



Are you currently employed?

	Age				Generation							Gender		Province							Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U		
BASE: All Respondents	2614	610	826	1178	264	577	701	425	647	1072	1223	1391	359	310	148	1006	601	190	731	859	700		
BASE: WEIGHTED	2614	716	851	1046	338	604	713	389	569	959	1283	1331	351	291	171	996	618	188	886	838	592		
Yes, I'm employed full-time	1069	360	555	154	141	370	447	95	16	110	575	494	136	109	70	469	200	84	180	400	393		
	41%	50%	65%	15%	42%	61%	63%	24%	3%	12%	45%	37%	39%	38%	41%	47%	32%	45%	20%	48%	66%		
Yes, I'm employed part-time	333	180	80	73	108	98	66	36	25	61	151	182	43	37	42	141	53	18	155	108	35		
	13%	25%	9%	7%	32%	16%	9%	9%	4%	6%	12%	14%	12%	13%	24%	14%	9%	9%	18%	13%	6%		
No, I'm not currently employed	1213	176	217	820	89	136	200	258	529	788	557	656	172	144	60	386	365	86	550	329	164		
	46%	25%	25%	78%	26%	23%	28%	66%	93%	82%	43%	49%	49%	50%	35%	39%	59%	46%	62%	39%	28%		

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 Dec 6, 2023
 Maru/Blue
 Dec 7, 2023
 7 Dec 2023

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

	Age				Generation							Gender		Province							Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U		
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504		
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40	171	726	676	179	147	111	610	253	102	336	508	428		
TOP 3 BOX (NET)	614	244	255	114	124	185	209	66	30	96	334	280	86	69	44	236	130	49	131	213	217		
	44%	45%	40%	50%	50%	40%	41%	50%	74%	56%	46%	41%	48%	47%	40%	39%	51%	48%	39%	42%	51%		
TOP 2 BOX (NET)	300	126	115	60	67	85	95	32	21	53	170	131	44	31	20	111	72	23	66	96	113		
	21%	23%	18%	26%	27%	18%	19%	25%	52%	31%	23%	19%	25%	21%	18%	18%	28%	22%	20%	19%	26%		
10 - Very happy	146	74	41	31	34	44	36	19	12	31	87	59	14	15	9	59	31	17	34	46	51		
	10%	14%	6%	14%	14%	10%	7%	14%	30%	18%	12%	9%	8%	10%	8%	10%	12%	17%	10%	9%	12%		
9	155	52	74	28	33	40	59	13	9	22	83	72	30	16	11	51	41	6	33	50	62		
	11%	10%	12%	13%	13%	9%	11%	10%	23%	13%	11%	11%	17%	11%	10%	8%	16%	6%	10%	10%	14%		
8	314	118	141	55	57	100	114	34	9	43	164	149	41	38	24	126	58	26	65	117	105		
	22%	22%	22%	24%	23%	21%	22%	26%	22%	25%	23%	22%	23%	26%	22%	21%	23%	25%	19%	23%	24%		
7	258	98	123	37	39	101	95	20	3	23	125	133	34	27	14	117	48	17	54	99	79		
	18%	18%	19%	16%	16%	22%	19%	16%	7%	13%	17%	20%	19%	19%	13%	19%	19%	17%	16%	19%	19%		
6	173	69	84	20	34	64	63	8	3	11	92	81	17	10	24	86	22	14	49	57	50		
	12%	13%	13%	9%	14%	14%	12%	6%	8%	6%	13%	12%	10%	7%	22%	14%	9%	14%	15%	11%	12%		
5	157	65	72	20	24	58	60	15	1	15	66	91	28	16	14	70	22	7	36	71	35		
	11%	12%	11%	9%	9%	12%	12%	11%	2%	9%	9%	13%	15%	11%	13%	11%	9%	7%	11%	14%	8%		
4	52	22	25	5	9	16	23	3	0	3	30	22	7	9	3	22	9	2	12	18	16		
	4%	4%	4%	2%	4%	3%	5%	3%	-	2%	4%	3%	4%	6%	2%	4%	4%	2%	4%	4%	4%		

3	5%	4%	5%	6%	4%	3%	6%	6%	5%	6%	5%	4%	3%	6%	8%	5%	4%	6%	6%	5%	4%
							F														
2	28	8	12	8	2	11	11	4	0	4	11	17	1	2	1	16	3	4	9	11	4
	2%	1%	2%	4%	1%	2%	2%	3%	-	2%	1%	3%	1%	1%	1%	3%	1%	4%	3%	2%	1%
1 - Very unhappy	53	15	30	9	7	18	20	7	2	9	28	26	1	5	1	35	9	3	24	13	10
	4%	3%	5%	4%	3%	4%	4%	5%	4%	5%	4%	4%	0%	4%	1%	6%	3%	3%	7%	3%	2%
														M		M			TU		
BOTTOM 2 BOX (NET)	81	23	41	17	10	29	30	11	2	13	38	43	2	7	2	52	11	7	34	24	14
	6%	4%	7%	7%	4%	6%	6%	8%	4%	7%	5%	6%	1%	5%	2%	8%	5%	7%	10%	5%	3%
																M			M	TU	
BOTTOM 3 BOX (NET)	148	42	75	30	19	44	63	18	4	22	78	70	7	15	11	79	22	13	53	50	31
	11%	8%	12%	13%	8%	9%	12%	14%	9%	13%	11%	10%	4%	10%	10%	13%	9%	13%	16%	10%	7%
				B		B										M			M	TU	
MEAN	6.80	6.90	6.60	6.90	7.10	6.70	6.80	6.80	8.00	7.10	6.90	6.70	7.10	6.80	6.70	6.50	7.10	6.90	6.40	6.70	7.20
		C				G			EF	GH			P				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 Dec 6, 2023
Maru/Blue
Dec 7, 2023
7 Dec 2023

