

Are you currently employed?

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: All Respondents	2903	1441	1462	398	308	204	1172	646	175	800	945	845
BASE: WEIGHTED	2903	1424	1479	390	323	190	1106	686	209	988	919	711
Yes, I'm employed full-time	1221	678	543	159	137	80	482	274	88	225	442	472
	42%	48%	37%	41%	42%	42%	44%	40%	42%	23%	48%	66%
		L									S	ST
Yes, I'm employed part-time	366	154	212	60	39	22	150	75	21	170	99	68
	13%	11%	14%	15%	12%	12%	14%	11%	10%	17%	11%	9%
			K							TU		
No, I'm not currently employed	1316	593	724	171	147	87	474	337	100	593	378	172
	45%	42%	49%	44%	45%	46%	43%	49%	48%	60%	41%	24%
			K					P		TU	U	

Proportions/Means: 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

Overlap formulae used.

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

When you think about your current role and the responsibilities at work, how would you rate your happiness?

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
	690	374	316	95	74	39	270	164	48	156	240	242

TOP 3 BOX (NET)	43%	45%	42%	44%	42%	38%	43%	47%	44%	40%	44%	45%
TOP 2 BOX (NET)	341	185	156	45	43	14	132	83	24	86	119	114
	21%	22%	21%	21%	24%	14%	21%	24%	22%	22%	22%	21%
10 - Very happy	181	94	87	25	22	7	68	46	14	52	66	56
	11%	11%	12%	11%	12%	7%	11%	13%	13%	13%	12%	10%
9	160	91	69	20	21	7	64	37	10	34	53	58
	10%	11%	9%	9%	12%	7%	10%	10%	10%	9%	10%	11%
8	349	190	159	50	31	24	138	81	24	70	120	128
	22%	23%	21%	23%	18%	24%	22%	23%	22%	18%	22%	24%
7	304	152	152	46	33	21	121	63	19	60	110	118
	19%	18%	20%	21%	19%	21%	19%	18%	18%	15%	20%	22%
6	180	110	70	24	19	12	77	38	10	52	57	60
	11%	13%	9%	11%	11%	11%	12%	11%	9%	13%	11%	11%
5	204	92	111	29	26	17	73	45	13	69	58	62
	13%	11%	15%	13%	15%	17%	12%	13%	12%	17%	11%	12%
4	58	21	36	5	7	4	24	15	3	18	27	9
	4%	3%	5%	2%	4%	4%	4%	4%	3%	4%	5%	2%
3	72	40	31	11	5	8	27	11	10	19	23	24
	5%	5%	4%	5%	3%	7%	4%	3%	9%	5%	4%	4%
2	41	16	25	2	8	1	21	10	0	7	16	14
	3%	2%	3%	1%	5%	1%	3%	3%	-	2%	3%	3%
1 - Very unhappy	39	26	13	6	4	1	19	4	5	15	11	10
BOTTOM 2 BOX (NET)	81	42	38	8	13	2	40	13	5	22	27	24
	5%	5%	5%	4%	7%	2%	6%	4%	4%	5%	5%	4%
BOTTOM 3 BOX (NET)	152	83	69	19	17	9	67	25	15	41	50	48
	10%	10%	9%	9%	10%	9%	11%	7%	13%	10%	9%	9%
MFAN	6.80	6.90	6.80	6.90	6.80	6.60	6.80	7.00	6.70	6.60	6.90	6.90

Proportions/Means: 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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? SUMMARY TABLE OF BOTTOM 2 BOX

