplace? Please select all that apply.

	All Adults-Selected	All Adults-Not selected	Female-selected	Female-not selected	Male-selected	Male-not selected
Ageism	9%	91%	9%	91%	9%	91%
Reverse ageism	4%	96%	4%	96%	5%	95%
Sexism	8%	92%	12%	88%	5%	95%
Racism	12%	88%	10%	90%	14%	86%
Disability discrimination	6%	94%	5%	95%	7%	93%
Imposter syndrome	5%	95%	3%	97%	7%	93%
Caregiver bias	3%	97%	3%	97%	3%	97%
Sexual orientation discrimination	5%	95%	5%	95%	6%	94%
Pay cuts due to COVID-19	22%	78%	19%	81%	25%	75%
Burnout	29%	71%	29%	71%	28%	72%
Mental health discrimination	9%	91%	8%	92%	9%	91%
Other (please specify)	2%	98%	2%	98%	3%	97%
None of the above	42%	58%	42%	58%	42%	58%

Question 9: How much do you agree or disagree with the following statement? My company is making more efforts in combating discrimination towards gender in the workplace than in the past.

	All Adults	Female	Male
Strongly agree	26%	22%	29%
Somewhat agree	22%	20%	25%



Neutral/Neither agree nor disagree	29%	32%	27%
Somewhat disagree	4%	4%	4%
Strongly disagree	4%	4%	5%
Don't know/No opinion	14%	17%	13%

Question 10: How much do you agree or disagree with the following statement? My company's efforts to advance diversity, equity and inclusion have waned since 2020.

	All Adults	Female	Male
Strongly agree	15%	10%	18%
Somewhat agree	17%	15%	20%
Neutral/Neither agree nor disagree	30%	34%	26%
Somewhat disagree	10%	10%	10%
Strongly disagree	12%	11%	13%
Don't know/No opinion	16%	20%	13%

### **Canada Data Set**

Question 1: Do you plan to leave your company this year?

Response:

	All Adults	Female	Male
Yes	4%	4%	4%
No	41%	37%	46%
Maybe	11%	11%	12%
I am currently not working	43%	48%	38%

Question 2: For those who answered yes: what can your company do to retain you? Pick top 3 options.

	All Adults-selected	All Adults-Not selected	Female-Selected	Female-Not Selected	Male-Selected	Male-Not selected
Offer me a higher salary/wage	69%	31%	71%	29%	67%	33%



Provide me with an opportunity to be promoted or work on another team that I express interest in	29%	71%	31%	69%	26%	74%
Change my manager	8%	92%	9%	91%	7%	93%
Offer more flexibility on how, when and where I work	27%	73%	22%	78%	32%	68%
Better work-and-life balance	37%	63%	34%	66%	40%	60%
Transform company culture and take more actions on corporate citizenship	15%	85%	13%	87%	17%	83%
Other, please specify:	10%	90%	10%	90%	10%	90%

Question 3: For those who answered no: what are the top reasons you want to stay? Pick top 3 reasons.

	All Adults-selected	Adults-Not Selected	Female-Selected	Female-Not selected	Male-Selected	Male-Not selected
I am recognized for my contributions	19%	81%	18%	82%	19%	81%
I have a strong sense of inclusion and	24%	76%	28%	72%	20%	80%



belonging at work						
I have opportunities to grow	27%	73%	23%	77%	31%	69%
My company's values are aligned with my personal values	15%	85%	20%	80%	11%	89%
I have flexibility to manage work and life	44%	56%	53%	47%	37%	63%
My company is financially stable	35%	65%	26%	74%	43%	57%
This is not a good time for a career change	35%	65%	32%	68%	37%	63%
I have a very competitive total compensation package	19%	81%	16%	84%	22%	78%
Other, please specify:	10%	90%	12%	88%	8%	92%

Question 4: Did you apply for or express interest in being promoted within your company over the past year?:





	All Adults	Female	Male
Yes	27%	25%	30%
No	73%	75%	70%

Question 5: You mentioned that you applied for or expressed interest in being promoted within your company in the past year. Why did you decide to apply or express interest in being promoted?  
Please select all that apply.