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40*	171	726	676	179	147	111*	610	253	102*	336	508	428
TOP 3 BOX (NET)	613	212	271	130	107	176	226	72	32	104	321	291	92	64	54	241	119	42	119	219	219
	44%	39%	43%	57%	43%	38%	44%	55%	79%	61%	44%	43%	51%	44%	49%	40%	47%	41%	36%	43%	51%
				BC				FG	EF	GHJ	EF		P								ST
TOP 2 BOX (NET)	355	114	164	77	57	94	138	43	22	66	184	171	55	39	26	137	79	18	82	122	117
	25%	21%	26%	34%	23%	20%	27%	33%	56%	38%	25%	25%	31%	26%	24%	22%	31%	18%	24%	24%	27%
				BC			F	F	EF	GHJ	EF		PR					PR			
10 - Very satisfied	185	62	83	40	31	47	71	19	17	35	101	84	30	16	10	71	43	15	52	59	55
	13%	12%	13%	18%	13%	10%	14%	14%	42%	21%	14%	12%	17%	11%	9%	12%	17%	14%	16%	12%	13%
				B				EF	GHJ	EF											
9	170	52	81	38	26	47	67	25	6	30	83	87	25	23	16	66	36	4	29	62	62
	12%	10%	13%	17%	11%	10%	13%	19%	14%	18%	11%	13%	14%	16%	14%	11%	14%	4%	9%	12%	15%
				B			F	F		F			R	R	R		R				S
8	258	98	108	52	50	82	88	29	9	38	137	120	36	26	28	104	39	24	37	98	102
	18%	18%	17%	23%	20%	18%	17%	22%	23%	22%	19%	18%	20%	17%	25%	17%	16%	23%	11%	19%	24%
																			S	S	
7	237	90	113	35	35	95	81	22	4	26	122	116	26	34	13	95	53	16	58	75	81
	17%	17%	18%	15%	14%	20%	16%	17%	10%	15%	17%	17%	15%	23%	12%	16%	21%	16%	17%	15%	19%
														P							
6	165	74	74	18	34	62	61	9	0	9	101	64	17	12	15	80	22	18	49	57	42
	12%	14%	12%	8%	13%	13%	12%	7%	-	5%	14%	9%	9%	8%	14%	13%	9%	18%	15%	11%	10%
		D			U	U	U			L								Q			
5	182	75	85	22	28	68	69	13	3	16	89	93	22	15	15	90	28	13	45	82	35
	13%	14%	13%	10%	11%	14%	14%	10%	7%	10%	12%	14%	12%	10%	13%	15%	11%	13%	13%	16%	8%
																			U	U	
4	71	39	25	7	20	27	18	6	0	6	31	40	11	8	1	28	17	6	21	27	19
	5%	7%	4%	3%	8%	6%	4%	5%	-	4%	4%	6%	6%	6%	1%	5%	7%	6%	6%	5%	4%
		CD			G																
3	57	29	20	8	15	17	19	5	0	5	27	30	7	3	6	30	9	1	21	21	14
	4%	5%	3%	4%	6%	4%	4%	4%	-	3%	4%	4%	4%	2%	5%	5%	4%	1%	6%	4%	3%
2	26	10	11	5	2	11	8	2	2	4	11	15	1	3	3	16	2	1	8	8	7
	2%	2%	2%	2%	1%	2%	2%	2%	4%	2%	2%	2%	0%	2%	3%	3%	1%	1%	2%	2%	2%
	51	13	36	2	7	12	32	0	0	0	23	28	4	7	3	30	4	4	15	20	12

BOTTOM 3 BOX (NET)	197	78	90	29	33	66	81	16	1	17	91	106	26	28	19	82	32	11	56	80	47
	14%	14%	14%	13%	13%	14%	16%	12%	3%	10%	12%	16%	14%	19%	17%	13%	13%	10%	17%	16%	11%
MEAN	6.60	6.50	6.60	7.00	6.40	6.60	6.50	6.90	8.40	7.30	6.70	6.60	6.90	6.30	6.50	6.50	6.90	6.90	6.30	6.60	7.00
				BC					EFGHJ	EFGH							NP				ST

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 Dec 6, 2023
Maru/Blue
Dec 7, 2023
7 Dec 2023