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
Current benefits package	225	88	136	37	27	13	84	51	12	94	66	46
	14%	11%	18%	17%	15%	13%	13%	15%	11%	24%	12%	8%
			K							TU		
Options provided by your workplace for career advancement and development	209	101	108	27	23	18	79	48	14	62	80	51
	13%	12%	14%	12%	13%	17%	13%	14%	13%	16%	15%	9%
										U	U	
Current compensation	179	84	96	29	21	10	66	44	10	66	64	35
	11%	10%	13%	13%	12%	9%	10%	13%	9%	17%	12%	6%
										U	U	
Recognition you receive from your management team (both formal and informal)	177	88	89	25	24	12	67	34	15	45	70	52
	11%	11%	12%	12%	14%	12%	11%	10%	14%	11%	13%	10%
Flexibility options provided by your workplace	138	59	79	19	15	11	63	19	12	38	48	41
	9%	7%	10%	9%	9%	11%	10%	5%	11%	10%	9%	8%
			K				Q					
Current work-life balance	102	51	51	16	13	3	50	16	4	31	38	29
	6%	6%	7%	7%	7%	3%	8%	5%	4%	8%	7%	5%
Support you receive from your colleagues (both formal and informal)	88	42	46	17	10	4	39	14	4	36	26	23
	6%	5%	6%	8%	6%	4%	6%	4%	4%	9%	5%	4%
										TU		

Proportions/Means: 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

Overlap formulae used. * small base

Comparison Groups

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Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? SUMMARY TABLE OF BOTTOM 3 BOX

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
Current benefits package	306	138	169	47	32	23	115	70	19	116	91	71
	19%	17%	22%	22%	18%	23%	18%	20%	17%	29%	17%	13%
			K							TU		
Options provided by your workplace for career advancement and development	297	142	155	35	30	24	121	65	23	95	100	78
	19%	17%	20%	16%	17%	23%	19%	19%	21%	24%	18%	14%
										U		
Recognition you receive from your management team (both formal and informal)	290	139	151	41	36	22	111	57	22	77	101	93
	18%	17%	20%	19%	21%	21%	18%	16%	21%	19%	19%	17%
Current compensation	269	125	144	39	33	17	103	61	15	97	90	63
	17%	15%	19%	18%	19%	17%	16%	17%	14%	25%	17%	12%
										TU	U	
Flexibility options provided by your workplace	221	102	120	29	20	18	104	33	17	68	67	70
	14%	12%	16%	13%	12%	17%	16%	9%	16%	17%	12%	13%
						Q	Q					
Current work-life balance	185	98	87	29	20	7	87	34	8	60	71	46
	12%	12%	12%	13%	11%	7%	14%	10%	8%	15%	13%	9%
										U	U	
Support you receive from your colleagues (both formal and informal)	156	74	82	24	20	9	69	28	6	55	45	45
	10%	9%	11%	11%	11%	9%	11%	8%	6%	14%	8%	8%
										TU		

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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

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Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Current work-life balance

	Province											
	Total	Gender		Province						Income		
		A	Male K	Female L	BC M	AB N	MB/SK O	ON P	PQ Q	ATL R	<\$50K S	\$50K-\$99K T
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
TOP 3 BOX (NET)	716	361	355	100	74	42	282	172	46	169	228	269
	45%	43%	47%	46%	42%	41%	45%	49%	43%	43%	42%	50%
												T
TOP 2 BOX (NET)	417	203	214	51	46	25	169	105	22	106	127	157
	26%	24%	28%	23%	26%	24%	27%	30%	20%	27%	23%	29%
												T
10 - Very satisfied	237	105	131	29	29	10	85	71	12	66	72	83
	15%	13%	17%	13%	16%	10%	13%	20%	11%	17%	13%	15%
			K					OP				
9	180	98	82	22	17	14	84	34	9	39	55	73
	11%	12%	11%	10%	10%	14%	13%	10%	9%	10%	10%	14%
8	299	158	141	50	27	17	113	67	25	63	101	112
	19%	19%	19%	23%	16%	17%	18%	19%	23%	16%	19%	21%
7	233	132	101	28	29	14	92	54	15	43	87	87
	15%	16%	13%	13%	16%	14%	15%	16%	13%	11%	16%	16%
												S
6	183	99	83	26	20	16	67	38	16	44	62	60
	12%	12%	11%	12%	11%	16%	11%	11%	14%	11%	12%	11%
5	188	102	85	26	26	16	69	34	18	54	65	54
	12%	12%	11%	12%	15%	15%	11%	10%	16%	14%	12%	10%
	83	39	44	9	8	8	34	18	7	26	27	23

