A strong majority of decision-makers in Canadian companies agree or somewhat agree that flexible working will be a permanent change at their company and that they sense anxiety among their team around coming back to the workplace in-person

Get Working Business Survey| Summary

Conducted by Nanos for Get Working, September 2020
Submission 2020-1699

Get Working

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Key Findings

Strong majority of decision-makers in Canadian companies agree or somewhat agree that flexible working will be a permanent change at their company

Close to eight in ten decision-makers agree (34%) or somewhat agree (45%) that flexible working (sometimes from the office, sometimes from home) will be a permanent change at their company.

Decision-makers sense anxiety among their team around coming back to the workplace

A majority of decision-makers agree (34%) or somewhat agree (45%) they sense anxiety among their team around coming back to the workplace in-person

Majority of decision-makers say they plan to implement a number of health and safety protocols immediately

Decision-makers most often report they plan to immediately provide hand sanitizer (84%), have more frequent cleaning of common/shared spaces (80%), and limit the number of employees who can be in shared spaces (e.g. elevators, washrooms, break rooms) at any one time (73%).

Decision-makers in Canadian companies give a higher intensity of difficulty to enforcing social distancing in the workplace and convincing employees its safe to return

Decision-makers rate a number of potential safety procedures an average level of difficulty to implement, giving a higher intensity of difficulty to enforcing social distancing (mean of 6.3 out of 10) and convincing employees its safe to return to work (mean of 6.2 out of 10), and a lower intensity to enforcing the use of PPE (mean of 5.1 out of 10).
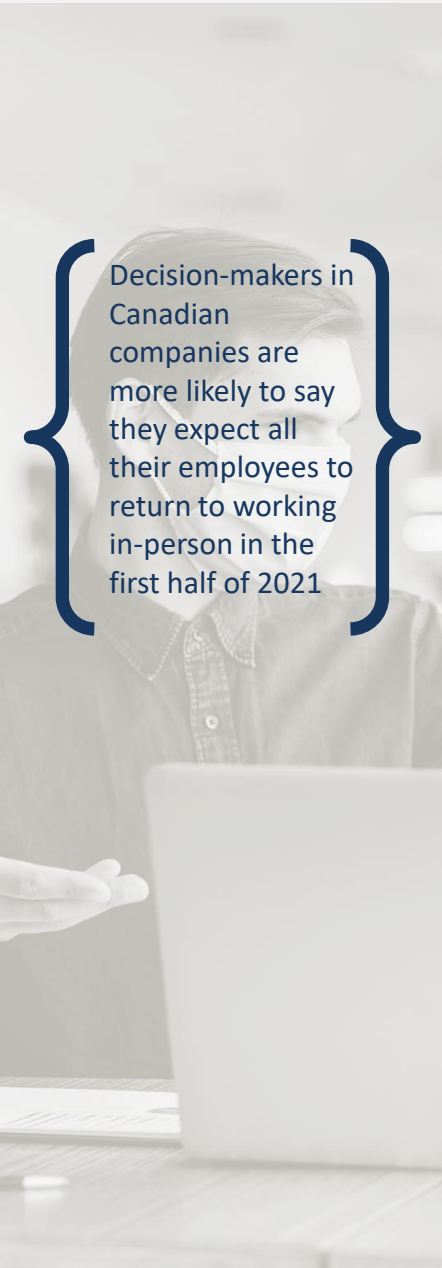
One in two decision-makers think their company will be changing the type of space it has in the next two years – not downsizing

Fifty per cent of decision-makers think their company will not be downsizing but will change the type of space they have in the next two years. Among those who think their company will downsize its space (22%), they estimate it will be looking to reduce space by 34% on average.

SUMMARY

Get Working retained Nanos to conduct research among decision-makers at the C-Suite or Executive level in Canadian companies with 50 or more employees to gauge their concerns and expectations surrounding employees returning to the workplace in person. To follow is a summary of the findings.
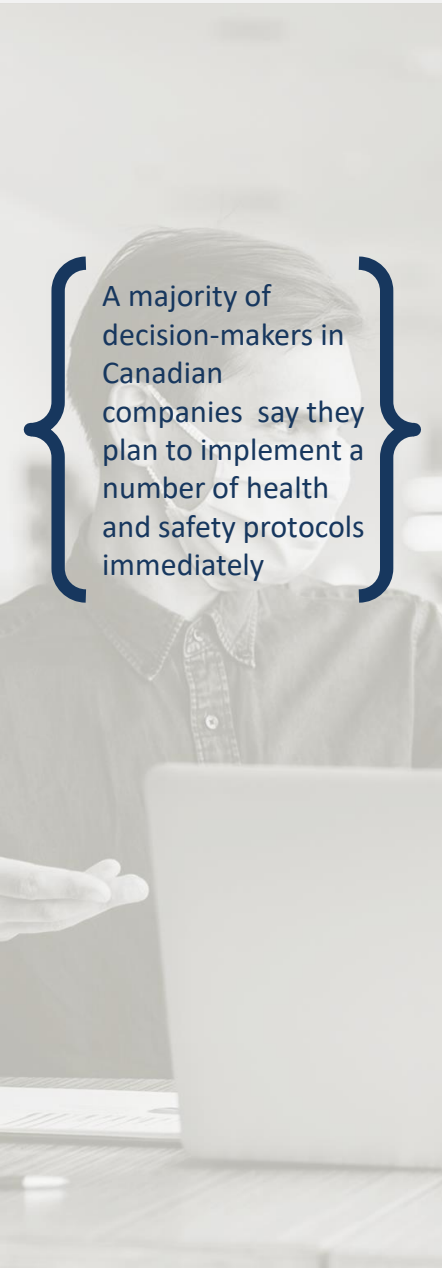
Managing the Work of Employees

- **Decision-makers in Canadian companies report close to half of their employees who normally work at the office are going into work in person regularly on average** – Asked what percentage of their employees who normally work in the office/physical location are coming into work in person at their place of business regularly, decision-makers in Canadian companies report an average of 48 per cent (median of 50%). Smaller companies (50-99 employees) report a higher median (50%) than those with 500 or more employees (median of 40%).

- **Decision-makers in Canadian companies more often mention ensuring safety of the working environment and maintaining social distancing in terms of their biggest challenges ensuring they can manage work as their team returns to the office** – Decision makers more often mention ensuring safety of working environment and that proper safety procedures are in place (22%) and maintaining social distancing (22%) are their biggest challenges in ensuring that they can manage work as their team returns to the office, followed by maintaining productivity (eight per cent), none/don't see a challenge (seven per cent), communicating effectively virtually and in new office set up (six per cent), retaining good employees/enough employees (five per cent), implementing policies and procedures (five per cent), and adjusting to new normal (five per cent).

- **Decision-makers in Canadian companies report an average of forty per cent of their team currently teleworking want to return to the workplace** – Decision-makers in Canadian companies report an average of 40 per cent (median of 35%) of their team currently teleworking wants to return to the workplace.

- **Decision-makers in Canadian companies are more likely to say they expect all their employees to return to working in-person in the first half of 2021** – Close to four in ten decision-makers say they expect all their employees to return to working at their physical location rather than working remotely in the first half of 2021 (37%), followed by during the fall of this year (27%), before this coming September (14%), the second half of 2021 (13%), and never, expect working remotely for some employees to continue (nine per cent).

> Decision-makers in Canadian companies are more likely to say they expect all their employees to return to working in-person in the first half of 2021

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> Nearly eight in ten decision-makers in Canadian companies agree or somewhat agree that flexible working will be a permanent change at their company

Returning to the Workplace

- **Decision-makers in Canadian companies more often mention ensuring safety of the working environment and that proper procedures are in place in terms of their biggest concern about their team returning to the workplace** – Decision-makers more often mention ensuring safety of working environment and that proper safety procedures are in place (22%) as their biggest concern about their team returning to the workplace, followed by possible exposure/bringing COVID-19 into the workplace (21%), maintaining social distancing (17%), none/don't see a challenge (seven per cent), implementing policies and procedures and ensuring they are being followed (six per cent), and morale and culture in the workplace/establishing new normal (four per cent).

- **Close to eight in ten decision-makers in Canadian companies agree or somewhat agree that they sense anxiety among their team around coming back to the workplace in-person** – A strong majority of decision-makers agree (34%) or somewhat agree (45%) that they sense anxiety among their team around coming back to the workplace in-person, while two in ten somewhat disagree (12%) or disagree (eight per cent). One per cent are unsure.

- **A strong majority of decision-makers in Canadian companies agree or somewhat agree that flexible working will be a permanent change at their company** – Nearly eight in ten decision-makers agree (34%) or somewhat agree (45%) that flexible working (sometimes from the office, sometimes from home) will be a permanent change at their company, while under two in ten somewhat disagree (10%) or disagree (seven per cent). Four per cent are unsure.

- **Decision-makers in Canadian companies are split on whether they agree that they are finding it awkward to communicate with their team about returning to the office** – One in two decision-makers disagree (26%) or somewhat disagree (24%) that they are finding it awkward to communicate with their team about the return to the office, while just under one in two agree (18%) or somewhat agree (31%). One per cent are unsure.

Health and Safety

- **Decision-makers in Canadian companies more often mention their biggest health and safety challenge when returning their team to the office is ensuring enough space to physically distance** – Close to one in three decision-makers mention ensuring enough space to social distance/ensuring employees maintain physical distance (31%) as their biggest health and safety challenge in returning their team to the office, followed by ensuring no one is sick/contact tracing/avoiding the spread of COVID-19 in the office (17%), cleanliness/sanitization (11%), following safety protocols/regulations (11%), and ensuring everyone is wearing PPE (i.e. masks, gloves)(seven per cent).

- **Close to seven in ten decision-makers in Canadian companies report they plan to immediately limit the number of employees who can come to the office** – Asked if they are planning to limit the number of employees who can come to the office, 68 per cent report yes, immediately, while 19 per cent report yes, in the future and 13 per cent report they have no plan to do so/it's not necessary.

- **More than seven in ten decision-makers in Canadian companies report they plan to immediately limit the number of people who can be in shared spaces** – Over seven in ten (73%) decision-makers report they are planning to immediately limit the number of employees who can be in shared spaces (e.g. elevators, washrooms, break rooms) at any one time, while 18 per cent report yes, in the future and nine per cent report they have no plan to do so/it's not necessary.

- **Eight in ten decision-makers in Canadian companies report they plan to immediately have more frequent cleaning of common and shared spaces** – A majority of decision-makers (80%) report they are planning to immediately have more frequent cleaning of common/shared spaces, 80 per cent report yes, immediately, while 14 per cent report yes, in the future and six per cent report they have no plan to do so/it's not necessary.

- **Two in three decision-makers in Canadian companies report they plan to immediately require all people to wear masks at all times in the workplace** – Two thirds of decision-makers (66%) report they are planning to immediately require all people to wear masks at all times in the workplace, while 19 per cent report they have no plan to do so/it's not necessary, and 15 per cent report yes, in the future. Decision-makers for companies with 500 or more employees are more likely to say they will do this immediately (79%) than decision-makers for companies with 50-99 employees (64%).
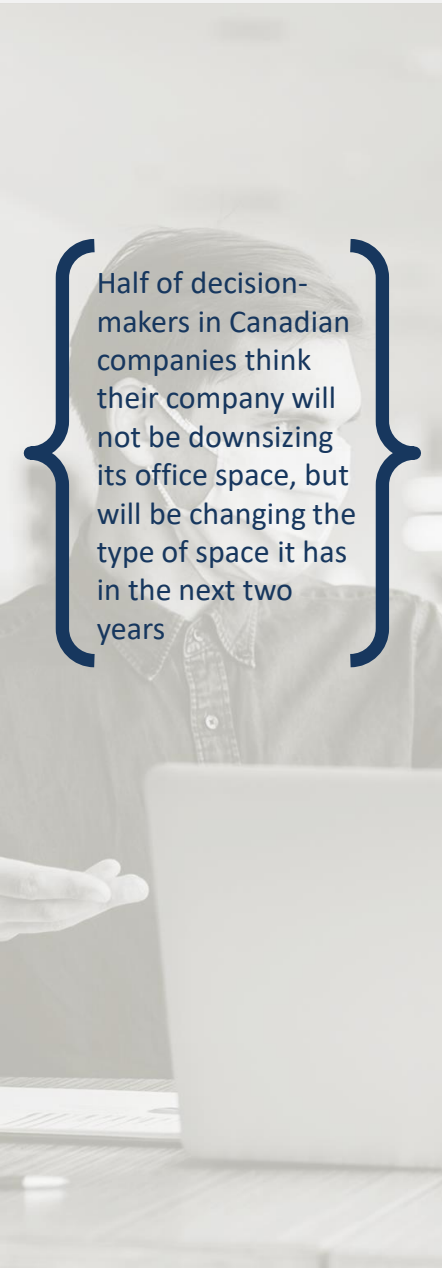
A majority of decision-makers in Canadian companies say they plan to implement a number of health and safety protocols immediately

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SUMMARY

> Decision-makers in Canadian companies give a higher intensity of difficulty to enforcing social distancing in the workplace

- **Over eight in ten decision-makers in Canadian companies report they plan to immediately provide hand sanitizer** – More than eight in ten decision-makers (84%) report they are planning to provide hand sanitizer immediately, while 12 per cent report yes, in the future and four per cent report they have no plan to do so/it's not necessary. Decision-makers for companies with 500 or more employees are more likely to say they will do this immediately (93%) than decision-makers for companies with 50-99 employees (81%).

- **Close to six in ten decision-makers in Canadian companies report they plan to immediately stop sharing tools such as computers among employees** – Just under six in ten decision-makers (59%) report they are planning to immediately stop sharing tools such as computers and machines among employees, while 23 per cent report yes, in the future and 18 per cent report they have no plan to do so/it's not necessary. Decision-makers for companies with 500 or more employees are more likely to say they will do this immediately (74%) than decision-makers for companies with 50-99 employees (58%).

- **Just over six in ten decision-makers in Canadian companies report they plan to immediately reconfigure offices to allow for easier social distancing** – A majority of decision-makers (61%) report they are planning to immediately reconfigure offices to allow for easier social distancing, while 23 per cent report yes, in the future and 16 per cent report they have no plan to do so/it's not necessary. Decision-makers for companies with 500 or more employees are more likely to say they will do this immediately (72%) than decision-makers for companies with 50-99 employees (58%).

- **Decision-makers in Canadian companies rate enforcing social distancing an average score of 6.3 out of 10 in terms of its difficulty to follow in the workplace** – Decision-makers rate the difficulty of enforcing social distancing in the workplace an average score of 6.3 out of 10, on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Over half say it is difficult to follow (score of 7-10)(55%), while more than one in four say this is of average difficulty (score of 4-6)(28%), and under two in ten say this is not difficult (score of 0-3)(16%). One per cent are unsure.

SUMMARY

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Decision-makers in Canadian companies give a lower intensity of difficulty to enforcing the use of PPE in the workplace

- **Decision-makers in Canadian companies rate managing office capacity an average score of 5.7 out of 10 in terms of its difficulty to follow in the workplace** – Decision-makers gave the difficulty of managing office capacity (limiting the number of employees and others in the building) a rating of 5.7 out of 10 on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Close to half say it is difficult (score of 7-10)(47%), while just over three in ten say this is of average difficulty (score of 4-6)(32%), and under two in ten say this is not difficult (score of 0-3)(15%).

- **Decision-makers in Canadian companies rate convincing employees it is safe to return to work an average score of 6.2 out of 10 in terms of its difficulty to follow in the workplace** – In terms of the difficulty of convincing employees it is safe to return to work, decision-makers give this a mean score of 6.2 out of 10 on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Just over half say it is difficult (score of 7-10)(51%), while just over three in ten say this is of average difficulty (score of 4-6)(31%), and under two in ten say this is not difficult (score of 0-3)(16%). One per cent are unsure.

- **Decision-makers in Canadian companies rate maintaining cleanliness of shared workspaces an average score of 5.5 out of 10 in terms of its difficulty to follow in the workplace** – The difficulty of maintaining cleanliness of shared workspaces was given a score of 5.5 out of 10 on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Over four in ten say it is difficult (score of 7-10)(45%), while just under three in ten say this is of average difficulty (score of 4-6)(29%), and over one in four say this is not difficult (score of 0-3)(26%).

- **Decision-makers in Canadian companies rate managing how people move about the space an average score of 6.0 out of 10 in terms of its difficulty to follow in the workplace** – With regards to the difficulty of managing how people move about the space (e.g. the use of elevators, stairwells, hallways, etc.), decision-makers give this a mean score of 6.0 out of 10 on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Over half say this is difficult (score of 7-10)(52%), while over one in four say this is of average difficulty (score of 4-6)(27%), and two in ten say this is not difficult (score of 0-3)(20%). One per cent are unsure.

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> Half of decision-makers in Canadian companies think their company will not be downsizing its office space, but will be changing the type of space it has in the next two years

- **Decision-makers in Canadian companies rate managing preventing potentially ill employees from coming into the office an average score of 5.6 out of 10 in terms of its difficulty to follow in the workplace** – Decision-makers rate the difficulty of preventing potentially ill employees from coming into the office a score of 5.6 out of 10 on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Over four in ten say this is difficult (score of 7-10)(43%), while over three in ten say this is of average difficulty (score of 4-6)(31%), and over two in ten say this is not difficult (score of 0-3)(23%). Two per cent are unsure.

- **Decision-makers in Canadian companies rate enforcing the use of PPE an average score of 5.1 out of 10 in terms of its difficulty to follow in the workplace** – In terms of the difficulty of enforcing the use of personal protective equipment such as masks and hand sanitizer, decision-makers give this a rating of 5.1 out of 10 on a scale where 0 is not difficult at all to follow and 10 is very difficult to follow. Over one in three say this is difficult (score of 7-10)(37%), while close to one in three say this is of average difficulty (score of 4-6)(32%), and three in ten say this is not difficult (score of 0-3)(30%). One per cent are unsure.

Long term plans/real estate

- **Decision-makers in Canadian companies more often think their company will not be downsizing its office space, but will be changing the type of space it has in the next two years** – One in two decision-makers (50%) think their company will not be downsizing, but will change the type of space they have in the next two years, while 29 per cent are not expecting any changes to their space, and 22 per cent think they will be downsizing their space in the next two years. Decision-makers for companies with 500 or more employees are more likely to say they will be changing the type of space (60%; 50-99 employees: 47%) while decision-makers for companies with 50-99 employees are more likely to say they are not expecting any changes to the space (31%; 500 plus employees: 19%).

- **Decision-makers in Canadian companies who think their company will downsize its office space say they are looking to reduce their space by 34 per cent on average** – Decision-makers who think their company will downsize its office space in the next two years say they think their company will downsize its space by an average of 34% (median of 30%).

