

**Q:Q1. Thinking about the last twelve months, have you experienced any of the following? Please select all that apply**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all respondents	122	61	58	32	89	66	56	58	60
Flu/Cold	16 %	15 %	14 %	25 %	12 %	11 %	21 %	9 %	23 %
Feeling low/down	66 %	59 %	71 %	84 %	58 %	61 %	71 %	50 %	78 %
Depression	37 %	39 %	31 %	56 %	29 %	26 %	50 %	28 %	45 %
Broken bone	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
Anxiety	66 %	59 %	72 %	81 %	61 %	58 %	77 %	52 %	82 %
Muscle injury (sprain/bruising/swelling)	29 %	30 %	26 %	19 %	33 %	26 %	32 %	33 %	25 %
Back pain	43 %	44 %	40 %	44 %	42 %	36 %	50 %	33 %	50 %
Exhaustion/burnout	59 %	57 %	59 %	69 %	55 %	59 %	59 %	45 %	73 %
Stress	80 %	77 %	81 %	84 %	78 %	77 %	82 %	69 %	90 %
Migraine	25 %	13 %	34 %	25 %	25 %	24 %	25 %	22 %	28 %
Stomach bug	16 %	16 %	16 %	9 %	18 %	11 %	21 %	9 %	22 %
Panic attacks	19 %	15 %	22 %	25 %	17 %	11 %	29 %	21 %	18 %
A different mental health problem	6 %	3 %	7 %	13 %	3 %	5 %	7 %	5 %	7 %
A different physical health problem	16 %	10 %	22 %	16 %	17 %	14 %	20 %	16 %	17 %
N/A I have not experienced a physical or mental health problem over the last twelve months	7 %	7 %	9 %	6 %	8 %	12 %	2 %	14 %	2 %
Prefer not to say	1 %	2 %	0 %	0 %	1 %	2 %	0 %	2 %	0 %
NET: mental health problem	86 %	82 %	90 %	91 %	84 %	80 %	93 %	74 %	97 %
NET: physical health problem	72 %	69 %	74 %	66 %	74 %	70 %	75 %	67 %	77 %

Summary - Q2. To what extent did each of the following impact your work?

	Q2.A.1. Flu/Cold	Q2.A.2. Feeling low/down	Q2.A.3. Depression	Q2.A.4. Broken bone	Q2.A.5. Anxiety	Q2.A.6. Muscle injury (sprain/bruising/swelling)	Q2.A.7. Back pain
Base: all who experienced a health problem	19	80	45	0	81	35	52
Significant negative impact	5 %	15 %	22 %	0 %	20 %	3 %	8 %
A slight negative impact	53 %	49 %	49 %	0 %	43 %	20 %	25 %
Not that much of a negative impact	26 %	28 %	24 %	0 %	27 %	23 %	27 %
No negative impact at all	16 %	9 %	4 %	0 %	9 %	54 %	40 %
Prefer not to say	0 %	0 %	0 %	0 %	1 %	0 %	0 %
NET: negative impact	58 %	64 %	71 %	0 %	63 %	23 %	33 %

	Q2.A.8. Exhaustion/burnout	Q2.A.9. Stress	Q2.A.10. Migraine	Q2.A.11. Stomach bug	Q2.A.12. Panic attacks	Q2.A.13. A different mental health problem	Q2.A.14. A different physical health problem
Base: all who experienced a health problem	72	97	30	19	23	7	20
Significant negative impact	32 %	21 %	33 %	0 %	39 %	29 %	20 %
A slight negative impact	44 %	45 %	27 %	21 %	39 %	57 %	30 %
Not that much of a negative impact	24 %	27 %	20 %	68 %	22 %	14 %	25 %
No negative impact at all	0 %	7 %	20 %	11 %	0 %	0 %	25 %
Prefer not to say	0 %	0 %	0 %	0 %	0 %	0 %	0 %
NET: negative impact	76 %	66 %	60 %	21 %	78 %	86 %	50 %

**Q:Q2\_Physical. To what extent did each of the following impact your work? (physical)**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who experienced a physical health problem	88	42	43	21	66	46	42	39	46
Significant negative impact	17 %	7 %	23 %	29 %	14 %	15 %	19 %	13 %	22 %
A slight negative impact	35 %	36 %	35 %	48 %	32 %	28 %	43 %	38 %	35 %
Not that much of a negative impact	44 %	45 %	42 %	57 %	39 %	37 %	52 %	36 %	48 %
No negative impact at all	48 %	48 %	49 %	19 %	58 %	52 %	43 %	51 %	46 %

**Q:Q2\_Mental. To what extent did each of the following impact your work? (mental)**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who experienced a mental health problem	105	50	52	29	75	53	52	43	58
Significant negative impact	31 %	30 %	31 %	45 %	27 %	30 %	33 %	28 %	36 %
A slight negative impact	69 %	72 %	67 %	62 %	71 %	72 %	65 %	79 %	62 %
Not that much of a negative impact	53 %	50 %	56 %	55 %	52 %	51 %	56 %	44 %	59 %
No negative impact at all	12 %	8 %	15 %	21 %	9 %	11 %	13 %	2 %	19 %

Summary - Q3. Did you take any time off work to rest/ recover from each of the following?

	Q3.A.1. Flu/Cold	Q3.A.2. Feeling low/down	Q3.A.3. Depression	Q3.A.4. Broken bone	Q3.A.5. Anxiety	Q3.A.6. Muscle injury (sprain/bruising/swelling)	Q3.A.7. Back pain
Base: all who experienced a health problem	19	80	45	0	81	35	52
I didn't take any time off work because of this	47 %	83 %	69 %	0 %	84 %	100 %	90 %
1-2 days	53 %	16 %	22 %	0 %	11 %	0 %	6 %
3-4 days	0 %	0 %	0 %	0 %	0 %	0 %	2 %
5-6 days	0 %	0 %	0 %	0 %	0 %	0 %	0 %
1-2 weeks	0 %	0 %	2 %	0 %	0 %	0 %	0 %
3-4 weeks	0 %	0 %	0 %	0 %	0 %	0 %	0 %
1-2 months	0 %	0 %	0 %	0 %	0 %	0 %	0 %
3 months or more	0 %	0 %	2 %	0 %	1 %	0 %	0 %
Prefer not to say	0 %	1 %	4 %	0 %	4 %	0 %	2 %