4	5%	5%	6%	4%	4%	7%	5%	5%	6%	6%	5%	4%
3	83	47	36	14	7	4	37	18	4	29	33	17
	5%	6%	5%	6%	4%	4%	6%	5%	4%	7%	6%	3%
2	37	21	16	7	1	2	19	7	1	12	10	13
	2%	3%	2%	3%	0%	2%	3%	2%	1%	3%	2%	2%
1 - Very dissatisfied	65	30	35	9	12	1	30	10	3	19	28	16
	4%	4%	5%	4%	7%	1%	5%	3%	3%	5%	5%	3%
BOTTOM 2 BOX (NET)	102	51	51	16	13	3	50	16	4	31	38	29
	6%	6%	7%	7%	7%	3%	8%	5%	4%	8%	7%	5%
BOTTOM 3 BOX (NET)	185	98	87	29	20	7	87	34	8	60	71	46
	12%	12%	12%	13%	11%	7%	14%	10%	8%	15%	13%	9%
MEAN	6.80	6.70	6.80	6.70	6.70	6.80	6.70	7.10	6.70	6.60	6.60	7.10
								P				ST

Proportions/Means: 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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Flexibility options provided by your workplace

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
TOP 3 BOX (NET)	678	350	329	85	82	45	263	165	38	154	217	257
	43%	42%	44%	39%	47%	44%	42%	47%	35%	39%	40%	48%
												ST
	417	202	215	53	53	22	164	105	21	101	134	146

TOP 2 BOX (NET)	26%	24%	28%	24%	30%	21%	26%	30%	20%	25%	25%	27%
10 - Very satisfied	243	114	129	31	31	16	89	63	14	63	77	79
	15%	14%	17%	14%	18%	15%	14%	18%	13%	16%	14%	15%
9	174	88	86	22	22	6	75	43	7	37	58	67
	11%	11%	11%	10%	12%	6%	12%	12%	7%	9%	11%	12%
8	261	147	114	33	30	24	99	59	16	53	82	111
	16%	18%	15%	15%	17%	23%	16%	17%	15%	13%	15%	21%
7	228	135	93	34	27	9	82	55	23	47	88	75
	14%	16%	12%	15%	15%	9%	13%	16%	21%	12%	16%	14%
6	193	105	88	26	15	12	83	47	10	53	73	59
	12%	13%	12%	12%	8%	12%	13%	14%	9%	14%	14%	11%
5	193	104	90	28	23	16	72	37	18	56	64	60
	12%	12%	12%	13%	13%	15%	11%	11%	17%	14%	12%	11%
4	72	37	35	17	9	3	28	13	3	17	32	17
	5%	4%	5%	8%	5%	3%	4%	4%	3%	4%	6%	3%
3	83	42	41	10	5	7	42	14	6	30	19	29
	5%	5%	5%	5%	3%	7%	7%	4%	5%	8%	4%	5%
2	60	29	31	5	5	5	31	11	3	15	25	16
	4%	3%	4%	2%	3%	5%	5%	3%	3%	4%	5%	3%
1 - Very dissatisfied	78	31	48	14	10	6	32	8	9	23	23	25
	5%	4%	6%	6%	6%	6%	5%	2%	8%	6%	4%	5%
BOTTOM 2 BOX (NET)	138	59	79	19	15	11	63	19	12	38	48	41
	9%	7%	10%	9%	9%	11%	10%	5%	11%	10%	9%	8%
BOTTOM 3 BOX (NET)	221	102	120	29	20	18	104	33	17	68	67	70
	14%	12%	16%	13%	12%	17%	16%	9%	16%	17%	12%	13%
MEAN	6.60	6.70	6.60	6.50	6.80	6.40	6.50	7.00	6.30	6.40	6.60	6.80
								MOPR				S

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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Current compensation

