

# Healthy Work Survey Report - for [organization here]

Thank you for completing the Healthy Work Survey for organizations. We hope these findings will open a dialogue at all levels of your organization, to begin making work healthier for all.

The results of this report are based on a [%] participation rate between [dates here]. We encourage you to consider the sociodemographic characteristics of this sample of your organization and whether age, gender, race, occupation and other characteristics are broadly similar to the whole organization. This will ensure your sample is representative.

The following 10 page report is comprehensive. This coversheet summarizes the major findings that are "red flagged" as the most significant because compared to the U.S. population, your organization's risk level is higher or the % of people at risk is higher than the US %

Next Steps? Please see Page 2 "What's Next" for resources and ideas.



## Work Stressors

High demands 39%  
High workload 48%  
Low job control 47%  
Low decision making 40%  
Low supervisor support 33%  
Low promotion opportunities 44%  
High emotional labor 51%

## Workplace Justice

Witness bullying 26%  
Sexual harassment 5%

Feelings of discrimination due to:

Age 20%  
Gender 18%  
Race/ethnicity 10%

## Physical Hazards

Nothing major to report

## Work Arrangements

Nothing major to report

EXAMPLE

## Precarious employment

Nothing major to report

## COVID-19 impacts

- Work from home at present 46%
- Don't know if employer has an infection control program 36%
- Extremely/very concerned about bringing virus home to family 40%
- No training in PPE use 58%
- Lack of a say or influence on health & safety at workplace 43%
- Toxic/poor/fair, not so good psychological health and safety climate 53%

## Health

- Physical hlth not good 14 days+ 12%
- Mental hlth not good 14 days + 30%
- Depression 32%
- Burnout/exhaustion very/often 51%
- Trouble sleeping (often) 42%
- Stressful work very/often 52%
- Backpain 36%
- Missed work 1-13/30 days 35%

## Sociodemographics

61% Female, 37% Male  
64% Ages 35 to 64  
69% White, 8% Black, 8% Latino, 8% Asian..  
59% Bachelors/Graduate Degree

Occupation ▼

Industry ▼

Age ▼

Source ▼

Gender ▼

Race/Ethnicity ▼

Education ▼

Sample Size

## 148

## Survey results of the main psychosocial work stressor risks\*

	U.S. AVG	GROUP AVG	Group Level	% High Risk	Alert
High Demands	6.1	7.1	High Risk	39.2	
High Workload	4.0	4.6	High Risk	48.0	
Low Resources	4.4	4.8	Intermediate Risk	27.0	
Low Job Control	8.8	9.8	High Risk	46.6	
Low Decision-making	3.5	4.1	High Risk	39.9	
Low Skill Utilization	5.3	5.6	Intermediate Risk	27.7	
Low Supervisor Support	3.4	4.0	High Risk	32.9	
Low Coworker Support	3.4	3.7	Intermediate Risk	23.4	
Work-Family Conflict	4.3	4.8	Intermediate Risk	33.1	
Low Rewards	11.2	10.9	Intermediate Risk	27.7	
Low Promotion Opp	4.5	5.2	High Risk	43.8	
Low Safety Climate	3.3	3.7	Intermediate Risk	19.7	

### Interpretating your organization's results

These results from the Healthy Work Survey show your group's overall "risk" for some of the most common, health-damaging work stressors (psychosocial risks). To establish risk levels, your organization's data were compared to the U.S. working population from the Quality of Work Life surveys.

**\*Definitions** - see Page 2

**U.S. Avg** - is the average (mean) score for the U.S. population.

**Group Avg** - is the average score for your group (a higher average means higher stress).

**Group Level** - is the overall level of risk for your group/organization based on national score ranges.

**High Risk** means that your group average falls into the highest range of scores and compared to most others in the U.S. working population, your group's level of risk for a particular work stressor is higher.

**Intermediate risk** means your group average falls into the middle range of scores and you are reporting the same risk as the US population. **Low risk** means that your group average falls into the lowest range of scores and you are at less risk than the US population. Being intermediate or low risk does not mean there should be no concern about these work stressors, as there are still some individuals who may be at increased risk. They may not be as much of a priority as the high risk stressors.

**% High Risk** - is the % of individuals in your organization that have scores in the highest risk level (they have scores well above average).

**Alert** - If you receive a **red box** by any one of these work-related psychosocial stressors, this means that your group average score AND the % of people at high risk in your organization is higher than the national average and national % at high risk and that this needs attention.

## Percentage exposed to other psychosocial risks

### High Emotional Labor

# 50.0%

% Job is "always/often" emotionally demanding

# 50.7%

% Always/often hide feelings at work

### Low Organizational Justice

# 21.6%

% reporting policies and practices are NOT applied consistently

Occupation ▾

Industry ▾

Age ▾

Source ▾

Gender ▾

Race/Ethnicity ▾

Education ▾

## Description of work-related psychosocial stressors

**High Job Demands** indicates a challenging workload, work pace and/or conflicting demands, often interrupted by demands from different sources making it more difficult to finish tasks. High job demands can be harmful to individual health especially when coupled with a lack of job control (job strain) and or **inadequate resources** (support, equipment, staffing).

**Low Job Control** indicates less autonomy over decisions affecting work tasks (**decision-making authority**); less "say" or voice about making improvements in working conditions or participating with management in decision-making about the organization. Job control can be improved by designing jobs that encourage creativity, provide opportunities to learn new things, and develop or use special skills or abilities (**skill utilization**).

**Low Supervisor/Coworker Support** indicates receiving insufficient important sources of support from supervisor(s) or coworkers (help, feedback, showing an interest in employees) than is health protective.

**Work-family conflict** is a lack of time and energy to adequately meet both the demands of work and non-work life simultaneously. You come home too tired after work to do the things you enjoy or you have so much work that it prevents you from spending time with family or friends or on personal interests. This stressor has been associated with burnout and other health issues.