	Q3.A.8. Exhaustion/burnout	Q3.A.9. Stress	Q3.A.10. Migraine	Q3.A.11. Stomach bug	Q3.A.12. Panic attacks	Q3.A.13. A different mental health problem	Q3.A.14. A different physical health problem
Base: all who experienced a health problem	72	97	30	19	23	7	20
I didn't take any time off work because of this	65 %	79 %	67 %	84 %	87 %	86 %	50 %
1-2 days	26 %	14 %	27 %	16 %	9 %	14 %	35 %
3-4 days	1 %	1 %	3 %	0 %	0 %	0 %	5 %
5-6 days	4 %	2 %	3 %	0 %	0 %	0 %	5 %
1-2 weeks	0 %	0 %	0 %	0 %	0 %	0 %	0 %
3-4 weeks	0 %	0 %	0 %	0 %	0 %	0 %	5 %
1-2 months	0 %	0 %	0 %	0 %	0 %	0 %	0 %
3 months or more	0 %	1 %	0 %	0 %	0 %	0 %	0 %
Prefer not to say	3 %	2 %	0 %	0 %	4 %	0 %	0 %

**Q:Q3\_Physical. Did they take time off work to rest/ recover? (Physical)**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who experienced a physical health problem	88	42	43	21	66	46	42	39	46
Took time off for physical health issue	31 %	24 %	35 %	52 %	24 %	24 %	38 %	21 %	41 %
Didn't take any time of for physical health	69 %	76 %	65 %	48 %	76 %	76 %	62 %	79 %	59 %

**Q:Q3\_Mental. Did they take time off work to rest/ recover? (Mental)**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who experienced a mental health problem	105	50	52	29	75	53	52	43	58
Took time off for mental health	32 %	26 %	38 %	38 %	29 %	30 %	35 %	33 %	33 %
Didn't take any time off for mental health	68 %	74 %	62 %	62 %	71 %	70 %	65 %	67 %	67 %

Summary - Q4. You mentioned that you have experienced the following over the last 12 months, but you didn't take any time off work for this. Why didn't you take time off work for each of the following? Please select all that apply.

	Q4.A.1. Flu/Cold	Q4.A.2. Feeling low/down	Q4.A.3. Depression	Q4.A.4. Broken bone	Q4.A.5. Anxiety	Q4.A.6. Muscle injury (sprain/bruising/swelling)	Q4.A.7. Back pain
Base: all who did not take time off	8	65	29	0	65	34	45
It wasn't bad enough for me to need to take a day off work	63 %	54 %	31 %	0 %	40 %	59 %	64 %
I didn't think my employer would understand	0 %	9 %	14 %	0 %	6 %	0 %	2 %
I didn't think my employer would allow it	0 %	6 %	3 %	0 %	8 %	0 %	2 %
I don't think it's a valid reason to take time off work	13 %	23 %	7 %	0 %	14 %	24 %	9 %
I didn't want to ask for time off	0 %	23 %	24 %	0 %	23 %	3 %	9 %
I just wanted to keep it to myself	0 %	34 %	52 %	0 %	25 %	6 %	9 %
I had too much to do at work to take time off for this	25 %	54 %	48 %	0 %	54 %	18 %	24 %
My employer discouraged me from taking time off for this	0 %	2 %	3 %	0 %	2 %	0 %	0 %
I thought it would be perceived negatively by the company	0 %	17 %	24 %	0 %	18 %	0 %	2 %
A different reason	0 %	6 %	10 %	0 %	6 %	3 %	9 %
N/A – it didn't occur during the work week so I never needed to take any time off	13 %	3 %	3 %	0 %	2 %	6 %	2 %
Prefer not to say	0 %	0 %	0 %	0 %	0 %	0 %	0 %

	Q4.A.8. Exhaustion/burnout	Q4.A.9. Stress	Q4.A.10. Migraine	Q4.A.11. Stomach bug	Q4.A.12. Panic attacks	Q4.A.13. A different mental health problem	Q4.A.14. A different physical health problem
Base: all who did not take time off	46	75	19	16	19	5	10
It wasn't bad enough for me to need to take a day off work	37 %	43 %	42 %	69 %	21 %	60 %	50 %
I didn't think my employer would understand	11 %	7 %	5 %	0 %	16 %	0 %	10 %
I didn't think my employer would allow it	4 %	11 %	5 %	13 %	11 %	20 %	0 %
I don't think it's a valid reason to take time off work	11 %	9 %	16 %	19 %	5 %	0 %	0 %
I didn't want to ask for time off	17 %	11 %	21 %	13 %	5 %	0 %	0 %
I just wanted to keep it to myself	28 %	20 %	21 %	13 %	11 %	20 %	10 %
I had too much to do at work to take time off for this	59 %	56 %	21 %	25 %	37 %	0 %	30 %
My employer discouraged me from taking time off for this	2 %	1 %	0 %	0 %	0 %	0 %	0 %
I thought it would be perceived negatively by the company	15 %	19 %	0 %	0 %	16 %	20 %	10 %
A different reason	4 %	5 %	0 %	0 %	5 %	20 %	10 %
N/A – it didn't occur during the work week so I never needed to take any time off	2 %	3 %	5 %	6 %	16 %	0 %	10 %
Prefer not to say	0 %	1 %	0 %	0 %	5 %	0 %	0 %