	Province												
	Gender			Province							Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+	
A	K	L	M	N	O	P	Q	R	S	T	U		
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634	
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539	
TOP 3 BOX (NET)	575	309	266	77	53	39	240	125	41	128	186	222	
	36%	37%	35%	35%	30%	38%	38%	36%	38%	32%	34%	41%	
												ST	
TOP 2 BOX (NET)	269	154	115	31	27	15	117	61	18	49	93	103	
	17%	18%	15%	14%	15%	15%	19%	17%	16%	12%	17%	19%	
												S	
10 - Very satisfied	137	72	65	17	14	8	51	37	10	24	51	47	
	9%	9%	9%	8%	8%	8%	8%	11%	9%	6%	9%	9%	
9	132	82	50	14	13	7	66	24	8	25	42	55	
	8%	10%	7%	6%	7%	7%	10%	7%	7%	6%	8%	10%	
		L											
8	306	155	152	46	26	24	123	64	23	79	93	119	
	19%	19%	20%	21%	15%	24%	20%	18%	21%	20%	17%	22%	
7	257	149	108	36	33	13	96	61	18	40	93	108	
	16%	18%	14%	17%	19%	13%	15%	17%	17%	10%	17%	20%	
												S	
												S	
6	172	87	85	28	25	13	60	42	4	38	63	60	
	11%	10%	11%	13%	14%	13%	10%	12%	4%	10%	12%	11%	
				R	R	R		R					
5	205	102	104	26	21	13	89	36	20	67	63	59	
	13%	12%	14%	12%	12%	13%	14%	10%	18%	17%	12%	11%	
										TU			
	109	61	48	13	11	7	43	24	10	25	47	27	

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Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Support you receive from your colleagues (both formal and informal)

	Support you receive from your colleagues (both formal and informal)											
	Total	Gender		Province						Income		
		A	Male K	Female L	BC M	AB N	MB/SK O	ON P	PQ Q	ATL R	<\$50K S	\$50K-\$99K T
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
TOP 3 BOX (NET)	723	377	346	103	85	43	260	178	54	151	249	264
	46%	45%	46%	47%	48%	42%	41%	51%	49%	38%	46%	49%
								P			S	S
TOP 2 BOX (NET)	403	192	212	61	46	21	151	97	27	85	137	146
	25%	23%	28%	28%	26%	20%	24%	28%	25%	21%	25%	27%
			K									
10 - Very satisfied	215	96	119	31	24	10	76	54	20	49	67	79
	14%	12%	16%	14%	14%	10%	12%	15%	18%	13%	12%	15%
			K									
9	188	96	92	30	22	11	75	43	8	35	70	68
	12%	12%	12%	14%	12%	11%	12%	12%	7%	9%	13%	13%
8	319	185	134	42	39	22	109	82	26	66	112	118
	20%	22%	18%	19%	22%	22%	17%	23%	24%	17%	21%	22%
		L						P				
7	275	149	127	32	31	21	127	54	10	65	98	97
	17%	18%	17%	15%	17%	21%	20%	15%	10%	16%	18%	18%
						R	R					
6	163	87	76	20	20	9	57	44	13	34	55	61
	10%	10%	10%	9%	11%	8%	9%	13%	12%	9%	10%	11%
5	186	95	91	27	10	16	81	32	20	63	64	50
	12%	11%	12%	13%	6%	15%	13%	9%	18%	16%	12%	9%

				N		N	N		NQ	U		
4	83	51	33	12	10	5	39	12	6	27	31	21
	5%	6%	4%	5%	6%	5%	6%	3%	5%	7%	6%	4%
3	67	32	36	7	10	5	30	14	2	19	19	22
	4%	4%	5%	3%	6%	5%	5%	4%	2%	5%	3%	4%
2	36	17	19	7	1	3	19	5	1	17	9	8
	2%	2%	3%	3%	0%	3%	3%	2%	1%	4%	2%	1%
										TU		
1 - Very dissatisfied	52	25	27	10	9	1	20	9	3	18	17	15
	3%	3%	4%	5%	5%	1%	3%	3%	3%	5%	3%	3%
BOTTOM 2 BOX (NET)	88	42	46	17	10	4	39	14	4	36	26	23
	6%	5%	6%	8%	6%	4%	6%	4%	4%	9%	5%	4%
										TU		
BOTTOM 3 BOX (NET)	156	74	82	24	20	9	69	28	6	55	45	45
	10%	9%	11%	11%	11%	9%	11%	8%	6%	14%	8%	8%
										TU		
MEAN	6.90	6.80	6.90	6.80	6.90	6.80	6.70	7.10	7.00	6.40	6.90	7.10
								P			S	S