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40	171	726	676	179	147	111	610	253	102	336	508	428
TOP 3 BOX (NET)	465	170	209	86	84	140	174	45	22	67	263	203	64	47	33	190	98	34	86	160	188
	33%	32%	33%	38%	34%	30%	34%	34%	56%	39%	36%	30%	36%	32%	30%	31%	39%	33%	25%	31%	44%
									EFGHJ	FH	L										ST
TOP 2 BOX (NET)	225	86	95	43	38	72	78	18	18	36	138	87	37	24	13	87	49	14	46	80	87
	16%	16%	15%	19%	15%	15%	15%	14%	45%	21%	19%	13%	21%	16%	11%	14%	19%	14%	14%	16%	20%
									EFGHJ	H	L										S
10 - Very satisfied	99	44	37	18	18	36	29	6	10	16	60	39	16	6	6	41	22	8	19	32	42
	7%	8%	6%	8%	7%	8%	6%	4%	26%	9%	8%	6%	9%	4%	5%	7%	9%	8%	6%	6%	10%
									EFGHJ	H	L										
9	126	43	58	26	20	36	50	12	8	20	78	48	21	18	7	46	27	6	27	48	46
	9%	8%	9%	11%	8%	8%	10%	9%	19%	12%	11%	7%	12%	12%	6%	8%	11%	6%	8%	9%	11%
									EFG	L											
8	241	84	114	43	47	68	95	27	4	31	125	116	26	23	20	103	49	19	39	80	100
	17%	16%	18%	19%	19%	14%	19%	20%	11%	18%	17%	17%	15%	16%	18%	17%	19%	19%	12%	16%	23%
																					ST
7	259	100	120	39	44	93	93	22	6	29	140	118	34	21	26	115	41	22	60	77	91
	18%	19%	19%	17%	18%	20%	18%	17%	15%	17%	19%	18%	19%	14%	23%	19%	16%	22%	18%	15%	21%
																					T
6	171	74	73	24	38	58	57	13	5	18	85	85	22	28	14	69	27	12	48	58	47
	12%	14%	11%	10%	15%	12%	11%	10%	13%	11%	12%	13%	12%	19%	12%	11%	11%	12%	14%	11%	11%
														PQ							
5	184	77	81	26	35	67	61	17	4	20	94	90	26	18	17	76	32	15	50	83	36
	13%	14%	13%	11%	14%	14%	12%	13%	9%	12%	13%	13%	14%	12%	15%	12%	13%	14%	15%	16%	8%
																			U	U	
4	93	37	40	17	15	34	30	11	2	13	43	50	11	13	8	39	18	5	20	43	18
	7%	7%	6%	7%	6%	7%	6%	9%	5%	8%	6%	7%	6%	9%	7%	6%	7%	5%	6%	9%	4%
																					U
3	82	35	33	13	13	33	27	7	1	8	34	48	11	3	5	45	11	6	24	28	23
	6%	7%	5%	6%	5%	7%	5%	6%	2%	5%	5%	7%	6%	2%	5%	7%	4%	5%	7%	6%	5%
																N					
2	46	18	21	7	13	9	20	4	0	4	24	22	2	7	4	24	5	4	11	21	9
	3%	3%	3%	3%	5%	2%	4%	3%	-	2%	3%	3%	1%	5%	4%	4%	2%	4%	3%	4%	2%
					F																
1 - Very dissatisfied	102	28	59	15	6	34	52	11	0	11	42	59	10	9	5	52	21	5	36	39	17
	7%	5%	9%	7%	2%	7%	10%	8%	-	6%	6%	9%	5%	6%	4%	9%	8%	5%	11%	8%	4%
					B		E	EI	E										U	U	
BOTTOM 2 BOX (NET)	148	46	80	22	19	43	71	15	0	15	66	81	12	16	9	76	26	9	48	59	26
	11%	8%	13%	10%	8%	9%	14%	11%	-	9%	9%	12%	6%	11%	8%	12%	10%	9%	14%	12%	6%
						I	EFI	I								M			U	U	
BOTTOM 3 BOX (NET)	229	81	113	35	32	76	98	22	1	23	100	129	23	20	14	121	37	15	71	87	49
	16%	15%	18%	16%	13%	16%	19%	17%	2%	13%	14%	19%	13%	13%	13%	20%	15%	14%	21%	17%	11%
					I	I	I	I		I		K				M			U	U	

MEAN	6.10	6.20	6.10	6.30	6.30	6.10	6.00	6.00	7.70	6.40	6.40	5.90	6.40	6.10	6.20	6.00	6.30	6.30	5.70	6.00	6.80
									EFGHJ	H	L		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 - VW