	All Adults- Selected	All Adults- Not Selected	Female- selected	Female-not selected	Male- selected	Male- not selected
I feel ready to take on more responsibility within my company	41%	59%	41%	59%	40%	60%
I am already doing higher-level tasks outside my role	28%	72%	37%	63%	22%	78%
I want to be a part of larger decisions that significantly impact the company	25%	75%	26%	74%	25%	75%
I want to be recognized for my effort and performance within my company	33%	67%	41%	59%	27%	73%
I would like an increase in my income/salary	52%	48%	62%	38%	45%	55%
It aligns with my career goals of advancing within my company	36%	64%	38%	62%	34%	66%
I do not feel challenged enough in my current role	21%	79%	29%	71%	16%	84%



I want to see more people like me in leadership positions	27%	73%	28%	72%	25%	75%
My manager/supervisor encouraged me to apply	27%	73%	27%	73%	26%	74%
Other (please specify)	1%	99%	0%	100%	1%	99%

Question 6: Were you successful in receiving the promotion you applied for this past year?

	All Adults	Female	Male
Yes	43%	29%	52%
No	29%	27%	30%
Decision is not made yet	28%	43%	17%

Question 7: In your opinion, which type of work model will be more beneficial for advancing women and minority groups in leadership positions?

	All Adults	Female	Male
Hybrid work model (where you work in an office part of the time and remotely from home part of the time)	36%	43%	29%
Remote work model (where you work from home 100% of the time)	17%	17%	17%
In-person/office work model (where you work in an office 100% of the time)	26%	18%	32%
Don't know/I'm not sure	21%	22%	21%

Question 8: Which of the following, if any, has negatively affected you in the workplace? Please select all that apply.



	All Adults-selected	Adults-not selected	Female-selected	Female-not selected	Male-selected	Male-not selected
Ageism	5%	95%	7%	93%	3%	97%
Reverse ageism	3%	97%	3%	97%	3%	97%
Sexism	8%	92%	13%	87%	4%	96%
Racism	9%	91%	7%	93%	12%	88%
Disability discrimination	4%	96%	4%	96%	4%	96%
Imposter syndrome	5%	95%	8%	92%	2%	98%
Caregiver bias	3%	97%	6%	94%	1%	99%
Sexual orientation discrimination	4%	96%	4%	96%	4%	96%
Pay cuts due to COVID-19	18%	82%	20%	80%	16%	84%
Burnout	30%	70%	36%	64%	24%	76%
Mental health discrimination	9%	91%	10%	90%	7%	93%
Other (please specify)	5%	95%	5%	95%	4%	96%
None of the above	47%	53%	42%	58%	51%	49%

Question 9: How much do you agree or disagree with the following statement? My company is making more efforts in combating discrimination towards gender in the workplace than in the past.

	All Adults	Female	Male
Strongly agree	24%	24%	23%
Somewhat agree	25%	20%	29%
Neutral/Neither agree nor disagree	30%	31%	28%
Somewhat disagree	4%	5%	4%
Strongly disagree	3%	5%	2%



Don't know/No opinion	14%	15%	13%
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Question 10: How much do you agree or disagree with the following statement? My company's efforts to advance diversity, equity and inclusion have waned since 2020.

	All Adults	Female	Male
Strongly agree	14%	17%	10%
Somewhat agree	20%	14%	25%
Neutral/Neither agree nor disagree	32%	31%	33%
Somewhat disagree	8%	9%	8%
Strongly disagree	12%	13%	11%
Don't know/No opinion	14%	16%	12%

### **Mexico Data Set**

Question 1: Do you plan to leave your company this year?

Response:

	All Adults	Female	Male
Yes	3%	2%	4%
No	51%	43%	59%
Maybe	12%	9%	14%
I am currently not working	34%	46%	22%

Question 2: For those who answered yes: what can your company do to retain you? Pick top 3 options.

	All Adults-selected	All Adults-Not selected	Female-Selected	Female-Not Selected	Male-Selected	Male-Not selected
Offer me a higher salary/wage	58%	42%	56%	44%	60%	40%
Provide me with an opportunity to be promoted or work on another team	35%	65%	33%	67%	36%	64%



that I express interest in						
Change my manager	11%	89%	6%	94%	15%	85%
Offer more flexibility on how, when and where I work	19%	81%	22%	78%	16%	84%
Better work-and-life balance	40%	60%	38%	62%	41%	59%
Transform company culture and take more actions on corporate citizenship	15%	85%	9%	91%	18%	82%
Other, please specify:	4%	96%	6%	94%	2%	98%

Question 3: For those who answered no: what are the top reasons you want to stay? Pick top 3 reasons.