**Low Rewards** include a lack of fair compensation, **fair promotion opportunities**, **job security** and a respectful work culture. Having low rewards despite high efforts (demands) is called "effort-reward imbalance." ERI contributes to depression, poor health behaviors, and cardiovascular diseases.

**Low Safety Climate** indicates management practices that fail to prioritize the safety of workers, taking shortcuts when it comes to worker health and safety. A healthy work environment should be free of physical hazards.

**Emotionally demanding** jobs dealing with the public sometimes require workers to hide their authentic feelings as a required part of the job, leading to burnout and other health problems. If you have a workforce that reports high emotional demands, and **more than 30%** express that they frequently "hide feelings", it may be necessary to address **emotional labor** to prevent burnout and high turnover.

**Organizational injustice** measures whether workers believe they are being treated unfairly or with disrespect. Those reporting low organizational justice are more likely to become ill, miss work days or leave a job. Having **more than 30%** of individuals who believe that policies and practices are not being applied adequately can indicate a problem that an organization should address.

## What's next?

For more information on these psychosocial work stressor risks go to:

<https://healthywork.org/resources/principles-of-healthy-work/>

For more information on how to implement a process to improve the health and well-being of your organization, please go to: <https://healthywork.org/resources/healthy-work-tools/>

For strategies other organizations have used to make workplace improvements, please go to:

<https://healthywork.org/resources/healthy-work-strategies/>

Occupation ▾ Industry ▾ Age ▾ Source ▾

Gender ▾ Race/Ethnicity ▾ Education ▾

### Workplace Bullying (currently experiencing repeated mistreatment, abusive conduct)

**18.2%**  
Bullying  
(% experienced personally)

**26.4%**  
Bullying  
(% witnessed)

Source of abusive conduct

Client <b>10</b>	Coworker <b>14</b>	Manager <b>17</b>	Subordinate <b>3</b>	None <b>-</b>
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Source of the witnessed abusive conduct

Client <b>13</b>	Coworker <b>25</b>	Manager <b>21</b>	Subordinate <b>4</b>	None <b>-</b>
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**U.S. Workplace Bullying**

**30%** Bullying (U.S.% experienced personally)

**17%** Bullying (% U.S. witnessed)

In 2020, the Workplace Bullying Institute conducted its annual representative national survey, showing an increase in workplace bullying from 17% (2007) to 30% in 2020. During the pandemic, 43% of remote workers reported being bullied during online meetings. Workplace bullying is a significant stressor that negatively affects health and productivity, can result in loss of promotion prospects, financial reward, and turnover.

<https://workplacebullying.org/2021-wbi-survey/>

### Workplace Sexual Harassment (in the last 12 months)

**5.4%**  
Sexual harassment  
(% experienced personally)

Source of sexual harassment

Client <b>4</b>	Coworker <b>4</b>	Manager <b>3</b>	Subordinate <b>-</b>	None <b>-</b>
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**U.S. Workplace Sexual Harassment**

**3%**  
(U.S.% experienced in the last 12 months)

Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. It is also illegal to harass a woman (for example) by making offensive comments about women in general. Discrimination is when an employer treats an employee unfavorably because of age, gender, race, sexual orientation, disability etc.

### Percent of current group reporting they felt discriminated against due to:

None <b>66.2%</b>	Gender <b>18.2%</b>	Age <b>19.6%</b>	Race/ Ethnicity <b>9.5%</b>	Religion/ Nationality <b>2.7%</b>	Sexual Orientation/ Gender Identity <b>2.7%</b>
<b>Percent of U.S. workers</b>	<b>5.8%</b>	<b>8%</b>	<b>4.9%</b>	Not Available	Not Available

Both **workplace harassment and discrimination** are illegal in the United States. However, most working people may never report their experiences much less file a complaint. The experience can have long lasting effects on individual's mental health, physical health and financial well-being. Both also create an exclusionary work environment that can be extremely stressful and limit the productivity of an organization.

<https://www.eeoc.gov/employees>

<https://www.eeoc.gov/employers>

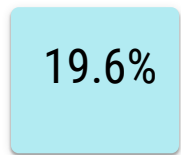
<https://healthywork.org/employers/healthy-work-tools-employers/>  
<https://healthywork.org/resources/healthy-work-strategies/>

Occupation ▾ Industry ▾ Age ▾ Source ▾

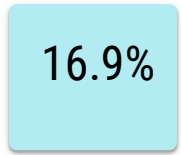
Gender ▾ Race/Ethnicity ▾ Education ▾

### In your main job how often are you exposed to ...

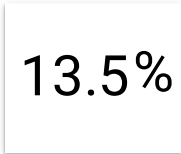
Vapors, gas, dust or fumes  
% daily/weekly



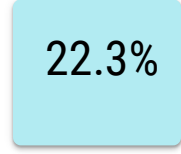
Extreme temperatures (hot/cold)  
% daily/weekly



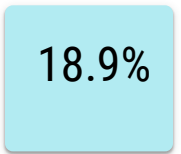
High physical effort on the  
job (% Very Hard/Hard)



Excessive noise  
% daily/weekly



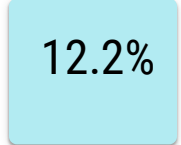
Heavy lifting (>50 lbs)  
% daily/weekly



How much of a problem are **dangerous tools, machinery, or equipment** for you?  
% Sizable/Great Problem



How much do your supervisors use **electronic monitoring** to keep track of what you do?  
% "A lot"



**Electronic monitoring** of workers may occur in a variety of ways including: recording of employees' telephone conversations; use of videocameras to monitor employees' activities; monitoring the contents of employees' e-mails; electronically tracking the location of employees when using company vehicles [or hand-held scanners].