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 Dec 6, 2023

Maru/Blue

Dec 7, 2023

7 Dec 2023

How satisfied are you with each of the following? Current benefits package

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40*	171	726	676	179	147	111*	610	253	102*	336	508	428
	492	183	228	80	95	152	184	41	21	61	279	213	62	51	44	202	97	36	73	180	202
TOP 3 BOX (NET)	35%	34%	36%	35%	38%	32%	36%	31%	52%	36%	38%	31%	35%	35%	39%	33%	38%	36%	22%	35%	47%
									FGHJ	H	L									S	ST
TOP 2 BOX (NET)	238	90	106	42	47	69	89	21	12	32	139	99	28	30	20	101	44	15	44	84	91
	17%	17%	17%	18%	19%	15%	17%	16%	29%	19%	19%	15%	16%	20%	18%	17%	17%	15%	13%	16%	21%
									F		L										S
10 - Very satisfied	111	42	43	25	24	29	37	13	9	22	70	41	15	13	7	46	23	6	19	47	38
	8%	8%	7%	11%	9%	6%	7%	10%	24%	13%	10%	6%	8%	9%	7%	8%	9%	6%	6%	9%	9%
				C					EFGHJ	FGH	L										
9	127	47	63	17	24	40	53	8	2	10	70	57	13	17	12	55	20	9	25	37	53
	9%	9%	10%	7%	10%	9%	10%	6%	5%	6%	10%	8%	7%	12%	11%	9%	8%	9%	7%	7%	12%
																					ST
8	254	94	122	38	47	83	94	20	9	29	140	114	34	21	24	101	53	21	30	97	111
	18%	17%	19%	17%	19%	18%	18%	15%	23%	17%	19%	17%	19%	14%	22%	17%	21%	21%	9%	19%	26%
																				S	ST
7	217	98	90	29	41	81	77	14	3	18	115	102	34	17	13	94	41	18	52	71	68
	15%	18%	14%	13%	16%	17%	15%	11%	9%	10%	16%	15%	19%	11%	12%	15%	16%	18%	15%	14%	16%
								J													
6	139	53	64	22	25	45	54	13	2	15	81	59	13	15	11	64	26	10	39	43	43
	10%	10%	10%	10%	10%	10%	11%	10%	4%	9%	11%	9%	7%	10%	10%	11%	10%	10%	12%	8%	10%
5	189	67	83	40	28	70	57	28	6	34	97	92	21	26	16	81	32	12	44	92	39
	14%	12%	13%	18%	11%	15%	11%	21%	15%	20%	13%	14%	12%	18%	15%	13%	13%	12%	13%	18%	9%
								EG		EG										U	
4	88	44	36	8	19	32	31	5	1	6	39	49	15	7	4	46	12	4	23	36	21
	6%	8%	6%	3%	8%	7%	6%	4%	2%	4%	5%	7%	8%	5%	4%	8%	5%	4%	7%	7%	5%
																					D
3	71	27	35	10	9	28	27	7	1	8	35	36	7	8	3	34	11	7	29	20	17
	5%	5%	5%	4%	4%	6%	5%	5%	3%	5%	5%	5%	4%	6%	2%	6%	4%	7%	9%	4%	4%
																					TU
2	59	22	27	10	10	19	21	7	1	8	26	33	9	7	8	21	9	4	14	21	17
	4%	4%	4%	4%	4%	4%	4%	6%	1%	5%	4%	5%	5%	5%	7%	3%	4%	4%	4%	4%	4%
1 - Very dissatisfied	146	45	72	29	22	41	63	15	6	21	54	92	19	15	12	67	23	9	61	46	20
	10%	8%	11%	13%	9%	9%	12%	12%	14%	12%	7%	14%	10%	10%	11%	11%	9%	9%	18%	9%	5%
																				TU	U
BOTTOM 2 BOX (NET)	205	67	98	39	32	60	84	23	6	29	80	125	28	22	21	88	33	13	75	67	38
	15%	12%	16%	17%	13%	13%	16%	18%	15%	17%	11%	18%	16%	15%	19%	14%	13%	13%	22%	13%	9%
																				TU	
BOTTOM 3 BOX (NET)	276	94	133	48	41	88	111	30	7	37	115	161	35	30	23	122	44	21	104	87	55
	20%	17%	21%	21%	16%	19%	22%	23%	18%	22%	16%	24%	20%	21%	21%	20%	17%	20%	31%	17%	13%
																				TU	
MEAN	6.00	6.10	6.00	5.90	6.20	6.00	5.90	5.70	6.60	5.90	6.30	5.70	6.00	5.90	6.00	5.90	6.20	6.10	5.20	6.00	6.70
											L									S	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 - VW

Overlap formulae used. * small base

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40	171	726	676	179	147	111	610	253	102	336	508	428
TOP 3 BOX (NET)	484	183	207	94	87	158	158	53	29	81	266	218	67	58	36	188	98	37	97	175	172
	35%	34%	33%	41%	35%	34%	31%	40%	71%	47%	37%	32%	38%	39%	33%	31%	39%	36%	29%	34%	40%
				C					EFGHJ	EFGH							P				S
TOP 2 BOX (NET)	267	95	111	61	48	79	85	31	24	54	150	117	42	28	20	113	49	16	62	95	86
	19%	18%	18%	27%	19%	17%	17%	23%	59%	32%	21%	17%	23%	19%	18%	18%	19%	16%	19%	19%	20%
				BC					EFGHJ	EFGH											
10 - Very satisfied	132	42	54	35	19	36	45	17	15	33	72	59	23	16	8	43	31	11	28	58	33
	9%	8%	9%	16%	8%	8%	9%	13%	38%	19%	10%	9%	13%	11%	7%	7%	12%	11%	8%	11%	8%
				BC					EFGHJ	EFGH			P				P				
9	135	53	57	25	29	44	40	13	9	22	77	58	19	11	12	70	18	5	34	37	53
	10%	10%	9%	11%	12%	9%	8%	10%	21%	13%	11%	9%	10%	8%	11%	11%	7%	5%	10%	7%	12%
									FG												T
8	217	88	96	33	39	79	73	22	5	27	116	101	26	30	16	75	50	20	35	80	87
	16%	16%	15%	15%	16%	17%	14%	17%	12%	16%	16%	15%	14%	21%	15%	12%	20%	20%	10%	16%	20%
														P			P				S
7	213	81	91	41	37	72	78	23	4	27	112	101	28	19	14	96	39	17	40	78	73
	15%	15%	14%	18%	15%	15%	15%	18%	10%	16%	15%	15%	16%	13%	13%	16%	15%	17%	12%	15%	17%
	150	72	66	11	37	50	56	7	0	7	78	72	22	13	11	66	27	11	52	49	38
	11%	13%	10%	5%	15%	11%	11%	5%	-	4%	11%	11%	12%	9%	10%	11%	11%	11%	16%	10%	9%
				D																	TU
5	227	90	107	31	41	77	87	19	3	22	117	110	25	27	23	100	38	15	58	87	59
	16%	17%	17%	13%	17%	16%	17%	14%	9%	13%	16%	16%	14%	18%	21%	16%	15%	14%	17%	17%	14%
4	78	33	34	11	10	31	27	9	1	10	42	36	10	8	7	37	13	3	20	30	25
	6%	6%	5%	5%	4%	7%	5%	7%	3%	6%	6%	5%	6%	5%	6%	6%	5%	3%	6%	6%	6%
3	80	34	35	10	13	35	25	5	1	6	42	38	6	10	8	37	14	4	26	26	21
	6%	6%	6%	4%	5%	7%	5%	4%	3%	4%	6%	6%	4%	7%	7%	6%	6%	4%	8%	5%	5%
2	58	21	31	6	11	19	26	2	0	2	26	32	10	3	7	28	8	1	12	20	20
	4%	4%	5%	2%	4%	4%	5%	2%	-	1%	4%	5%	5%	2%	6%	5%	3%	1%	4%	4%	5%
								J													
1 - Very dissatisfied	112	27	62	22	13	26	58	13	2	14	44	68	11	10	5	57	15	14	30	43	21
	8%	5%	10%	10%	5%	6%	11%	10%	4%	8%	6%	10%	6%	7%	4%	9%	6%	14%	9%	8%	5%
				B																	
BOTTOM 2 BOX (NET)	169	48	93	28	24	45	84	15	2	17	69	100	21	13	12	85	23	15	42	62	41
	12%	9%	15%	12%	10%	10%	16%	12%	4%	10%	10%	15%	12%	9%	11%	14%	9%	15%	13%	12%	10%
				B																	
BOTTOM 3 BOX (NET)	249	82	129	38	37	80	109	20	3	23	111	138	27	23	20	123	38	19	68	89	61
	18%	15%	20%	17%	15%	17%	21%	16%	7%	13%	15%	20%	15%	15%	18%	20%	15%	19%	20%	17%	14%
MEAN	6.10	6.20	5.90	6.50	6.30	6.10	5.80	6.40	8.10	6.80	6.30	5.90	6.40	6.30	6.00	5.90	6.40	6.10	5.80	6.10	6.40
				C					G	EFGHJ	FGH	L					P				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 Dec 6, 2023
 Maru/Blue
 Dec 7, 2023
 7 Dec 2023