**Q:Q4\_Mental. Why didn't you take time off work? (Mental)**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who did not take time off for a mental problem	93	44	46	25	68	46	47	39	51
It wasn't bad enough for me to need to take a day of work	60 %	64 %	57 %	64 %	59 %	54 %	66 %	51 %	65 %
I didn't think my employer would understand	14 %	18 %	9 %	24 %	10 %	7 %	21 %	8 %	20 %
I didn't think my employer would allow it	12 %	14 %	7 %	16 %	10 %	4 %	19 %	10 %	14 %
I don't think it's a valid reason to take time off work	20 %	23 %	17 %	28 %	18 %	15 %	26 %	13 %	27 %
I didn't want to ask for time off	30 %	30 %	28 %	40 %	26 %	17 %	43 %	23 %	35 %
I just wanted to keep it to myself	35 %	43 %	24 %	48 %	31 %	24 %	47 %	21 %	49 %
I had too much to do at work to take time off for this	63 %	64 %	65 %	76 %	59 %	57 %	70 %	62 %	65 %
My employer discouraged me from taking time off for this	1 %	2 %	0 %	0 %	1 %	0 %	2 %	0 %	2 %
I thought it would be perceived negatively by the company	26 %	27 %	22 %	36 %	22 %	13 %	38 %	23 %	29 %
A different reason	9 %	7 %	11 %	8 %	9 %	11 %	6 %	13 %	6 %
N/A - it didn't occur during the work week so I never need to take any time off	9 %	9 %	9 %	4 %	10 %	4 %	13 %	8 %	10 %
Prefer not to say	2 %	2 %	2 %	0 %	3 %	2 %	2 %	3 %	2 %

Summary - Q5. Did you tell your employer the exact reason why you needed to take time off for each of the following you experienced over the last 12 months?

	Q5.A.1. Feeling low/down	Q5.A.2. Depression	Q5.A.3. Anxiety	Q5.A.4. Exhaustion/burnout	Q5.A.5. Stress	Q5.A.6. Panic attacks	Q5.A.7. A different mental health problem
Base: all who took time off and are not sole traders	12	11	9	21	16	2	1
Yes, I told them the exact reason	25 %	9 %	22 %	48 %	38 %	50 %	0 %
No, I told them it was a physical illness	8 %	9 %	11 %	5 %	13 %	0 %	0 %
No, I gave them a different reason	42 %	64 %	56 %	33 %	44 %	50 %	100 %
Prefer not to say	25 %	18 %	11 %	14 %	6 %	0 %	0 %

Q:Q5\_mental. Did you tell your employer the exact reason why you needed to take time off work for the following? (Mental)

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who took time off for mental health and are not sole traders	32	12	19	10	21	14	18	13	18
Told them the exact reason	41 %	50 %	37 %	20 %	52 %	50 %	33 %	38 %	44 %
Told them it was a physical illness	13 %	8 %	11 %	20 %	10 %	14 %	11 %	8 %	17 %
Told them a different reason	41 %	33 %	47 %	60 %	33 %	29 %	50 %	46 %	39 %
Prefer not to say	19 %	25 %	16 %	10 %	19 %	14 %	22 %	8 %	22 %

Summary - Q6. You mentioned that you took time off work for the following: To what extent to do agree or disagree with the following statements?

	Q6.A.1. I felt guilty for taking time off for my mental health/ wellbeing	Q6.A.2. After taking some time off for my mental health I returned to work feeling much better	Q6.A.3. The quality of my work improved after taking some time off for my mental health/ wellbeing	Q6.A.4. I felt pressure to come back to work too early	Q6.A.5. I wasn't sure what support was in place for me when I returned to work after taking time off for my mental wellbeing	Q6.A.6. I wasn't supported when I returned after taking time off for my mental health/ wellbeing	Q6.A.7. There was a clear process in helping me return to work after taking time off for my mental wellbeing
Base: all who have taken time off for their mental wellbeing	34	34	34	34	34	34	34
Strongly disagree	6 %	3 %	0 %	24 %	21 %	24 %	12 %
Disagree	29 %	12 %	3 %	26 %	12 %	32 %	15 %
Neither agree nor disagree	12 %	24 %	26 %	26 %	26 %	21 %	35 %
Prefer not to say	3 %	0 %	9 %	0 %	6 %	9 %	12 %
Agree	29 %	53 %	38 %	18 %	26 %	9 %	21 %
Strongly agree	21 %	9 %	24 %	6 %	9 %	6 %	6 %
NET: agree	50 %	62 %	62 %	24 %	35 %	15 %	26 %
NET: disagree	35 %	15 %	3 %	50 %	32 %	56 %	26 %

**Q:Q7. How stressful do you find your job?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all respondents	122	61	58	32	89	66	56	58	60
[0] 0 – not at all stressful	1 %	0 %	2 %	3 %	0 %	0 %	2 %	2 %	0 %
[1] 1	2 %	0 %	3 %	3 %	1 %	3 %	0 %	2 %	2 %
[2] 2	2 %	3 %	0 %	0 %	2 %	3 %	0 %	3 %	0 %
[3] 3	7 %	3 %	10 %	9 %	6 %	3 %	11 %	9 %	3 %
[4] 4	3 %	3 %	2 %	3 %	3 %	2 %	5 %	2 %	5 %
[5] 5	11 %	10 %	14 %	13 %	11 %	12 %	11 %	14 %	10 %
[6] 6	18 %	15 %	21 %	19 %	18 %	15 %	21 %	17 %	20 %
[7] 7	33 %	39 %	26 %	22 %	37 %	35 %	30 %	28 %	37 %
[8] 8	12 %	10 %	16 %	22 %	9 %	11 %	14 %	10 %	15 %
[9] 9	6 %	10 %	2 %	3 %	7 %	9 %	2 %	7 %	5 %
[10] 10 – extremely stressful	3 %	3 %	3 %	0 %	4 %	5 %	2 %	5 %	2 %
Prefer not to say	2 %	3 %	2 %	3 %	1 %	3 %	2 %	2 %	2 %
Average	6.3	6.6	6.0	5.9	6.4	6.5	6.1	6.1	6.5

Summary - Q8. How often do you experience the following in your job?