### Percentage exposed to **physical violence** in the workplace (in the last 12 months)

4.1%

2.7%

Personally experienced physical violence (assault)

Witnessed physical violence

#### Source of the physical violence

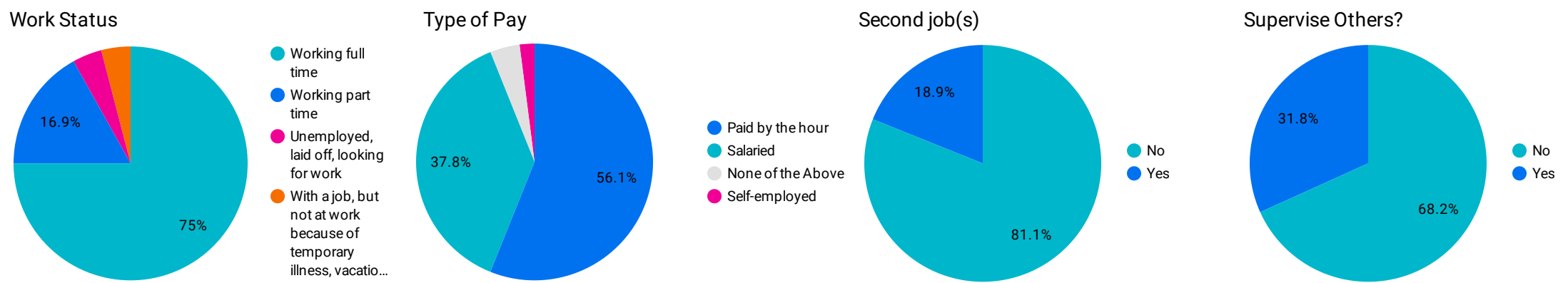
Client <b>5</b>	Coworker <b>3</b>	Manager -	Subordinate -	None -
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#### Source of the witnessed physical violence

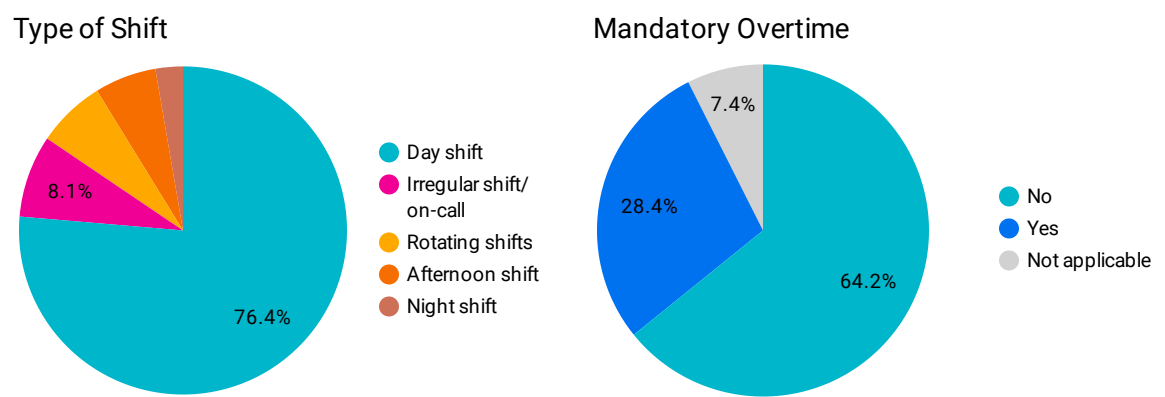
Client <b>4</b>	Coworker -	Manager -	Subordinate -	None -
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Occupation  Industry  Age  Source   
 Gender  Race/Ethnicity  Education

## Type of Employment, Work Hours and Arrangements



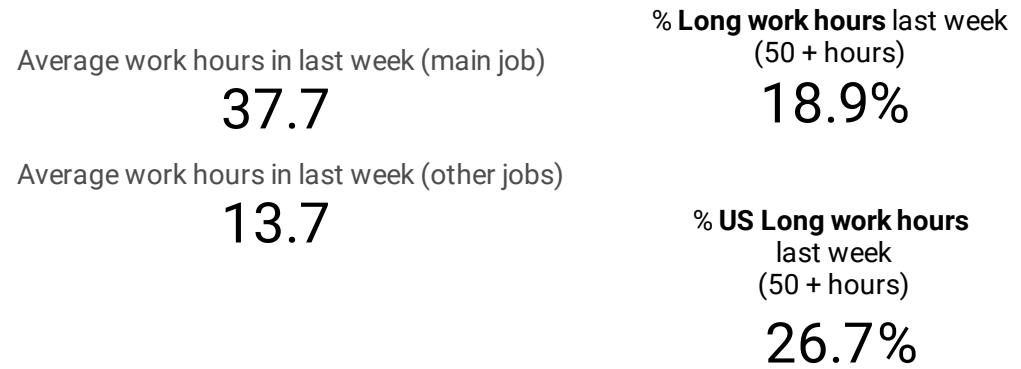
**Work Organization** includes employment arrangements (e.g., full/part-time, employee, contractor/temp worker); staffing decisions or practices (e.g., lean production); downsizing and restructuring practices; work hours, shifts, and schedules (e.g. on-call, irregular schedule, mandatory overtime). Research shows that permanent, full-time regular employment carries much less risk of poor health compared to **non-standard work arrangements**.



**Shift work** 30% of Americans work outside of a "regular day shift." It can increase the risk of fatigue, injuries, heart disease and stroke. Organizations should minimize or provide adequate accommodations or recovery time, for those doing night or rotating shifts.

**Mandatory overtime** increases work hours and has been shown to increase injuries and accidents on the job, and cause work-family conflict, a major source of stress increasing the risk for physical and mental illness. Voluntary overtime is preferable when possible.