SUMMARY

Half of decision-makers in Canadian companies think their company will not be downsizing its office space, but will be changing the type of space it has in the next two years

- **Decision-makers in Canadian companies who think their company will downsize its office space say they are unsure whether they are looking to end their lease or sub-lease some of their existing space** – Close to one in two decision-makers who think their company will downsize its office space in the next two years (48%) say they are not sure if they are looking to end their lease or sub-lease some of their existing space. Thirty-two per cent say they are looking to sub-lease some of their existing space, while 20 per cent say they are looking to end their lease and find an alternative.

Nanos conducted a representative online survey of 435 decision makers in Canadian companies with 50 employees or more, drawn from a non-probability panel between August 4th and 12th, 2020.

The research was commissioned by Get Working and was conducted by Nanos Research.

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Profile of respondents

29% of decision makers in Canadian companies are **General Executives**
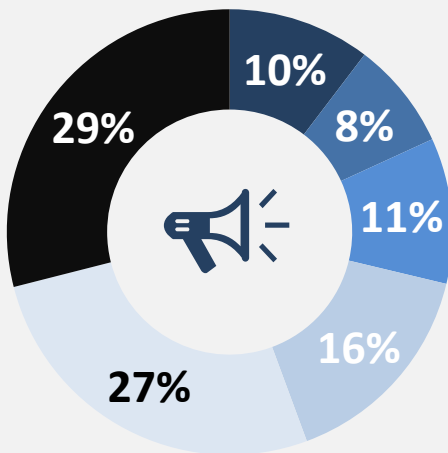
10%
8%
29%
11%
27%
16%

- CEO
- COO
- Executive – HR
- Executive – Finance
- Executive - Operations
- Executive – General

QUESTION – Which of the following best describes you?

39% of decision makers work at a company with **500 employees or more**

31%
39%
19%
12%
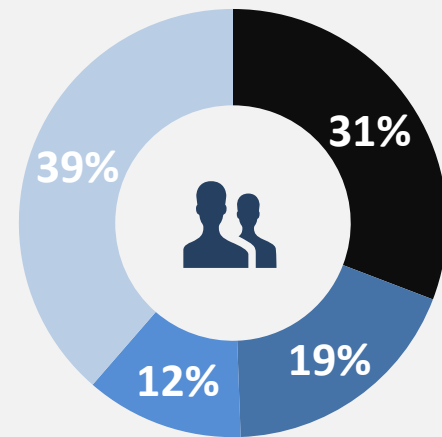
- 50-99 employees
- 100-299 employees
- 300-499 employees
- 500 and more employees

QUESTION – Which of the following best describes the size of your organization based on the number of employees from all locations.

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" *Just under two in five decision makers in Canadian companies with 50 or more employees expect all of their employees to return to working at their physical location the first half of 2021* "

Percentage of employees returning to in-person work

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Top Mentions

Mean	Median
47.6%	50.0%
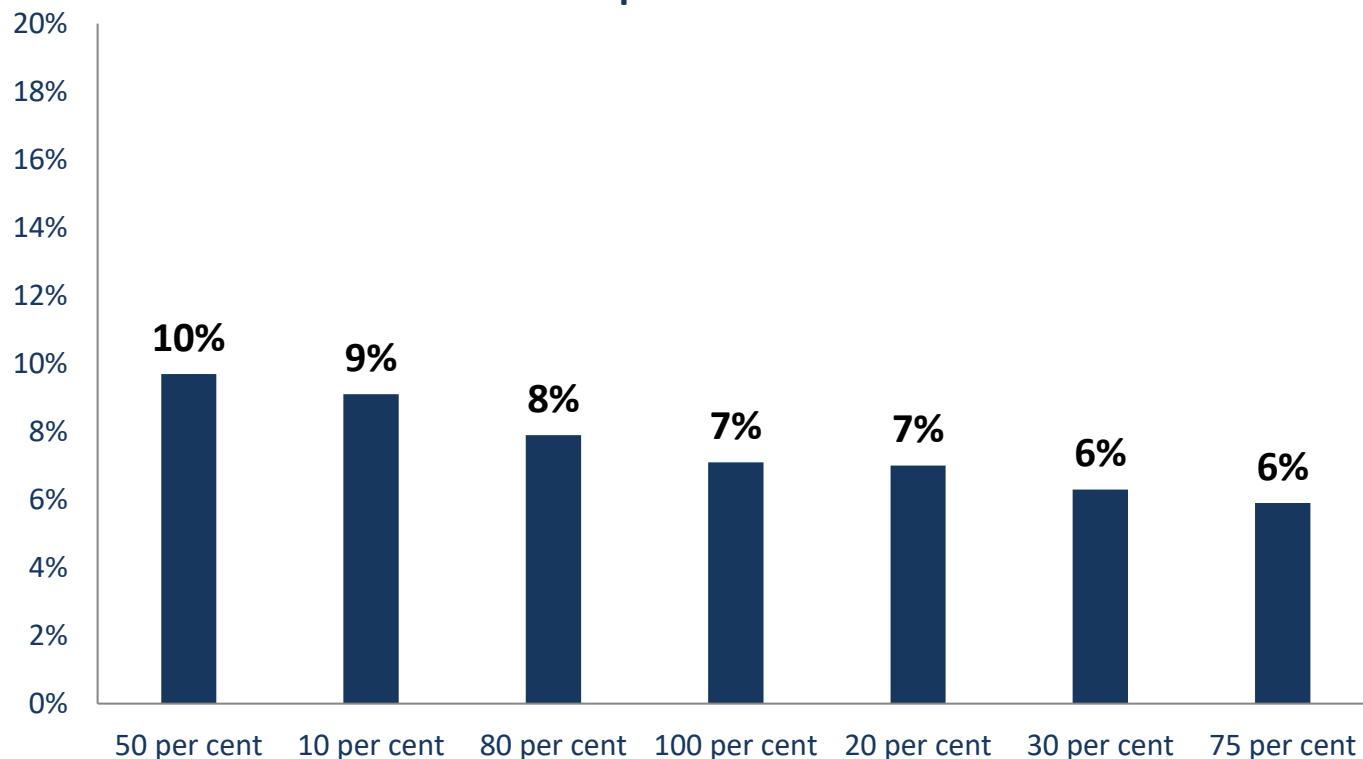
QUESTION – At present, what percentage of your employees who normally work at your office/ physical locations are coming into work in person at your place of business regularly?

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Challenges in return to office

Top Mentions	Frequency (n=400)
Ensuring safety of working environment and that proper safety procedures are in place	21.9%
Maintaining social distancing	21.9%
Maintaining productivity	7.7%
None / I don't see a challenge	6.8%
Communicating effectively virtually and in new office setup	6.1%
Retaining good employees / enough employees	4.8%
Unsure	2.0%

QUESTION – What's your biggest challenge in ensuring that you can manage work as your team returns to the office? [OPEN]

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=400 decision makers in Canadian companies with 50 or more employees.

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Desire to transition from telework to in-person work

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Mean	Median
39.9%	35.0%

Top Mentions
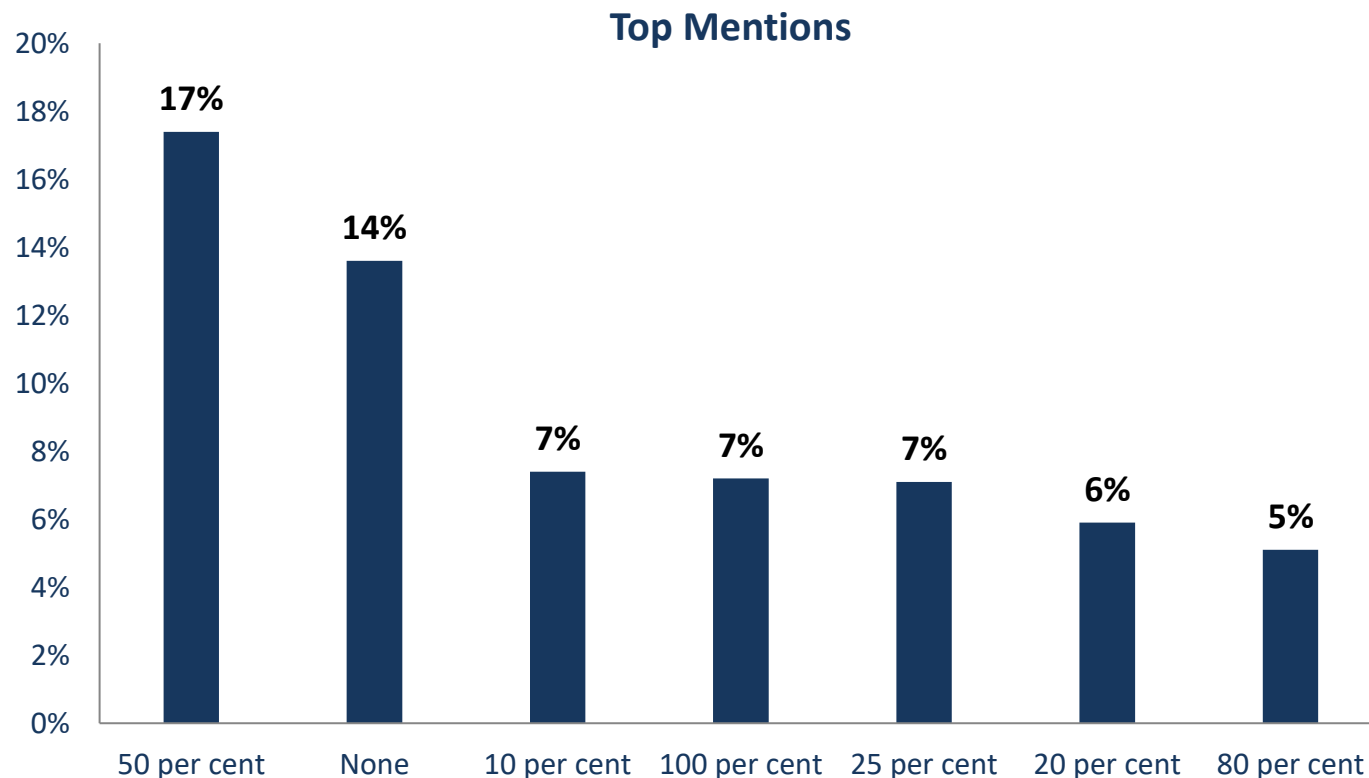
QUESTION – What percentage of your team currently teleworking wants to return to the workplace?

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All employees returning to physical location
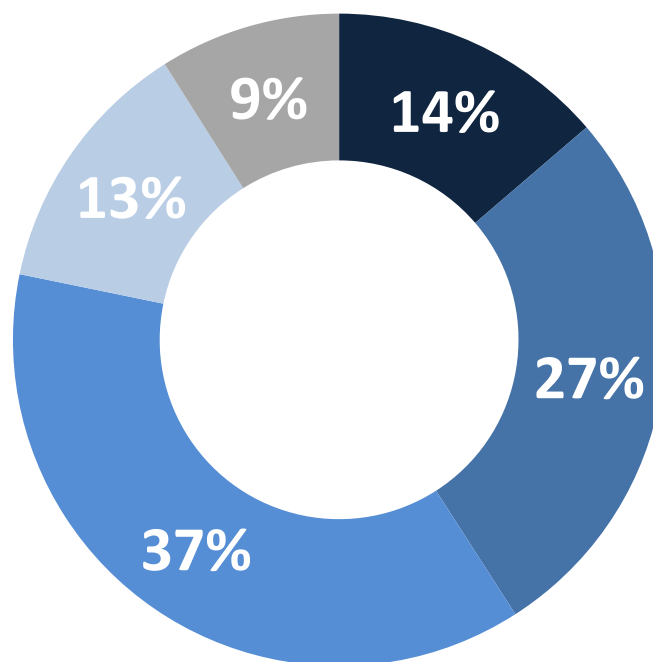
	The first half of 2021
50-99 employees (n=132)	33.3%
100-299 employees (n=80)	41.3%
300 to 499 employees (n=52)	46.2%
500 o more employees (n=167)	25.7%
CEO (n=44)	33.2%
COO (n=34)	38.1%
Executive – HR (n=46)	40.5%
Executive – Finance (n=67)	41.7%
Executive – Operations (n=116)	39.0%
Executive – General (n=124)	34.3%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

Chart legend:
- 14% — Before this coming September
- 27% — During the fall of this year
- 37% — The first half of 2021
- 13% — The second half of 2021
- 9% — Never, I expect working remotely for some employees to continue

QUESTION – When do you expect all of your employees to return to working at your physical location rather than working remotely?

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" *Just under 8 in 10 decision makers sense anxiety among their team around coming back to the workplace in-person* **"**

Biggest concern about team returning to the workplace

Top Mentions	Frequency (n=410)
Ensuring safety of working environment and that proper safety procedures are in place	22.4%
Possible exposure/bringing COVID-19 into the workplace	21.4%
Maintaining social distancing	17.0%
None / I don't see a challenge	6.8%
Implementing policies and procedures and ensuring they are being followed	6.3%
Morale and culture in the workplace/establishing new normal	4.4%
Maintaining productivity and ensuring these is enough work	3.6%

QUESTION – What's your biggest concern about your team returning to the workplace? [OPEN]

Feelings towards team returning to the workplace

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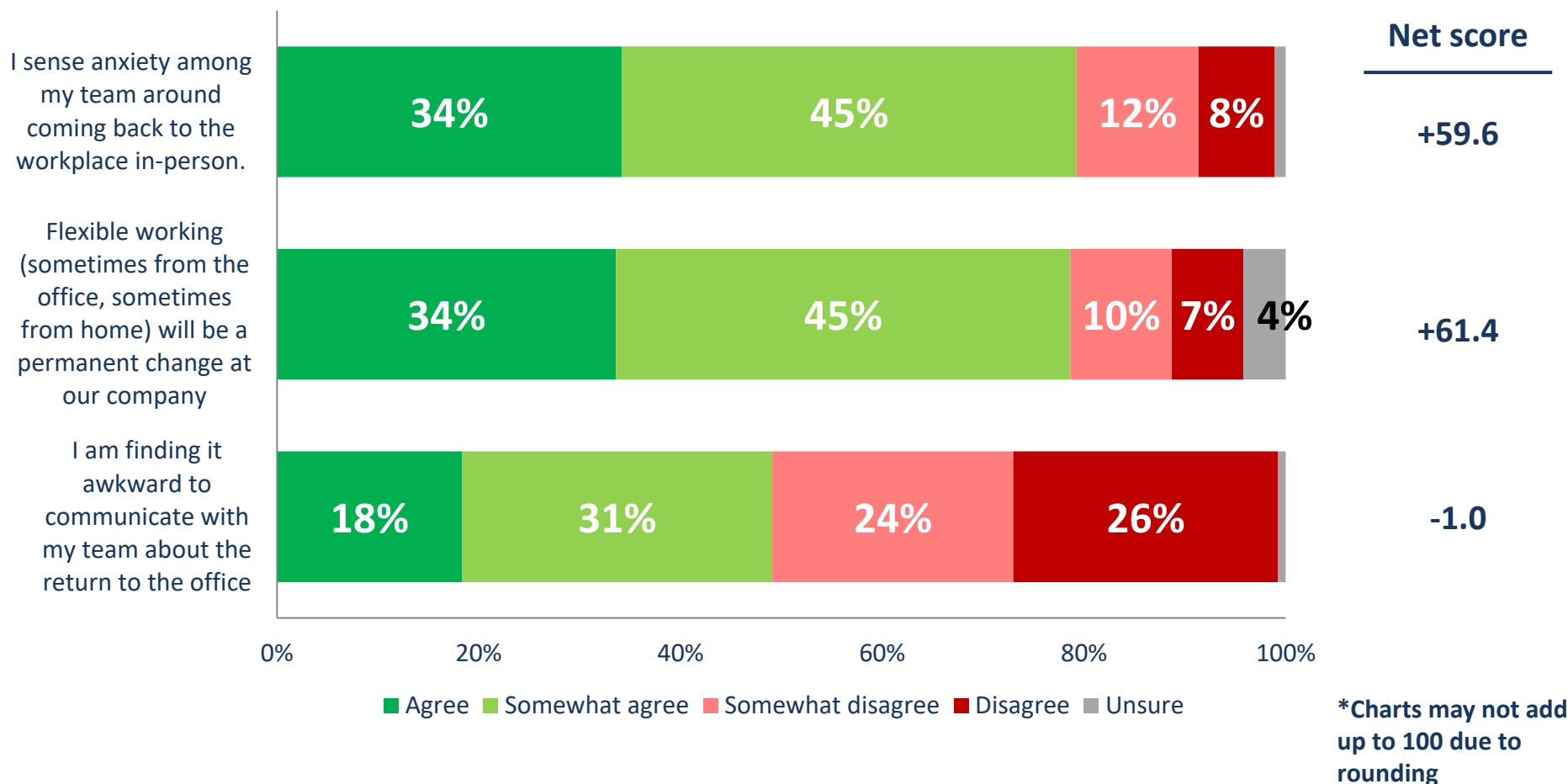
	Net score

I sense anxiety among my team around coming back to the workplace in-person.
34% | 45% | 12% | 8%
+59.6

Flexible working (sometimes from the office, sometimes from home) will be a permanent change at our company
34% | 45% | 10% | 7% | 4%
+61.4

I am finding it awkward to communicate with my team about the return to the office
18% | 31% | 24% | 26%
-1.0

0% 20% 40% 60% 80% 100%

■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

*Charts may not add up to 100 due to rounding

QUESTION – Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

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Anxiety around returning to the workplace

Net score

+59.6

34%

45%

12%

8%

1%
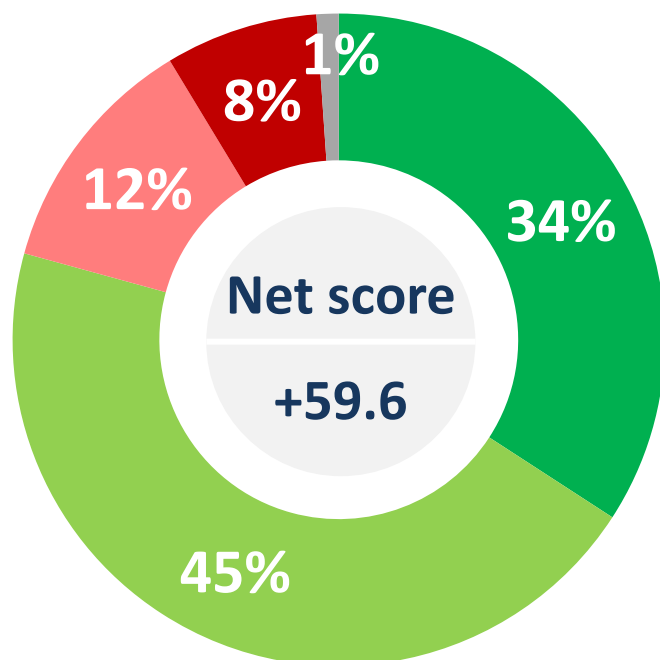
- ■ Agree
- ■ Somewhat agree
- ■ Somewhat disagree
- ■ Disagree
- ■ Unsure

	Agree/ somewhat agree
50-99 employees (n=134)	77.6%
100-299 employees (n=81)	79.0%
300 to 499 employees (n=52)	86.5%
500 o more employees (n=167)	82.0%
CEO (n=44)	76.0%
COO (n=34)	83.3%
Executive – HR (n=46)	88.6%
Executive – Finance (n=68)	84.6%
Executive – Operations (n=116)	78.7%
Executive – General (n=126)	74.6%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]
I sense anxiety among my team around coming back to the workplace in-person.