Proportions/Means: 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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Recognition you receive from your management team (both formal and informal)

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
TOP 3 BOX (NET)	583	314	269	76	63	27	230	151	35	127	202	211
	37%	38%	36%	35%	36%	27%	36%	43%	32%	32%	37%	39%
								O				
	322	166	156	40	36	14	133	83	17	63	118	114

TOP 2 BOX (NET)	20%	20%	21%	18%	20%	14%	21%	24%	16%	16%	22%	21%
10 - Very satisfied	175	83	92	24	19	9	64	48	10	34	56	70
	11%	10%	12%	11%	11%	9%	10%	14%	9%	8%	10%	13%
9	147	83	65	16	16	5	68	35	7	29	62	44
	9%	10%	9%	7%	9%	5%	11%	10%	7%	7%	11%	8%
8	261	148	112	36	27	13	98	69	18	64	84	97
	16%	18%	15%	16%	16%	13%	15%	20%	17%	16%	16%	18%
7	238	127	111	32	25	18	101	43	20	64	82	77
	15%	15%	15%	14%	14%	17%	16%	12%	18%	16%	15%	14%
6	172	100	72	21	20	14	66	43	9	28	74	62
	11%	12%	10%	9%	11%	14%	11%	12%	8%	7%	14%	11%
5	210	98	111	31	21	16	89	32	22	75	58	59
	13%	12%	15%	14%	12%	15%	14%	9%	20%	19%	11%	11%
4	95	53	41	19	11	6	35	23	1	25	25	38
	6%	6%	5%	9%	6%	6%	5%	7%	1%	6%	5%	7%
3	112	51	62	16	12	10	44	23	7	31	31	41
	7%	6%	8%	7%	7%	9%	7%	7%	7%	8%	6%	8%
2	71	35	36	11	9	8	24	13	6	18	25	25
	4%	4%	5%	5%	5%	8%	4%	4%	6%	5%	5%	5%
1 - Very dissatisfied	106	53	53	14	14	4	43	22	9	28	45	27
	7%	6%	7%	6%	8%	4%	7%	6%	8%	7%	8%	5%
BOTTOM 2 BOX (NET)	177	88	89	25	24	12	67	34	15	45	70	52
	11%	11%	12%	12%	14%	12%	11%	10%	14%	11%	13%	10%
BOTTOM 3 BOX (NET)	290	139	151	41	36	22	111	57	22	77	101	93
	18%	17%	20%	19%	21%	21%	18%	16%	21%	19%	19%	17%
MEAN	6.20	6.30	6.10	6.10	6.10	5.90	6.30	6.50	6.00	6.00	6.20	6.40
												S

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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Options provided by your workplace for career advancement and development

	Province											
	Total	Gender		Province						Income		
		A	Male K	Female L	BC M	AB N	MB/SK O	ON P	PQ Q	ATL R	<\$50K S	\$50K-\$99K T
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
TOP 3 BOX (NET)	505	273	232	71	57	27	203	117	30	112	167	190
	32%	33%	31%	33%	32%	26%	32%	33%	27%	28%	31%	35%
TOP 2 BOX (NET)	267	134	134	46	36	11	102	61	12	60	85	103
	17%	16%	18%	21%	20%	10%	16%	17%	11%	15%	16%	19%
10 - Very satisfied	167	83	84	26	21	6	62	44	8	40	55	58
	11%	10%	11%	12%	12%	6%	10%	13%	7%	10%	10%	11%
9	100	50	50	20	15	4	40	16	5	20	30	45
	6%	6%	7%	9%	8%	4%	6%	5%	4%	5%	6%	8%
8	238	140	98	26	21	16	101	56	18	52	82	87
	15%	17%	13%	12%	12%	16%	16%	16%	16%	13%	15%	16%
7	227	137	90	29	23	18	92	49	15	48	93	73
	14%	16%	12%	13%	13%	18%	15%	14%	14%	12%	17%	14%
6	183	100	83	24	22	18	62	44	14	43	56	74
	12%	12%	11%	11%	12%	17%	10%	13%	13%	11%	10%	14%
5	259	129	130	30	32	11	107	54	24	59	82	99
	16%	15%	17%	14%	18%	11%	17%	15%	22%	15%	15%	18%
4	116	51	65	28	12	5	47	21	3	38	43	25
	7%	6%	9%	13%	7%	5%	7%	6%	3%	10%	8%	5%