## Work Hours



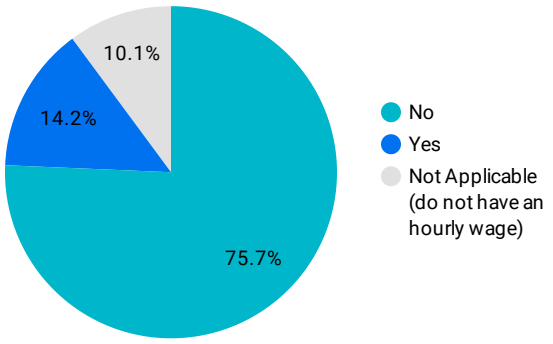
**Long work hours:** Productivity declines substantially when people work more than 40 hrs/week. Working more than 50 hours/week, mandatory overtime, and lack of vacations increases the risk for injuries, disrupted sleep, work-family conflict, depression, heart disease and increase your risk of mortality by 20%. Limit long work weeks, eliminate mandatory overtime with adequate staffing, and promote a work culture encouraging a regular schedule, limiting weekend work and require adequate recovery time (including vacations).

Occupation ▾ Industry ▾ Age ▾ Source ▾

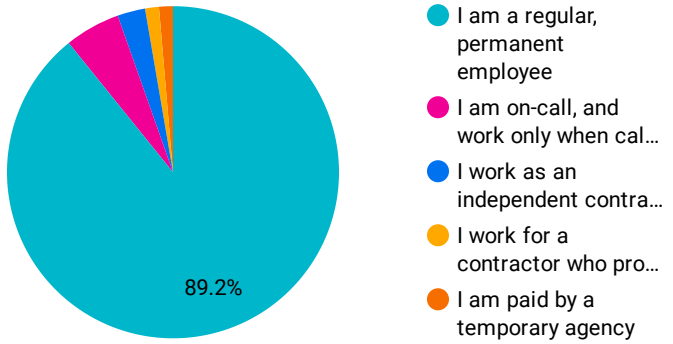
Gender ▾ Race/Ethnicity ▾ Education ▾

## Precarious Employment Characteristics

Low wages (<\$12.39/hr)

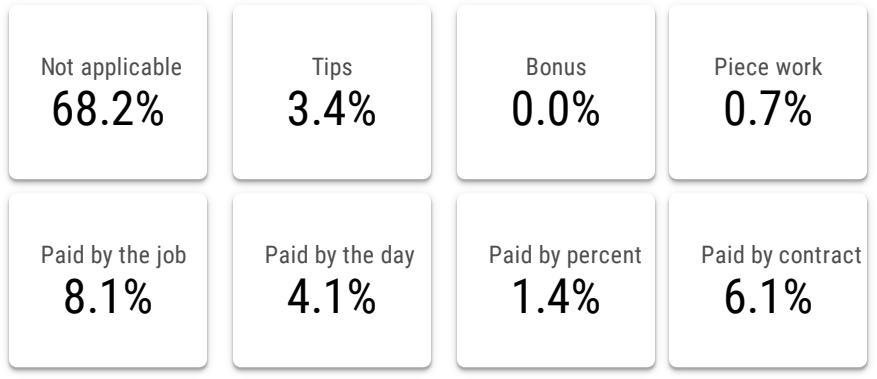


Work Arrangements



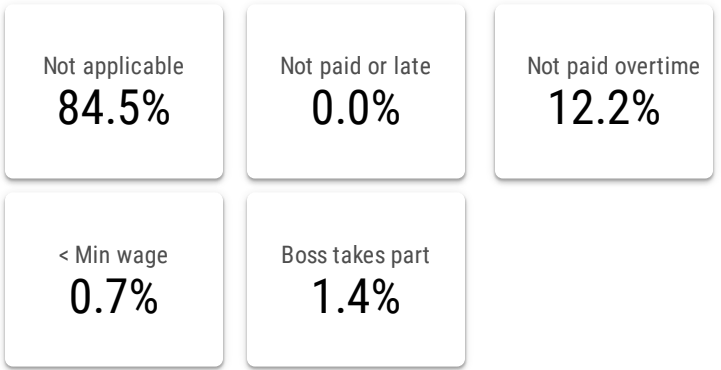
## Alternative forms of pay

Percent of people for each alternative payment method

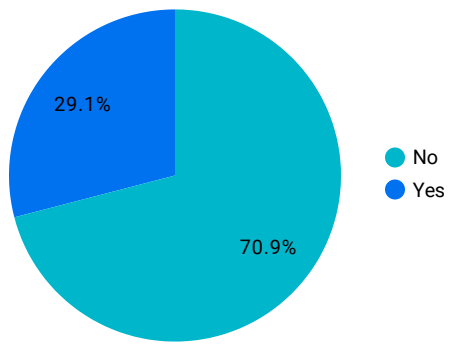


## Payment issues

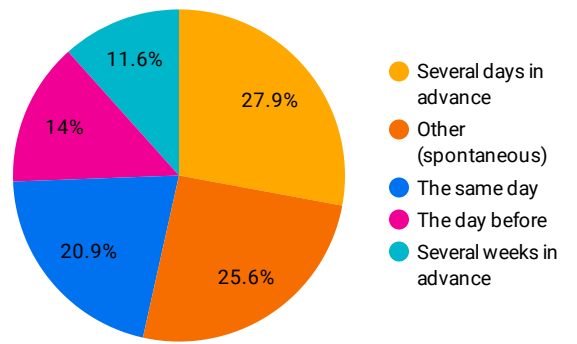
Percent who experienced problems with payments in the last 12 months



Regular changes to work time arrangements



Advance notice of schedule changes



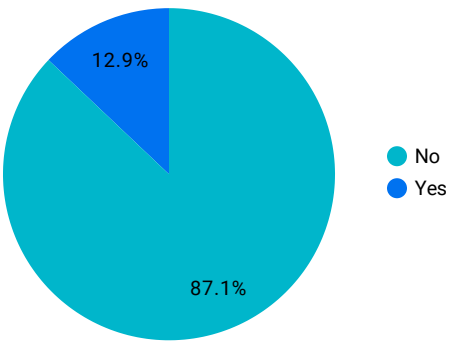
**What is precarious work?** "Gig" work, independent contractor, short-term contracts, temp work, irregular/part-time schedules, on-call scheduling increase the "precarity" of work especially for those with low wages. Job insecurity and other work stressors **increase poor health**, and lack of labor protections/benefits decreases access to health care, recovery time and job control. Precariousness can be reduced by stopping the misclassification of employees as independent contractors, limiting short-term contracts, offering similar benefits and training to temporary workers, or by organizing a cooperative or union. Examples of strategies to address precarious work are available here: <https://healthywork.org/wp-content/uploads/2019/09/018-HWC-Website-Page-Content-Resources-Healthy-Work-Strategies-Work-scheduling-legislation-v1-092019-300res-CYMK.pdf>