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=434 decision makers in Canadian companies with 50 or more employees.

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Flexible working as permanent change to company

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	Agree/somewhat agree
50-99 employees (n=132)	79.5%
100-299 employees (n=81)	76.5%
300 to 499 employees (n=52)	78.8%
500 o more employees (n=168)	78.6%
CEO (n=45)	85.9%
COO (n=34)	77.4%
Executive – HR (n=46)	63.9%
Executive – Finance (n=68)	74.6%
Executive – Operations (n=115)	77.7%
Executive – General (n=125)	83.3%

Net score +61.4

34%
45%
10%
7%
4%

■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]
Flexible working (sometimes from the office, sometimes from home) will be a permanent change at our company

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Awkwardness of communicating with team about return to the office

Net score

-1.0

- 🟩 Agree
- 🟩 Somewhat agree
- 🟥 Somewhat disagree
- 🟥 Disagree
- ⬜ Unsure

18%
31%
24%
26%
1%
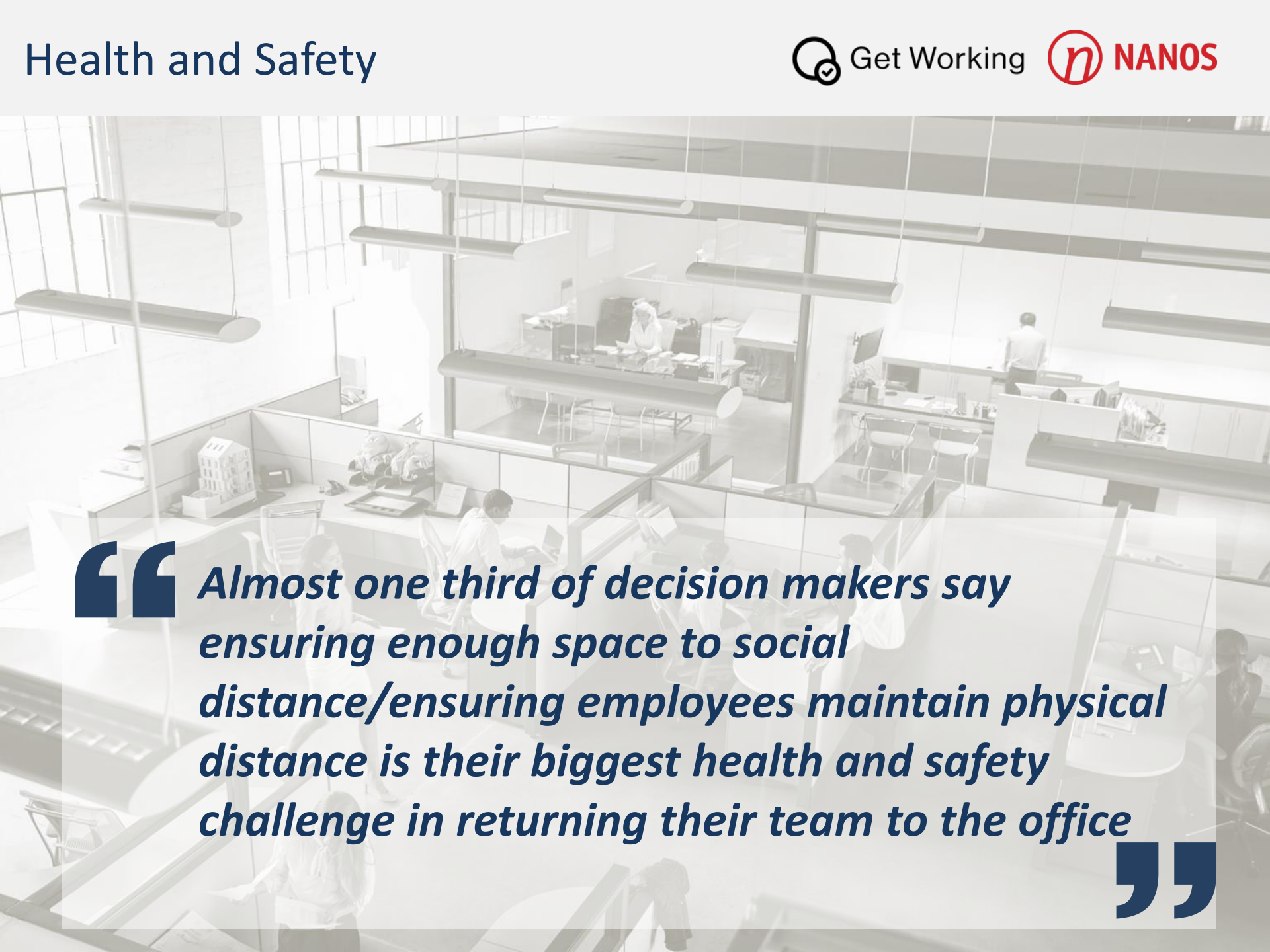
	Agree/ somewhat agree
50-99 employees (n=134)	47.8%
100-299 employees (n=81)	51.9%
300 to 499 employees (n=52)	50.0%
500 o more employees (n=168)	48.2%
CEO (n=45)	57.3%
COO (n=34)	58.5%
Executive – HR (n=46)	41.6%
Executive – Finance (n=68)	48.1%
Executive – Operations (n=116)	49.5%
Executive – General (n=126)	45.7%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]
I am finding it awkward to communicate with my team about the return to the office

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=435 decision makers in Canadian companies with 50 or more employees.

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Health and Safety

> **Almost one third of decision makers say ensuring enough space to social distance/ensuring employees maintain physical distance is their biggest health and safety challenge in returning their team to the office**

Health and safety challenges in return to work

Top Mentions	Frequency (n=406)
Ensuring enough space to social distance/ensuring employees maintain physical distance	31.4%
Ensuring no one is sick/contact tracing/avoiding the spread of COVID-19 in the office	17.4%
Cleanliness/sanitization	11.3%
Following safety protocols/regulations	10.5%
Ensuring everyone is wearing PPE (i.e. masks, gloves)	6.6%
None	5.9%
Keeping everyone safe	4.7%

QUESTION – What's your biggest health and safety challenge in returning your team to the office? [OPEN]

Health and safety protocols

Protocol	Yes, immediately	Yes, in the future	No plan/not necessary
Provide hand sanitizer	84%	12%	4%
More frequent cleaning of common/ shared spaces	80%	14%	6%
Limit the number of people who can be in shared spaces (e.g. elevators, washrooms, break rooms) at any one time	73%	18%	9%
Limit the number of employees who can come to the office	68%	19%	13%
Requiring all people to wear masks at all times in the workplace	66%	15%	19%
Reconfigure offices to allow for easier social distancing	61%	23%	16%
Stop sharing tools such as computers, machines among employees.	59%	23%	18%

■ Yes, immediately   ■ Yes, in the future   ■ No plan/not necessary

*Charts may not add up to 100 due to rounding

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]

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Limiting employees in the office

13%

19%

68%

■ Yes, immediately ■ Yes, in the future ■ No plan/not necessary

	Yes, immediately
50-99 employees (n=133)	**66.2%**
100-299 employees (n=81)	**72.8%**
300 to 499 employees (n=52)	**65.4%**
500 o more employees (n=168)	**75.0%**
CEO (n=44)	**61.0%**
COO (n=34)	**56.8%**
Executive – HR (n=46)	**72.8%**
Executive – Finance (n=68)	**68.5%**
Executive – Operations (n=116)	**67.1%**
Executive – General (n=126)	**73.5%**

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
Limit the number of employees who can come to the office

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Limiting people in shared spaces

73% Yes, immediately
18% Yes, in the future
9% No plan/not necessary

■ Yes, immediately ■ Yes, in the future ■ No plan/not necessary

	Yes, immediately
50-99 employees (n=134)	70.9%
100-299 employees (n=81)	79.0%
300 to 499 employees (n=52)	69.2%
500 o more employees (n=168)	82.1%
CEO (n=45)	62.2%
COO (n=34)	67.3%
Executive – HR (n=46)	70.4%
Executive – Finance (n=68)	75.9%
Executive – Operations (n=116)	79.4%
Executive – General (n=126)	74.2%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
Limit the number of people who can be in shared spaces (e.g. elevators, washrooms, break rooms) at any one time

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=435 decision makers in Canadian companies with 50 or more employees.

26

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Frequent cleaning of shared spaces

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	Yes, immediately
50-99 employees (n=133)	**78.2%**
100-299 employees (n=81)	**84.0%**
300 to 499 employees (n=51)	**78.4%**
500 o more employees (n=168)	**89.3%**
CEO (n=43)	**64.3%**
COO (n=34)	**73.5%**
Executive – HR (n=46)	**77.5%**
Executive – Finance (n=68)	**81.8%**
Executive – Operations (n=116)	**84.3%**
Executive – General (n=126)	**84.9%**

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

■ Yes, immediately   ■ Yes, in the future   ■ No plan/not necessary

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
More frequent cleaning of common/ shared spaces

27

Requiring mandatory masks in the workplace
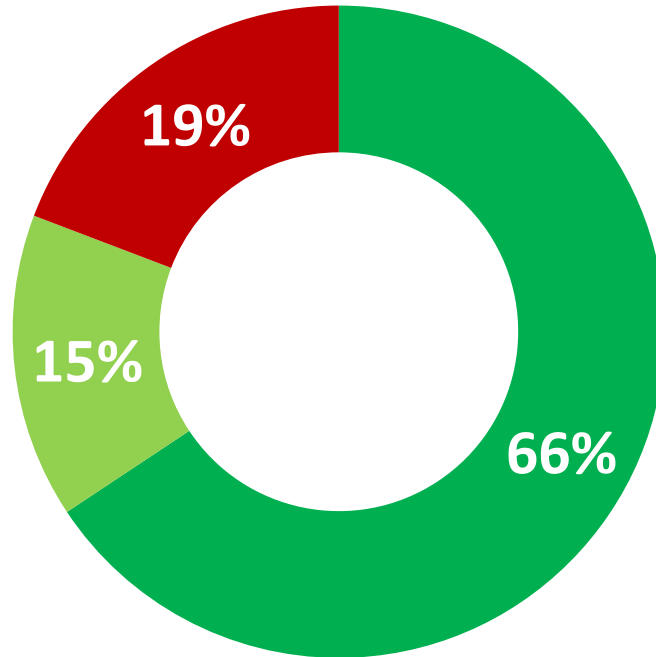
	Yes, immediately
50-99 employees (n=133)	**63.9%**
100-299 employees (n=81)	**65.4%**
300 to 499 employees (n=52)	**69.2%**
500 o more employees (n=168)	**78.6%**
CEO (n=45)	**63.6%**
COO (n=34)	**47.4%**
Executive – HR (n=46)	**66.0%**
Executive – Finance (n=68)	**62.6%**
Executive – Operations (n=115)	**74.6%**
Executive – General (n=126)	**66.3%**

19%

15%

66%

■ Yes, immediately   ■ Yes, in the future   ■ No plan/not necessary

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
Requiring all people to wear masks at all times in the workplace

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Source: Nanos Research, online survey, August 4th to 12th, 2020, n=434 decision makers in Canadian companies with 50 or more employees.

28

Providing hand sanitizer

	Yes, immediately
50-99 employees (n=134)	**81.3%**
100-299 employees (n=80)	**88.8%**
300 to 499 employees (n=52)	**82.7%**
500 o more employees (n=167)	**93.4%**
CEO (n=45)	**69.4%**
COO (n=34)	**81.8%**
Executive – HR (n=46)	**82.1%**
Executive – Finance (n=67)	**80.6%**
Executive – Operations (n=115)	**89.6%**
Executive – General (n=126)	**87.9%**

4%

12%

84%

■ Yes, immediately   ■ Yes, in the future   ■ No plan/not necessary

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
Provide hand sanitizer

© NANOS RESEARCH

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=433 decision makers in Canadian companies with 50 or more employees.

29

Stopping the sharing of tools
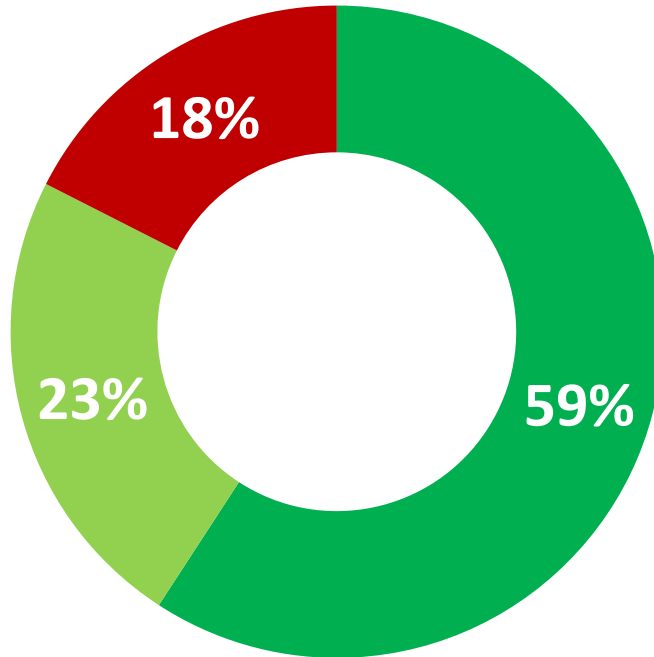
- Yes, immediately — 59%
- Yes, in the future — 23%
- No plan/not necessary — 18%

	Yes, immediately
50-99 employees (n=134)	57.5%
100-299 employees (n=81)	58.0%
300 to 499 employees (n=52)	63.5%
500 o more employees (n=168)	74.4%
CEO (n=45)	55.0%
COO (n=34)	73.9%
Executive – HR (n=46)	47.4%
Executive – Finance (n=68)	65.2%
Executive – Operations (n=116)	63.7%
Executive – General (n=126)	53.9%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
Stop sharing tools such as computers, machines among employees

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30

Reconfiguring offices for social distancing
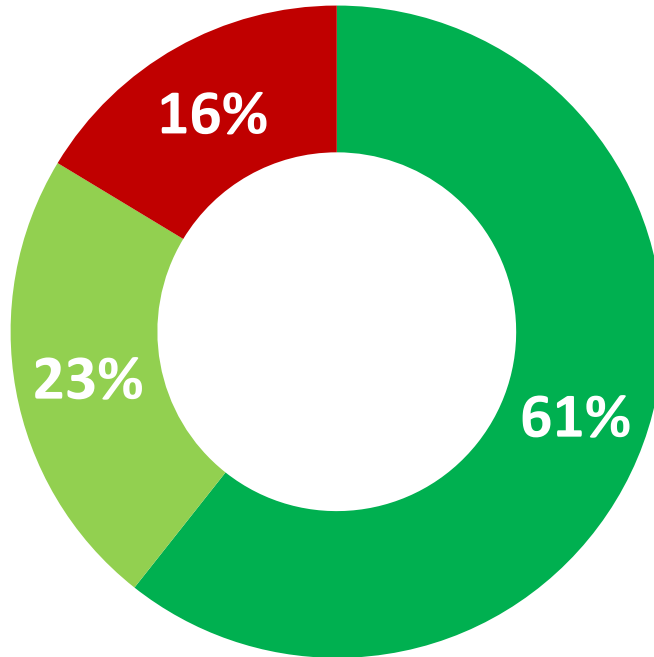
16% **23%** **61%**

■ Yes, immediately   ■ Yes, in the future   ■ No plan/not necessary

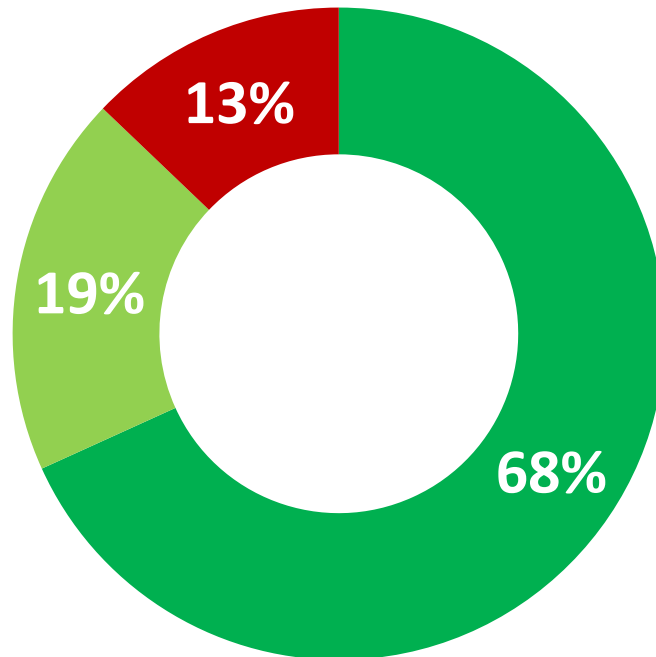|	Yes, immediately
50-99 employees (n=134)	**56.7%**
100-299 employees (n=81)	**64.2%**
300 to 499 employees (n=52)	**67.3%**
500 o more employees (n=167)	**71.9%**
CEO (n=45)	**47.8%**
COO (n=34)	**59.2%**
Executive – HR (n=46)	**58.2%**
Executive – Finance (n=67)	**65.9%**
Executive – Operations (n=116)	**68.5%**
Executive – General (n=126)	**58.3%**

*Weighted to the true population proportion.
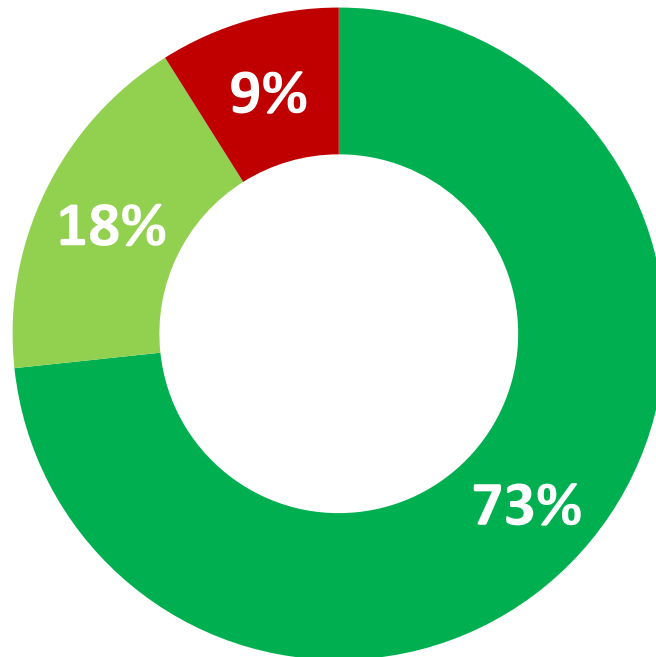***Charts may not add up to 100 due to rounding.**

QUESTION – Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE LIST]
Reconfigure offices to allow for easier social distancing

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Source: Nanos Research, online survey, August 4th to 12th, 2020, n=434 decision makers in Canadian companies with 50 or more employees.