	All Adults-selected	Adults-Not Selected	Female-Selected	Female-Not selected	Male-Selected	Male-Not selected
I am recognized for my contributions	22%	78%	22%	78%	21%	79%
I have a strong sense of inclusion and belonging at work	17%	83%	16%	84%	17%	83%



I have opportunities to grow	43%	57%	44%	56%	42%	58%
My company's values are aligned with my personal values	17%	83%	19%	81%	16%	84%
I have flexibility to manage work and life	39%	61%	40%	60%	38%	62%
My company is financially stable	34%	66%	32%	68%	35%	65%
This is not a good time for a career change	32%	68%	29%	71%	34%	66%
I have a very competitive total compensation package	9%	91%	8%	92%	9%	91%
Other, please specify:	2%	98%	3%	97%	2%	98%

Question 4: Did you apply for or express interest in being promoted within your company over the past year?:

	All Adults	Female	Male
Yes	44%	44%	45%



No	56%	56%	55%
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Question 5: You mentioned that you applied for or expressed interest in being promoted within your company in the past year. Why did you decide to apply or express interest in being promoted?  
Please select all that apply.

	All Adults- Selected	All Adults- Not Selected	Female- selected	Female-not selected	Male- selected	Male- not selected
I feel ready to take on more responsibility within my company	39%	61%	39%	61%	40%	60%
I am already doing higher-level tasks outside my role	23%	77%	17%	83%	27%	73%
I want to be a part of larger decisions that significantly impact the company	25%	75%	19%	81%	29%	71%
I want to be recognized for my effort and performance within my company	30%	70%	33%	67%	29%	71%
I would like an increase in my income/salary	52%	48%	52%	48%	51%	49%
It aligns with my career goals of advancing within my company	26%	74%	23%	77%	27%	73%
I do not feel challenged enough in my current role	10%	90%	5%	95%	14%	86%
I want to see more people like	19%	81%	18%	82%	20%	80%



me in leadership positions						
My manager/supervisor encouraged me to apply	16%	84%	20%	80%	14%	86%
Other (please specify)	0%	100%	1%	99%	0%	100%

Question 6: Were you successful in receiving the promotion you applied for this past year?

	All Adults	Female	Male
Yes	45%	46%	44%
No	33%	30%	35%
Decision is not made yet	22%	24%	21%

Question 7: In your opinion, which type of work model will be more beneficial for advancing women and minority groups in leadership positions?

	All Adults	Female	Male
Hybrid work model (where you work in an office part of the time and remotely from home part of the time)	42%	46%	39%
Remote work model (where you work from home 100% of the time)	18%	19%	17%
In-person/office work model (where you work in an office 100% of the time)	27%	25%	28%
Don't know/I'm not sure	13%	10%	16%

Question 8: Which of the following, if any, has negatively affected you in the workplace? Please select all that apply.

	All Adults	All Adults – not selected	Female-selected	Female-not selected	Male-selected	Male-not selected





Ageism	4%	96%	2%	98%	4%	96%
Reverse ageism	2%	98%	2%	98%	2%	98%
Sexism	7%	93%	11%	89%	5%	95%
Racism	7%	93%	6%	94%	7%	93%
Disability discrimination	6%	94%	3%	97%	8%	92%
Imposter syndrome	3%	97%	2%	98%	4%	96%
Caregiver bias	2%	98%	2%	98%	2%	98%
Sexual orientation discrimination	5%	95%	4%	96%	5%	95%
Pay cuts due to COVID-19	37%	63%	33%	67%	40%	60%
Burnout	22%	78%	23%	77%	22%	78%
Mental health discrimination	4%	96%	3%	97%	5%	95%
Other (please specify)	1%	99%	2%	98%	1%	99%
None of the above	36%	64%	38%	62%	34%	66%

Question 9: How much do you agree or disagree with the following statement? My company is making more efforts in combating discrimination towards gender in the workplace than in the past.