Occupation  Industry  Age  Source   
 Gender  Race/Ethnicity  Education

The impact of the COVID-19 pandemic on working conditions is ongoing. Stress, anxiety, and other mental health issues have been increasing dramatically. Job loss, under-staffing, fear of infection, inadequate access to PPE, and concern about workplace safety will affect the health and well-being of employees. If your organization has a high % of employees concerned about protection, sufficient PPE training, not having an influence over health & safety issues, or rating the psychological health & safety climate as poor or not so good, this should be of concern. Involving workers and representatives in health and safety is a great place to start.

Changes in employment status since the COVID-19 pandemic?



Do you work from home at present?

No	54.3%
Yes	45.7%
No data	0.0%

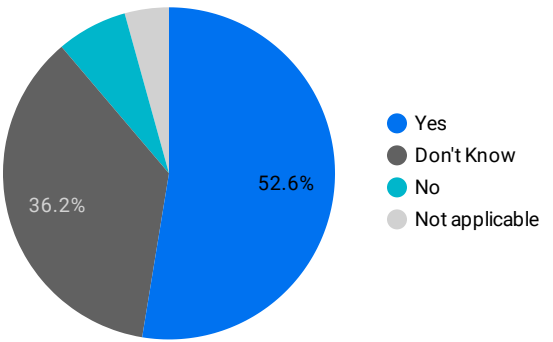
Have you worked your usual hours?

Yes	77.6%
No	22.4%
No data	0.0%

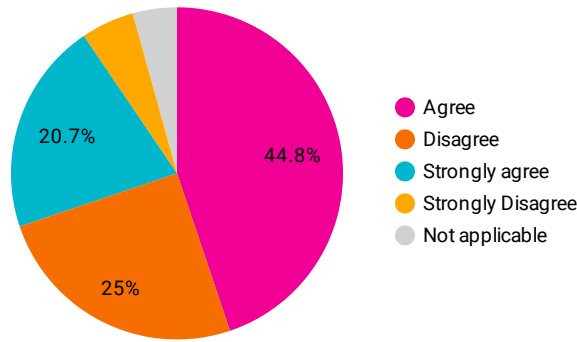
Have you lost income?

No	77.6%
Yes	22.4%
No data	0.0%

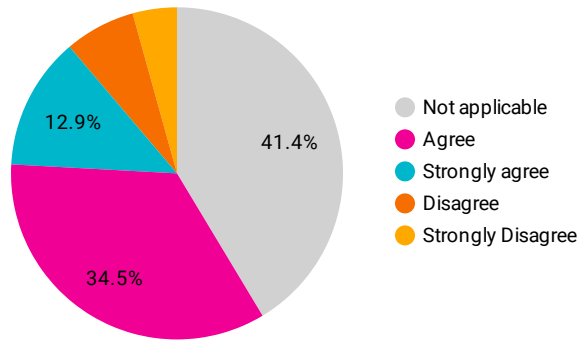
Does your employer have an infection control program?



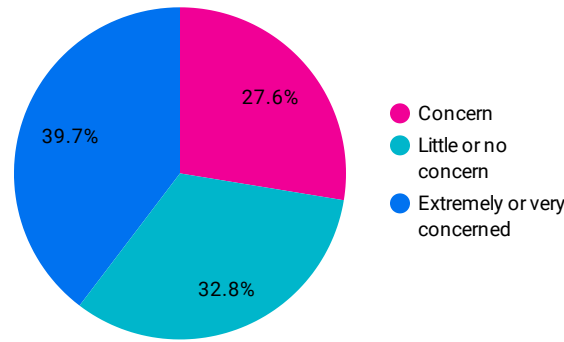
Would you agree that the **employer** is doing its best to protect you and others on the job?



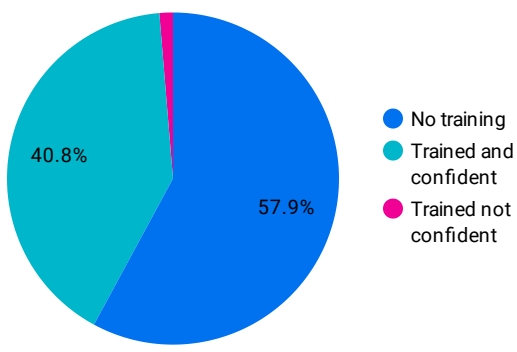
Would you agree that the **union** is doing its best to protect you and others on the job?



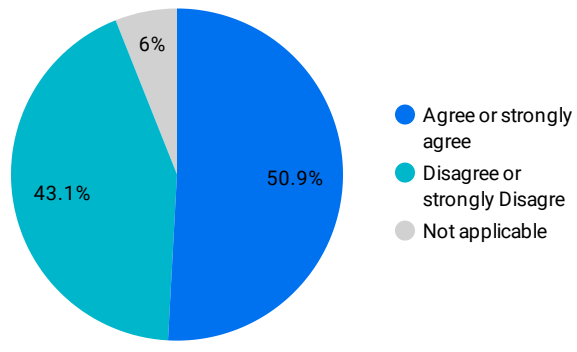
How concerned are you about bringing the virus home to those with whom you live and/or friends?