				OPQR							U	U	
3	88	41	47	8	7	6	41	17	9	33	19	27	
	6%	5%	6%	4%	4%	6%	7%	5%	8%	8%	4%	5%	
2	73	36	37	9	6	13	29	13	4	16	33	16	
	5%	4%	5%	4%	3%	12%	5%	4%	3%	4%	6%	3%	
						MNPQR						U	
1 - Very dissatisfied	136	65	71	18	17	5	51	35	10	45	47	35	
	9%	8%	9%	8%	10%	5%	8%	10%	9%	12%	9%	7%	
BOTTOM 2 BOX (NET)	209	101	108	27	23	18	79	48	14	62	80	51	
	13%	12%	14%	12%	13%	17%	13%	14%	13%	16%	15%	9%	
										U	U		
BOTTOM 3 BOX (NET)	297	142	155	35	30	24	121	65	23	95	100	78	
	19%	17%	20%	16%	17%	23%	19%	19%	21%	24%	18%	14%	
										U			
MEAN	6.00	6.10	5.80	6.00	6.00	5.70	6.00	6.00	5.70	5.60	6.00	6.30	
													S

Proportions/Means: 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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? Index score

	Gender			Province						Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
TOP 3 BOX (NET)	590	317	274	79	63	34	217	157	42	128	206	218
	37%	38%	36%	36%	36%	33%	34%	45%	39%	32%	38%	40%
								OP				S
	260	136	125	37	37	11	100	63	12	63	87	92

TOP 2 BOX (NET)	16%	16%	17%	17%	21%	11%	16%	18%	11%	16%	16%	17%
					O							
10 - Very satisfied	99	50	49	16	15	4	33	23	8	22	38	31
	6%	6%	6%	7%	9%	3%	5%	7%	8%	6%	7%	6%
9	161	86	76	21	21	8	68	40	4	40	49	60
	10%	10%	10%	9%	12%	7%	11%	11%	4%	10%	9%	11%
					R							
8	330	181	149	42	26	23	116	94	30	65	118	126
	21%	22%	20%	19%	15%	22%	18%	27%	27%	16%	22%	23%
								NP	N			S
7	318	178	140	47	40	21	137	57	16	63	112	121
	20%	21%	19%	22%	23%	20%	22%	16%	15%	16%	21%	22%
												S
6	257	132	125	39	23	21	105	50	18	68	86	86
	16%	16%	17%	18%	13%	20%	17%	14%	17%	17%	16%	16%
5	186	96	90	18	25	8	81	39	15	59	58	58
	12%	11%	12%	8%	14%	7%	13%	11%	14%	15%	11%	11%
4	104	45	59	16	8	11	39	23	7	36	36	22
	7%	5%	8%	7%	5%	11%	6%	7%	6%	9%	7%	4%
										U		
3	74	33	41	10	8	7	27	17	6	27	21	19
	5%	4%	5%	5%	5%	7%	4%	5%	5%	7%	4%	3%
										U		
2	41	24	17	5	7	1	18	6	3	10	18	11
	3%	3%	2%	2%	4%	1%	3%	2%	3%	2%	3%	2%
1 - Very dissatisfied	16	8	8	4	2	0	8	1	1	6	5	4
	1%	1%	1%	2%	1%	-	1%	0%	1%	1%	1%	1%
BOTTOM 2 BOX (NET)	57	32	25	9	9	1	26	7	4	15	23	15
	4%	4%	3%	4%	5%	1%	4%	2%	4%	4%	4%	3%
BOTTOM 3 BOX (NET)	132	65	67	19	17	9	53	24	10	42	44	34
	8%	8%	9%	9%	10%	9%	8%	7%	9%	11%	8%	6%
										U		
MEAN	6.60	6.70	6.60	6.60	6.60	6.40	6.60	6.80	6.50	6.30	6.70	6.80
											S	S