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40*	171	726	676	179	147	111*	610	253	102*	336	508	428
TOP 3 BOX (NET)	421	171	166	84	92	119	141	44	24	69	249	172	59	51	32	159	83	38	88	156	151
	30%	32%	26%	37%	37%	26%	27%	34%	61%	40%	34%	25%	33%	34%	29%	26%	33%	37%	26%	31%	35%
				C	FG				EF	GHJ	FGH	L						P			S
TOP 2 BOX (NET)	223	95	80	49	57	57	68	25	16	42	131	92	35	26	8	85	48	21	51	88	73
	16%	18%	13%	21%	23%	12%	13%	19%	41%	24%	18%	14%	19%	18%	8%	14%	19%	21%	15%	17%	17%
		C		C	FG			F	EF	GHJ	FGH	L		O	O			O	O		
10 - Very satisfied	111	50	34	27	30	28	29	12	12	24	65	46	19	17	4	39	22	10	24	48	32
	8%	9%	5%	12%	12%	6%	6%	10%	30%	14%	9%	7%	11%	12%	4%	6%	9%	10%	7%	9%	7%
		C		C	FG				EF	GHJ	FGH										
9	112	44	46	22	26	29	40	13	4	17	66	47	16	9	4	46	26	11	26	40	42
	8%	8%	7%	9%	11%	6%	8%	10%	11%	10%	9%	7%	9%	6%	4%	8%	10%	11%	8%	8%	10%
	198	76	86	36	35	63	73	19	8	27	118	79	24	24	24	74	35	17	37	68	78
	14%	14%	14%	16%	14%	13%	14%	14%	20%	16%	16%	12%	13%	17%	21%	12%	14%	17%	11%	13%	18%
											L				P						S
7	210	95	87	27	33	91	67	18	1	19	115	95	22	18	17	91	42	20	42	76	66
	15%	18%	14%	12%	13%	19%	13%	14%	2%	11%	16%	14%	13%	12%	15%	15%	17%	20%	12%	15%	15%
						GU	I	I		I											
6	167	69	83	16	26	64	65	9	4	12	87	80	21	13	15	77	32	9	44	56	56
	12%	13%	13%	7%	10%	14%	13%	7%	9%	7%	12%	12%	12%	9%	14%	13%	13%	8%	13%	11%	13%
		D	D			HJ															
5	271	93	130	48	44	85	106	29	7	36	126	145	36	22	21	124	50	19	70	104	68
	19%	17%	20%	21%	18%	18%	21%	22%	17%	21%	17%	21%	20%	15%	19%	20%	20%	18%	21%	20%	16%
	84	39	38	7	21	34	25	4	0	4	35	50	16	12	6	35	14	1	23	33	21
	6%	7%	6%	3%	8%	7%	5%	3%	-	2%	5%	7%	9%	8%	5%	6%	5%	1%	7%	6%	5%
		D			J	J								R	R						
3	73	28	27	18	10	27	24	11	1	12	33	40	6	11	6	37	13	0	18	33	16
	5%	5%	4%	8%	4%	6%	5%	8%	2%	7%	5%	6%	4%	7%	5%	6%	5%	0	5%	6%	4%
			C											R		R					
2	67	23	34	10	15	17	29	7	0	7	35	32	6	7	5	34	10	5	24	18	19
	5%	4%	5%	4%	6%	4%	6%	5%	-	4%	5%	5%	3%	5%	5%	6%	4%	5%	7%	4%	5%
	107	21	69	17	8	30	56	10	3	13	46	61	12	13	10	52	10	10	28	32	30
	8%	4%	11%	7%	3%	6%	11%	7%	8%	8%	6%	9%	7%	9%	9%	9%	4%	10%	8%	6%	7%
			B				EF									Q					
BOTTOM 2 BOX (NET)	174	44	103	27	23	47	85	16	3	20	81	94	18	20	15	86	20	15	51	50	50
	12%	8%	16%	12%	9%	10%	17%	12%	8%	11%	11%	14%	10%	14%	13%	14%	8%	15%	15%	10%	12%
			B				EF									Q			T		
BOTTOM 3 BOX (NET)	248	73	130	45	33	74	109	27	4	32	114	134	25	30	21	123	33	15	69	83	66
	18%	13%	21%	20%	13%	16%	21%	21%	10%	18%	16%	20%	14%	21%	19%	20%	13%	15%	21%	16%	15%
			B	B			E								Q						
MEAN	5.90	6.20	5.60	6.10	6.40	5.90	5.70	6.00	7.30	6.30	6.20	5.70	6.10	5.90	5.80	5.70	6.30	6.30	5.70	6.10	6.20
		C		C	G				EF	GHJ	GH	L					P				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 Dec 6, 2023
Manu/Blue
Dec 7, 2023
7 Dec 2023