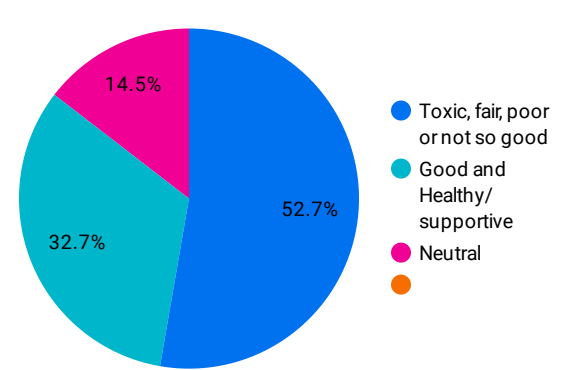
Do you feel sufficiently trained to put on or take off your PPE without contaminating yourself or others?



I have a say or some influence over health & safety at my workplace during this pandemic.



Rate the psychological health & safety climate in your workplace





Occupation ▾

Industry ▾

Age ▾

Source ▾

Gender ▾

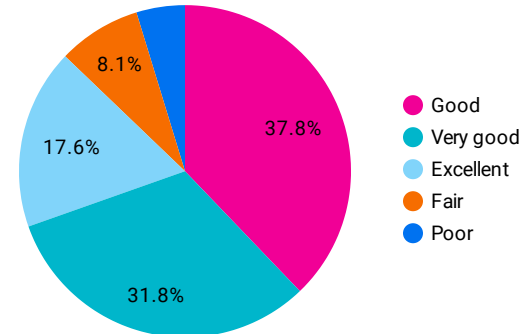
Race/Ethnicity ▾

Education ▾

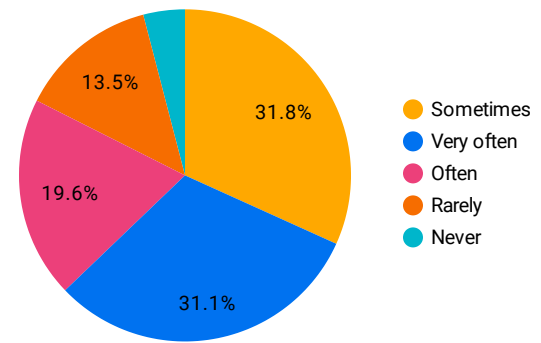
## Self-Reported Health

	U.S. % exposed	% exposed
<b>General Health</b> is Fair/Poor	13.5	12.8
<b>Physical health</b> was not good for 14 or more days in the last 30 days	5.6	12.2
<b>Mental health</b> was not good for 14 or more days in the last 30 days	9.3	29.7
<b>Burnout-Exhaustion</b> felt used up at the end of the day often/very often	39.8	50.7
<b>Sleep</b> - often have trouble going to sleep or staying asleep (past 12 mos)	21.0	41.9
<b>Stressful work</b> - often/very often	31.1	52.0

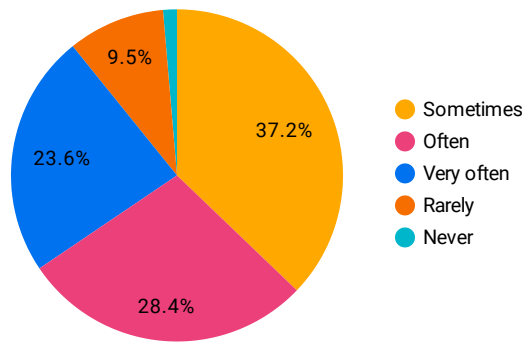
Would you say that in general your health is...?



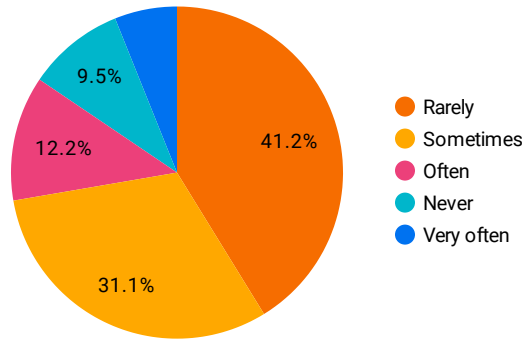
**Exhaustion - Burnout**  
How often have you felt used up at the end of the day?



How often do you find your **work stressful**?



How often do you find your **home stressful**?



**Self-reported health and stress** have been found to be highly related to clinical measures of health. These measures of stress and health give you a snapshot of the health of your organization. High levels of work stressors have been related to poor self-reported health, burnout, and sleep problems.

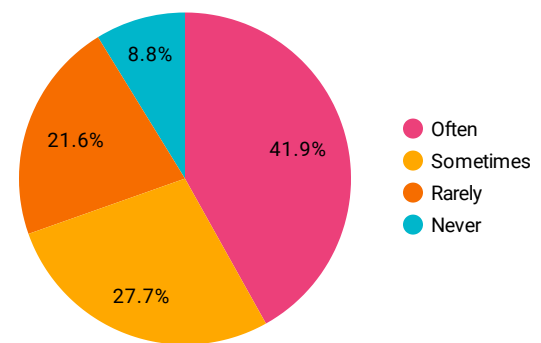
<https://healthywork.org/resources/research/>

If the % of your group reporting fair/poor health or 14 or more days of poor physical or mental health is higher than the national %, your organization should consider making changes to the work environment that may improve these health outcomes for working people in your organization.

For more information on interventions go to:

<https://healthywork.org/employers/healthy-work-tools-employers/> OR <https://healthywork.org/unions-worker-advocates/healthy-work-tools-unions/>