	Q8.A.1. Pressure	Q8.A.2. Heavy workload	Q8.A.3. Tight deadlines	Q8.A.4. Boring work	Q8.A.5. Long working hours	Q8.A.6. Confrontation
Base: all respondents	122	122	122	122	122	122
None of the time	1 %	2 %	2 %	7 %	5 %	23 %
Rarely	8 %	5 %	7 %	39 %	13 %	52 %
Some of the time	39 %	40 %	26 %	39 %	39 %	16 %
Often	39 %	37 %	44 %	11 %	29 %	7 %
All of the time	13 %	16 %	20 %	5 %	15 %	2 %
NET: often/ all the time	52 %	53 %	65 %	16 %	43 %	9 %

	Q8.A.7. Lack of support from management	Q8.A.8. Poor work-life balance	Q8.A.9. Demands from clients	Q8.A.10. Impending deadlines/ targets	Q8.A.11. Unclear expectations	Q8.A.12. Demands from my co-workers/ managers
Base: all respondents	122	122	122	122	122	122
None of the time	23 %	5 %	4 %	2 %	10 %	7 %
Rarely	34 %	26 %	9 %	4 %	31 %	20 %
Some of the time	27 %	37 %	38 %	23 %	32 %	43 %
Often	9 %	24 %	29 %	40 %	16 %	21 %
All of the time	7 %	8 %	20 %	31 %	11 %	10 %
NET: often/ all the time	16 %	32 %	49 %	71 %	27 %	31 %

**Q:Q9. Which, if any, of the following cause you to feel stressed at work? Select all that apply**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all respondents	122	61	58	32	89	66	56	58	60
My workload / having too much to do	57 %	48 %	66 %	63 %	55 %	50 %	64 %	45 %	70 %
Impending deadlines/targets	51 %	56 %	47 %	53 %	51 %	42 %	61 %	40 %	62 %
The risk involved in projects going wrong	43 %	43 %	43 %	41 %	44 %	38 %	48 %	43 %	43 %
Poor work-life balance (i.e. working late/ outside of work hours)	40 %	34 %	45 %	56 %	35 %	32 %	50 %	38 %	45 %
Demands from clients	40 %	39 %	40 %	50 %	37 %	39 %	41 %	33 %	48 %
Unclear expectations	40 %	36 %	43 %	50 %	37 %	30 %	52 %	31 %	50 %
Not feeling I'm good at my job	30 %	23 %	36 %	44 %	25 %	9 %	54 %	19 %	42 %
My email inbox	27 %	31 %	22 %	28 %	27 %	24 %	30 %	21 %	33 %
Inability to affect change	23 %	25 %	21 %	16 %	26 %	23 %	23 %	19 %	27 %
Not having time to take a proper lunch break	21 %	18 %	22 %	25 %	20 %	15 %	29 %	12 %	30 %
Lack of support from management	20 %	20 %	22 %	22 %	20 %	24 %	16 %	16 %	27 %
Financial targets	19 %	23 %	16 %	6 %	24 %	26 %	11 %	22 %	17 %
Demands from my co-workers / manager	17 %	15 %	19 %	25 %	15 %	11 %	25 %	9 %	27 %
Impact of coronavirus on the company	17 %	21 %	10 %	22 %	16 %	14 %	21 %	14 %	22 %
Those above me don't appreciate or respect me	16 %	21 %	12 %	19 %	16 %	12 %	21 %	16 %	18 %
Job insecurity	16 %	20 %	10 %	19 %	15 %	8 %	25 %	12 %	20 %
Risk of redundancy	13 %	23 %	3 %	6 %	16 %	9 %	18 %	12 %	13 %
Presentations	12 %	11 %	14 %	22 %	9 %	6 %	20 %	3 %	22 %
Meeting new people (clients or colleagues)	11 %	8 %	12 %	22 %	7 %	5 %	18 %	9 %	13 %
My workplace environment	11 %	13 %	7 %	13 %	10 %	11 %	11 %	5 %	15 %
Competitiveness with my colleagues	8 %	7 %	10 %	6 %	9 %	8 %	9 %	7 %	10 %
My commute	7 %	5 %	9 %	16 %	4 %	2 %	14 %	5 %	10 %
Not getting on with my colleagues	7 %	7 %	7 %	19 %	3 %	3 %	13 %	3 %	12 %
Workplace bullying	4 %	3 %	5 %	0 %	6 %	6 %	2 %	3 %	5 %
Open	7 %	7 %	7 %	6 %	8 %	3 %	13 %	5 %	8 %
Nothing in particular makes me feel stressed at work	2 %	3 %	2 %	0 %	3 %	5 %	0 %	5 %	0 %
Prefer not to say	2 %	3 %	2 %	0 %	2 %	5 %	0 %	3 %	0 %



Summary - Q10. To what extent do you agree or disagree with the following statements?

	Q10.A.1. I can talk to my colleague(s) openly about my mental health and wellbeing	Q10.A.2. I can talk to my manager openly about my mental health and wellbeing	Q10.A.3. I don't know who I would turn to in the office if I was struggling with my mental health/ wellbeing	Q10.A.4. My current workplace takes the mental health and wellbeing of their employees seriously	Q10.A.5. My current workplace has introduced policies/programmes/processes to look after employee mental wellbeing	Q10.A.6. I would feel embarrassed if my colleagues discovered I was struggling with my mental health/ wellbeing
Base: all who are not sole traders	117	117	117	117	117	117
Strongly disagree	3 %	7 %	19 %	6 %	9 %	10 %
Disagree	20 %	16 %	36 %	9 %	15 %	33 %
Neither agree nor disagree	24 %	21 %	19 %	22 %	16 %	21 %
Prefer not to say	2 %	2 %	1 %	2 %	1 %	1 %
Agree	39 %	35 %	14 %	40 %	44 %	26 %
Strongly agree	12 %	20 %	12 %	21 %	15 %	9 %
NET: agree	51 %	55 %	26 %	62 %	58 %	34 %
NET: disagree	23 %	23 %	55 %	15 %	25 %	44 %

	Q10.A.7. I don't think my current workplace is doing enough to help employees with their mental health/ wellbeing	Q10.A.8. I feel like I would be supported at work if I was struggling with my mental health / wellbeing	Q10.A.9. I wouldn't know how to approach the topic of my mental health/ wellbeing if I was struggling at work	Q10.A.10. My colleagues would be supportive if I was struggling with my mental health/ wellbeing	Q10.A.11. My workplace has a role to play in looking after the mental wellbeing of their employees
Base: all who are not sole traders	117	117	117	117	117
Strongly disagree	13 %	4 %	12 %	1 %	1 %
Disagree	26 %	8 %	31 %	6 %	5 %
Neither agree nor disagree	28 %	29 %	23 %	25 %	4 %
Prefer not to say	2 %	1 %	2 %	2 %	3 %
Agree	22 %	38 %	21 %	46 %	44 %
Strongly agree	9 %	20 %	11 %	21 %	42 %
NET: agree	31 %	58 %	32 %	67 %	86 %
NET: disagree	39 %	12 %	43 %	7 %	6 %

Q:Q11. You mentioned that you have experienced the following in the last 12 months: Have you ever told someone at your current workplace about this?

