



Are you currently employed?

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	2662	696	817	1149	327	638	684	448	565	1013	1299	1363	369	303	172	1030	603	185	755	860	732
BASE: WEIGHTED	2662	729	867	1066	358	653	707	425	521	945	1306	1356	357	296	174	1014	629	191	907	845	607
	1013	332	556	125	130	373	436	65	9	74	561	452	119	114	70	425	193	92	176	362	389
Yes, I'm employed full-time	38%	45%	64%	12%	36%	57%	62%	15%	2%	8%	43%	33%	33%	38%	40%	42%	31%	48%	19%	43%	64%
		D	BD		HIJ	EHIJ	EHIJ	IJ		I	L			Q	Q	MQ		MQ		S	ST
Yes, I'm employed part-time	37%	17%	11%	9%	10%	11%	8%	4%	3%	7%	19%	18%	4%	4%	3%	15%	7%	2%	15%	11%	6%
	14%	24%	13%	9%	30%	17%	11%	11%	6%	8%	15%	14%	12%	14%	22%	15%	12%	10%	17%	14%	11%
		CD	D		FGHIJ	GHIJ	IJ	IJ		I					MQR					U	
No, I'm not currently employed	1273	226	200	847	120	168	190	313	482	795	555	718	194	140	65	433	361	79	572	366	153
	48%	31%	23%	7%	34%	26%	27%	7%	9%	43%	53%	54%	47%	38%	43%	57%	41%	63%	43%	25%	
		C		BC	F		EFG	EFGHJ	EFGH		K		OPR				NOPR		TU	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
 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 February 9th, 2024
 Maru/Blue
 February 12th, 2024
 12 Feb 2024

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 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39	150	751	638	163	156	109	581	268	112	334	479	453
TOP 3 BOX (NET)	636	220	278	138	113	190	225	76	32	108	344	292	84	77	50	233	131	60	137	211	234
	46%	44%	42%	63%	47%	39%	44%	68%	83%	72%	46%	46%	52%	49%	46%	40%	49%	54%	41%	44%	52%
				BC			EFG	EFG	EFG				P			P		P			ST
TOP 2 BOX (NET)	335	128	123	84	60	111	94	43	26	70	186	149	47	40	23	118	78	29	75	100	132
	24%	25%	18%	38%	25%	23%	18%	39%	68%	46%	25%	23%	29%	26%	21%	20%	29%	26%	22%	21%	29%
		C		BC			EFG	EFGHJ	EFGH				P			P					T
10 - Very happy	186	85	60	42	39	72	37	20	18	38	100	86	25	21	15	66	37	22	45	47	79
	13%	17%	9%	19%	16%	15%	7%	18%	47%	25%	13%	13%	15%	14%	13%	11%	14%	19%	13%	10%	17%
		C		C	G	G	G	EFGHJ	FGH							P					T
9	149	44	63	42	21	39	58	24	8	32	86	63	22	19	8	52	41	7	30	53	53
	11%	9%	9%	19%	9%	8%	11%	21%	21%	21%	11%	10%	13%	12%	8%	9%	15%	7%	9%	11%	12%
				BC			EFG	EF	EFG							PR					
8	301	91	155	54	53	79	130	33	6	39	158	143	38	36	27	116	53	31	62	111	102
	22%	18%	23%	25%	22%	16%	25%	30%	15%	26%	21%	22%	23%	23%	25%	20%	20%	28%	19%	23%	22%
				B	F	F	F			F											
7	266	102	136	28	42	112	96	14	2	16	142	124	30	33	19	121	44	19	65	95	89
	19%	20%	20%	13%	18%	23%	19%	12%	6%	11%	19%	19%	18%	21%	17%	21%	16%	17%	19%	20%	20%
		D	D		HIJ	J															
6	146	62	73	11	27	60	51	8	1	8	86	60	11	9	11	65	33	16	37	47	46
	11%	12%	11%	5%	11%	12%	10%	7%	1%	5%	12%	9%	7%	6%	10%	11%	12%	14%	11%	10%	10%
		D	D		J													N			
5	167	66	79	21	26	63	71	7	0	7	90	76	15	19	12	75	40	6	56	57	44
	12%	13%	12%	10%	11%	13%	14%	7%	-	5%	12%	12%	9%	12%	11%	13%	15%	5%	17%	12%	10%
					I	IJ	HIJ									R	R		U		