**Sleep**  
In the past 12 months, how often have you had trouble going to sleep or staying asleep?

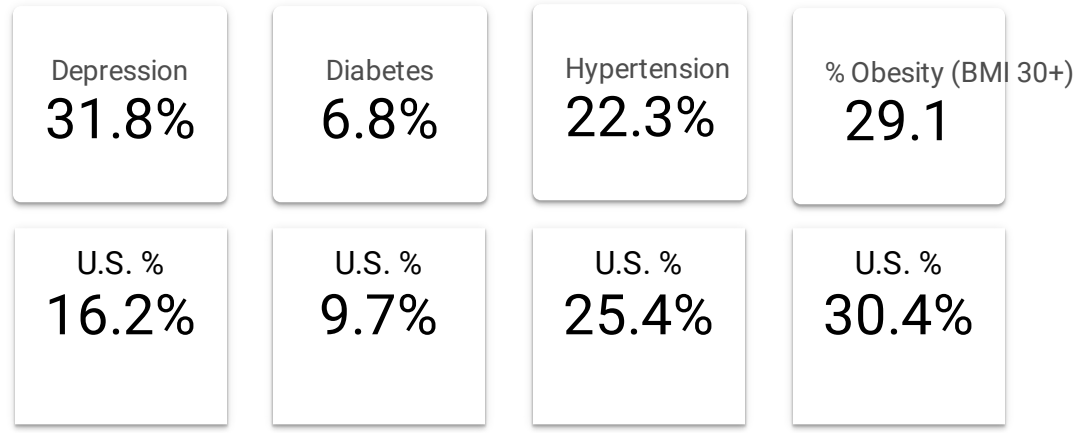


Occupation ▾ Industry ▾ Age ▾ Source ▾

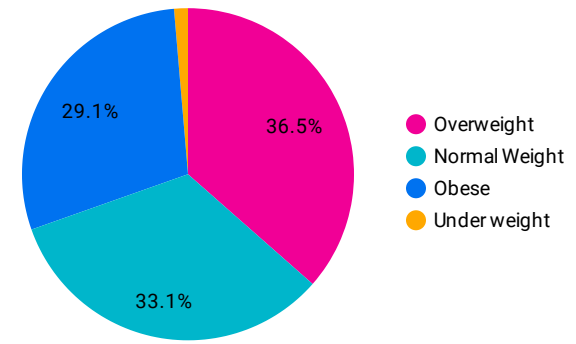
Gender ▾ Race/Ethnicity ▾ Education ▾

## Chronic Health Conditions

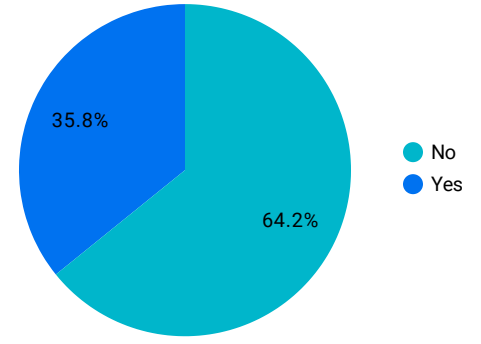
The percent of people who reported a doctor told them they had:



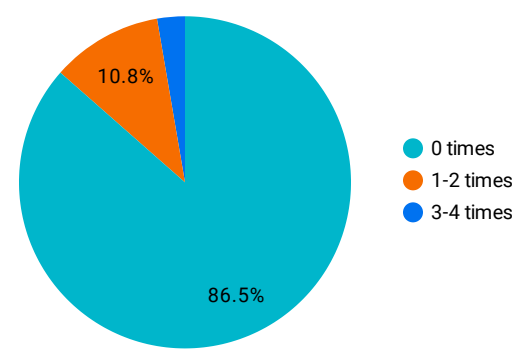
## Body Mass Index (BMI categories)



**Back Pain**  
In the past 12 months, have you had back pain every day for a week or more?

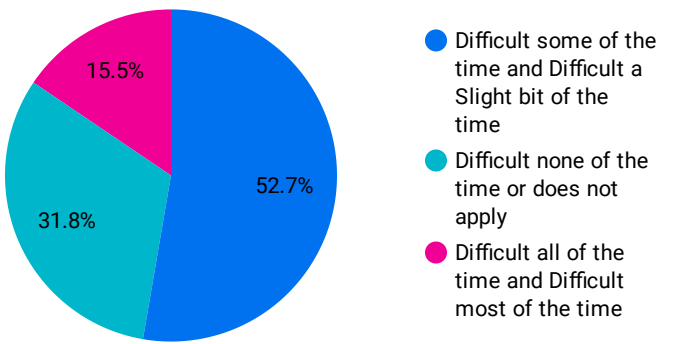


**Injuries**  
In the past 12 months, how many times have you been injured on the job?

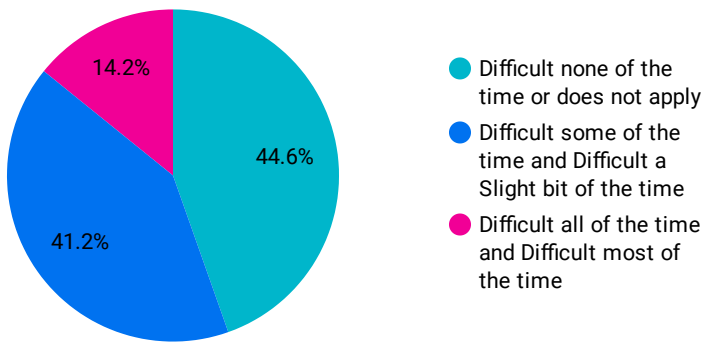


## Limitations to Productivity Related to Health

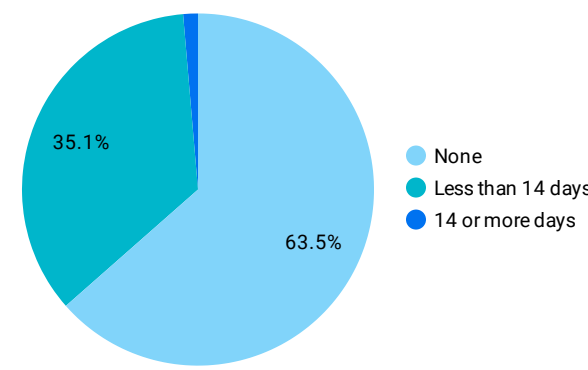
In the past 2 weeks, how much of the time did your physical health or emotional problems make it difficult for you to **concentrate on your work**?



In the past 2 weeks, how much of the time did your physical health or emotional problems make it difficult for you to **handle the workload**?