	All Adults	Female	Male
Strongly agree	45%	46%	45%
Somewhat agree	22%	21%	23%
Neutral/Neither agree nor disagree	16%	13%	18%
Somewhat disagree	5%	8%	3%
Strongly disagree	4%	5%	4%
Don't know/No opinion	7%	8%	7%

Question 10: How much do you agree or disagree with the following statement? My company's efforts to advance diversity, equity and inclusion have waned since 2020.

	All Adults	Female	Male
Strongly agree	27%	24%	28%
Somewhat agree	22%	22%	21%



Neutral/Neither agree nor disagree	23%	26%	20%
Somewhat disagree	10%	11%	10%
Strongly disagree	11%	9%	12%
Don't know/No opinion	8%	7%	9%

### **United Kingdom (UK) Data Set**

Question 1: Do you plan to leave your company this year?

Response:

	All Adults	Female	Male
Yes	7%	5%	8%
No	38%	34%	43%
Maybe	10%	8%	13%
I am currently not working	45%	53%	36%

Question 2: For those who answered yes: what can your company do to retain you? Pick top 3 options.

	All Adults-selected	All Adults-Not selected	Female-Selected	Female-Not Selected	Male-Selected	Male-Not selected
Offer me a higher salary/wage	59%	41%	63%	37%	55%	45%
Provide me with an opportunity to be promoted or work on another team that I express interest in	26%	74%	30%	70%	22%	78%
Change my manager	14%	86%	8%	92%	19%	81%
Offer more flexibility on how, when and where I work	33%	67%	29%	71%	35%	65%



Better work-and-life balance	46%	54%	42%	58%	49%	51%
Transform company culture and take more actions on corporate citizenship	9%	91%	5%	95%	12%	88%
Other, please specify:	7%	93%	10%	90%	6%	94%

Question 3: For those who answered no: what are the top reasons you want to stay? Pick top 3 reasons.

	All Adults-selected	Adults-Not Selected	Female-Selected	Female-Not selected	Male-Selected	Male-Not selected
I am recognized for my contributions	21%	79%	19%	81%	23%	77%
I have a strong sense of inclusion and belonging at work	25%	75%	27%	73%	23%	77%
I have opportunities to grow	24%	76%	27%	73%	21%	79%
My company's values are aligned with my personal values	17%	83%	17%	83%	16%	84%



I have flexibility to manage work and life	43%	57%	46%	54%	41%	59%
My company is financially stable	32%	68%	26%	74%	38%	62%
This is not a good time for a career change	40%	60%	47%	53%	35%	65%
I have a very competitive total compensation package	12%	88%	10%	90%	13%	87%
Other, please specify:	6%	94%	5%	95%	7%	93%

Question 4: Did you apply for or express interest in being promoted within your company over the past year?:

	All Adults	Female	Male
Yes	29%	32%	26%
No	71%	68%	74%

Question 5: You mentioned that you applied for or expressed interest in being promoted within your company in the past year. Why did you decide to apply or express interest in being promoted? Please select all that apply.

	All Adults- Selected	All Adults- Not Selected	Female- selected	Female-not selected	Male- selected	Male- not selected



I feel ready to take on more responsibility within my company	36%	64%	36%	64%	35%	65%
I am already doing higher-level tasks outside my role	29%	71%	23%	77%	34%	66%
I want to be a part of larger decisions that significantly impact the company	15%	85%	11%	89%	19%	81%
I want to be recognized for my effort and performance within my company	36%	64%	46%	54%	26%	74%
I would like an increase in my income/salary	44%	56%	53%	47%	36%	64%
It aligns with my career goals of advancing within my company	34%	66%	40%	60%	29%	71%
I do not feel challenged enough in my current role	17%	83%	19%	81%	15%	85%
I want to see more people like me in leadership positions	17%	83%	15%	85%	20%	80%
My manager/supervisor encouraged me to apply	19%	81%	23%	77%	16%	84%
Other (please specify)	N/A	N/A	N/A	N/A	N/A	N/A



Question 6: Were you successful in receiving the promotion you applied for this past year?