4	46	22	20	4	13	17	14	1	1	2	26	20	3	2	3	29	7	3	11	18	14
	3%	4%	3%	2%	6%	4%	3%	1%	1%	1%	3%	3%	2%	1%	2%	5%	3%	3%	3%	4%	3%
																N					
3	61	12	43	6	7	23	28	3	1	3	30	31	10	7	6	26	9	5	11	22	14
	4%	2%	6%	3%	3%	5%	5%	2%	1%	2%	4%	5%	6%	4%	6%	4%	3%	4%	3%	5%	3%
			BD																		
2	27	8	15	4	4	7	13	1	2	3	12	15	1	7	4	14	1	1	7	12	5
	2%	2%	2%	2%	2%	2%	2%	1%	6%	2%	2%	2%	1%	5%	3%	2%	0%	1%	2%	2%	1%
														MQ	Q	Q					
1 - Very unhappy	40	11	23	6	6	13	19	1	0	2	20	20	8	3	4	18	4	2	11	16	8
	3%	2%	3%	3%	3%	3%	4%	1%	1%	1%	3%	3%	5%	2%	3%	3%	2%	2%	3%	3%	2%
BOTTOM 2 BOX (NET)	67	19	37	10	10	20	31	2	3	5	32	35	9	10	7	32	5	3	18	28	13
	5%	4%	6%	5%	4%	4%	6%	2%	7%	3%	4%	5%	6%	7%	7%	5%	2%	3%	5%	6%	3%
													Q	Q	Q						U
BOTTOM 3 BOX (NET)	128	31	81	16	17	43	60	5	3	8	62	66	19	17	14	57	14	8	29	50	27
	9%	6%	12%	7%	7%	9%	12%	5%	8%	6%	8%	10%	12%	11%	12%	10%	5%	7%	9%	10%	6%
			B				HJ						Q	Q	Q						U
MEAN	6.90	7.00	6.70	7.50	7.00	6.90	6.70	7.80	8.50	8.00	7.00	6.90	7.10	7.00	6.80	6.70	7.20	7.30	6.80	6.80	7.30
		C		BC				EFG	EFG	EFG							P	P			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 February 9th, 2024
Maru/Blue
February 12th, 2024
12 Feb 2024

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

	Total	Age			Generation						Gender		Province						Income		
		'18-34	'35-54	'55+	Gen Z (18 to 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39	150	751	638	163	156	109	581	268	112	334	479	453
Flexibility options provided by your workplace	676	206	322	149	102	208	254	77	36	113	367	309	92	85	54	256	131	58	148	221	243
	49%	41%	48%	68%	43%	43%	49%	69%	93%	75%	49%	48%	56%	54%	50%	44%	49%	52%	44%	46%	54%
			B	BC				EFG	EFGHJ	EFGH			P	P							ST
Support you receive from your colleagues (both formal and informal)	658	210	311	137	94	206	253	71	35	106	354	304	85	79	49	250	141	55	132	223	248
	47%	42%	47%	63%	40%	42%	49%	64%	90%	70%	47%	48%	52%	51%	45%	43%	53%	49%	39%	47%	55%
				BC			E	EFG	EFGHJ	EFGH							P				ST
Current work-life balance	653	196	322	135	95	197	254	70	37	107	345	308	94	75	49	240	140	55	141	214	250
	47%	39%	48%	62%	40%	41%	49%	63%	95%	71%	46%	48%	57%	48%	45%	41%	52%	49%	42%	45%	55%
			B	BC			EF	EFG	EFGHJ	EFGH			P				P				ST
Recognition you receive from your management team (both formal and informal)	560	188	247	125	91	172	196	65	36	101	312	248	82	69	41	198	122	48	116	181	210
	40%	37%	37%	57%	38%	36%	38%	58%	92%	67%	41%	39%	51%	44%	37%	34%	46%	43%	35%	38%	46%
				BC				EFG	EFGHJ	EFGH			P	P			P				ST
Current benefits package	539	183	266	91	78	179	215	44	23	67	311	228	67	68	37	210	101	56	102	179	222
	39%	36%	40%	42%	33%	37%	42%	40%	60%	45%	41%	36%	41%	43%	34%	36%	38%	50%	31%	37%	49%
							E	EFGHJ	EH	L								OPQ			ST
Current compensation	506	170	227	109	84	153	184	55	30	85	283	222	71	60	38	194	101	42	94	161	216
	36%	34%	34%	50%	35%	31%	36%	49%	78%	57%	38%	35%	44%	38%	35%	33%	38%	37%	28%	34%	48%
				BC				EFG	EFGHJ	EFGH			P								ST
Options provided by your workplace for career advancement and development	474	166	211	97	74	162	166	49	24	73	271	203	64	57	38	180	92	42	97	164	179
	34%	33%	32%	44%	31%	33%	32%	44%	62%	48%	36%	32%	39%	37%	35%	31%	34%	38%	29%	34%	39%
				BC				EFG	EFG	EFG											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
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Uppercase letters indicate significance at the 95% level.
 Omni February 9th, 2024
 Maru/Blue
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 12 Feb 2024