**Missed Work Days Due to Health**  
During the past 30 days, about how many days did you miss work due to your mental or physical health?



Work stressors can result in **higher rates of chronic health problems such as depression, hypertension, diabetes and obesity** which can also result in significant increases in healthcare costs, from workers becoming sick and more likely to experience these persistent health problems which can be difficult to treat, and increase suffering for workers and families. These illnesses and injuries can also lead to increases in missed work days, disability and workers compensation insurance costs, lower productivity and turnover. For more information see <https://healthywork.org/resources/statistics-infographics/business-costs/>

Occupation ▾

Industry ▾

Age ▾

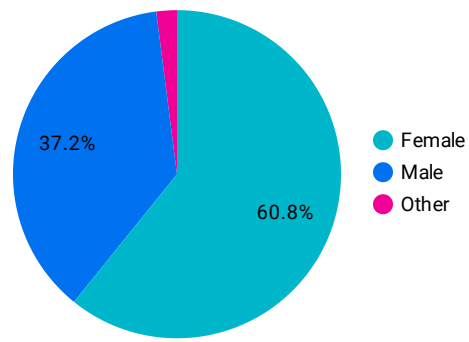
Source ▾

Gender ▾

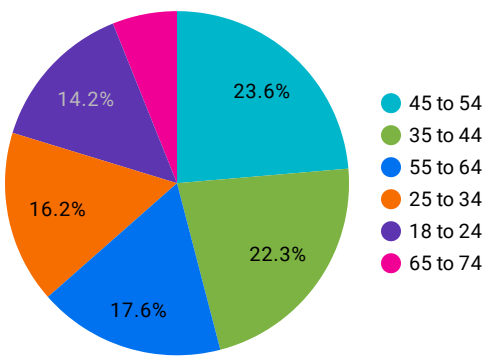
Race/Ethnicity ▾

Education ▾

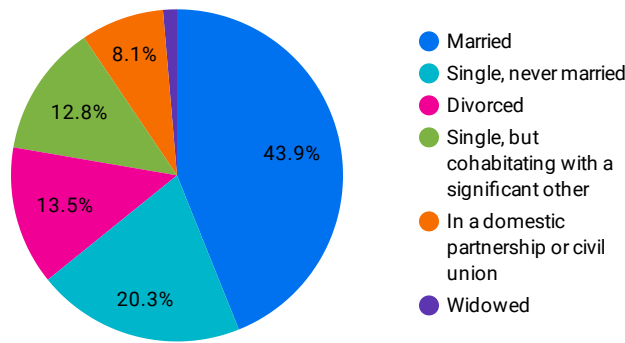
Gender



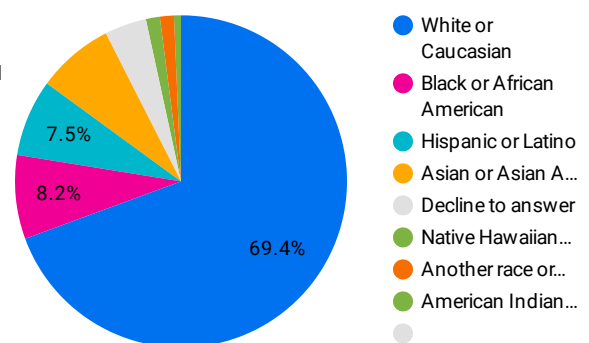
Age



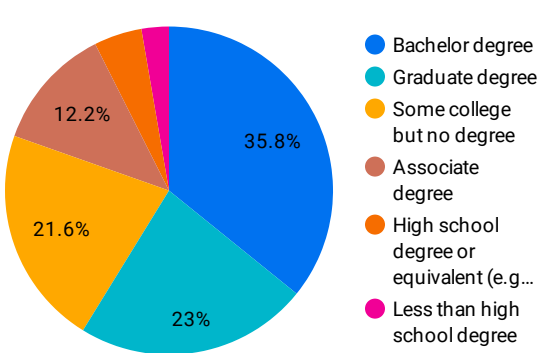
Marital Status



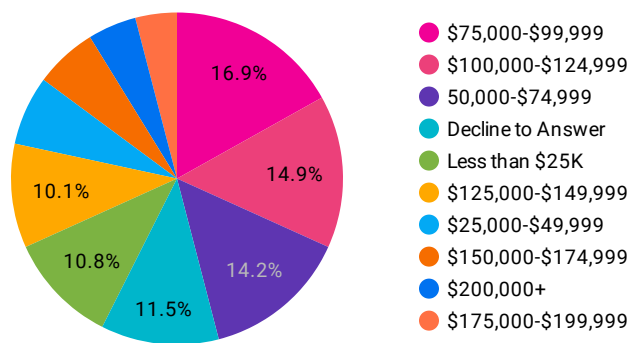
Race/Ethnicity



Education



Household Income



	Occupations	Percent
1.	27-0000 Arts, Design, Entertainment, Sports, and Media Occupations	25%
2.	43-0000 Office and Administrative Support Occupations	11.49%
3.	11-0000 Management Occupations	10.81%
4.	25-0000 Educational Instruction and Library Occupations	8.11%
5.	13-0000 Business and Financial Operations Occupations	6.08%
6.	29-0000 Healthcare Practitioners and Technical Occupations	5.41%
7.	15-0000 Computer and Mathematical Occupations	4.05%
8.	41-0000 Sales and Related Occupations	4.05%
9.	35-0000 Food Preparation and Serving Related Occupations	4.05%
10.	31-0000 Healthcare Support Occupations	4.05%
11.	23-0000 Legal Occupations	3.38%
12.	49-0000 Installation, Maintenance, and Repair Occupations	2.7%
13.	39-0000 Personal Care and Service Occupations	2.03%
14.	19-0000 Life, Physical, and Social Science Occupations	2.03%
15.	21-0000 Community and Social Service Occupations	1.35%
16.	51-0000 Production Occupations	1.35%
17.	37-0000 Building and Grounds Cleaning and Maintenance Occupations	1.35%