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40*	171	726	676	179	147	111*	610	253	102*	336	508	428

TOP 3 BOX (NET)	495	200	206	89	106	145	170	50	25	75	274	221	64	60	38	192	102	39	88	177	188
	35%	37%	33%	39%	43%	31%	33%	38%	62%	44%	38%	33%	36%	41%	34%	31%	40%	39%	26%	35%	44%
TOP 2 BOX (NET)	225	98	81	46	50	66	69	24	17	41	129	96	37	24	13	83	51	17	46	79	85
	16%	18%	13%	20%	20%	14%	13%	18%	41%	24%	18%	14%	21%	16%	12%	14%	20%	16%	14%	16%	20%
10 - Very satisfied	66	23	26	17	11	16	24	8	8	15	39	27	10	8	2	24	19	3	13	27	20
	5%	4%	4%	7%	4%	3%	5%	6%	19%	9%	5%	4%	5%	5%	1%	4%	8%	3%	4%	5%	5%
9	159	75	55	29	40	50	45	16	9	25	90	70	28	16	12	59	32	13	33	52	65
	11%	14%	9%	13%	16%	11%	9%	12%	23%	15%	12%	10%	15%	11%	11%	10%	13%	13%	10%	10%	15%
8	270	102	125	43	55	79	102	26	8	34	145	125	27	36	25	109	51	23	42	99	103
	19%	19%	20%	19%	22%	17%	20%	20%	20%	20%	20%	18%	15%	24%	22%	18%	20%	22%	13%	19%	24%
7	293	104	140	49	41	109	106	31	6	37	151	142	46	20	16	115	67	28	74	97	94
	21%	19%	22%	22%	16%	23%	21%	23%	16%	22%	21%	21%	26%	14%	14%	19%	27%	27%	22%	19%	22%
6	228	92	111	25	39	90	84	12	4	16	116	113	27	20	25	124	27	6	62	86	64
	16%	17%	17%	11%	15%	19%	16%	9%	9%	9%	16%	17%	15%	14%	22%	20%	11%	6%	18%	17%	15%
5	191	85	73	33	39	67	63	17	4	22	86	105	26	25	17	73	33	16	47	78	39
	14%	16%	11%	14%	16%	14%	12%	13%	11%	13%	12%	15%	14%	17%	15%	12%	13%	16%	14%	15%	9%
4	87	27	45	14	15	20	43	9	1	9	52	35	7	15	9	43	7	6	26	36	19
	6%	5%	7%	6%	6%	4%	8%	7%	2%	5%	7%	5%	4%	10%	8%	7%	3%	6%	8%	7%	5%
3	54	19	26	9	4	20	22	7	0	7	23	31	8	3	4	30	7	3	19	17	13
	4%	4%	4%	4%	2%	4%	4%	5%	-	4%	3%	5%	4%	2%	4%	5%	3%	3%	6%	3%	3%
2	37	10	20	7	3	13	15	5	0	5	18	20	1	1	1	23	9	3	14	12	7
	3%	2%	3%	3%	1%	3%	3%	4%	-	3%	2%	3%	1%	1%	1%	4%	3%	2%	4%	2%	2%
1 - Very dissatisfied	16	3	13	0	2	5	10	0	0	0	6	10	0	3	1	9	1	2	5	5	3
	1%	1%	2%	-	1%	1%	2%	-	-	-	1%	1%	-	2%	1%	2%	0%	2%	1%	1%	1%
BOTTOM 2 BOX (NET)	53	13	33	7	5	18	25	5	0	5	24	29	1	4	2	32	9	5	19	17	10
	4%	2%	5%	3%	2%	4%	5%	4%	-	3%	3%	4%	1%	3%	2%	5%	4%	5%	6%	3%	2%
BOTTOM 3 BOX (NET)	107	32	60	16	10	38	47	12	0	12	47	61	9	7	6	62	16	7	38	34	24
	8%	6%	9%	7%	4%	8%	9%	9%	-	7%	6%	9%	5%	5%	5%	10%	6%	7%	11%	7%	6%
MEAN	6.60	6.70	6.40	6.80	6.80	6.50	6.40	6.70	7.80	6.90	6.70	6.50	6.90	6.60	6.50	6.40	6.90	6.70	6.20	6.60	7.00
		C		C	G				EFGHJ	FGH		L		P			P			S	ST

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 Dec 6, 2023

Maru/Blue

Dec 7, 2023

7 Dec 2023

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

	Age				Generation							Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504	
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40	171	726	676	179	147	111	610	253	102	336	508	428	
Current work-life balance	6.8	6.6	6.8	7.4	6.7	6.7	6.8	7.4	8.4	7.6	6.9	6.7	7.2	6.9	6.9	6.6	7.2	6.8	6.5	6.7	7.1	
				BC				EF	EF	EF			P				P				ST	
Flexibility options provided by your workplace	6.6	6.5	6.6	7.0	6.4	6.6	6.5	6.9	8.4	7.3	6.7	6.6	6.9	6.3	6.5	6.5	6.9	6.9	6.3	6.6	7.0	
				BC					EF	EF							NP				ST	