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39*	150	751	638	163	156	109*	581	268	112*	334	479	453
Flexibility options provided by your workplace	425	112	208	105	58	117	166	49	35	84	229	196	58	64	37	154	74	38	97	144	141
	31%	22%	31%	48%	24%	24%	32%	44%	90%	56%	30%	31%	36%	41%	34%	27%	27%	34%	29%	30%	31%
			B	BC			F	EFG	EFGHJ	EFGH			P	PQ							
Current work-life balance	375	99	188	88	45	112	146	43	30	73	192	183	57	44	26	139	80	29	88	111	146
	27%	20%	28%	40%	19%	23%	28%	38%	77%	48%	26%	29%	35%	28%	24%	24%	30%	26%	26%	23%	32%
			B	BC			E	EFG	EFGHJ	EFGH			P								T
Support you receive from your colleagues (both formal and informal)	370	106	176	88	47	113	136	49	24	73	206	163	48	46	32	140	70	33	78	121	141
	27%	21%	26%	40%	20%	23%	26%	44%	62%	49%	27%	26%	30%	29%	30%	24%	26%	30%	23%	25%	31%
				BC				EFG	EFG	EFGH											S
Recognition you receive from your management team (both formal and informal)	306	92	137	77	39	107	95	40	26	66	187	119	45	39	26	108	63	25	65	106	106
	22%	18%	21%	35%	17%	22%	18%	36%	66%	44%	25%	19%	27%	25%	24%	19%	24%	22%	20%	22%	23%
				BC				EFG	EFGHJ	EFGH	L		P								
Current benefits package	276	88	125	63	33	93	106	28	17	44	171	105	31	42	21	104	48	29	60	87	112
	20%	18%	19%	29%	14%	19%	20%	25%	43%	29%	23%	16%	19%	27%	20%	18%	18%	26%	18%	18%	25%
				BC				E	EFGH	EFGH	L			PQ							ST
Options provided by your workplace for career advancement and development	260	86	104	70	41	85	77	37	21	57	163	98	38	35	17	100	48	21	61	80	98
	19%	17%	16%	32%	17%	17%	15%	33%	53%	38%	22%	15%	24%	22%	16%	17%	18%	19%	18%	17%	22%
				BC				EFG	EFGHJ	EFGH	L										
Current compensation	240	84	93	62	35	80	76	27	22	49	144	96	38	35	16	84	45	22	47	74	99
	17%	17%	14%	28%	15%	16%	15%	24%	58%	33%	19%	15%	23%	23%	15%	14%	17%	19%	14%	15%	22%
				BC				G	EFGHJ	EFGH				P	P						ST

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

	Age				Generation						Gender		Province						Income		
	Total	'18-34	'35-54	'55+	Gen Z (18 to 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39*	150	751	638	163	156	109*	581	268	112*	334	479	453
Current benefits package	184	58	95	31	24	67	71	18	3	21	81	102	16	20	17	82	37	13	62	66	33
	13%	11%	14%	14%	10%	14%	14%	16%	9%	14%	11%	16%	10%	13%	16%	14%	14%	11%	19%	14%	7%
												K								U	U
Options provided by your workplace for career advancement and development	166	49	94	23	25	58	70	12	0	12	86	80	17	23	12	78	22	14	47	59	39
	12%	10%	14%	10%	11%	12%	14%	11%	-	8%	11%	12%	10%	14%	11%	13%	8%	13%	14%	12%	9%
			B		I	I	I	IJ							Q					U	
Recognition you receive from your management team (both formal and informal)	139	39	81	19	23	43	65	8	1	8	67	73	11	19	8	73	17	11	44	53	29
	10%	8%	12%	9%	10%	9%	13%	7%	1%	6%	9%	11%	7%	12%	8%	13%	6%	10%	13%	11%	6%
			B				J									MQ			U	U	