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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

How satisfied are you with each of the following? - Index Score Summary

	Index Score Summary											
	Total	Gender		Province						Income		
		A	Male K	Female L	BC M	AB N	MB/SK O	ON P	PQ Q	ATL R	<\$50K S	\$50K-\$99K T
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
Current work-life balance	6.8	6.7	6.8	6.7	6.7	6.8	6.7	7.1	6.7	6.6	6.6	7.1
								P				ST
Flexibility options provided by your workplace	6.6	6.7	6.6	6.5	6.8	6.4	6.5	7.0	6.3	6.4	6.6	6.8
								MOPR				S
Current compensation	6.2	6.3	6.1	6.1	6.0	6.2	6.2	6.2	6.2	5.6	6.2	6.6
											S	ST
Current benefits package	6.1	6.3	5.8	5.8	6.1	6.0	6.1	6.2	6.1	5.2	6.1	6.6
		L									S	ST
Support you receive from your colleagues (both formal and informal)	6.9	6.8	6.9	6.8	6.9	6.8	6.7	7.1	7.0	6.4	6.9	7.1
								P			S	S
Recognition you receive from your management team (both formal and informal)	6.2	6.3	6.1	6.1	6.1	5.9	6.3	6.5	6.0	6.0	6.2	6.4
												S
Options provided by your workplace for career advancement and development	6.0	6.1	5.8	6.0	6.0	5.7	6.0	6.0	5.7	5.6	6.0	6.3
												S
Work-life balance & flexibility	6.7	6.7	6.7	6.6	6.8	6.6	6.6	7.1	6.5	6.5	6.6	6.9
								MP				ST
Compensation & benefits	6.1	6.3	5.9	6.0	6.1	6.1	6.2	6.2	6.2	5.4	6.1	6.6
		L									S	ST
Support & recognition	6.5	6.6	6.5	6.5	6.5	6.3	6.5	6.8	6.5	6.2	6.6	6.7
											S	S
Options for career advancement	6.0	6.1	5.8	6.0	6.0	5.7	6.0	6.0	5.7	5.6	6.0	6.3
												S
Overall Weighted Index												
TOP 3 BOX (NET)	590	317	274	79	63	34	217	157	42	128	206	218
	37%	38%	36%	36%	36%	33%	34%	45%	39%	32%	38%	40%
								OP				S