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who struggled with mental wellbeing and are not sole traders	101	47	51	28	72	49	52	41	56
Yes	54 %	64 %	47 %	36 %	63 %	61 %	48 %	54 %	57 %
No	44 %	36 %	49 %	64 %	36 %	37 %	50 %	44 %	43 %
Prefer not to say	2 %	0 %	4 %	0 %	1 %	2 %	2 %	2 %	0 %





Q:Q14. You mentioned that you told someone at your current workplace that you were experiencing: . How did they respond? Please select all that apply

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who struggled with mental wellbeing, are not sole traders and told someone	55	30	24	10	45	30	25	22	32
They were understanding and supportive	80 %	77 %	83 %	70 %	82 %	77 %	84 %	77 %	81 %
Although they were sympathetic they didn't know how best to support me	27 %	27 %	25 %	70 %	18 %	20 %	36 %	18 %	34 %
They asked me what the company could do to help	20 %	13 %	29 %	20 %	20 %	17 %	24 %	27 %	16 %
They told me about various ways in which the company could help	18 %	10 %	29 %	40 %	13 %	20 %	16 %	23 %	16 %
They offered me the option of compassionate leave if ever things got too much	11 %	13 %	8 %	0 %	13 %	17 %	4 %	23 %	3 %
They didn't take it as seriously as they should have	7 %	10 %	4 %	10 %	7 %	7 %	8 %	9 %	6 %
They were embarrassed/ awkward about it	5 %	7 %	4 %	20 %	2 %	0 %	12 %	0 %	9 %
They told me to speak to my line manager/ a mental health first aider/ HR	4 %	7 %	0 %	0 %	4 %	3 %	4 %	5 %	3 %
They made me feel embarrassed	2 %	3 %	0 %	0 %	2 %	3 %	0 %	5 %	0 %
They referred me to the company hand book including resources on mental health	2 %	3 %	0 %	0 %	2 %	3 %	0 %	5 %	0 %
They no longer made me feel welcome at work	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
Other	4 %	7 %	0 %	0 %	4 %	3 %	4 %	5 %	3 %
Prefer not to say	2 %	0 %	4 %	10 %	0 %	0 %	4 %	0 %	3 %



Q:Q16. You mentioned that you didn't tell anyone at your current workplace that you were experiencing . Why didn't you tell anyone? Please select all the apply

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who struggled with mental wellbeing, are not sole traders and did not tell anyone	44	17	25	18	26	18	26	18	24
I didn't feel it necessary to tell them	52 %	53 %	56 %	50 %	54 %	56 %	50 %	39 %	58 %
I thought it could jeopardise my career	34 %	35 %	28 %	39 %	31 %	22 %	42 %	28 %	42 %
I didn't think they would be able to help	34 %	29 %	36 %	39 %	31 %	33 %	35 %	22 %	46 %
I didn't think it was appropriate to discuss my mental health at work	32 %	29 %	32 %	39 %	27 %	22 %	38 %	17 %	46 %
I was worried they wouldn't understand	27 %	35 %	20 %	22 %	31 %	17 %	35 %	28 %	29 %
I didn't know how to talk about it	25 %	29 %	20 %	22 %	27 %	17 %	31 %	22 %	29 %
I was embarrassed	25 %	24 %	24 %	22 %	27 %	11 %	35 %	22 %	29 %
I didn't know who to talk to	11 %	6 %	12 %	17 %	8 %	0 %	19 %	6 %	17 %
Other	7 %	0 %	12 %	0 %	12 %	11 %	4 %	17 %	0 %
Prefer not to say	9 %	12 %	8 %	11 %	8 %	6 %	12 %	11 %	8 %





**Q:Q18. Are you aware that your current workplace provides any of the following to improve the mental wellbeing of their employees?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who are not sole traders	117	57	57	31	85	61	56	55	58
Access to a counsellor	31 %	37 %	26 %	29 %	32 %	34 %	27 %	35 %	29 %
An employee assistance programme (e.g. assistance with personal/ work-related problems that may impact their job performance, health, mental and emotional wellbeing)	55 %	63 %	47 %	39 %	61 %	56 %	54 %	67 %	41 %
Monitoring of mental wellbeing to understand their employees (e.g. via a survey)	28 %	33 %	25 %	19 %	32 %	30 %	27 %	38 %	19 %
Provides a space for people to take breaks at lunch (e.g. staff canteen, break-out spaces)	42 %	40 %	44 %	45 %	41 %	43 %	41 %	36 %	47 %
Offer exercise/ recreational classes at lunch or after work (e.g. run club, yoga, meditation, etc)	19 %	26 %	12 %	6 %	24 %	25 %	13 %	22 %	16 %
Have a mentoring scheme in place within the company (e.g. career managers, mentors)	18 %	25 %	11 %	13 %	20 %	18 %	18 %	15 %	21 %
Have a mental health first aider (e.g. someone who can help signpost support for anyone who is concerned about their mental health)	7 %	5 %	9 %	6 %	7 %	7 %	7 %	11 %	3 %
Provide information about mental health and techniques to improve wellbeing	41 %	46 %	39 %	29 %	46 %	44 %	38 %	45 %	36 %
Allow flexible working hours (e.g. core working hours 10am-4pm, and choose to work 8 hours including that period)	59 %	67 %	53 %	52 %	62 %	67 %	50 %	67 %	53 %
Allow remote working/ working from home	84 %	88 %	81 %	84 %	85 %	82 %	86 %	82 %	86 %
Introduce "duvet days" / mental health days (e.g. allocated days that can be taken off if not feeling 100% to look after your mental wellbeing)	14 %	12 %	14 %	16 %	13 %	16 %	11 %	13 %	16 %
Enforce mandatory breaks (e.g. all employees to take lunch at a set time)	5 %	7 %	4 %	0 %	7 %	10 %	0 %	7 %	3 %
Visits from external speakers/ companies to increase awareness of mental wellbeing	21 %	19 %	25 %	26 %	20 %	20 %	23 %	24 %	21 %
Open	9 %	4 %	14 %	6 %	9 %	7 %	11 %	7 %	10 %
None- they do not offer anything to improve employee mental wellbeing	3 %	2 %	5 %	6 %	1 %	3 %	4 %	4 %	2 %