31

Difficulty of following health and safety protocols

Mean

Enforcing social distancing	55%	28%	16%	6.3
Managing how people move about the space (e.g. the use of elevators, stairwells, hallways, etc.)	52%	27%	20%	6.0
Convincing employees it's safe to return to work	51%	31%	16%	6.2
Managing office capacity (limiting the number of employees and others in the building)	47%	32%	21%	5.7
Maintaining cleanliness of shared workspaces	45%	29%	26%	5.5
Preventing potentially ill employees from coming into the office	43%	31%	23%	5.6
Enforcing the use of personal protective equipment such as masks and hand sanitizer	37%	32%	30%	5.1

0%   20%   40%   60%   80%   100%

■ Very difficult (7-10)   ■ Neutral (4-7)   ■ Not difficult (0-3)   ■ Unsure

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=435 decision makers in Canadian companies with 50 or more employees.

32

Difficulty of enforcing social distancing
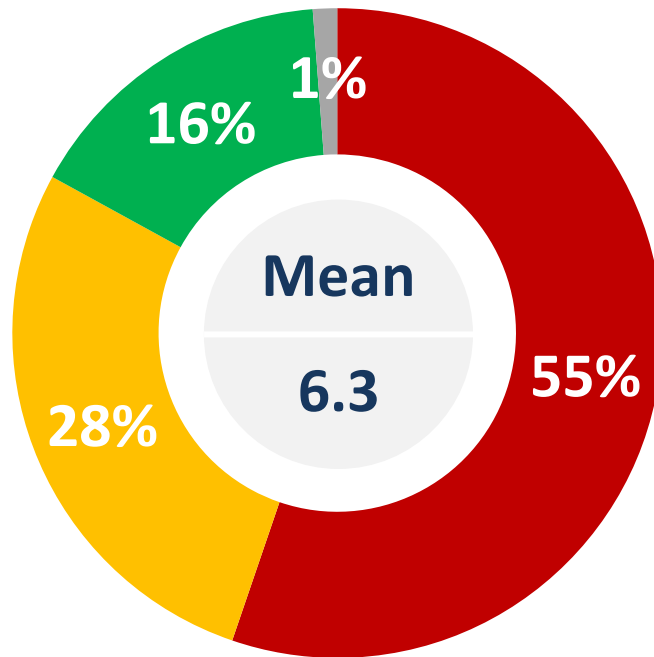
	Mean
50-99 employees (n=133)	**6.1**
100-299 employees (n=81)	**6.5**
300 to 499 employees (n=52)	**6.7**
500 o more employees (n=167)	**6.2**
CEO (n=45)	**6.3**
COO (n=34)	**6.9**
Executive – HR (n=45)	**6.6**
Executive – Finance (n=68)	**6.0**
Executive – Operations (n=116)	**6.2**
Executive – General (n=125)	**6.3**

Mean

6.3

55%

28%

16%

1%

- Very difficult (7-10)
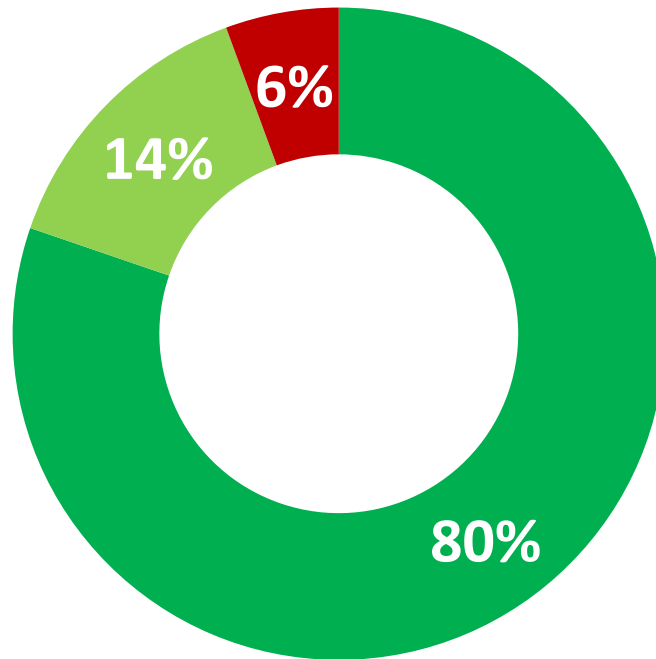- Neutral (4-6)
- Not difficult (0-3)
- Unsure

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Enforcing social distancing

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Difficulty managing office capacity

47% **32%** **21%**
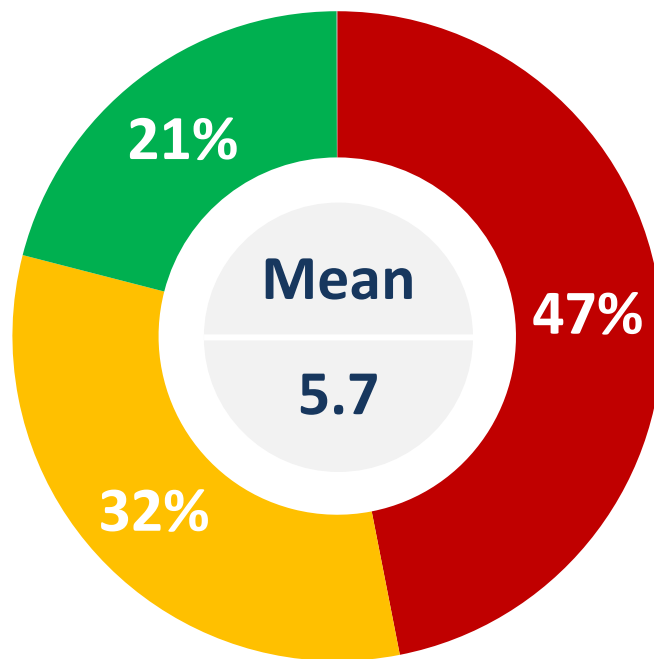
Mean
5.7

■ Very difficult (7-10) ■ Neutral (4-6) ■ Not difficult (0-3) ■ Unsure

|	Mean
50-99 employees (n=133)	5.5
100-299 employees (n=81)	5.8
300 to 499 employees (n=52)	6.1
500 o more employees (n=168)	5.7
CEO (n=45)	6.5
COO (n=34)	6.5
Executive – HR (n=46)	6.2
Executive – Finance (n=68)	4.7
Executive – Operations (n=116)	5.6
Executive – General (n=125)	5.5

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Managing office capacity (limiting the number of employees and others in the building)

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Difficulty convincing employees that return to work is safe

Mean 6.2

- Very difficult (7-10)
- Neutral (4-6)
- Not difficult (0-3)
- Unsure

51% — Very difficult (7-10)
31% — Neutral (4-6)
16% — Not difficult (0-3)
1% — Unsure
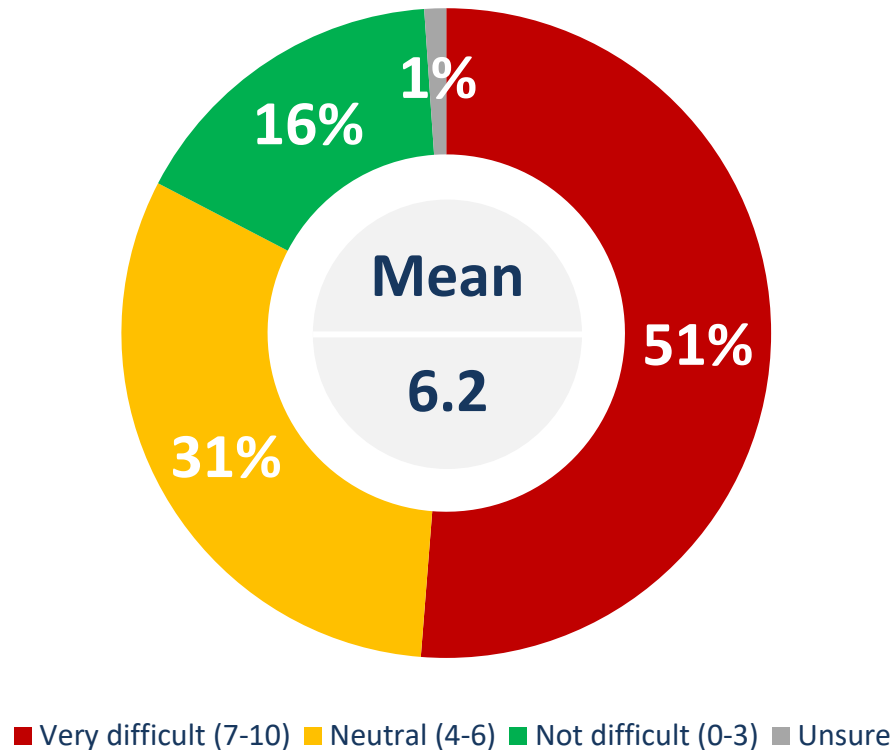
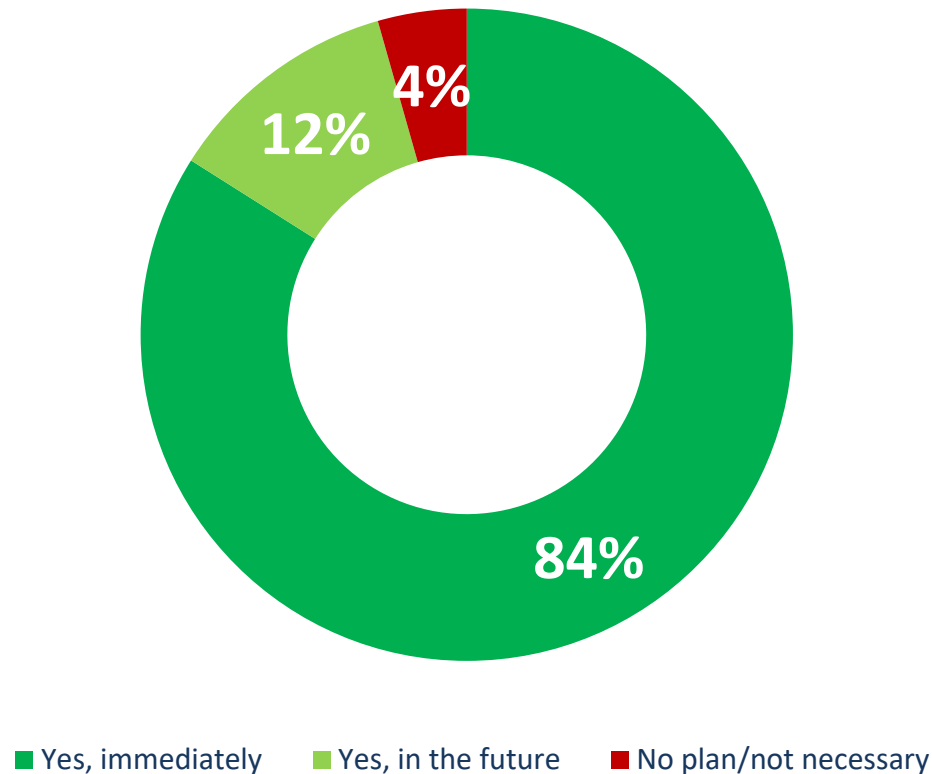|	Mean
50-99 employees (n=134)	6.0
100-299 employees (n=81)	6.4
300 to 499 employees (n=52)	6.7
500 o more employees (n=167)	6.7
CEO (n=45)	6.3
COO (n=34)	6.8
Executive – HR (n=46)	6.6
Executive – Finance (n=68)	6.0
Executive – Operations (n=116)	6.1
Executive – General (n=125)	6.1

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Convincing employees it's safe to return to work

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=434 decision makers in Canadian companies with 50 or more employees.

35

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Difficulty maintaining cleanliness of shared office spaces

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26%
45%
29%

Mean
5.5

■ Very difficult (7-10) ■ Neutral (4-6) ■ Not difficult (0-3) ■ Unsure
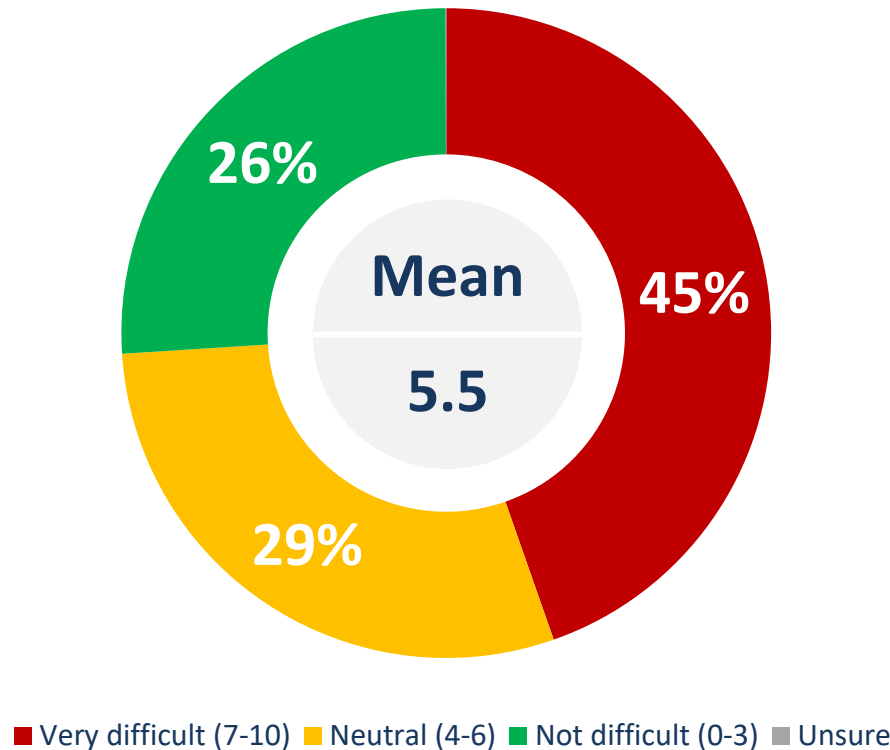
	Mean
50-99 employees (n=134)	**5.4**
100-299 employees (n=81)	**5.6**
300 to 499 employees (n=52)	**5.8**
500 o more employees (n=168)	**5.3**
CEO (n=45)	**6.1**
COO (n=34)	**6.2**
Executive – HR (n=46)	**5.2**
Executive – Finance (n=68)	**5.6**
Executive – Operations (n=116)	**5.3**
Executive – General (n=126)	**5.2**

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Maintaining cleanliness of shared workspaces

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Source: Nanos Research, online survey, August 4th to 12th, 2020, n=435 decision makers in Canadian companies with 50 or more employees.

36

Difficulty managing how people move about the work space

NANOS
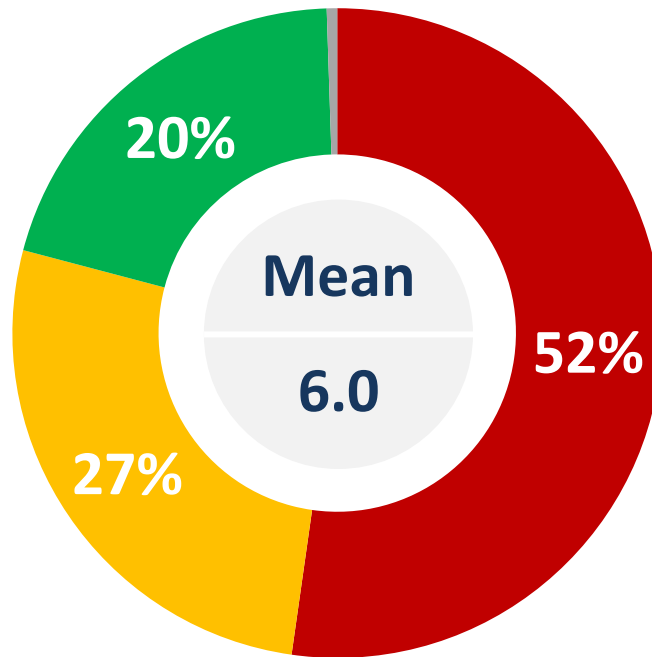
	Mean
50-99 employees (n=134)	5.8
100-299 employees (n=80)	6.2
300 to 499 employees (n=52)	6.4
500 o more employees (n=167)	6.3
CEO (n=45)	6.0
COO (n=34)	7.0
Executive – HR (n=46)	6.6
Executive – Finance (n=68)	5.5
Executive – Operations (n=116)	5.8
Executive – General (n=124)	5.8

Mean
6.0

20%

52%

27%

■ Very difficult (7-10) ■ Neutral (4-6) ■ Not difficult (0-3) ■ Unsure

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Managing how people move about the space (e.g. the use of elevators, stairwells, hallways, etc.)