Current compensation	6.1	6.2	6.1	6.3	6.3	6.1	6.0	6.0	7.7	6.4	6.4	5.9	6.4	6.1	6.2	6.0	6.3	6.3	5.7	6.0	6.8
									EFGHJ	H	L		P								ST
Current benefits package	6.0	6.1	6.0	5.9	6.2	6.0	5.9	5.7	6.6	5.9	6.3	5.7	6.0	5.9	6.0	5.9	6.2	6.1	5.2	6.0	6.7
																					S
Support you receive from your colleagues (both formal and informal)	6.7	6.7	6.6	7.1	6.6	6.7	6.6	7.1	8.0	7.3	6.9	6.6	6.7	6.7	6.5	6.6	7.2	6.7	6.3	6.7	7.1
				BC					EFGHJ	EFG							OP				S
Recognition you receive from your management team (both formal and informal)	6.1	6.2	5.9	6.5	6.3	6.1	5.8	6.4	8.1	6.8	6.3	5.9	6.4	6.3	6.0	5.9	6.4	6.1	5.8	6.1	6.4
				C				G	EFGHJ	FGH	L		P				P				S
Options provided by your workplace for career advancement and development	5.9	6.2	5.6	6.1	6.4	5.9	5.7	6.0	7.3	6.3	6.2	5.7	6.1	5.9	5.8	5.7	6.3	6.3	5.7	6.1	6.2
		C		C	G				EFGHJ	GH	L						P				S
Work-life balance & flexibility	6.7	6.6	6.7	7.2	6.6	6.6	6.6	7.2	8.4	7.4	6.8	6.6	7.0	6.6	6.7	6.5	7.1	6.8	6.4	6.6	7.0
				BC				EFG	EFGHJ	EFGH			P				P				ST
Compensation & benefits	6.1	6.1	6.0	6.1	6.3	6.0	6.0	5.9	7.2	6.2	6.3	5.8	6.2	6.0	6.1	5.9	6.3	6.2	5.4	6.0	6.7
									EFGHJ	H	L										S
Support & recognition	6.4	6.4	6.3	6.8	6.4	6.4	6.2	6.7	8.0	7.0	6.6	6.3	6.6	6.5	6.3	6.2	6.8	6.4	6.1	6.4	6.8
				BC				G	EFGHJ	EFGH	L						P				ST
Options for career advancement	5.9	6.2	5.6	6.1	6.4	5.9	5.7	6.0	7.3	6.3	6.2	5.7	6.1	5.9	5.8	5.7	6.3	6.3	5.7	6.1	6.2
		C		C	G				EFGHJ	GH	L						P				S
Overall Weighted Index																					
TOP 3 BOX (NET)	495	200	206	89	106	145	170	50	25	75	274	221	64	60	38	192	102	39	88	177	188
	35%	37%	33%	39%	43%	31%	33%	38%	62%	44%	38%	33%	36%	41%	34%	31%	40%	39%	26%	35%	44%
				FG					EFGHJ	FGH							P				S
TOP 2 BOX (NET)	225	98	81	46	50	66	69	24	17	41	129	96	37	24	13	83	51	17	46	79	85
	16%	18%	13%	20%	20%	14%	13%	18%	41%	24%	18%	14%	21%	16%	12%	14%	20%	16%	14%	16%	20%
		C		C	G				EFGHJ	FGH			P				P				
10 - Very satisfied	66	23	26	17	11	16	24	8	8	15	39	27	10	8	2	24	19	3	13	27	20
	5%	4%	4%	7%	4%	3%	5%	6%	19%	9%	5%	4%	5%	5%	1%	4%	8%	3%	4%	5%	5%
									EFGHJ	FGH							P				
9	159	75	55	29	40	50	45	16	9	25	90	70	28	16	12	59	32	13	33	52	65
	11%	14%	9%	13%	16%	11%	9%	12%	23%	15%	12%	10%	15%	11%	11%	10%	13%	13%	10%	10%	15%
		C			G				FG	G			P								T
8	270	102	125	43	55	79	102	26	8	34	145	125	27	36	25	109	51	23	42	99	103
	19%	19%	20%	19%	22%	17%	20%	20%	20%	20%	20%	18%	15%	24%	22%	18%	20%	22%	13%	19%	24%
																					S
7	293	104	140	49	41	109	106	31	6	37	151	142	46	20	16	115	67	28	74	97	94
	21%	19%	22%	22%	16%	23%	21%	23%	16%	22%	21%	21%	26%	14%	14%	19%	27%	27%	22%	19%	22%
														N				NOP	N		
6	228	92	111	25	39	90	84	12	4	16	116	113	27	20	25	124	27	6	62	86	64
	16%	17%	17%	11%	15%	19%	16%	9%	9%	9%	16%	17%	15%	14%	22%	20%	11%	6%	18%	17%	15%
				D		HJ	J						R		QR	QR					
5	191	85	73	33	39	67	63	17	4	22	86	105	26	25	17	73	33	16	47	78	39
	14%	16%	11%	14%	16%	14%	12%	13%	11%	13%	12%	15%	14%	17%	15%	12%	13%	16%	14%	15%	9%
																					U
4	87	27	45	14	15	20	43	9	1	9	52	35	7	15	9	43	7	6	26	36	19
	6%	5%	7%	6%	6%	4%	8%	7%	2%	5%	7%	5%	4%	10%	8%	7%	3%	6%	8%	7%	5%
							F							MQ		Q					
3	54	19	26	9	4	20	22	7	0	7	23	31	8	3	4	30	7	3	19	17	13
	4%	4%	4%	4%	2%	4%	4%	5%	-	4%	3%	5%	4%	2%	4%	5%	3%	3%	6%	3%	3%
2	37	10	20	7	3	13	15	5	0	5	18	20	1	1	1	23	9	3	14	12	7
	3%	2%	3%	3%	1%	3%	3%	4%	-	3%	2%	3%	1%	1%	1%	4%	3%	2%	4%	2%	2%
																M					
1 - Very dissatisfied	16	3	13	0	2	5	10	0	0	0	6	10	0	3	1	9	1	2	5	5	3
	1%	1%	2%	-	1%	1%	2%	-	-	-	1%	1%	-	2%	1%	2%	0%	2%	1%	1%	1%
			BD																		
BOTTOM 2 BOX (NET)	53	13	33	7	5	18	25	5	0	5	24	29	1	4	2	32	9	5	19	17	10
	4%	2%	5%	3%	2%	4%	5%	4%	-	3%	3%	4%	1%	3%	2%	5%	4%	5%	6%	3%	2%
				B												M		M		U	
BOTTOM 3 BOX (NET)	107	32	60	16	10	38	47	12	0	12	47	61	9	7	6	62	16	7	38	34	24
	8%	6%	9%	7%	4%	8%	9%	9%	-	7%	6%	9%	5%	5%	5%	10%	6%	7%	11%	7%	6%
							EI	I								M			U		
MEAN	6.60	6.70	6.40	6.80	6.80	6.50	6.40	6.70	7.80	6.90	6.70	6.50	6.90	6.60	6.50	6.40	6.90	6.70	6.20	6.60	7.00
		C		C	G				EFGHJ	FGH	L		P				P				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