**Q:Q20. Have you made use of any of the initiatives that are offered by your current workplace?**

	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?		
	Total	Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: those who are aware of at least one initiative	113	56	54	29	84	59	54	53	57
Access to a counsellor	6 %	2 %	11 %	14 %	4 %	7 %	6 %	4 %	9 %
An employee assistance programme (e.g. assistance with personal/ work-related problems that may impact their job performance, health, mental and emotional wellbeing)	14 %	5 %	22 %	21 %	12 %	10 %	19 %	11 %	18 %
Monitoring of mental wellbeing to understand their employees (e.g. via a survey)	15 %	16 %	15 %	17 %	14 %	12 %	19 %	17 %	12 %
Space for people to take breaks at lunch (e.g. staff canteen, break-out spaces)	17 %	13 %	20 %	28 %	13 %	10 %	24 %	9 %	23 %
Exercise/ recreational classes at lunch or after work (e.g. run club, yoga, meditation, etc)	9 %	14 %	4 %	0 %	12 %	14 %	4 %	11 %	5 %
Mentoring scheme in place within the company (e.g. career managers, mentors)	9 %	11 %	7 %	7 %	10 %	7 %	11 %	8 %	11 %
Mental health first aider (e.g. someone who can help signpost support for anyone who is concerned about their mental health)	3 %	0 %	6 %	3 %	2 %	2 %	4 %	2 %	4 %
Information about mental health and techniques to improve wellbeing	13 %	11 %	17 %	10 %	14 %	12 %	15 %	17 %	9 %
Flexible working hours (e.g. core working hours 10am-4pm, and choose to work 8 hours including that period)	50 %	50 %	50 %	52 %	49 %	53 %	46 %	49 %	51 %
Remote working/ working from home	76 %	80 %	72 %	83 %	74 %	75 %	78 %	75 %	75 %
“Duvet days” / mental health days (e.g. allocated days that can be taken off if not feeling 100% to look after your mental wellbeing)	4 %	2 %	4 %	10 %	1 %	2 %	6 %	2 %	5 %
Mandatory breaks (e.g. all employees to take lunch at a set time)	3 %	5 %	0 %	0 %	4 %	5 %	0 %	6 %	0 %
Visits from external speakers/ companies to increase awareness of mental wellbeing	12 %	11 %	13 %	14 %	11 %	14 %	9 %	13 %	11 %
Something else	1 %	0 %	2 %	0 %	1 %	0 %	2 %	0 %	2 %
I haven't used any of these	11 %	13 %	9 %	3 %	13 %	12 %	9 %	19 %	4 %
Prefer not to say	2 %	4 %	0 %	0 %	2 %	3 %	0 %	2 %	2 %

Summary - Q21. For each of the following you have made use of, to what extent do you feel they have improved your mental wellbeing?

	Q21.A.1. Access to a counsellor	Q21.A.2. An employee assistance programme (e.g. assistance with personal/ work-related problems that may impact their job performance, health, mental and emotional wellbeing)	Q21.A.3. Monitoring of mental wellbeing to understand their employees (e.g. via a survey)	Q21.A.4. Space for people to take breaks at lunch (e.g. staff canteen, break-out spaces)	Q21.A.5. Exercise/ recreational classes at lunch or after work (e.g. run club, yoga, meditation, etc)	Q21.A.6. Mentoring scheme in place within the company (e.g. career managers, mentors)	Q21.A.7. Mental health first aider (e.g. someone who can help signpost support for anyone who is concerned about their mental health)	Q21.A.8. Information about mental health and techniques to improve wellbeing
Base: all who have used an initiative	7	16	17	19	10	10	3	15
Not improved my mental wellbeing at all	14 %	13 %	41 %	26 %	0 %	0 %	0 %	0 %
Not improved my mental wellbeing that much	0 %	25 %	24 %	0 %	0 %	10 %	0 %	27 %
Slightly improved my mental wellbeing	29 %	31 %	35 %	68 %	40 %	80 %	67 %	47 %
Significantly improved my mental wellbeing	57 %	25 %	0 %	0 %	60 %	10 %	33 %	27 %
Prefer not to say	0 %	6 %	0 %	5 %	0 %	0 %	0 %	0 %
NET: improved	86 %	56 %	35 %	68 %	100 %	90 %	100 %	73 %
NET: not improved	14 %	38 %	65 %	26 %	0 %	10 %	0 %	27 %

  

	Q21.A.9. Flexible working hours (e.g. core working hours 10am-4pm, and choose to work 8 hours including that period)	Q21.A.10. Remote working/ working from home	Q21.A.11. "Duvet days" / mental health days (e.g. allocated days that can be taken off if not feeling 100% to look after your mental wellbeing)	Q21.A.12. Mandatory breaks (e.g. all employees to take lunch at a set time)	Q21.A.13. Visits from external speakers/ companies to increase awareness of mental wellbeing	Q21.A.14. Something else
Base: all who have used an initiative	56	86	4	3	13	1
Not improved my mental wellbeing at all	2 %	7 %	0 %	0 %	0 %	0 %
Not improved my mental wellbeing that much	5 %	12 %	0 %	33 %	31 %	0 %
Slightly improved my mental wellbeing	41 %	40 %	75 %	67 %	46 %	0 %
Significantly improved my mental wellbeing	50 %	41 %	25 %	0 %	23 %	100 %
Prefer not to say	2 %	1 %	0 %	0 %	0 %	0 %
NET: improved	91 %	80 %	100 %	67 %	69 %	100 %
NET: not improved	7 %	19 %	0 %	33 %	31 %	0 %

**Q:Q22. Would you like to see your current workplace introduce any of the following to improve the mental health and wellbeing of their employees?**