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Difficulty preventing potentially ill employees from coming into the office
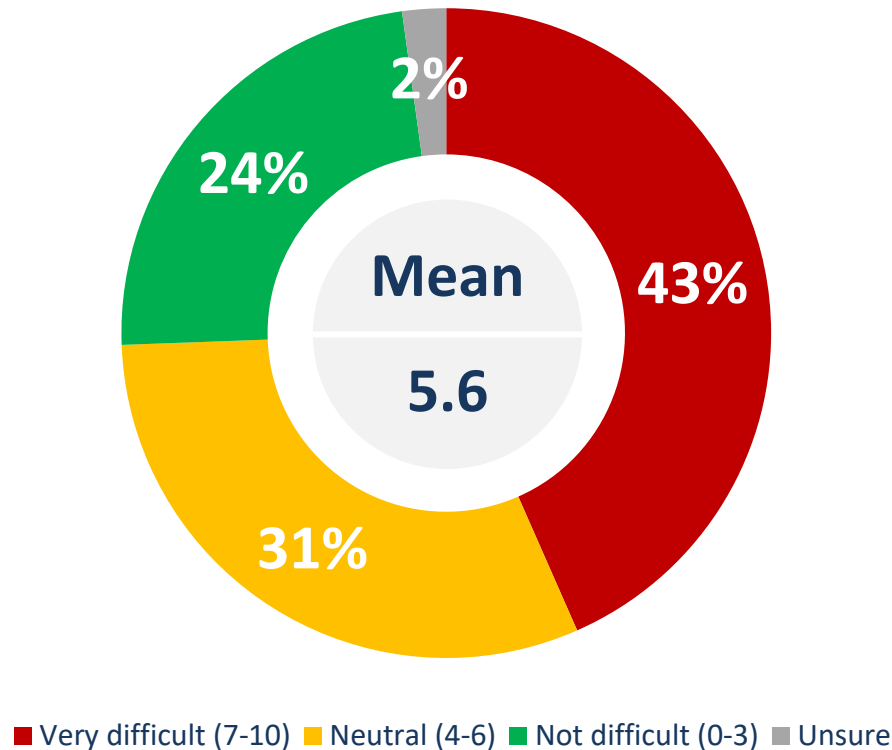
	Mean
50-99 employees (n=134)	5.5
100-299 employees (n=81)	5.8
300 to 499 employees (n=52)	6.0
500 o more employees (n=168)	5.7
CEO (n=45)	6.6
COO (n=34)	6.5
Executive – HR (n=46)	5.5
Executive – Finance (n=68)	5.5
Executive – Operations (n=116)	5.5
Executive – General (n=126)	5.2

Mean 5.6

43%
31%
24%
2%

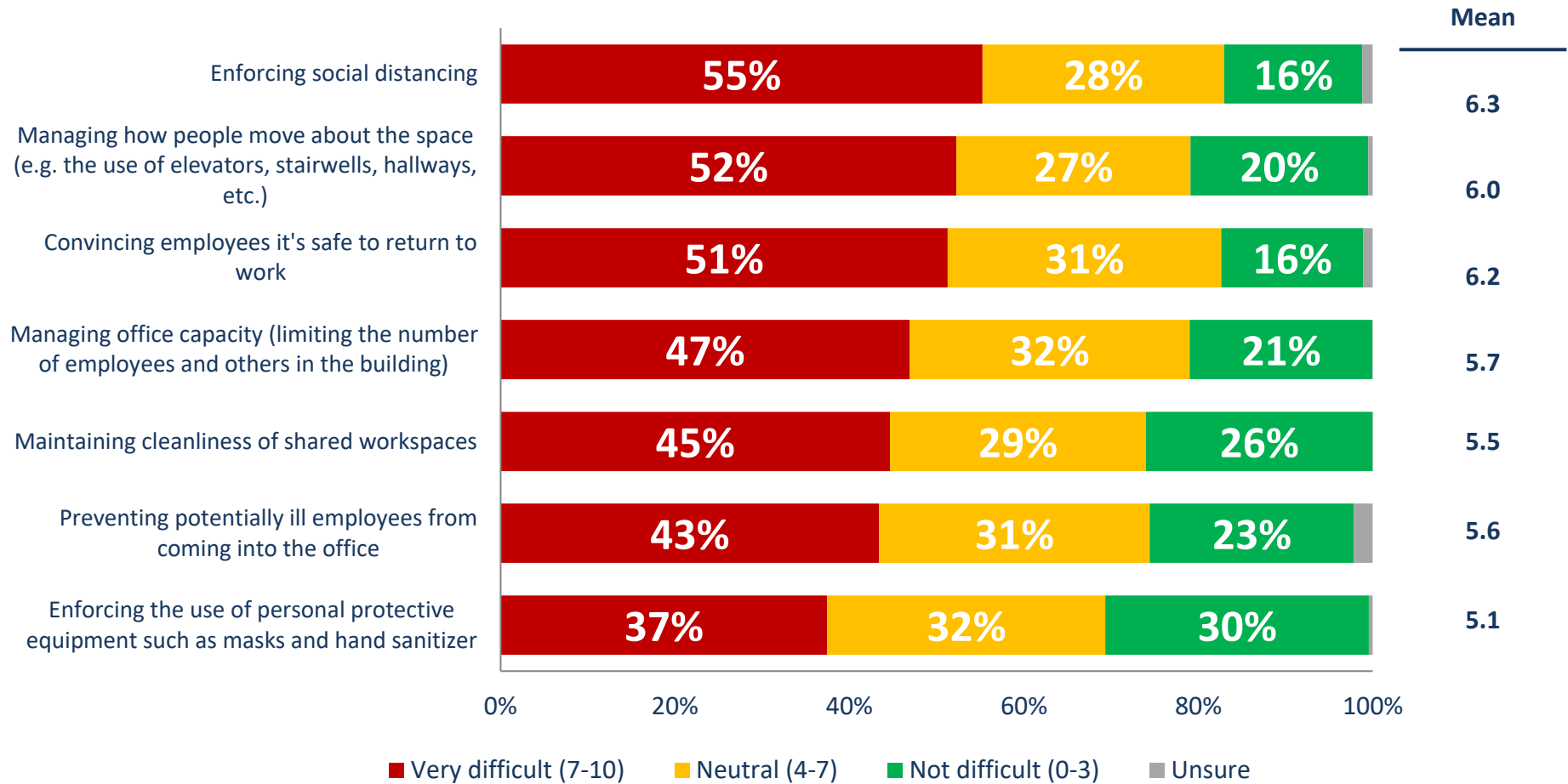■ Very difficult (7-10) ■ Neutral (4-6) ■ Not difficult (0-3) ■ Unsure

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Preventing potentially ill employees from coming into the office

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Source: Nanos Research, online survey, August 4th to 12th, 2020, n=435 decision makers in Canadian companies with 50 or more employees.

38

Difficulty of enforcing the use of PPE
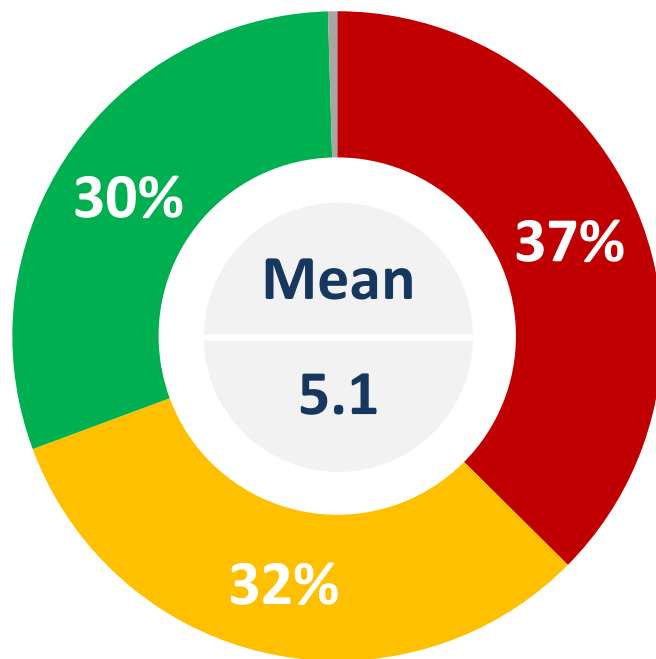
	Mean
50-99 employees (n=134)	5.1
100-299 employees (n=81)	4.9
300 to 499 employees (n=52)	6.0
500 o more employees (n=168)	5.0
CEO (n=45)	5.6
COO (n=34)	5.8
Executive – HR (n=46)	5.1
Executive – Finance (n=68)	5.4
Executive – Operations (n=116)	4.7
Executive – General (n=126)	5.0

■Very difficult (7-10) ■Neutral (4-6) ■Not difficult (0-3) ■Unsure

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]
Enforcing the use of personal protective equipment such as masks and hand sanitizer

Source: Nanos Research, online survey, August 4th to 12th, 2020, n=435 decision makers in Canadian companies with 50 or more employees.

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" *Over seven in ten decision makers think that their company will be downsizing or changing the type of office space it has in the next two years* "

Changing or downsizing office space in next two years
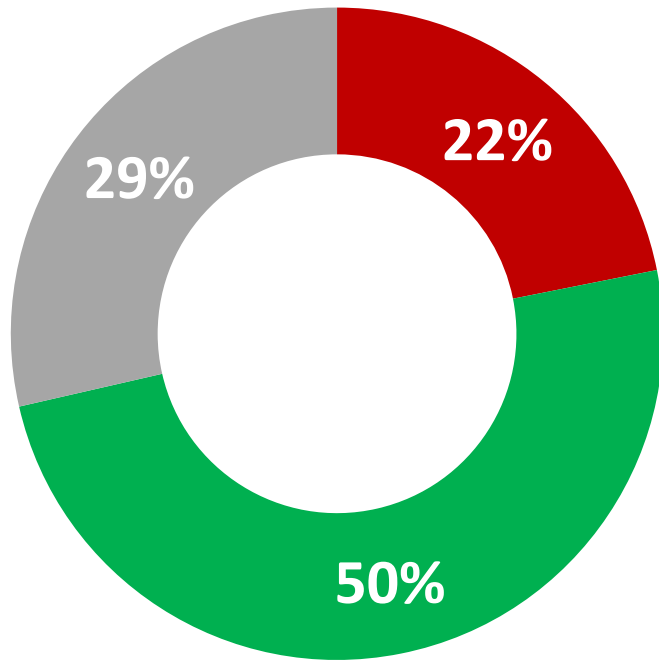
Legend:
- ■ Yes, we will be downsizing (22%)
- ■ Not downsizing, but we will change the type of space (50%)
- ■ Not expecting any changes to our space (29%)

	Not downsizing, but we will change the type of space	Yes, we will be downsizing
50-99 employees (n=134)	47.0%	21.6%
100-299 employees (n=81)	53.1%	21.0%
300 to 499 employees (n=52)	50.0%	25.0%
500 o more employees (n=168)	59.5%	21.4%
CEO (n=45)	51.3%	35.2%
COO (n=34)	40.5%	32.0%
Executive – HR (n=46)	55.3%	6.8%
Executive – Finance (n=68)	52.5%	18.3%
Executive – Operations (n=116)	48.5%	21.7%
Executive – General (n=126)	49.1%	20.3%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – As you may know, due to COVID-19 a number of businesses are looking at how much workspace they need, as well as what type of space. Do you think that your company will be downsizing or changing the type of office space it has in the next two years?

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Percentage of reduction to office space

Top Mentions

Mean	Median
33.5%	30.0%

Bar chart:
- 25 per cent: 21%
- 30 per cent: 15%
- 40 per cent: 12%
- 50 per cent: 12%
- 20 per cent: 11%
- 60 per cent: 6%
- 35 per cent: 5%
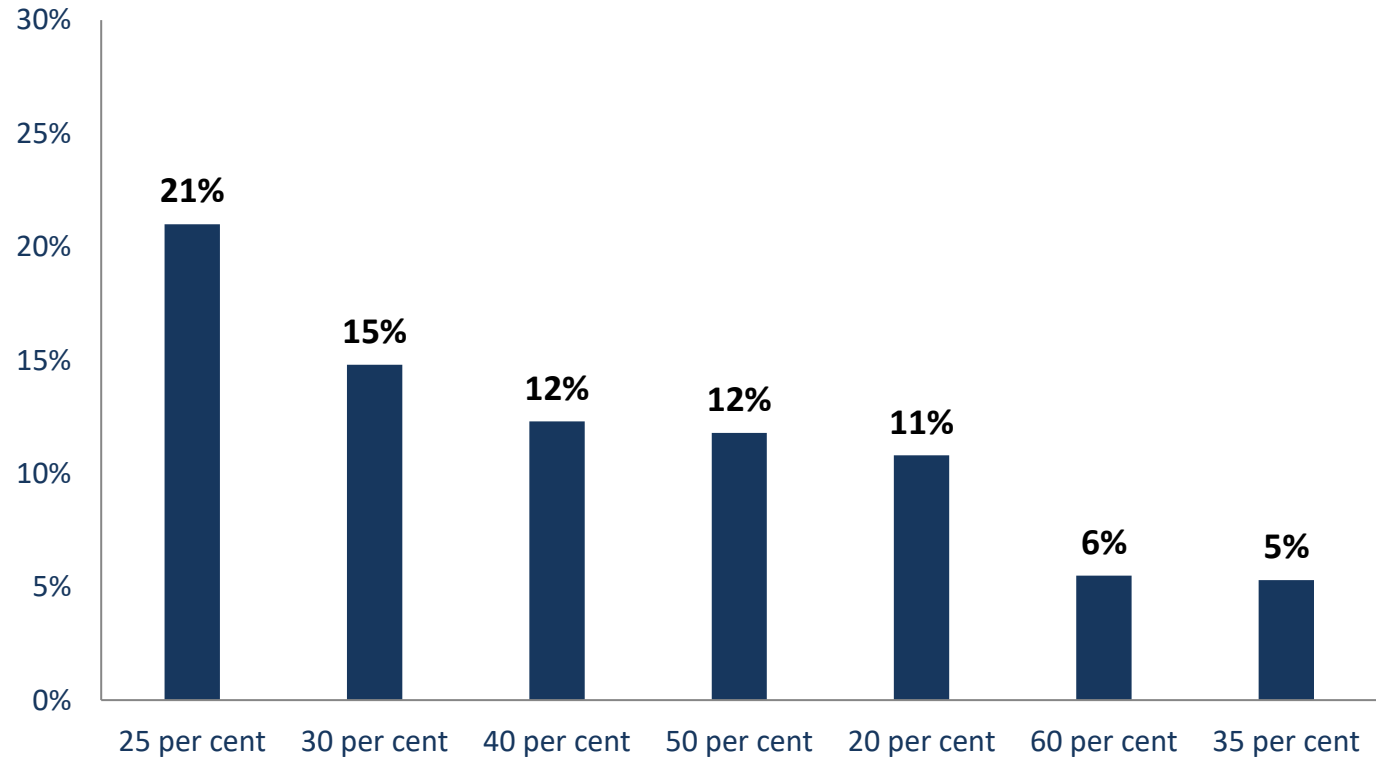
QUESTION – [IF YES PLANNING TO DOWNSIZE] How much are you looking to reduce your space? Reduce space by _____ %

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Changing or downsizing office space in next two years

- **20%** Looking to end our lease
- **32%** Looking to sub-lease some space
- **48%** Not sure
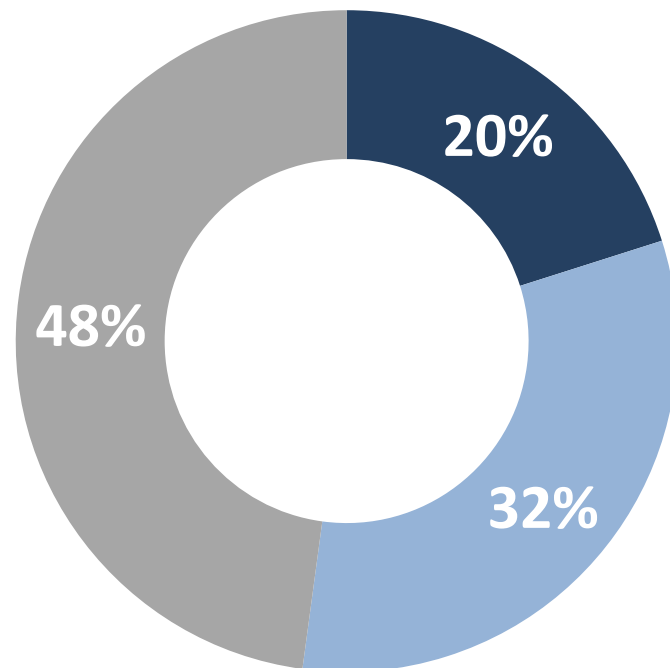
Looking to end our lease ■ **Looking to sub-lease some space** ■ **Not sure**

Charts may not add up to 100 due to rounding.

QUESTION – [IF YES PLANNING TO DOWNSIZE] Are you looking to end your lease and find and alternative or sub-lease some of your existing space?

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Source: Nanos Research, online survey, August 4th to 12th, 2020, n=95 decision makers in Canadian companies with 50 or more employees who are planning to downsize.

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METHODOLOGY

Nanos conducted a representative online survey of 435 decision makers in Canadian companies with 50 employees or more, drawn from a non-probability panel between August 4th and August 12th, 2020.

The research was commissioned by Get Working and was conducted by Nanos Research.

Note: Charts may not add up to 100 due to rounding.

TECHNICAL NOTE

Element	Description
Research sponsor	Get Working
Population and Final Sample Size	435 decision makers at the C-Suite/national level for companies with 50 plus employees
Source of Sample	Prodege
Type of Sample	Representative non-probability
Margin of Error	No margin of error applies to this research.
Mode of Survey	Online survey
Sampling Method Base	Non-probability.
Demographics (Captured)	Canada; Men and Women; 18 years or older. decision makers at the C-Suite/national level, CEOs and COOs for companies with 50 employees or more. Six digit postal code was used to validate geography.
Field Dates	August 4th to 12th, 2020
Language of Survey	The survey was conducted in both English and French.
Standards	Nanos Research is a member of the Canadian Research Insights Council (CRIC) and confirms that this research fully complies with all CRIC Standards including the CRIC Public Opinion Research Standards and Disclosure Requirements. https://canadianresearchinsightscouncil.ca/standards/

Element	Description
Weighting of Data	The results were weighted by number of employer businesses by sector and business size (number of employees), using the latest Stats Canada data (2017). See tables for full weighting disclosure
Screening	Screening ensured potential respondents held one of the required positions at a company with 50 or more employees.
Excluded Demographics	Individuals younger than 18 years old; individuals without internet access could not participate, individuals who did not hold on of the required positions at a company with 50 or more employees.
Stratification	Not applicable.
Estimated Response Rate	Not applicable
Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Question Content	All questions asked are contained in the report.
Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Research/Data Collection Supplier	Nanos Research
Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.