(1) Very pessimistic	229	56	131	42	21	62	112	28	4	33	87	142	35	28	16	99	29	21	70	78	51
	16%	10%	21%	18%	9%	13%	22%	22%	11%	19%	12%	21%	20%	19%	15%	16%	11%	21%	21%	15%	12%
BOTTOM 2 BOX (NET)	618	181	320	116	80	187	268	65	18	83	293	324	85	77	40	270	97	48	168	220	167
	44%	34%	50%	51%	32%	40%	52%	50%	44%	49%	40%	48%	48%	52%	36%	44%	38%	48%	50%	43%	39%
MEAN	2.60	2.80	2.40	2.40	2.90	2.60	2.40	2.40	2.60	2.40	2.70	2.40	2.50	2.40	2.60	2.60	2.70	2.40	2.50	2.60	2.70
		CD			FGHJ	GHJ					L				N	N	NR				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 - VW

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 Dec 6, 2023

Maru/Blue

Dec 7, 2023

7 Dec 2023

Heading into 2024, how optimistic do you feel about the following work-related activities? Being able to take time off

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 26)	Millennials (27 to 42)	Gen X (43 to 58)	Boomers II (59 to 68)	Boomers I+ (69+)	Boomers+ (59+)	Male	Female	BC	AB	MB/SK	ON	PQ	ATL	<\$50K	\$50K-\$99K	\$100K+
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
BASE: If Selected Code 1,2 In SCR1	1416	492	649	275	202	480	532	149	53	202	685	731	185	153	95	632	249	102	275	492	504
BASE: WEIGHTED	1401	540	634	227	249	468	514	131	40*	171	726	676	179	147	111*	610	253	102*	336	508	428
TOP 2 BOX (NET)	1050	395	476	179	182	349	379	104	36	140	537	513	137	104	83	459	191	76	230	382	337
	75%	73%	75%	79%	73%	75%	74%	80%	90%	82%	74%	76%	76%	71%	75%	75%	76%	74%	69%	75%	79%
(4) Very optimistic	471	181	208	83	95	138	168	46	25	70	249	222	56	47	46	184	104	35	106	161	163
	34%	33%	33%	36%	38%	29%	33%	35%	61%	41%	34%	33%	31%	32%	41%	30%	41%	34%	32%	32%	38%
(3) Somewhat optimistic	579	214	268	96	86	212	211	58	11	70	288	290	81	57	37	276	87	40	124	221	174
	41%	40%	42%	42%	35%	45%	41%	45%	28%	41%	40%	43%	45%	39%	34%	45%	35%	40%	37%	43%	41%
(2) Somewhat pessimistic	235	91	112	32	42	78	96	17	2	18	128	107	30	33	16	98	42	16	64	93	60
	17%	17%	18%	14%	17%	17%	19%	13%	4%	11%	18%	16%	17%	22%	14%	16%	17%	16%	19%	18%	14%
(1) Very pessimistic	117	55	45	16	25	40	39	10	2	13	60	56	13	10	12	52	19	10	42	33	31
	8%	10%	7%	7%	10%	9%	8%	8%	6%	7%	8%	8%	7%	7%	11%	9%	8%	10%	12%	7%	7%
BOTTOM 2 BOX (NET)	351	145	158	48	67	119	135	27	4	31	188	163	42	43	28	151	61	26	105	126	92
	25%	27%	25%	21%	27%	25%	26%	20%	10%	18%	26%	24%	24%	29%	25%	25%	24%	26%	31%	25%	21%
MEAN	3.00	3.00	3.00	3.10	3.00	3.00	3.00	3.10	3.40	3.20	3.00	3.00	3.00	3.00	3.10	3.00	3.10	3.00	2.90	3.00	3.10
									EF	GHJ	FGH										

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 - VW

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 Dec 6, 2023

Maru/Blue

Dec 7, 2023

7 Dec 2023