	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?		
	Total	Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who are not sole traders	117	57	57	31	85	61	56	55	58
Access to a counsellor	18 %	19 %	16 %	32 %	13 %	11 %	25 %	9 %	28 %
An employee assistance programme (e.g. assistance with personal/ work-related problems that may impact their job performance, health, mental and emotional wellbeing)	14 %	12 %	14 %	26 %	9 %	11 %	16 %	5 %	22 %
Monitoring of mental wellbeing to understand their employees (e.g. via a survey)	23 %	23 %	23 %	32 %	20 %	18 %	29 %	15 %	33 %
Provide a space for people to take breaks at lunch (e.g. staff canteen, break-out spaces)	7 %	9 %	4 %	10 %	6 %	5 %	9 %	5 %	9 %
Offer exercise/ recreational classes at lunch or after work (e.g. run club, yoga, meditation, etc)	27 %	28 %	26 %	32 %	26 %	26 %	29 %	20 %	34 %
Have a mentoring scheme in place within the company (e.g. career managers, mentors)	20 %	18 %	21 %	35 %	14 %	13 %	27 %	13 %	28 %
Have a mental health first aider (e.g. someone who can help signpost support for anyone who is concerned about their mental health)	24 %	28 %	19 %	35 %	20 %	18 %	30 %	22 %	28 %
Provide information about mental health and techniques to improve wellbeing	17 %	18 %	16 %	29 %	13 %	8 %	27 %	13 %	22 %
Allow flexible working hours (e.g. core working hours 10am-4pm, and choose to work 8 hours including that period)	19 %	12 %	23 %	32 %	14 %	10 %	29 %	9 %	29 %
Allow remote working/ working from home	9 %	4 %	12 %	10 %	7 %	8 %	9 %	4 %	12 %
Introduce "duvet days" / mental health days (e.g. allocated days that can be taken off if not feeling 100% to look after your mental wellbeing)	47 %	42 %	51 %	71 %	39 %	38 %	57 %	36 %	59 %
Enforce mandatory breaks (e.g. all employees) to take lunch at a set time)	20 %	18 %	19 %	26 %	18 %	16 %	23 %	18 %	22 %
Visits from external speakers/ companies to increase awareness of mental wellbeing	17 %	12 %	21 %	23 %	15 %	16 %	18 %	13 %	21 %
Open	4 %	5 %	4 %	0 %	6 %	3 %	5 %	2 %	7 %
None of the above	21 %	25 %	18 %	6 %	26 %	28 %	13 %	33 %	9 %



**Q:C1. How would you rate how well your organisation has handled the pandemic? Please think about how they have communicated with staff, adjusted to different working patterns and responded to the situation**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all respondents	122	61	58	32	89	66	56	58	60
Very good	42 %	51 %	33 %	47 %	40 %	48 %	34 %	48 %	35 %
Good	37 %	25 %	50 %	38 %	36 %	38 %	36 %	36 %	37 %
Average	15 %	16 %	12 %	13 %	16 %	8 %	23 %	10 %	20 %
Poor	2 %	3 %	2 %	3 %	2 %	0 %	5 %	2 %	3 %
Very poor	2 %	2 %	2 %	0 %	2 %	2 %	2 %	0 %	3 %
Not sure	2 %	3 %	2 %	0 %	3 %	5 %	0 %	3 %	2 %
NET: poor	4 %	5 %	3 %	3 %	4 %	2 %	7 %	2 %	7 %
NET: good	79 %	75 %	83 %	84 %	76 %	86 %	70 %	84 %	72 %

**Q:C2. How supportive do you feel your employer has been towards you during the coronavirus outbreak?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who are not sole traders	117	57	57	31	85	61	56	55	58
Very supportive	66 %	68 %	65 %	71 %	64 %	74 %	57 %	71 %	59 %
Somewhat supportive	26 %	19 %	30 %	23 %	27 %	16 %	36 %	22 %	31 %
Not that supportive	6 %	9 %	4 %	3 %	7 %	7 %	5 %	5 %	7 %
Not at all supportive	1 %	2 %	0 %	3 %	0 %	0 %	2 %	0 %	2 %
Not sure	2 %	2 %	2 %	0 %	2 %	3 %	0 %	2 %	2 %
NET: supportive	91 %	88 %	95 %	94 %	91 %	90 %	93 %	93 %	90 %
NET: not supportive	7 %	11 %	4 %	6 %	7 %	7 %	7 %	5 %	9 %

**Q:C3A. Have you been working from home due to the coronavirus pandemic?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all still working	109	56	50	30	79	56	53	51	55
Yes, I am working from home full time	83 %	84 %	84 %	83 %	82 %	80 %	85 %	86 %	78 %
Yes, I am working from home some of the time	12 %	11 %	12 %	13 %	11 %	14 %	9 %	8 %	16 %
No, I am not working from home	6 %	5 %	4 %	3 %	6 %	5 %	6 %	6 %	5 %
NET: yes	94 %	95 %	96 %	97 %	94 %	95 %	94 %	94 %	95 %



**Q:C3B. And did you work from home before the coronavirus outbreak?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all still working	109	56	50	30	79	56	53	51	55
Yes, all of the time	15 %	16 %	14 %	20 %	13 %	11 %	19 %	22 %	9 %
Yes, some of the time	29 %	25 %	36 %	13 %	35 %	43 %	15 %	35 %	25 %
No, but my employer offered it	17 %	20 %	12 %	17 %	16 %	14 %	19 %	8 %	22 %
No, and my employer didn't allow it	39 %	39 %	38 %	50 %	35 %	32 %	47 %	35 %	44 %
NET: yes	44 %	41 %	50 %	33 %	48 %	54 %	34 %	57 %	35 %
NET: no	56 %	59 %	50 %	67 %	52 %	46 %	66 %	43 %	65 %

**Q:C3C. Would you like to continue to work from home once the coronavirus lockdown is over?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who have been working from home	103	53	48	29	74	53	50	48	52
Yes – full time	45 %	42 %	48 %	55 %	41 %	45 %	44 %	54 %	37 %
Yes – a few days a week	41 %	40 %	42 %	41 %	41 %	34 %	48 %	29 %	50 %
Yes – once a week	3 %	2 %	4 %	0 %	4 %	4 %	2 %	4 %	2 %
Yes – but not regularly	6 %	8 %	4 %	0 %	8 %	9 %	2 %	6 %	6 %
No	5 %	8 %	2 %	3 %	5 %	8 %	2 %	6 %	4 %
Not sure	1 %	2 %	0 %	0 %	1 %	0 %	2 %	0 %	2 %
NET: yes	94 %	91 %	98 %	97 %	93 %	92 %	96 %	94 %	94 %

Summary - C4. To what extent do you agree or disagree with the following statements about working from home?