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2019-1699 – Get Working – Executive Survey – STAT SHEET

					Which of the following best describes the size of your organization based on the number of employees from all locations.			
				Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 3- At present, what percentage of your employees who normally work at your office/ physical locations are coming into work in person at your place of business regularly?	Total	Unwgt N		435	134	81	52	168
		Wgt N		435	250	110	53	22
		Mean		47.6	49.3	46.1	44.8	42.3
		Median		50.0	50.0	40.0	42.5	40.0
	0	%		4.6	6.0	2.5	1.9	5.4
	1	%		1.4	1.5	1.2	1.9	0.0
	4	%		0.4	0.7	0.0	0.0	0.0
	5	%		4.2	3.7	2.5	7.7	10.1
	8	%		0.7	0.7	0.0	1.9	0.6
	10	%		9.1	7.5	12.3	9.6	9.5
	11	%		0.3	0.0	1.2	0.0	0.0
	12	%		0.3	0.0	1.2	0.0	0.0
	13	%		0.0	0.0	0.0	0.0	0.6
	15	%		2.2	0.7	3.7	5.8	3.0
	17	%		0.0	0.0	0.0	0.0	0.6
	20	%		7.0	8.2	6.2	3.8	5.4
	22	%		0.4	0.7	0.0	0.0	0.0
	24	%		0.4	0.7	0.0	0.0	0.0
	25	%		2.7	3.0	0.0	5.8	6.0
	26	%		0.4	0.7	0.0	0.0	0.0
	30	%		6.3	6.7	7.4	1.9	6.5
	33	%		0.5	0.0	1.2	1.9	0.0
	35	%		1.5	1.5	2.5	0.0	1.2
	37	%		0.0	0.0	0.0	0.0	0.6
	40	%		4.6	2.2	8.6	7.7	4.8
	42	%		0.0	0.0	0.0	0.0	0.6
	44	%		0.4	0.7	0.0	0.0	0.0
	45	%		1.6	0.7	2.5	3.8	1.2
	50	%		9.7	11.2	4.9	11.5	11.9
	55	%		0.3	0.0	0.0	1.9	0.6
	56	%		0.4	0.7	0.0	0.0	0.0
	60	%		2.6	1.5	4.9	1.9	4.8
	65	%		1.7	0.7	4.9	0.0	0.6
	67	%		0.4	0.7	0.0	0.0	0.0
	68	%		0.3	0.0	1.2	0.0	0.0
	69	%		0.0	0.0	0.0	0.0	0.6
	70	%		4.6	3.7	7.4	3.8	3.0
	75	%		5.9	6.0	4.9	9.6	1.8
	78	%		0.3	0.0	1.2	0.0	0.6
	80	%		7.9	9.7	7.4	1.9	4.8
	85	%		1.6	2.2	1.2	0.0	0.6
	89	%		0.4	0.7	0.0	0.0	0.0
	90	%		4.2	4.5	2.5	5.8	6.5
	95	%		2.1	3.0	1.2	0.0	1.8
	97	%		0.3	0.0	1.2	0.0	0.0
	99	%		0.5	0.7	0.0	0.0	0.6
	100	%		7.1	8.2	3.7	9.6	6.0

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 4- What's your biggest challenge in ensuring that you can manage work as your team returns to the office? [OPEN]	Total	Unwgt N	400	128	70	48	154
		Wgt N	403	239	95	49	20
	Ensuring safety of working environment and that proper safety procedures are in place	%	21.9	19.5	25.7	22.9	30.5
	None / I don't see a challenge	%	6.8	7.8	5.7	6.3	1.9
	Retaining good employees / enough employees	%	4.8	6.3	2.9	2.1	3.9
	Maintaining social distancing	%	21.9	21.1	22.9	22.9	25.3
	Ensuring there is no office outbreak / ensuring everyone is returning healthy	%	3.6	4.7	1.4	2.1	4.5
	Maintaining productivity	%	7.7	9.4	4.3	6.3	6.5
	Fear of virus effecting workplace attitudes	%	0.3	0.0	0.0	2.1	0.6
	Implementing policies and procedures	%	4.8	2.3	7.1	12.5	5.2
	Being adequately financially compensated for work / financial stress	%	1.2	1.6	0.0	2.1	0.0
	Communicating effectively virtually and in new office setup	%	6.1	4.7	11.4	2.1	7.1
	Adjusting to new normal	%	4.7	5.5	5.7	0.0	1.3
	IT and technological issues	%	2.0	0.8	2.9	6.3	2.6
	Security concerns	%	2.1	1.6	1.4	6.3	1.9
	Commuting safely and travelling to work	%	0.6	0.8	0.0	0.0	2.6
	Other	%	9.4	11.7	7.1	4.2	5.8
	Unsure	%	2.0	2.3	1.4	2.1	0.0

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			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 5- What percentage of your team currently teleworking wants to return to the workplace?	Total	Unwgt N	433	134	80	52	167
		Wgt N	434	250	109	53	22
		Mean	39.9	41.0	38.5	37.5	41.2
		Median	35.0	40.0	30.0	32.5	40.0
	0	%	13.6	19.4	5.0	5.8	9.0
	1	%	1.8	1.5	3.8	0.0	0.6
	2	%	1.1	1.5	0.0	1.9	0.0
	5	%	2.2	1.5	1.3	7.7	2.4
	6	%	0.3	0.0	1.3	0.0	0.0
	8	%	0.0	0.0	0.0	0.0	0.6
	9	%	0.4	0.7	0.0	0.0	0.0
	10	%	7.4	5.2	12.5	5.8	10.8
	15	%	2.9	0.7	6.3	5.8	3.6
	20	%	5.9	3.7	10.0	5.8	10.2
	22	%	0.8	0.7	1.3	0.0	0.6
	25	%	7.1	8.2	3.8	9.6	4.8
	28	%	0.1	0.0	0.0	0.0	1.2
	30	%	4.8	3.0	7.5	7.7	5.4
	34	%	0.4	0.7	0.0	0.0	0.0
	35	%	1.7	1.5	1.3	3.8	0.6
	40	%	3.0	3.0	2.5	3.8	3.0
	43	%	0.4	0.7	0.0	0.0	0.0
	45	%	0.9	0.0	2.5	1.9	1.2
	46	%	0.3	0.0	1.3	0.0	0.0
	50	%	17.4	17.9	15.0	19.2	18.6
	55	%	0.5	0.0	0.0	3.8	0.0
	56	%	0.0	0.0	0.0	0.0	0.6
	60	%	3.1	3.0	3.8	1.9	4.8
	65	%	0.3	0.0	0.0	1.9	0.6
	70	%	3.2	4.5	1.3	1.9	1.2
	75	%	3.4	3.7	3.8	1.9	2.4
	78	%	0.4	0.7	0.0	0.0	0.0
	80	%	5.1	3.7	10.0	1.9	4.2
	90	%	2.7	3.7	1.3	0.0	4.2
	95	%	1.1	0.7	1.3	1.9	2.4
	98	%	0.4	0.7	0.0	0.0	0.0
	100	%	7.2	9.0	3.8	5.8	7.2

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			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 6- When do you expect all of your employees to return to working at your physical location rather than working remotely?	Total	Unwgt N	431	132	80	52	167
		Wgt N	430	247	109	53	22
	Before this coming September	%	13.7	17.4	11.3	3.8	7.8
	During the fall of this year	%	27.2	24.2	28.8	38.5	25.7
	The first half of 2021	%	37.3	33.3	41.3	46.2	41.3
	The second half of 2021	%	12.8	13.6	13.8	5.8	15.6
	Never, I expect working remotely for some employees to continue	%	9.0	11.4	5.0	5.8	9.6

			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 7-What's your biggest concern about your team returning to the workplace? [OPEN]	Total	Unwgt N	410	129	74	47	160
		Wgt N	410	241	101	48	21
	Ensuring safety of working environment and that proper safety procedures are in place	%	22.4	19.4	23.0	34.0	28.1
	None / I don't see a challenge	%	6.8	9.3	4.1	2.1	1.3
	Employees wanting/Needing to stay home rather than returning to workplace	%	2.9	3.1	4.1	0.0	1.9
	Maintaining social distancing	%	17.0	17.1	17.6	14.9	17.5
	Possible exposure/bringing COVID-19 into the workplace	%	21.4	19.4	28.4	14.9	26.3
	Maintaining productivity and ensuring these is enough work	%	3.6	3.9	1.4	6.4	5.6
	Morale and culture in the workplace/establishing new normal	%	4.4	6.2	1.4	2.1	3.1
	Implementing policies and procedures and ensuring they are being followed	%	6.3	5.4	5.4	12.8	5.6
	Being adequately financially compensated for work / financial stress	%	1.5	1.6	1.4	2.1	0.0
	COVID-19 generally/a second wave	%	3.1	0.8	6.8	6.4	5.0
	Security concerns	%	2.4	3.9	0.0	0.0	1.9
	Anxiety and fear among employees	%	1.6	1.6	1.4	2.1	2.5
	Other	%	5.9	7.8	5.4	0.0	1.3
	Unsure	%	0.2	0.0	0.0	2.1	0.0

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Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 8- I sense anxiety among my team around coming back to the workplace in-person.	Total	Unwgt N	434	134	81	52	167
		Wgt N	435	250	110	53	22
	Agree	%	34.2	35.1	32.1	32.7	37.7
	Somewhat agree	%	45.1	42.5	46.9	53.8	44.3
	Somewhat disagree	%	12.1	11.9	14.8	7.7	10.2
	Disagree	%	7.6	9.7	4.9	3.8	5.4
	Unsure	%	1.1	0.7	1.2	1.9	2.4

Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 9 - Flexible working (sometimes from the office, sometimes from home) will be a permanent change at our company	Total	Unwgt N	433	132	81	52	168
		Wgt N	431	247	110	53	22
	Agree	%	33.6	36.4	29.6	28.8	33.9
	Somewhat agree	%	45.0	43.2	46.9	50.0	44.6
	Somewhat disagree	%	10.1	7.6	12.3	17.3	8.9
	Disagree	%	7.1	9.1	6.2	0.0	6.5
	Unsure	%	4.2	3.8	4.9	3.8	6.0

Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 10- I am finding it awkward to communicate with my team about the return to the office	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
	Agree	%	18.4	16.4	22.2	21.2	14.3
	Somewhat agree	%	30.7	31.3	29.6	28.8	33.9
	Somewhat disagree	%	23.9	22.4	29.6	23.1	14.3
	Disagree	%	26.2	29.1	18.5	25.0	35.1
	Unsure	%	0.8	0.7	0.0	1.9	2.4

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			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 11- What's your biggest health and safety challenge in returning your team to the office? [OPEN]	Total	Unwgt N	406	130	69	48	159
		Wgt N	406	243	94	49	21
	Ensuring everyone is wearing PPE (i.e. masks, gloves)	%	6.6	6.2	7.2	8.3	4.4
	Ensuring enough space to social distance/ensuring employees maintain physical distance	%	31.4	31.5	27.5	37.5	32.7
	Cleanliness/sanitization	%	11.3	10.0	13.0	14.6	11.3
	Following safety protocols/regulations	%	10.5	11.5	8.7	8.3	11.9
	Ensuring no one is sick/contact tracing/avoiding the spread of COVID-19 in the office 3	%	17.4	16.2	21.7	14.6	18.2
	Providing enough PPE/cleaning supplies	%	3.8	3.8	2.9	4.2	5.7
	None	%	5.9	7.7	4.3	2.1	0.6
	Keeping everyone safe	%	4.7	4.6	5.8	2.1	6.3
	Public transport/commuting	%	0.4	0.0	0.0	2.1	2.5
	Sharing of equipment/documents	%	1.2	0.8	2.9	0.0	0.6
	Other	%	6.6	7.7	4.3	6.3	5.7
	Unsure	%	0.3	0.0	1.4	0.0	0.0

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 12- Limit the number of employees who can come to the office	Total	Unwgt N	434	133	81	52	168
		Wgt N	433	248	110	53	22
	Yes, immediately	%	68.2	66.2	72.8	65.4	75.0
	Yes, in the future	%	18.9	18.8	16.0	26.9	15.5
	No plan/not necessary	%	12.9	15.0	11.1	7.7	9.5

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations.				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 13- Limit the number of people who can be in shared spaces (e.g. elevators, washrooms, break rooms) at any one time	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
	Yes, immediately	%	73.3	70.9	79.0	69.2	82.1
	Yes, in the future	%	17.7	17.2	16.0	25.0	15.5
	No plan/not necessary	%	8.9	11.9	4.9	5.8	2.4

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 14- More frequent cleaning of common/ shared spaces	Total	Unwgt N	433	133	81	51	168
		Wgt N	432	248	110	52	22
	Yes, immediately	%	80.3	78.2	84.0	78.4	89.3
	Yes, in the future	%	14.1	14.3	11.1	21.6	10.1
	No plan/not necessary	%	5.6	7.5	4.9	0.0	0.6

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 15- Requiring all people to wear masks at all times in the workplace	Total	Unwgt N	434	133	81	52	168
		Wgt N	433	248	110	53	22
	Yes, immediately	%	65.7	63.9	65.4	69.2	78.6
	Yes, in the future	%	15.1	12.0	18.5	23.1	13.7
	No plan/not necessary	%	19.2	24.1	16.0	7.7	7.7

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 16- Provide hand sanitizer	Total	Unwgt N	433	134	80	52	167
		Wgt N	434	250	109	53	22
	Yes, immediately	%	84.0	81.3	88.8	82.7	93.4
	Yes, in the future	%	11.6	12.7	8.8	15.4	4.8
	No plan/not necessary	%	4.4	6.0	2.5	1.9	1.8

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 17- Stop sharing tools such as computers, machines among employees	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
	Yes, immediately	%	59.2	57.5	58.0	63.5	74.4
	Yes, in the future	%	23.3	26.1	21.0	19.2	12.5
	No plan/not necessary	%	17.5	16.4	21.0	17.3	13.1

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Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 18-Reconfigure offices to allow for easier social distancing	Total	Unwgt N	434	134	81	52	167
		Wgt N	435	250	110	53	22
	Yes, immediately	%	60.7	56.7	64.2	67.3	71.9
	Yes, in the future	%	23.0	23.1	21.0	26.9	22.2
	No plan/not necessary	%	16.4	20.1	14.8	5.8	6.0

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			[Other (please specify below)] Are you planning to put the following health and safety protocols in place immediately or in the future?						
			Measure temperature/symptoms of employees	Limit travel/commute	Mandate telework for those who are sick	Reconfigure schedules	13.00	Other	Total
Question 19- Other	Yes, immediately	Count	8	3	1	2	0	3	17
			100.0%	100.0%	100.0%	100.0%		75.0%	94.4%
	Yes, in the future	Count	0	0	0	0	0	1	1
			0.0%	0.0%	0.0%	0.0%		25.0%	5.6%
Total		Count	8	3	1	2	0	4	18
			100.0%	100.0%	100.0%	100.0%		100.0%	100.0%

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 20- Enforcing social distancing	Total	Unwgt N	433	133	81	52	167
		Wgt N	433	248	110	53	22
		Mean	6.3	6.1	6.5	6.7	6.2
		Median	7.0	7.0	7.0	7.0	7.0
	Not difficult at all (0)	%	4.1	6.0	1.2	1.9	3.0
	1	%	1.8	1.5	2.5	1.9	1.8
	2	%	4.8	3.8	7.4	3.8	6.6
	3	%	5.0	6.0	4.9	0.0	6.0
	4	%	4.1	4.5	2.5	3.8	7.8
	5	%	11.5	12.8	9.9	9.6	9.0
	6	%	12.2	11.3	12.3	17.3	9.6
	7	%	19.2	17.3	19.8	26.9	19.8
	8	%	17.2	17.3	18.5	13.5	18.0
	9	%	11.6	12.0	11.1	11.5	10.2
	Very difficult (10)	%	7.2	6.0	8.6	9.6	7.8
	Unsure	%	1.2	1.5	1.2	0.0	0.6

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Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

				Which of the following best describes the size of your organization based on the number of employees from all locations?			
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 21- Managing office capacity (limiting the number of employees and others in the building)	Total	Unwgt N	434	133	81	52	168
		Wgt N	433	248	110	53	22
		Mean	5.7	5.5	5.8	6.1	5.7
		Median	6.0	6.0	6.0	7.0	7.0
	Not difficult at all (0)	%	7.3	9.8	3.7	3.8	6.0
	1	%	3.2	3.8	2.5	1.9	3.6
	2	%	4.3	3.8	6.2	3.8	1.8
	3	%	6.2	4.5	11.1	1.9	10.1
	4	%	8.0	6.8	8.6	11.5	10.1
	5	%	10.8	12.8	6.2	11.5	8.9
	6	%	13.3	14.3	14.8	7.7	8.9
	7	%	20.2	18.8	18.5	28.8	23.2
	8	%	12.6	11.3	13.6	15.4	15.5
	9	%	10.5	12.0	7.4	11.5	7.1
	Very difficult (10)	%	3.6	2.3	7.4	1.9	4.2
	Unsure	%	0.0	0.0	0.0	0.0	0.6

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

				Which of the following best describes the size of your organization based on the number of employees from all locations?			
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 22- Convincing employees it's safe to return to work	Total	Unwgt N	434	134	81	52	167
		Wgt N	435	250	110	53	22
		Mean	6.2	6.0	6.4	6.7	6.7
		Median	7.0	6.0	7.0	7.0	7.0
	Not difficult at all (0)	%	4.9	7.5	1.2	1.9	1.2
	1	%	2.1	2.2	0.0	5.8	3.0
	2	%	3.5	3.7	4.9	0.0	2.4
	3	%	5.7	5.2	8.6	1.9	6.0
	4	%	5.3	6.7	3.7	1.9	4.8
	5	%	12.5	11.2	13.6	17.3	10.8
	6	%	13.6	13.4	16.0	11.5	7.8
	7	%	15.5	14.9	16.0	15.4	19.8
	8	%	16.1	15.7	14.8	19.2	19.8
	9	%	11.2	10.4	11.1	13.5	15.0
	Very difficult (10)	%	8.4	8.2	7.4	11.5	9.0
	Unsure	%	1.1	0.7	2.5	0.0	0.6

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Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 23- Maintaining cleanliness of shared workspaces	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
		Mean	5.5	5.4	5.6	5.8	5.3
		Median	6.0	6.0	6.0	6.0	6.0
	Not difficult at all (0)	%	7.4	10.4	3.7	1.9	4.8
	1	%	2.8	1.5	4.9	3.8	4.8
	2	%	8.7	8.2	9.9	7.7	10.7
	3	%	7.1	6.0	9.9	5.8	8.3
	4	%	6.0	4.5	6.2	11.5	8.3
	5	%	11.1	11.2	11.1	11.5	8.9
	6	%	12.3	13.4	8.6	13.5	14.9
	7	%	18.5	23.1	11.1	13.5	14.9
	8	%	15.1	14.2	18.5	13.5	13.1
	9	%	6.6	4.5	8.6	11.5	8.9
	Very difficult (10)	%	4.4	3.0	7.4	5.8	1.8
	Unsure	%	0.0	0.0	0.0	0.0	0.6

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 24- Managing how people move about the space (e.g. the use of elevators, stairwells, hallways, etc.)	Total	Unwgt N	433	134	80	52	167
		Wgt N	434	250	109	53	22
		Mean	6.0	5.8	6.2	6.4	6.3
		Median	7.0	7.0	7.0	7.0	7.0
	Not difficult at all (0)	%	6.1	8.2	3.8	1.9	3.6
	1	%	3.3	3.0	3.8	3.8	3.0
	2	%	5.5	6.0	3.8	7.7	3.6
	3	%	5.5	6.0	6.3	1.9	4.8
	4	%	5.3	6.0	5.0	1.9	6.6
	5	%	8.7	9.0	7.5	9.6	9.6
	6	%	12.9	10.4	17.5	15.4	12.0
	7	%	19.1	20.1	18.8	15.4	17.4
	8	%	17.7	16.4	17.5	23.1	21.0
	9	%	8.7	7.5	8.8	13.5	10.8
	Very difficult (10)	%	6.8	6.7	7.5	5.8	6.0
	Unsure	%	0.5	0.7	0.0	0.0	1.8