	All Adults	Female	Male
Yes	61%	63%	60%
No	26%	23%	28%
Decision is not made yet	13%	14%	12%

Question 7: In your opinion, which type of work model will be more beneficial for advancing women and minority groups in leadership positions?

	All Adults	Female	Male
Hybrid work model (where you work in an office part of the time and remotely from home part of the time)	38%	45%	33%
Remote work model (where you work from home 100% of the time)	13%	12%	14%
In-person/office work model (where you work in an office 100% of the time)	28%	23%	32%
Don't know/I'm not sure	20%	20%	20%

Question 8: Which of the following, if any, has negatively affected you in the workplace? Please select all that apply.

	All Adults	All Adults – not selected	Female-selected	Female-not selected	Male-selected	Male-not selected
Ageism	10%	90%	7%	93%	12%	88%
Reverse ageism	3%	97%	4%	96%	3%	97%
Sexism	8%	92%	10%	90%	6%	94%
Racism	9%	91%	4%	96%	13%	87%
Disability discrimination	8%	92%	3%	97%	11%	89%
Imposter syndrome	6%	94%	8%	92%	6%	94%
Caregiver bias	4%	96%	2%	92%	5%	95%
Sexual orientation discrimination	4%	96%	3%	97%	4%	96%
Pay cuts due to COVID-19	17%	83%	16%	84%	19%	81%
Burnout	20%	80%	24%	76%	18%	82%



Mental health discrimination	11%	89%	10%	90%	11%	89%
Other (please specify)	1%	99%	1%	99%	1%	99%
None of the above	48%	52%	48%	52%	48%	52%

Question 9: How much do you agree or disagree with the following statement? My company is making more efforts in combating discrimination towards gender in the workplace than in the past.

	All Adults	Female	Male
Strongly agree	19%	15%	21%
Somewhat agree	27%	33%	24%
Neutral/Neither agree nor disagree	32%	32%	31%
Somewhat disagree	5%	6%	5%
Strongly disagree	3%	1%	5%
Don't know/No opinion	14%	13%	14%

Question 10: How much do you agree or disagree with the following statement? My company's efforts to advance diversity, equity and inclusion have waned since 2020.

	All Adults	Female	Male
Strongly agree	10%	6%	12%
Somewhat agree	23%	24%	22%
Neutral/Neither agree nor disagree	33%	32%	33%
Somewhat disagree	11%	12%	10%
Strongly disagree	9%	10%	8%
Don't know/No opinion	16%	16%	15%

### **India Data Set**

*\* Top box acquiescence is common in India based on prior Morning Consult surveys and internal research. Acquiescence bias means the tendency for respondents to agree with research statements, and as a high acquiescence country results in India often stand out compared to other markets and should be interpreted with that respondent tendency in mind.*

Question 1: Do you plan to leave your company this year?

Response:

	All Adults	Female	Male
Yes	27%	40%	15%
No	40%	39%	40%
Maybe	8%	6%	10%



I am currently not working	26%	15%	36%
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Question 2: For those who answered yes: what can your company do to retain you? Pick top 3 options.

	All Adults-selected	All Adults-Not selected	Male-Selected	Male-Not selected	Female-Selected	Female-Not Selected
Offer me a higher salary/wage	35%	65%	45%	55%	29%	71%
Provide me with an opportunity to be promoted or work on another team that I express interest in	50%	50%	59%	41%	45%	55%
Change my manager	27%	73%	17%	83%	32%	68%
Offer more flexibility on how, when and where I work	53%	47%	48%	52%	56%	44%
Better work-and-life balance	31%	69%	42%	58%	25%	75%
Transform company culture and take more actions on corporate citizenship	42%	58%	34%	66%	46%	54%
Other, please specify:	1%	99%	3%	97%	0%	100%

Question 3: For those who answered no: what are the top reasons you want to stay? Pick top 3 reasons.