	C4.A.1. Working from home makes me feel isolated	C4.A.2. I struggle to stay in contact with my colleagues when working from home	C4.A.3. I find it hard to draw boundaries between work and rest	C4.A.4. I am working longer hours now that I am working from home	C4.A.5. I am more distracted when I work from home	C4.A.6. Working from home more has increased my stress levels
Base: all who have been working from home	103	103	103	103	103	103
Strongly disagree	18 %	23 %	11 %	10 %	29 %	24 %
Disagree	23 %	32 %	28 %	20 %	20 %	34 %
Neither agree nor disagree	10 %	9 %	7 %	21 %	19 %	26 %
Prefer not to say	1 %	0 %	1 %	2 %	1 %	1 %
Agree	33 %	29 %	28 %	25 %	23 %	9 %
Strongly agree	15 %	7 %	25 %	21 %	7 %	6 %
NET: disagree	42 %	55 %	39 %	30 %	50 %	58 %
NET: agree	48 %	36 %	53 %	47 %	30 %	15 %

	C4.A.7. Working from home has made me feel more anxious	C4.A.8. I struggle to build in time to go outside during the day when I'm working from home	C4.A.9. I'm worried about the impact prolonged working from home will have on my mental health	C4.A.10. I feel more relaxed working from home	C4.A.11. I have a better work life balance now I'm working from home	C4.A.12. Not having to commute to work has improved my mental health
Base: all who have been working from home	103	103	103	103	103	103
Strongly disagree	39 %	9 %	31 %	4 %	9 %	7 %
Disagree	23 %	32 %	24 %	11 %	18 %	15 %
Neither agree nor disagree	17 %	5 %	14 %	13 %	16 %	14 %
Prefer not to say	1 %	1 %	1 %	1 %	1 %	0 %
Agree	15 %	27 %	19 %	34 %	28 %	29 %
Strongly agree	5 %	26 %	11 %	38 %	28 %	36 %
NET: disagree	62 %	41 %	55 %	15 %	27 %	21 %
NET: agree	19 %	53 %	30 %	72 %	56 %	65 %

**Q:C5. How do you feel that working from home because of coronavirus has impacted your mental wellbeing?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all who have been working from home	103	53	48	29	74	53	50	48	52
Significantly decreased my mental wellbeing	7 %	9 %	4 %	3 %	8 %	8 %	6 %	2 %	12 %
Slightly decreased my mental wellbeing	27 %	28 %	27 %	14 %	32 %	30 %	24 %	29 %	25 %
It has had no impact	18 %	15 %	23 %	21 %	18 %	25 %	12 %	31 %	8 %
Slightly increased my mental wellbeing	28 %	30 %	25 %	34 %	26 %	19 %	38 %	23 %	35 %
Significantly increased my mental wellbeing	16 %	13 %	19 %	21 %	14 %	17 %	14 %	13 %	17 %
Prefer not to say	4 %	4 %	2 %	7 %	3 %	2 %	6 %	2 %	4 %
NET: decreased	34 %	38 %	31 %	17 %	41 %	38 %	30 %	31 %	37 %
NET: increased	44 %	43 %	44 %	55 %	39 %	36 %	52 %	35 %	52 %



Summary - C7. Which of the following best describes how you feel about the prospect of going back into the office?

	C7.A.1. Apprehensive   Excited	C7.A.2. Anxious   Relaxed	C7.A.3. Pessimistic   Optimistic	C7.A.4. Reluctant   Eager
Base: all working or furloughed	116	116	116	116
1	18 %	22 %	16 %	21 %
2	23 %	22 %	17 %	23 %
3	20 %	18 %	16 %	13 %
4	20 %	15 %	27 %	20 %
5	6 %	9 %	10 %	9 %
N/A	13 %	14 %	14 %	14 %
NET: statement 1	41 %	45 %	33 %	44 %
NET: statement 2	26 %	23 %	37 %	29 %

**Q:C8. Do you have any concerns about returning to the office?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all working or furloughed	116	57	56	31	84	60	56	55	57
Losing the free time I gained working from home	53 %	49 %	57 %	74 %	46 %	43 %	64 %	45 %	63 %
Busy commutes	50 %	49 %	50 %	61 %	46 %	38 %	63 %	40 %	58 %
Having to use public transport to get to work	39 %	32 %	45 %	61 %	31 %	28 %	50 %	24 %	56 %
Logistics of social distancing of desks	38 %	37 %	39 %	55 %	32 %	35 %	41 %	25 %	51 %
Having less time with my family	37 %	33 %	41 %	52 %	32 %	40 %	34 %	33 %	42 %
General hygiene of the office	34 %	28 %	39 %	61 %	24 %	25 %	43 %	22 %	44 %
Open	11 %	9 %	14 %	6 %	13 %	10 %	13 %	5 %	16 %
None – I do not have any concerns about returning to the office	7 %	7 %	7 %	3 %	8 %	10 %	4 %	9 %	5 %
N/A – I don't work in an office setting	10 %	9 %	13 %	6 %	11 %	13 %	7 %	16 %	4 %
N/A - I am already back in the office	8 %	7 %	7 %	3 %	10 %	10 %	5 %	11 %	5 %

**Q:C9. Do you know or suspect that you personally, or anyone you know, has contracted coronavirus?**

	Total	Gender		Age		Which of the following best describes your position in the organization?		Do you have any children in the following age groups?	
		Male	Female	Under 35	35+	Senior	Middle & Junior/ Entry Level	All parents	Non parents
Base: all respondents	122	61	58	32	89	66	56	58	60
Myself	2 %	0 %	5 %	3 %	2 %	3 %	2 %	2 %	3 %
A family member	17 %	15 %	21 %	13 %	19 %	18 %	16 %	12 %	23 %
A close friend	19 %	16 %	21 %	16 %	20 %	24 %	13 %	21 %	17 %
Someone else I know	51 %	49 %	53 %	31 %	57 %	53 %	48 %	59 %	40 %
No one	30 %	38 %	22 %	41 %	27 %	26 %	36 %	31 %	32 %
NET: know someone who has contracted coronavirus	70 %	62 %	78 %	59 %	73 %	74 %	64 %	69 %	68 %