Current compensation	128	39	68	21	25	40	52	11	1	12	62	66	11	12	12	64	19	10	38	52	23
	9%	8%	10%	10%	11%	8%	10%	10%	3%	8%	8%	10%	7%	8%	11%	11%	7%	9%	11%	11%	5%
Flexibility options provided by your workplace	113	45	54	14	22	46	40	6	0	6	63	51	17	12	10	50	16	7	34	52	23
	8%	9%	8%	6%	9%	9%	8%	5%	-	4%	8%	8%	11%	8%	9%	9%	6%	7%	10%	11%	5%
Current work-life balance	78	31	40	7	17	33	26	2	0	2	54	24	14	8	1	35	16	4	23	32	18
	6%	6%	6%	3%	7%	7%	5%	1%	-	1%	7%	4%	9%	5%	1%	6%	6%	3%	7%	7%	4%
Support you receive from your colleagues (both formal and informal)	75	31	35	10	14	29	28	4	0	4	43	32	13	5	4	33	11	9	26	30	14
	5%	6%	5%	4%	6%	6%	5%	4%	-	3%	6%	5%	8%	3%	4%	6%	4%	8%	8%	6%	3%

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
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Comparison Groups
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Omni February 9th, 2024
Maru/Blue
February 12th, 2024
12 Feb 2024

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

	Total	Age				Generation						Gender		Province						Income		
		'18-34	'35-54	'55+	Gen Z (18 to 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547	
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39*	150	751	638	163	156	109*	581	268	112*	334	479	453	
Options provided by your workplace for career advancement and development	251	89	126	36	42	92	96	20	1	20	132	119	23	30	15	123	36	24	75	93	57	
	18%	18%	19%	17%	18%	19%	19%	18%	1%	14%	18%	19%	14%	19%		21%	14%	21%	22%	19%	13%	
					I	I	I	IJ		I						Q			U	U		
Current benefits package	241	79	122	40	36	86	92	22	5	27	111	129	24	26	21	107	46	17	83	86	47	
	17%	16%	18%	18%	15%	18%	18%	20%	12%	18%	15%	20%	15%	17%	20%	18%	17%	15%	25%	18%	10%	
																			TU	U		
Recognition you receive from your management team (both formal and informal)	225	77	122	26	36	86	90	13	1	14	114	111	21	26	14	114	36	15	70	77	57	
	16%	15%	18%	12%	15%	18%	17%	12%	1%	9%	15%	17%	13%	16%	13%	20%	14%	13%	21%	16%	13%	
				D	I	IJ	IJ												U			
Current compensation	203	68	105	31	36	71	81	14	1	15	96	107	21	22	17	90	35	17	61	84	37	
	15%	13%	16%	14%	15%	15%	16%	12%	3%	10%	13%	17%	13%	14%	16%	16%	13%	16%	18%	18%	8%	
					I	I	I												U	U		
Flexibility options provided by your workplace	170	67	81	21	28	69	64	9	0	9	90	79	21	20	16	78	26	8	52	70	36	
	12%	13%	12%	10%	12%	14%	12%	8%	-	6%	12%	12%	13%	13%	15%	13%	10%	7%	15%	15%	8%	
					I	IJ	IJ												U	U		
Current work-life balance	137	61	64	12	34	53	46	4	0	4	87	50	19	10	10	64	27	8	40	55	27	
	10%	12%	10%	6%	14%	11%	9%	3%	-	2%	12%	8%	11%	6%	9%	11%	10%	7%	12%	12%	6%	
				D	GHJ	HJ	J				L								U	U		
Support you receive from your colleagues (both formal and informal)	133	56	57	20	29	48	48	7	0	7	76	57	14	16	13	59	21	10	43	52	28	
	10%	11%	9%	9%	12%	10%	9%	7%	-	5%	10%	9%	9%	10%	12%	10%	8%	9%	13%	11%	6%	
					IJ														U	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. * 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 February 9th, 2024
Maru/Blue
February 12th, 2024
12 Feb 2024