TOP 2 BOX (NET)	260	136	125	37	37	11	100	63	12	63	87	92
	16%	16%	17%	17%	21%	11%	16%	18%	11%	16%	16%	17%
					O							
10 - Very satisfied	99	50	49	16	15	4	33	23	8	22	38	31
	6%	6%	6%	7%	9%	3%	5%	7%	8%	6%	7%	6%
9	161	86	76	21	21	8	68	40	4	40	49	60
	10%	10%	10%	9%	12%	7%	11%	11%	4%	10%	9%	11%
					R							
8	330	181	149	42	26	23	116	94	30	65	118	126
	21%	22%	20%	19%	15%	22%	18%	27%	27%	16%	22%	23%
								NP	N			S
7	318	178	140	47	40	21	137	57	16	63	112	121
	20%	21%	19%	22%	23%	20%	22%	16%	15%	16%	21%	22%
												S
6	257	132	125	39	23	21	105	50	18	68	86	86
	16%	16%	17%	18%	13%	20%	17%	14%	17%	17%	16%	16%
5	186	96	90	18	25	8	81	39	15	59	58	58
	12%	11%	12%	8%	14%	7%	13%	11%	14%	15%	11%	11%
4	104	45	59	16	8	11	39	23	7	36	36	22
	7%	5%	8%	7%	5%	11%	6%	7%	6%	9%	7%	4%
										U		
3	74	33	41	10	8	7	27	17	6	27	21	19
	5%	4%	5%	5%	5%	7%	4%	5%	5%	7%	4%	3%
										U		
2	41	24	17	5	7	1	18	6	3	10	18	11
	3%	3%	2%	2%	4%	1%	3%	2%	3%	2%	3%	2%
1 - Very dissatisfied	16	8	8	4	2	0	8	1	1	6	5	4
	1%	1%	1%	2%	1%	-	1%	0%	1%	1%	1%	1%
BOTTOM 2 BOX (NET)	57	32	25	9	9	1	26	7	4	15	23	15
	4%	4%	3%	4%	5%	1%	4%	2%	4%	4%	4%	3%
BOTTOM 3 BOX (NET)	132	65	67	19	17	9	53	24	10	42	44	34
	8%	8%	9%	9%	10%	9%	8%	7%	9%	11%	8%	6%
										U		
MEAN	6.60	6.70	6.60	6.60	6.60	6.40	6.60	6.80	6.50	6.30	6.70	6.80
											S	S

Proportions/Means: 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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024

Based on how you are feeling in your workplace, what would help make you happier?

	Gender		Province							Income		
	Total	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1639	865	774	228	173	116	696	336	90	328	547	634
BASE: WEIGHTED	1587	832	755	218	176	103*	631	349	109*	395	541	539
Getting a raise	910	462	448	129	101	52	384	181	64	210	315	318
	57%	56%	59%	59%	57%	50%	61%	52%	59%	53%	58%	59%
							Q					
Getting a bonus	563	332	231	80	63	42	227	108	43	119	210	193
	35%	40%	31%	37%	36%	41%	36%	31%	39%	30%	39%	36%
		L									S	
Receiving more time off/vacation days	486	242	245	59	49	30	206	99	43	96	172	185
	31%	29%	32%	27%	28%	30%	33%	28%	39%	24%	32%	34%
											S	S
Having more health/dental and other benefits	475	222	253	72	54	29	211	87	23	116	176	149
	30%	27%	34%	33%	31%	28%	33%	25%	21%	29%	32%	28%
			K				QR					
More opportunities to advance	382	203	179	51	37	27	180	65	21	96	136	127
	24%	24%	24%	24%	21%	26%	28%	19%	19%	24%	25%	24%
							Q					
Having more flexibility with work hours and/or hybrid work	352	168	184	52	38	21	155	64	21	60	135	135
	22%	20%	24%	24%	22%	21%	25%	18%	19%	15%	25%	25%
							Q				S	S
Reduced workload	324	169	155	41	33	21	133	72	23	68	109	122
	20%	20%	21%	19%	19%	20%	21%	21%	21%	17%	20%	23%
Being provided more professional development opportunities	263	147	117	38	30	28	116	40	11	66	90	93
	17%	18%	15%	17%	17%	27%	18%	11%	11%	17%	17%	17%
						QR	Q					
	259	135	123	29	22	18	109	67	14	48	108	86

Receiving greater managerial recognition	16%	16%	16%	13%	13%	18%	17%	19%	13%	12%	20%	16%
											S	
Workplace offering more in-person social events/activities	154	80	73	22	15	8	70	33	7	34	54	58
	10%	10%	10%	10%	8%	7%	11%	9%	6%	9%	10%	11%
Nothing	119	61	58	22	17	9	37	33	1	34	37	34
	7%	7%	8%	10%	10%	9%	6%	9%	1%	9%	7%	6%
				R	R	R		R				

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

Overlap formulae used. * small base

Comparison Groups

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Omni March 8th, 2024 (Launch date)

Maru/Blue

March 11th, 2024 (Report date)

11 Mar 2024