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Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

				Which of the following best describes the size of your organization based on the number of employees from all locations?			
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 25- Preventing potentially ill employees from coming into the office	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
		Mean	5.6	5.5	5.8	6.0	5.7
		Median	6.0	6.0	6.0	6.0	6.0
	Not difficult at all (0)	%	7.1	9.0	4.9	3.8	4.2
	1	%	2.5	1.5	2.5	5.8	5.4
	2	%	6.0	6.0	6.2	5.8	6.0
	3	%	7.9	7.5	11.1	3.8	6.0
	4	%	6.4	7.5	2.5	7.7	10.7
	5	%	11.5	12.7	9.9	9.6	10.1
	6	%	13.2	11.9	16.0	15.4	7.1
	7	%	15.3	14.9	17.3	13.5	14.9
	8	%	14.1	14.2	13.6	13.5	17.9
	9	%	9.3	9.0	6.2	17.3	10.7
	Very difficult (10)	%	4.6	3.0	8.6	3.8	4.2
	Unsure	%	2.2	3.0	1.2	0.0	3.0

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

				Which of the following best describes the size of your organization based on the number of employees from all locations?			
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 26- Enforcing the use of personal protective equipment such as masks and hand sanitizer	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
		Mean	5.1	5.1	4.9	6.0	5.0
		Median	6.0	6.0	5.0	6.0	5.0
	Not difficult at all (0)	%	11.4	12.7	12.3	3.8	10.7
	1	%	2.6	2.2	3.7	1.9	3.6
	2	%	9.9	10.4	11.1	3.8	11.3
	3	%	6.3	5.2	7.4	7.7	8.9
	4	%	6.8	6.0	7.4	9.6	6.5
	5	%	11.4	11.9	8.6	15.4	10.1
	6	%	13.7	14.2	14.8	9.6	11.9
	7	%	12.3	12.7	11.1	13.5	11.9
	8	%	12.5	11.9	11.1	17.3	13.7
	9	%	7.5	6.7	7.4	11.5	7.7
	Very difficult (10)	%	5.1	5.2	4.9	5.8	3.0
	Unsure	%	0.5	0.7	0.0	0.0	0.6

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			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 27- As you may know, due to COVID-19 a number of businesses are looking at how much work space they need, as well as what type of space. Do you think that your company will be downsizing or changing the type of office space it has in the next two years?	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
	Yes, we will be downsizing	%	21.9	21.6	21.0	25.0	21.4
	Not downsizing, but we will change the type of space	%	49.5	47.0	53.1	50.0	59.5
	Not expecting any changes to our space	%	28.6	31.3	25.9	25.0	19.0

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 28 – [IF YES PLANNING TO DOWNSIZE] How much are you looking to reduce your space?	Total	Unwgt N	95	29	17	13	36
		Wgt N	95	54	23	13	5
		Mean	33.5	33.9	34.8	30.4	30.6
		Median	30.0	30.0	30.0	25.0	30.0
	10	%	5.0	3.4	5.9	7.7	11.1
	11	%	1.4	0.0	5.9	0.0	0.0
	15	%	3.1	0.0	11.8	0.0	5.6
	20	%	10.8	13.8	0.0	15.4	16.7
	23	%	2.0	3.4	0.0	0.0	0.0
	25	%	21.0	17.2	17.6	46.2	11.1
	26	%	2.0	3.4	0.0	0.0	0.0
	30	%	14.8	17.2	17.6	0.0	13.9
	33	%	0.1	0.0	0.0	0.0	2.8
	35	%	5.3	6.9	0.0	7.7	5.6
	40	%	12.3	13.8	11.8	7.7	11.1
	50	%	11.8	13.8	11.8	0.0	22.2
	55	%	1.4	0.0	5.9	0.0	0.0
	60	%	5.5	3.4	5.9	15.4	0.0
	80	%	3.4	3.4	5.9	0.0	0.0

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			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 29 – [IF YES PLANNING TO DOWNSIZE] Are you looking to end your lease and find and alternative or sub-lease some of your existing space?	Total	Unwgt N	95	29	17	13	36
		Wgt N	95	54	23	13	5
	Looking to end our lease	%	20.1	17.2	23.5	23.1	27.8
	Looking to sub-lease some space	%	32.0	27.6	35.3	46.2	27.8
	Not sure	%	47.9	55.2	41.2	30.8	44.4

			Which of the following best describes the size of your organization based on the number of employees from all locations?				
			Aggregate 2020-08	50-99 employees	100-299 employees	300-499 employees	500 and more employees
Question 30- In which province are you located?	Total	Unwgt N	435	134	81	52	168
		Wgt N	435	250	110	53	22
	No answer/refusal	%	0.4	0.7	0.0	0.0	0.0
	Alberta	%	10.8	10.4	11.1	13.5	7.7
	British Columbia	%	13.9	14.2	14.8	9.6	15.5
	Manitoba	%	2.6	1.5	6.2	0.0	3.6
	New Brunswick	%	1.2	0.0	3.7	1.9	0.6
	Newfoundland and Labrador	%	3.2	3.7	3.7	0.0	1.8
	Nova Scotia	%	2.4	3.0	1.2	1.9	2.4
	Ontario	%	45.4	43.3	44.4	53.8	54.2
	Quebec	%	18.7	21.6	13.6	17.3	13.7
	Saskatchewan	%	1.4	1.5	1.2	1.9	0.6

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2020-1699 –Get Working –Executive Survey by Position – STAT SHEET

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 3- At present, what percentage of your employees who normally work at your office/ physical locations are coming into work in person at your place of business regularly?	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
		Mean	47.6	54.3	45.3	44.0	46.5	51.3	44.5
		Median	50.0	60.0	40.0	30.0	40.0	50.0	30.0
	0	%	4.6	3.6	8.8	9.8	0.2	2.0	6.1
	1	%	1.4	2.6	0.0	4.6	0.0	1.8	0.7
	4	%	0.4	0.0	0.0	0.0	2.9	0.0	0.0
	5	%	4.2	0.2	3.6	0.0	2.5	5.6	6.9
	8	%	0.7	0.0	0.0	0.0	0.0	0.1	2.1
	10	%	9.1	11.1	3.9	3.7	11.4	11.5	8.4
	11	%	0.3	0.0	0.0	0.0	0.0	1.3	0.0
	12	%	0.3	0.0	0.0	0.0	0.0	0.0	1.0
	13	%	0.0	0.0	0.0	0.0	0.0	0.1	0.0
	15	%	2.2	0.0	0.7	9.2	2.9	2.5	0.8
	17	%	0.0	0.0	0.3	0.0	0.0	0.0	0.0
	20	%	7.0	0.2	0.0	14.4	15.6	0.4	10.4
	22	%	0.4	3.6	0.0	0.0	0.0	0.0	0.0
	24	%	0.4	0.0	0.0	0.0	0.0	0.0	1.4
	25	%	2.7	2.2	12.4	0.0	5.9	0.2	1.4
	26	%	0.4	0.0	0.0	4.6	0.0	0.0	0.0
	30	%	6.3	0.5	8.8	8.6	2.5	2.5	11.8
	33	%	0.5	1.9	0.0	0.0	0.0	1.3	0.0
	35	%	1.5	0.0	4.9	0.0	2.3	1.9	1.0
	37	%	0.0	0.0	0.0	0.0	0.2	0.0	0.0
	40	%	4.6	7.7	12.4	0.3	4.1	6.8	1.2
	42	%	0.0	0.0	0.0	0.0	0.2	0.0	0.0
	44	%	0.4	0.0	0.0	0.0	0.0	0.0	1.4
	45	%	1.6	4.6	3.9	0.0	1.6	1.9	0.0
	50	%	9.7	7.9	9.8	5.6	6.9	13.5	10.0
	55	%	0.3	0.0	2.7	0.0	0.0	0.1	0.0
	56	%	0.4	3.6	0.0	0.0	0.0	0.0	0.0
	60	%	2.6	2.6	0.0	0.3	5.1	4.4	1.4
	65	%	1.7	3.6	0.0	0.0	0.0	4.0	1.0
	67	%	0.4	0.0	0.0	0.0	0.0	1.8	0.0
	68	%	0.3	2.6	0.0	0.0	0.0	0.0	0.0
	69	%	0.0	0.0	0.0	0.0	0.0	0.1	0.0
	70	%	4.6	3.6	0.3	3.4	6.1	4.8	5.8
	75	%	5.9	13.2	6.2	9.2	6.6	5.0	2.5
	78	%	0.3	0.0	0.0	0.0	0.0	1.4	0.0
	80	%	7.9	7.2	5.2	10.8	8.0	9.1	7.2
	85	%	1.6	7.2	0.0	0.0	0.0	1.4	1.4
	89	%	0.4	3.6	0.0	0.0	0.0	0.0	0.0
	90	%	4.2	0.0	8.5	8.7	6.3	5.4	1.5
	95	%	2.1	0.0	4.9	0.0	8.2	0.1	1.5
	97	%	0.3	0.0	0.0	3.4	0.0	0.0	0.0
	99	%	0.5	0.0	0.0	0.3	0.0	1.8	0.0
	100	%	7.1	6.7	2.7	3.1	0.4	6.8	13.1

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2020-1699 –Get Working –Executive Survey by Position – STAT SHEET

					Which of the following best describes you?				
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 4- What's your biggest challenge in ensuring that you can manage work as your team returns to the office? [OPEN]	Total	Unwgt N	400	40	29	43	55	112	121
		Wgt N	403	47	32	38	55	101	130
	Ensuring safety of working environment and that proper safety procedures are in place	%	21.9	11.6	23.0	20.7	23.7	17.3	28.7
	None / I don't see a challenge	%	6.8	10.9	8.5	3.6	3.4	9.6	5.2
	Retaining good employees / enough employees	%	4.8	8.0	14.8	8.8	2.5	0.4	4.5
	Maintaining social distancing	%	21.9	3.2	17.2	21.0	35.8	18.4	27.0
	Ensuring there is no office outbreak / ensuring everyone is returning healthy	%	3.6	8.0	5.8	0.3	0.2	6.3	1.7
	Maintaining productivity	%	7.7	14.5	0.4	5.2	9.1	8.5	6.5
	Fear of virus effecting workplace attitudes	%	0.3	0.3	0.0	2.7	0.0	0.0	0.0
	Implementing policies and procedures	%	4.8	4.3	3.2	0.3	5.4	8.2	3.9
	Being adequately financially compensated for work / financial stress	%	1.2	0.0	0.0	2.7	0.0	1.8	1.4
	Communicating effectively virtually and in new office setup	%	6.1	3.2	8.9	9.8	3.6	10.2	3.2
	Adjusting to new normal	%	4.7	4.0	17.5	4.9	0.0	4.3	3.9
	IT and technological issues	%	2.0	4.3	0.4	0.0	2.3	2.8	1.4
	Security concerns	%	2.1	4.0	0.0	0.3	0.0	4.5	1.6
	Commuting safely and travelling to work	%	0.6	4.6	0.0	0.0	0.2	0.0	0.1
	Other	%	9.4	15.2	0.4	19.6	7.0	6.7	9.8
	Unsure	%	2.0	4.0	0.0	0.0	6.8	1.0	1.0

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			Which of the following best describes you?						
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 5- What percentage of your team currently teleworking wants to return to the workplace?	Total	Unwgt N	433	45	34	46	67	116	125
		Wgt N	434	52	38	41	62	104	136
		Mean	39.9	50.6	51.0	33.3	38.3	38.2	36.8
		Median	35.0	50.0	50.0	25.0	40.0	35.0	25.0
	0	%	13.6	11.3	5.2	14.1	15.4	11.5	17.5
	1	%	1.8	2.9	0.0	6.7	3.0	1.8	0.0
	2	%	1.1	0.0	0.0	0.0	3.0	0.0	2.1
	5	%	2.2	3.6	3.9	2.8	1.8	1.9	1.5
	6	%	0.3	0.0	0.0	0.0	0.0	0.0	1.0
	8	%	0.0	0.0	0.3	0.0	0.0	0.0	0.0
	9	%	0.4	0.0	0.0	0.0	3.0	0.0	0.0
	10	%	7.4	1.9	0.3	11.6	0.6	9.7	11.5
	15	%	2.9	0.0	3.6	0.3	0.2	3.5	5.3
	20	%	5.9	4.1	0.0	13.2	5.8	8.5	4.0
	22	%	0.8	0.0	0.0	0.0	3.0	1.4	0.0
	25	%	7.1	11.3	7.5	7.4	6.4	4.1	7.9
	28	%	0.1	0.0	0.3	0.0	0.0	0.1	0.0
	30	%	4.8	0.0	3.9	7.1	2.6	5.8	6.5
	34	%	0.4	0.0	0.0	0.0	0.0	0.0	1.4
	35	%	1.7	0.0	4.9	0.0	1.6	2.3	1.5
	40	%	3.0	0.0	6.2	0.0	5.0	5.6	1.1
	43	%	0.4	3.6	0.0	0.0	0.0	0.0	0.0
	45	%	0.9	0.0	10.1	0.0	0.0	0.1	0.0
	46	%	0.3	2.6	0.0	0.0	0.0	0.0	0.0
	50	%	17.4	10.2	16.0	17.6	22.8	22.2	14.3
	55	%	0.5	1.9	2.7	0.0	0.0	0.0	0.0
	56	%	0.0	0.2	0.0	0.0	0.0	0.0	0.0
	60	%	3.1	7.4	0.3	4.6	4.8	4.4	0.1
	65	%	0.3	0.0	0.0	0.3	0.0	1.0	0.0
	70	%	3.2	2.6	9.8	0.0	6.0	0.1	3.6
	75	%	3.4	7.2	5.2	2.8	3.0	1.3	3.6
	78	%	0.4	3.6	0.0	0.0	0.0	0.0	0.0
	80	%	5.1	12.0	3.6	0.0	8.6	5.4	2.7
	90	%	2.7	0.0	9.8	0.3	0.2	1.4	4.5
	95	%	1.1	2.6	0.0	0.6	0.0	1.9	0.8
	98	%	0.4	0.0	0.0	0.0	0.0	1.8	0.0
	100	%	7.2	11.0	6.2	10.5	3.2	4.1	9.2

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				Which of the following best describes you?					
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 6- When do you expect all of your employees to return to working at your physical location rather than working remotely?	Total	Unwgt N	431	44	34	46	67	116	124
		Wgt N	430	52	38	41	62	104	132
	Before this coming September	%	13.7	17.5	10.9	11.9	9.2	16.2	13.7
	During the fall of this year	%	27.2	15.9	41.2	38.6	21.8	25.2	28.2
	The first half of 2021	%	37.3	33.2	38.1	40.5	41.7	39.0	34.3
	The second half of 2021	%	12.8	14.6	5.6	6.5	24.1	11.2	12.0
	Never, I expect working remotely for some employees to continue	%	9.0	18.7	4.2	2.5	3.2	8.4	11.7

				Which of the following best describes you?					
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 7- What's your biggest concern about your team returning to the workplace? [OPEN]	Total	Unwgt N	410	44	31	42	61	111	121
		Wgt N	410	51	35	38	57	100	130
	Ensuring safety of working environment and that proper safety procedures are in place	%	22.4	18.9	21.7	18.1	17.8	23.0	26.8
	None / I don't see a challenge	%	6.8	14.6	5.4	0.0	3.3	11.4	4.0
	Employees wanting/Needing to stay home rather than returning to workplace	%	2.9	0.0	3.9	8.5	3.3	0.3	4.0
	Maintaining social distancing	%	17.0	14.9	4.3	12.5	26.3	13.1	21.4
	Possible exposure/bringing COVID-19 into the workplace	%	21.4	11.7	22.6	21.0	21.7	27.7	20.1
	Maintaining productivity and ensuring these is enough work	%	3.6	2.0	0.7	2.7	10.3	3.6	2.4
	Morale and culture in the workplace/establishing new normal	%	4.4	17.1	5.4	5.3	2.4	2.0	1.5
	Implementing policies and procedures and ensuring they are being followed	%	6.3	0.0	5.4	1.0	11.0	9.0	6.4
	Being adequately financially compensated for work / financial stress	%	1.5	2.7	0.0	2.7	0.0	1.9	1.4
	COVID-19 generally/a second wave	%	3.1	0.0	12.2	7.2	0.7	2.8	2.0
	Security concerns	%	2.4	3.9	0.0	9.8	0.0	0.1	3.0
	Anxiety and fear among employees	%	1.6	0.3	3.9	0.0	0.0	3.2	1.5
	Other	%	5.9	10.2	14.6	8.5	3.3	2.0	5.4
	Unsure	%	0.2	0.0	0.0	2.7	0.0	0.0	0.0

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Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 8- I sense anxiety among my team around coming back to the workplace in-person	Total	Unwgt N	434	44	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
	Agree	%	34.2	40.1	33.3	43.0	13.9	37.7	36.3
	Somewhat agree	%	45.1	35.9	50.0	45.6	70.6	41.0	38.3
	Somewhat disagree	%	12.1	16.5	11.5	2.8	5.7	12.9	15.6
	Disagree	%	7.6	3.8	5.2	8.3	9.6	7.1	8.9
	Unsure	%	1.1	3.6	0.0	0.3	0.2	1.3	0.9

Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 9-Flexible working (sometimes from the office, sometimes from home) will be a permanent change at our company	Total	Unwgt N	433	45	34	46	68	115	125
		Wgt N	431	52	38	41	64	102	134
	Agree	%	33.6	41.9	35.3	15.4	34.2	34.3	34.6
	Somewhat agree	%	45.0	43.9	42.2	48.5	40.3	43.4	48.7
	Somewhat disagree	%	10.1	6.2	9.8	20.7	11.2	9.8	8.1
	Disagree	%	7.1	4.1	10.1	9.8	8.4	7.9	5.4
	Unsure	%	4.2	3.8	2.7	5.6	5.9	4.6	3.3

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Do you agree, somewhat agree, somewhat disagree or disagree with each of the following statements? [RANDOMIZE]

						Which of the following best describes you?				
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 10- I am finding it awkward to communicate with my team about the return to the office	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
	Agree	%	18.4	24.5	26.8	16.1	19.7	17.0	14.7
	Somewhat agree	%	30.7	32.8	31.7	25.6	28.4	32.5	31.0
	Somewhat disagree	%	23.9	17.0	29.7	32.3	23.4	22.4	23.8
	Disagree	%	26.2	25.7	11.8	25.8	28.3	27.9	28.3
	Unsure	%	0.8	0.0	0.0	0.3	0.2	0.1	2.2