	All Adults-selected	Adults-Not Selected	Male-Selected	Male-Not selected	Female-Selected	Female-Not selected
I am recognized for my contributions	24%	76%	18%	82%	31%	69%
I have a strong sense of inclusion and belonging at work	32%	68%	27%	73%	37%	63%
I have opportunities to grow	44%	56%	42%	58%	46%	54%
My company's values are aligned with my personal values	24%	76%	21%	79%	27%	73%
I have flexibility to manage work and life	28%	72%	21%	79%	35%	65%
My company is financially stable	39%	61%	34%	66%	44%	56%
This is not a good time for a career change	32%	68%	45%	55%	18%	82%
I have a very	29%	71%	31%	69%	28%	72%



competitive total compensation package						
Other, please specify:	2%	98%	3%	97%	0%	100%

Question 4: Did you apply for or express interest in being promoted within your company over the past year?:

	All Adults	Female	Male
Yes	80%	90%	67%
No	20%	10%	33%

Question 5: You mentioned that you applied for or expressed interest in being promoted within your company in the past year. Why did you decide to apply or express interest in being promoted? Please select all that apply.

	All Adults- Selected	All Adults- Not Selected	Male- selected	Male- not selected	Female- selected	Female-not selected
I feel ready to take on more responsibility within my company	38%	62%	44%	56%	35%	65%
I am already doing higher-level tasks outside my role	33%	67%	32%	68%	33%	67%
I want to be a part of larger decisions that significantly impact the company	37%	63%	45%	55%	33%	67%
I want to be recognized for my effort and performance	36%	64%	37%	63%	35%	65%



within my company						
I would like an increase in my income/salary	35%	65%	46%	54%	28%	72%
It aligns with my career goals of advancing within my company	34%	66%	35%	65%	33%	67%
I do not feel challenged enough in my current role	27%	73%	25%	75%	28%	72%
I want to see more people like me in leadership positions	28%	72%	24%	76%	30%	70%
My manager/supervisor encouraged me to apply	35%	65%	30%	70%	38%	62%
Other (please specify)	0	100%	0	100%	0	100%

Question 6: Were you successful in receiving the promotion you applied for this past year?

	All Adults	Female	Male
Yes	83%	92%	68%
No	8%	5%	13%
Decision is not made yet	8%	2%	19%

Question 7: In your opinion, which type of work model will be more beneficial for advancing women and minority groups in leadership positions?

	All Adults	Female	Male
Hybrid work model (where you work in an office part of the time and remotely from home part of the time)	32%	31%	34%



Remote work model (where you work from home 100% of the time)	29%	27%	31%
In-person/office work model (where you work in an office 100% of the time)	35%	40%	29%
Don't know/I'm not sure	4%	2%	6%

Question 8: Which of the following, if any, has negatively affected you in the workplace? Please select all that apply.

	All Adults-selected	All Adults-not selected	Female-selected	Female-not selected	Male-selected	Male-not selected
Ageism	26%	74%	24%	76%	29%	71%
Reverse ageism	16%	84%	16%	84%	15%	85%
Sexism	22%	78%	22%	78%	21%	79%
Racism	26%	74%	27%	73%	25%	75%
Disability discrimination	20%	80%	23%	77%	16%	84%
Imposter syndrome	20%	80%	19%	81%	21%	79%
Caregiver bias	23%	77%	18%	82%	29%	71%
Sexual orientation discrimination	19%	81%	20%	80%	18%	82%
Pay cuts due to COVID-19	47%	53%	40%	60%	56%	44%
Burnout	18%	82%	19%	81%	17%	83%
Mental health discrimination	23%	77%	26%	74%	19%	81%
Other (please specify)	1%	99%	0%	100%	1%	99%



None of the above	13%	87%	12%	88%	14%	86%
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Question 9: How much do you agree or disagree with the following statement? My company is making more efforts in combating discrimination towards gender in the workplace than in the past.

	All Adults	Female	Male
Strongly agree	65%	71%	57%
Somewhat agree	21%	17%	25%
Neutral/Neither agree nor disagree	6%	5%	6%
Somewhat disagree	4%	3%	5%
Strongly disagree	3%	2%	4%
Don't know/No opinion	2%	1%	4%

Question 10: How much do you agree or disagree with the following statement? My company's efforts to advance diversity, equity and inclusion have waned since 2020.

	All Adults	Female	Male
Strongly agree	56%	67%	42%
Somewhat agree	26%	24%	29%
Neutral/Neither agree nor disagree	5%	4%	5%
Somewhat disagree	5%	1%	10%
Strongly disagree	4%	3%	5%
Don't know/No opinion	4%	1%	8%