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 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39*	150	751	638	163	156	109*	581	268	112*	334	479	453
TOP 3 BOX (NET)	563	190	250	124	87	183	198	65	31	96	305	259	79	67	41	206	117	53	107	192	215
	41%	38%	38%	57%	37%	38%	38%	58%	80%	64%	41%	41%	49%	43%	37%	35%	44%	47%	32%	40%	48%
				BC				EFG	EFGHJ	EFGH			P				P		S		ST
TOP 2 BOX (NET)	269	96	97	76	44	86	77	35	26	62	154	115	40	37	20	87	59	26	53	83	115
	19%	19%	15%	35%	19%	18%	15%	32%	68%	41%	20%	18%	25%	24%	18%	15%	22%	23%	16%	17%	25%
				BC				EFG	EFGHJ	EFGH			P	P			P				ST
10 - Very satisfied	89	25	39	25	9	30	29	11	11	22	57	33	16	18	8	24	15	9	21	26	35
	6%	5%	6%	11%	4%	6%	6%	10%	28%	15%	8%	5%	10%	11%	7%	4%	5%	8%	6%	5%	8%
				BC				E	EFGHJ	EFGH			P	P							
9	180	70	58	51	36	56	48	24	16	40	97	83	24	19	12	63	45	17	32	57	80
	13%	14%	9%	23%	15%	12%	9%	22%	41%	26%	13%	13%	15%	12%	11%	11%	17%	15%	10%	12%	18%
		C		BC	G			FG	EFGHJ	EFGH							P				ST
8	294	94	153	47	43	97	121	29	5	34	151	143	39	30	21	119	58	27	54	109	100
	21%	19%	23%	22%	18%	20%	23%	26%	12%	23%	20%	22%	24%	19%	19%	20%	22%	24%	16%	23%	22%
																				S	
7	259	93	138	28	47	87	104	18	3	21	147	112	27	29	23	116	46	17	68	92	82
	19%	18%	21%	13%	20%	18%	20%	16%	7%	14%	20%	18%	17%	19%	21%	20%	17%	16%	20%	19%	18%
				D																	
6	209	90	98	22	43	84	68	13	2	14	114	95	21	21	15	87	43	22	57	59	73
	15%	18%	15%	10%	18%	17%	13%	11%	4%	10%	15%	15%	13%	13%	14%	15%	16%	20%	17%	12%	16%
				D	IJ	J															
5	169	75	70	23	33	58	66	9	3	12	97	72	15	17	13	85	30	9	55	60	39
	12%	15%	11%	11%	14%	12%	13%	8%	7%	8%	13%	11%	9%	11%	12%	15%	11%	8%	17%	13%	9%
				C															U		
4	93	28	54	11	10	42	39	2	1	2	39	54	8	8	7	43	20	6	22	36	24
	7%	6%	8%	5%	4%	9%	8%	2%	1%	2%	5%	8%	5%	5%	6%	7%	7%	6%	7%	8%	5%
					HJ	HJ															
3	46	11	30	5	10	10	22	3	0	3	25	21	4	7	6	21	8	0	13	16	11
	3%	2%	4%	2%	4%	2%	4%	3%	-	2%	3%	3%	3%	5%	5%	4%	3%	-	4%	3%	2%
														R	R						
2	32	15	16	2	6	15	10	1	0	1	15	17	2	4	3	17	2	4	7	15	6
	2%	3%	2%	1%	3%	3%	2%	1%	-	1%	2%	3%	2%	3%	3%	3%	1%	4%	2%	3%	1%
																	Q				
1 - Very dissatisfied	17	2	11	4	1	6	8	1	0	1	9	7	6	1	1	7	1	0	5	8	3
	1%	0%	2%	2%	0%	1%	2%	1%	-	1%	1%	1%	4%	1%	1%	1%	1%	-	1%	2%	1%
																	PQ				
BOTTOM 2 BOX (NET)	49	17	27	5	7	21	19	2	0	2	24	25	9	5	4	23	3	4	12	23	9
	3%	3%	4%	2%	3%	4%	4%	2%	-	1%	3%	4%	5%	3%	4%	4%	1%	4%	4%	5%	2%
																	Q				U
BOTTOM 3 BOX (NET)	94	28	56	10	17	31	41	5	0	5	49	45	13	13	10	44	11	4	25	40	19
	7%	6%	8%	5%	7%	6%	8%	5%	-	3%	7%	7%	8%	8%	9%	8%	4%	4%	7%	8%	4%
																					U
MEAN	6.70	6.70	6.60	7.30	6.70	6.60	6.60	7.50	8.50	7.70	6.80	6.70	7.00	6.90	6.70	6.50	6.90	7.10	6.50	6.60	7.10
				BC				EFG	EFGHJ	EFGH			P				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 February 9th, 2024