						Which of the following best describes you?				
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 11- What's your biggest health and safety challenge in returning your team to the office? [OPEN]	Total	Unwgt N	406	41	31	42	61	109	122
		Wgt N	406	49	35	36	58	96	132
	Ensuring everyone is wearing PPE (i.e. masks, gloves)	%	6.6	4.0	13.2	4.5	2.6	11.4	4.6
	Ensuring enough space to social distance/ensuring employees maintain physical distance	%	31.4	31.3	16.8	41.4	42.8	30.3	28.4
	Cleanliness/sanitization	%	11.3	10.1	19.7	13.7	9.1	6.6	13.3
	Following safety protocols/regulations	%	10.5	7.8	11.1	8.1	6.3	15.0	10.6
	Ensuring no one is sick/contact tracing/avoiding the spread of COVID-19 in the office 3	%	17.4	24.2	15.0	15.3	12.8	20.4	15.8
	Providing enough PPE/cleaning supplies	%	3.8	2.3	3.3	0.7	3.7	3.0	5.9
	None	%	5.9	11.3	5.4	6.6	3.2	7.3	4.0
	Keeping everyone safe	%	4.7	0.3	6.8	9.0	3.5	3.9	5.7
	Public transport/commuting	%	0.4	2.0	0.0	0.0	0.0	0.3	0.2
	Sharing of equipment/documents	%	1.2	0.0	0.4	0.0	2.4	0.0	2.4
	Other	%	6.6	6.5	8.3	0.7	13.8	1.8	8.2
	Unsure	%	0.3	0.0	0.0	0.0	0.0	0.0	1.0

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Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
							Which of the following best describes you?		
Question 12- Limit the number of employees who can come to the office	Total	Unwgt N	434	44	34	46	68	116	126
		Wgt N	433	50	38	41	64	104	136
	Yes, immediately	%	68.2	61.0	56.8	72.8	68.5	67.1	73.5
	Yes, in the future	%	18.9	27.3	24.6	6.8	27.6	16.0	16.0
	No plan/not necessary	%	12.9	11.7	18.6	20.4	3.9	17.0	10.5

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
							Which of the following best describes you?		
Question 13- Limit the number of people who can be in shared spaces (e.g. elevators, washrooms, break rooms) at any one time]	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
	Yes, immediately	%	73.3	62.2	67.3	70.4	75.9	79.4	74.2
	Yes, in the future	%	17.7	27.0	27.8	15.1	18.3	12.6	15.8
	No plan/not necessary	%	8.9	10.8	4.9	14.4	5.9	7.9	9.9

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
							Which of the following best describes you?		
Question 14-More frequent cleaning of common/ shared spaces	Total	Unwgt N	433	43	34	46	68	116	126
		Wgt N	432	49	38	41	64	104	136
	Yes, immediately	%	80.3	64.3	73.5	77.5	81.8	84.3	84.9
	Yes, in the future	%	14.1	24.3	26.5	12.9	13.1	9.5	11.4
	No plan/not necessary	%	5.6	11.4	0.0	9.5	5.1	6.2	3.7

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Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
						Which of the following best describes you?			
Question 15- Requiring all people to wear masks at all times in the workplace	Total	Unwgt N	434	45	34	46	68	115	126
		Wgt N	433	52	38	41	64	102	136
	Yes, immediately	%	65.7	63.6	47.4	66.0	62.6	74.6	66.3
	Yes, in the future	%	15.1	18.4	26.5	11.3	11.4	12.5	15.5
	No plan/not necessary	%	19.2	17.9	26.1	22.7	26.0	12.9	18.3

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
						Which of the following best describes you?			
Question 16- Provide hand sanitizer	Total	Unwgt N	433	45	34	46	67	115	126
		Wgt N	434	52	38	41	62	104	136
	Yes, immediately	%	84.0	69.4	81.8	82.1	80.6	89.6	87.9
	Yes, in the future	%	11.6	16.0	18.2	10.4	19.2	10.4	6.0
	No plan/not necessary	%	4.4	14.6	0.0	7.4	0.2	0.0	6.1

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
						Which of the following best describes you?			
Question 17- Stop sharing tools such as computers, machines among employees	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
	Yes, immediately	%	59.2	55.0	73.9	47.4	65.2	63.7	53.9
	Yes, in the future	%	23.3	31.3	13.4	34.1	24.0	19.2	22.6
	No plan/not necessary	%	17.5	13.6	12.7	18.4	10.8	17.1	23.5

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Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 18- Reconfigure offices to allow for easier social distancing	Total	Unwgt N	434	45	34	46	67	116	126
		Wgt N	435	52	38	41	64	104	136
	Yes, immediately	%	60.7	47.8	59.2	58.2	65.9	68.5	58.3
	Yes, in the future	%	23.0	41.4	27.5	21.6	19.2	14.1	23.7
	No plan/not necessary	%	16.4	10.8	13.4	20.3	14.9	17.5	18.0

Are you planning to put the following health and safety protocols in place immediately or in the future? [RANDOMIZE]

			[Other (please specify below)] Are you planning to put the following health and safety protocols in place immediately or in the future?					
			Measure temperature/symptoms of employees	Limit travel/commute	Mandate telework for those who are sick	Reconfigure schedules	Other	Total
Question 19- Other	Yes, immediately	Count	8	3	1	2	3	17
			100.0%	100.0%	100.0%	100.0%	75.0%	94.4%
	Yes, in the future	Count	0	0	0	0	1	1
			0.0%	0.0%	0.0%	0.0%	25.0%	5.6%
Total		Count	8	3	1	2	4	18
			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 20- Enforcing social distancing	Total	Unwgt N	433	45	34	45	68	116	125
		Wgt N	433	52	38	40	64	104	134
		Mean	6.3	6.3	6.9	6.6	6.0	6.2	6.3
		Median	7.0	6.0	7.0	7.0	7.0	7.0	7.0
	Not difficult at all (0)	%	4.1	3.8	0.3	5.9	6.1	1.8	5.8
	1	%	1.8	0.2	0.3	0.0	0.0	3.2	3.2
	2	%	4.8	5.8	3.9	0.6	4.7	7.6	3.9
	3	%	5.0	3.8	0.0	4.9	8.6	7.1	3.6
	4	%	4.1	0.0	15.0	0.0	3.5	4.3	3.8
	5	%	11.5	10.0	4.9	20.3	15.6	9.2	11.0
	6	%	12.2	24.0	8.2	13.8	8.6	12.5	9.7
	7	%	19.2	20.4	16.0	12.5	17.7	19.1	22.6
	8	%	17.2	6.0	24.8	24.7	25.8	16.3	13.7
	9	%	11.6	14.9	15.1	0.6	5.9	13.1	14.4
	Very difficult (10)	%	7.2	3.8	7.8	16.3	3.5	5.8	8.5
	Unsure	%	1.2	7.2	3.6	0.3	0.0	0.0	0.0

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Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 21-Managing office capacity (limiting the number of employees and others in the building)	Total	Unwgt N	434	45	34	46	68	116	125
		Wgt N	433	52	38	41	64	104	134
		Mean	5.7	6.5	6.5	6.2	4.7	5.6	5.5
		Median	6.0	7.0	7.0	7.0	5.0	6.0	6.0
	Not difficult at all (0)	%	7.3	0.2	9.1	6.2	11.9	4.8	9.6
	1	%	3.2	0.2	0.0	0.0	9.2	3.4	3.3
	2	%	4.3	3.6	0.0	0.3	4.5	5.8	5.7
	3	%	6.2	3.1	0.0	6.7	3.7	11.0	6.3
	4	%	8.0	5.8	10.5	9.0	11.9	9.4	4.9
	5	%	10.8	20.8	3.3	5.9	12.0	4.6	14.7
	6	%	13.3	13.9	13.4	8.3	17.2	14.7	11.8
	7	%	20.2	21.7	24.8	36.9	11.6	21.7	16.1
	8	%	12.6	7.4	17.7	14.1	10.8	13.0	13.2
	9	%	10.5	16.8	11.1	7.7	7.3	8.3	12.1
	Very difficult (10)	%	3.6	6.5	10.1	4.6	0.0	3.4	2.3
	Unsure	%	0.0	0.0	0.0	0.3	0.0	0.0	0.0

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

						Which of the following best describes you?			
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 22-Convincing employees it's safe to return to work	Total	Unwgt N	434	45	34	46	68	116	125
		Wgt N	435	52	38	41	64	104	136
		Mean	6.2	6.3	6.8	6.6	6.0	6.1	6.1
		Median	7.0	6.0	7.0	6.0	6.0	7.0	7.0
	Not difficult at all (0)	%	4.9	0.0	0.0	3.7	5.9	2.8	9.7
	1	%	2.1	0.0	4.9	2.8	0.0	4.9	0.8
	2	%	3.5	3.6	0.0	3.4	5.3	3.4	3.8
	3	%	5.7	12.0	3.6	0.0	5.3	9.9	2.7
	4	%	5.3	3.6	10.5	3.4	6.1	4.9	5.0
	5	%	12.5	22.7	11.5	4.9	20.6	8.0	10.8
	6	%	13.6	7.7	3.6	33.2	10.6	13.8	14.1
	7	%	15.5	17.1	19.6	9.3	8.3	14.6	19.7
	8	%	16.1	8.6	24.6	17.2	24.8	20.5	8.8
	9	%	11.2	7.7	12.7	8.7	10.8	9.3	14.5
	Very difficult (10)	%	8.4	13.5	9.2	13.2	2.5	6.6	9.1
	Unsure	%	1.1	3.6	0.0	0.3	0.0	1.3	1.0

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

| | | | | Which of the following best describes you? | | | | | |
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 23- Maintaining cleanliness of shared workspaces	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
		Mean	5.5	6.1	6.2	5.2	5.6	5.3	5.2
		Median	6.0	7.0	7.0	6.0	6.0	6.0	6.0
	Not difficult at all (0)	%	7.4	4.1	5.2	9.2	5.9	5.6	10.9
	1	%	2.8	0.2	3.6	8.6	3.9	1.6	2.3
	2	%	8.7	10.5	5.2	4.0	9.2	15.7	4.8
	3	%	7.1	0.2	9.8	7.3	3.3	8.7	9.3
	4	%	6.0	8.6	0.7	10.4	2.1	4.5	8.0
	5	%	11.1	2.9	9.8	9.5	13.1	13.5	12.3
	6	%	12.3	20.6	15.0	10.9	22.1	4.9	9.9
	7	%	18.5	24.0	11.8	13.3	13.7	17.6	22.8
	8	%	15.1	13.0	13.7	10.4	18.2	20.7	12.1
	9	%	6.6	12.0	4.9	6.8	8.4	5.9	4.7
	Very difficult (10)	%	4.4	3.8	20.3	9.2	0.0	1.3	3.1
	Unsure	%	0.0	0.0	0.0	0.3	0.0	0.0	0.0

Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

| | | | | Which of the following best describes you? | | | | | |
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 24- Managing how people move about the space (e.g. the use of elevators, stairwells, hallways, etc.)	Total	Unwgt N	433	45	34	46	68	116	124
		Wgt N	434	52	38	41	64	104	135
		Mean	6.0	6.0	7.0	6.6	5.5	5.8	5.8
		Median	7.0	7.0	7.0	7.0	6.0	6.0	7.0
	Not difficult at all (0)	%	6.1	3.6	0.3	6.2	5.9	5.0	9.6
	1	%	3.3	1.9	3.6	0.3	3.1	3.2	4.7
	2	%	5.5	4.6	0.0	3.4	9.0	8.1	4.4
	3	%	5.5	9.8	4.2	3.4	5.5	6.9	3.7
	4	%	5.3	7.4	4.9	0.3	11.9	4.4	3.5
	5	%	8.7	10.0	5.2	6.5	9.0	10.5	8.3
	6	%	12.9	7.4	13.7	19.4	9.0	18.6	10.3
	7	%	19.1	20.1	24.2	21.2	16.5	15.5	20.5
	8	%	17.7	21.9	16.0	22.8	12.3	11.0	22.9
	9	%	8.7	7.2	17.3	4.6	11.7	8.3	6.9
	Very difficult (10)	%	6.8	5.8	10.5	11.7	3.1	8.2	5.2
	Unsure	%	0.5	0.2	0.0	0.3	2.9	0.1	0.0

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Please rate the following health and safety protocols on a scale from 0 to 10, where 0 is not difficult at all to follow and 10 is very difficult to follow in the workplace [RANDOMIZE]

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
						Which of the following best describes you?			
Question 25- Preventing potentially ill employees from coming into the office	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
		Mean	5.6	6.6	6.5	5.5	5.5	5.5	5.2
		Median	6.0	7.0	7.0	5.0	6.0	6.0	6.0
	Not difficult at all (0)	%	7.1	0.2	5.2	6.2	5.9	7.3	10.9
	1	%	2.5	0.7	0.0	4.0	4.7	1.2	3.2
	2	%	6.0	0.2	0.0	8.3	13.1	5.4	6.3
	3	%	7.9	4.8	8.5	7.0	3.1	13.6	7.0
	4	%	6.4	3.8	3.7	9.2	3.3	5.8	9.2
	5	%	11.5	20.8	8.8	18.4	11.3	8.8	8.7
	6	%	13.2	15.2	22.2	2.5	10.8	11.6	15.3
	7	%	15.3	16.0	16.7	14.3	16.0	15.8	14.4
	8	%	14.1	7.7	13.7	13.5	23.7	16.9	10.3
	9	%	9.3	23.0	2.7	6.8	5.7	8.6	9.0
	Very difficult (10)	%	4.6	0.2	18.6	9.5	2.3	1.4	4.3
	Unsure	%	2.2	7.2	0.0	0.3	0.0	3.6	1.4

			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
						Which of the following best describes you?			
Question 26- Enforcing the use of personal protective equipment such as masks and hand sanitizer	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
		Mean	5.1	5.6	5.8	5.1	5.4	4.7	5.0
		Median	6.0	5.0	6.0	5.0	6.0	5.0	6.0
	Not difficult at all (0)	%	11.4	7.7	5.9	9.5	9.4	11.3	16.0
	1	%	2.6	0.2	4.9	3.4	3.3	4.7	0.8
	2	%	9.9	8.2	8.8	8.6	8.2	10.7	11.3
	3	%	6.3	2.9	0.7	11.2	6.8	8.7	5.5
	4	%	6.8	7.4	8.5	8.6	5.5	9.6	4.0
	5	%	11.4	23.7	13.4	15.4	9.4	11.0	6.3
	6	%	13.7	8.8	11.1	9.8	16.7	15.4	14.6
	7	%	12.3	9.1	12.8	6.8	14.1	7.9	17.7
	8	%	12.5	13.5	18.2	11.4	14.9	8.4	12.7
	9	%	7.5	3.6	6.6	5.8	8.8	10.7	6.8
	Very difficult (10)	%	5.1	11.3	9.2	9.2	2.9	1.4	4.2
	Unsure	%	0.5	3.6	0.0	0.3	0.0	0.0	0.0

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			Which of the following best describes you?					
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 27- As you may know, due to COVID-19 a number of businesses are looking at how much work space they need, as well as what type of space. Do you think that your company will be downsizing or changing the type of office space it has in the next two years?	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
	Yes, we will be downsizing	%	21.9	35.2	32.0	6.8	18.3	21.7	20.3
	Not downsizing, but we will change the type of space	%	49.5	51.3	40.5	55.3	52.5	48.5	49.1
	Not expecting any changes to our space	%	28.6	13.5	27.5	37.8	29.3	29.8	30.7

			Which of the following best describes you?					
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 28 – [IF YES PLANNING TO DOWNSIZE] How much are you looking to reduce your space?	Total	Unwgt N	95	15	9	5	16	23	27
		Wgt N	95	18	12	3	12	23	28
		Mean	33.5	32.0	33.3	67.6	32.7	33.5	31.4
		Median	30.0	30.0	30.0	60.0	30.0	30.0	26.0
	10	%	5.0	16.4	0.0	0.0	0.0	1.7	4.9
	11	%	1.4	0.0	0.0	0.0	0.0	6.0	0.0
	15	%	3.1	0.0	11.1	0.0	1.1	6.6	0.0
	20	%	10.8	10.2	0.0	0.0	20.5	0.0	21.8
	23	%	2.0	0.0	0.0	0.0	0.0	8.3	0.0
	25	%	21.0	18.3	27.7	0.0	25.8	19.4	21.3
	26	%	2.0	0.0	0.0	0.0	0.0	0.0	6.8
	30	%	14.8	19.0	15.3	0.0	16.0	14.9	12.6
	33	%	0.1	0.0	0.0	4.7	0.0	0.0	0.0
	35	%	5.3	10.2	8.3	0.0	17.1	0.6	0.0
	40	%	12.3	15.7	26.4	0.0	1.1	14.3	8.2
	50	%	11.8	0.0	0.0	9.4	2.2	23.7	19.4
	55	%	1.4	0.0	0.0	0.0	0.0	0.0	4.9
	60	%	5.5	0.0	11.1	36.6	16.0	4.5	0.0
	80	%	3.4	10.2	0.0	49.3	0.0	0.0	0.0

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			Which of the following best describes you?						
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 29 – [IF YES PLANNING TO DOWNSIZE] Are you looking to end your lease and find and alternative or sub-lease some of your existing space?	Total	Unwgt N	95	15	9	5	16	23	27
		Wgt N	95	18	12	3	12	23	28
	Looking to end our lease	%	20.1	18.3	11.1	9.4	28.1	27.6	16.8
	Looking to sub-lease some space	%	32.0	26.6	47.1	49.3	19.4	30.9	33.5
	Not sure	%	47.9	55.1	41.7	41.3	52.6	41.4	49.7

			Which of the following best describes you?						
			Aggregate 2020-08	CEO	COO	Executive – HR	Executive – Finance	Executive - Operations	Executive – General
Question 30- In which province are you located?	Total	Unwgt N	435	45	34	46	68	116	126
		Wgt N	435	52	38	41	64	104	136
		%	0.4	0.0	0.0	0.0	0.0	1.8	0.0
	Alberta	%	10.8	13.6	17.3	6.8	8.2	7.5	13.0
	British Columbia	%	13.9	14.4	6.6	22.4	15.2	16.0	10.8
	Manitoba	%	2.6	0.0	0.0	0.0	3.5	2.7	4.6
	New Brunswick	%	1.2	0.0	0.0	0.3	2.1	2.3	1.0
	Newfoundland and Labrador	%	3.2	10.8	5.2	0.0	2.9	4.0	0.1
	Nova Scotia	%	2.4	3.8	4.9	4.9	2.9	0.1	1.8
	Ontario	%	45.4	33.1	37.3	45.9	50.5	43.5	51.3
	Quebec	%	18.7	20.6	28.7	15.1	14.4	20.7	16.7
	Saskatchewan	%	1.4	3.6	0.0	4.6	0.2	1.3	0.7

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