Maru/Blue

February 12th, 2024

12 Feb 2024

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 27)	Millennials (28 to 43)	Gen X (44 to 59)	Boomers II (60 to 69)	Boomers I+ (70+)	Boomers+ (60+)	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	1448	532	657	259	242	511	519	132	44	176	773	675	177	157	113	618	274	109	272	494	547	
BASE: WEIGHTED	1389	503	667	219	237	485	516	112	39*	150	751	638	163	156	109*	581	268	112*	334	479	453	
Current work-life balance	6.9	6.5	7.0	7.5	6.4	6.6	7.0	7.6	9.2	8.0	6.8	7.0	7.1	7.1	6.9	6.7	7.1	7.0	6.7	6.7	7.3	
			B	BC			EF	EFG	EFGHJ	EFGH			P				P				ST	
Flexibility options provided by your workplace	6.9	6.5	6.9	7.7	6.5	6.6	7.0	7.8	9.4	8.2	6.9	6.8	7.0	7.2	6.9	6.7	7.0	7.2	6.6	6.7	7.2	
			B	BC			EF	EFG	EFGHJ	EFGH				P								ST
Current compensation	6.3	6.3	6.2	6.8	6.2	6.2	6.3	6.7	8.4	7.2	6.4	6.2	6.7	6.5	6.3	6.1	6.4	6.5	6.0	6.1	6.9	
				BC				F	EFGHJ	EFGH			P									ST
Current benefits package	6.2	6.2	6.2	6.3	6.2	6.1	6.3	6.2	7.1	6.4	6.4	6.0	6.4	6.5	6.0	6.1	6.2	6.7	5.7	6.1	6.9	
								EF			L							P		S	ST	
Support you receive from your colleagues (both formal and informal)	6.9	6.7	6.9	7.5	6.6	6.7	6.9	7.8	8.8	8.1	6.9	7.0	7.1	7.0	6.8	6.7	7.1	7.0	6.5	6.8	7.3	
				BC				EFG	EFGHJ	EFGH								P			ST	
Recognition you receive from your management team (both formal and informal)	6.4	6.4	6.2	7.1	6.4	6.2	6.3	7.3	8.8	7.7	6.6	6.2	6.9	6.5	6.4	6.1	6.7	6.7	6.0	6.4	6.7	
				BC				EFG	EFGHJ	EFGH	L		P				P	P			ST	
Options provided by your workplace for career advancement and	6.1	6.1	5.9	6.6	6.0	6.0	5.9	6.6	8.1	7.0	6.2	5.9	6.4	6.1	6.1	5.9	6.3	6.0	5.8	6.1	6.4	
				BC				FG	EFGHJ	EFGH											ST	
Work-life balance & flexibility	6.9	6.5	6.9	7.6	6.5	6.6	7.0	7.7	9.3	8.1	6.9	6.9	7.1	7.1	6.9	6.7	7.0	7.1	6.6	6.7	7.3	
			B	BC			EF	EFG	EFGHJ	EFGH				P			P				ST	
Compensation & benefits	6.3	6.3	6.2	6.5	6.2	6.2	6.3	6.5	7.7	6.8	6.4	6.1	6.6	6.5	6.2	6.1	6.3	6.6	5.8	6.1	6.9	
								EFGHJ	EFGH	L			P					P			ST	
Support & recognition	6.7	6.5	6.6	7.3	6.5	6.5	6.6	7.5	8.8	7.9	6.7	6.6	7.0	6.8	6.6	6.4	6.9	6.9	6.3	6.6	7.0	
				BC				EFG	EFGHJ	EFGH			P				P				ST	
Options for career advancement	6.1	6.1	5.9	6.6	6.0	6.0	5.9	6.6	8.1	7.0	6.2	5.9	6.4	6.1	6.1	5.9	6.3	6.0	5.8	6.1	6.4	
				BC				FG	EFGHJ	EFGH											ST	
Overall Weighted Index																						
TOP 3 BOX (NET)	563	190	250	124	87	183	198	65	31	96	305	259	79	67	41	206	117	53	107	192	215	
	41%	38%	38%	57%	37%	38%	38%	58%	80%	64%	41%	41%	49%	43%	37%	35%	44%	47%	32%	40%	48%	
				BC				EFG	EFGHJ	EFGH			P				P	P		S	ST	
TOP 2 BOX (NET)	269	96	97	76	44	86	77	35	26	62	154	115	40	37	20	87	59	26	53	83	115	
	19%	19%	15%	35%	19%	18%	15%	32%	68%	41%	20%	18%	25%	24%	18%	15%	22%	23%	16%	17%	25%	
				BC				EFG	EFGHJ	EFGH			P	P			P				ST	
10 - Very satisfied	89	25	39	25	9	30	29	11	11	22	57	33	16	18	8	24	15	9	21	26	35	
	6%	5%	6%	11%	4%	6%	6%	10%	28%	15%	8%	5%	10%	11%	7%	4%	5%	8%	6%	5%	8%	
				BC				E	EFGHJ	EFGH			P	P								
9	180	70	58	51	36	56	48	24	16	40	97	83	24	19	12	63	45	17	32	57	80	
	13%	14%	9%	23%	15%	12%	9%	22%	41%	26%	13%	13%	15%	12%	11%	11%	17%	15%	10%	12%	18%	
			C	BC		G		FG	EFGHJ	EFGH							P				ST	
8	294	94	153	47	43	97	121	29	5	34	151	143	39	30	21	119	58	27	54	109	100	
	21%	19%	23%	22%	18%	20%	23%	26%	12%	23%	20%	22%	24%	19%	19%	20%	22%	24%	16%	23%	22%	
																				S		
7	259	93	138	28	47	87	104	18	3	21	147	112	27	29	23	116	46	17	68	92	82	
	19%	18%	21%	13%	20%	18%	20%	16%	7%	14%	20%	18%	17%	19%	21%	20%	17%	16%	20%	19%	18%	
				D																		
6	209	90	98	22	43	84	68	13	2	14	114	95	21	21	15	87	43	22	57	59	73	
	15%	18%	15%	10%	18%	17%	13%	11%	4%	10%	15%	15%	13%	13%	14%	15%	16%	20%	17%	12%	16%	
					IJ	J																
5	169	75	70	23	33	58	66	9	3	12	97	72	15	17	13	85	30	9	55	60	39	
	12%	15%	11%	11%	14%	12%	13%	8%	7%	8%	13%	11%	9%	11%	12%	15%	11%	8%	17%	13%	9%	
				C															U			
4	93	28	54	11	10	42	39	2	1	2	39	54	8	8	7	43	20	6	22	36	24	
	7%	6%	8%	5%	4%	9%	8%	2%	1%	2%	5%	8%	5%	5%	6%	7%	7%	6%	7%	8%	5%	
						HJ	HJ						K									
3	46	11	30	5	10	10	22	3	0	3	25	21	4	7	6	21	8	0	13	16	11	
	3%	2%	4%	2%	4%	2%	4%	3%	-	2%	3%	3%	3%	5%	5%	4%	3%	-	4%	3%	2%	
														R	R							
2	32	15	16	2	6	15	10	1	0	1	15	17	2	4	3	17	2	4	7	15	6	
	2%	3%	2%	1%	3%	3%	2%	1%	-	1%	2%	3%	2%	3%	3%	3%	1%	4%	2%	3%	1%	
																	Q					

1 - Very dissatisfied	17	2	11	4	1	6	8	1	0	1	9	7	6	1	1	7	1	0	5	8	3
	1%	0%	2%	2%	0%	1%	2%	1%	-	1%	1%	1%	4%	1%	1%	1%	1%	-	1%	2%	1%
BOTTOM 2 BOX (NET)	49	17	27	5	7	21	19	2	0	2	24	25	9	5	4	23	3	4	12	23	9
	3%	3%	4%	2%	3%	4%	4%	2%	-	1%	3%	4%	5%	3%	4%	4%	1%	4%	4%	5%	2%
BOTTOM 3 BOX (NET)	94	28	56	10	17	31	41	5	0	5	49	45	13	13	10	44	11	4	25	40	19
	7%	6%	8%	5%	7%	6%	8%	5%	-	3%	7%	7%	8%	8%	9%	8%	4%	4%	7%	8%	4%
MEAN	6.70	6.70	6.60	7.30	6.70	6.60	6.60	7.50	8.50	7.70	6.80	6.70	7.00	6.90	6.70	6.50	6.90	7.10	6.50	6.60	7.10
				BC				EFG	EFGHJ	EFGH				P			P	P			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 February 9th, 2024

Maru/Blue

February 12th, 2024

12 Feb 2024