

## Mentorship and the Value of a Multigenerational Workforce Annotated Questionnaire

Note: All results show percentages among all respondents, unless otherwise labeled. Percentages may not round to 100 percent due to rounding error.

### Screening Questions

S1. Which of the following best describes your **current employment status**? If you work more than one job, please select the appropriate response based on the total hours you work.

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	1003	204	300	299	200
Full time (working for 35 hours per week or more for pay) <b>[CONTINUE]</b>	74%	55%	84%	83%	67%
Part time (working for less than 35 hours per week for pay) <b>[CONTINUE]</b>	19%	32%	11%	13%	31%
Retired <b>[TERMINATE]</b>	-	-	-	-	-
Unemployed, looking for work <b>[CONTINUE]</b>	6%	13%	5%	4%	2%
Homemaker <b>[TERMINATE]</b>	-	-	-	-	-
Student <b>[TERMINATE]</b>	-	-	-	-	-
Disabled <b>[TERMINATE]</b>	-	-	-	-	-
Other <b>[TERMINATE]</b>	-	-	-	-	-

[PN: ONLY SHOW IF S1 = “Full time” OR “Part time”]

S2. Are you currently self-employed or do own your own business?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	939	179	281	284	195
Yes, I am self-employed or own my own business	32%	31%	41%	24%	29%
No	68%	69%	59%	76%	71%

[PN: ONLY SHOW IF S1 = “Full time” OR “Part time”]

S3. In your current job, do you work with others?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	939	179	281	284	195
Yes, I work with others	92%	93%	94%	91%	90%
No, I have no colleagues, subordinates, or supervisors	7%	6%	9%	10%	7%

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**Main**

1. Have you ever had a work or career mentor, or have you ever been a mentor to another person at work?

a. Have had a mentor

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	1003	204	300	299	200
Yes	53%	58%	59%	46%	44%
No	44%	34%	40%	53%	56%
Not sure	3%	8%	1%	1%	0

b. Have been a mentor to someone else

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	1003	204	300	299	200
Yes	55%	47%	59%	53%	59%
No	41%	42%	39%	44%	40%
Not sure	4%	10%	2%	2%	1%

2. Overall, how important has mentorship and having a mentor been to your career?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	1003	204	300	299	200
Top 2 Box	61%	69%	71%	50%	49%
Extremely important	35%	37%	45%	27%	21%
Very important	27%	32%	26%	24%	27%
Somewhat important	15%	16%	12%	18%	17%
Not too important	12%	8%	8%	16%	19%
Not at all important	11%	8%	9%	15%	16%

3. [IF 1a = YES] How would you rate the following aspects of mentorship in terms of how valuable they are to you in your job or career?

Percentage Saying Extremely valuable or Very valuable	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	498	115	171	129	83
Training or advice on new job skills	90%	88%	91%	91%	88%
Advice on career paths, job opportunities, or development opportunities	84%	81%	89%	81%	77%
Networking opportunities or introductions to important or useful people	83%	79%	88%	79%	78%
New job opportunities or ability to provide personal recommendations	82%	82%	87%	80%	69%
Advice on difficult workplace situations or conversations	82%	83%	81%	73%	82%
Advice on how to manage other employees	80%	78%	85%	77%	74%

Advice on the culture or values in your workplace or field	76%	87%	78%	80%	76%
Advice on how to act socially in the workplace	73%	76%	80%	64%	60%
Advice or support on navigating the workplace as a gender, racial, ethnic, or sexual minority	71%	80%	75%	62%	54%

4. [IF 1a = YES] Are there any other aspects of mentorship not mentioned above that you have found extremely valuable to you job or career?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	498	115	171	129	83
Yes	20%	15%	25%	16%	19%
No	80%	85%	75%	84%	81%

5. [IF 1b = YES] How old was the person you mentored in relation to yourself? If you have mentored more than one person, think about the person with whom you had the most significant mentor relationship.

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	526	89	169	154	114
Older than me	29%	42%	24%	29%	21%
About the same age as me	22%	29%	29%	15%	10%
Less than 10 years younger than me	29%	26%	31%	31%	22%
10-20 years younger than me	13%	2%	10%	16%	30%
More than 20 years younger than me	7%	1%	6%	8%	16%

[PN: IF S3=WORKS WITH OTHERS]

6. Thinking about the people you work with at your main job, what percentage of your colleagues would you estimate are about the same age as you, older than you, and younger than you? Please put a percentage in each category and make sure the total adds to 100. If a percentage is zero, please enter '0' in box.

Mean Percentage	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	853	164	262	253	174
Younger than you	38.6	21.6	33.5	45	66.5
Around your age	33.6	37	35.5	33.6	23.4
Older than you	27.8	41.4	30.9	21.5	10.1

7. [IF S3=WORKS WITH OTHERS] Thinking about your boss or immediate supervisor at your main job, are they...

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	853	164	262	253	174
A lot older than you	25%	49%	30%	10%	4%
A little bit older than you	34%	34%	39%	36%	16%
Around your age	18%	12%	22%	21%	14%

A little bit younger than you	11%	4%	5%	17%	26%
A lot younger than you	7%	-	2%	10%	24%
I have no boss in my current job	5%	1%	3%	6%	16%

8. [IF S3=WORKS WITH OTHERS] How much do you like to work with people of different generations than you?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	853	164	262	253	174
Top 2 Box	70%	77%	75%	64%	64%
A great deal	35%	43%	40%	28%	26%
A lot	35%	34%	35%	35%	38%
Somewhat	28%	21%	24%	34%	34%
Not too much	2%	2%	1%	2%	2%
Not at all	0	0	-	1%	-

9. Different people bring different experiences to their jobs and affect the workplace culture in different ways. How much do agree or disagree with each of the following statements about working with coworkers of different ages from yourself?

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

[PN: ROTATE DISPLAY OF YOUNGER/OLDER SET. SPLIT GRIDS OVER TWO PAGES.]

a) Working with colleagues who are **younger** than me...

Percentage Saying Strongly or Somewhat Agree	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	1003	204	300	299	200
Gives me the opportunity to pass along my experience and knowledge	79%	74%	83%	78%	80%
Makes our workplace more creative	73%	77%	77%	66%	67%
Makes me more likely to consider perspectives that are different from my own	73%	71%	76%	72%	75%
Makes the work environment more fun	71%	74%	73%	69%	65%
Keeps me updated on the latest tech trends	70%	67%	75%	68%	69%
Gives me the opportunity to learn new skills from them	66%	66%	71%	63%	62%
Keeps me on my toes and engaged at work	66%	64%	69%	66%	61%
Makes me feel energized	66%	69%	72%	60%	59%
Makes the work environment more productive	61%	56%	70%	56%	54%

b) Working with colleagues who are **older** than me...

<b>Percentage Saying Strongly or Somewhat Agree</b>	<b>Total</b>	<b>18-29</b>	<b>30-44</b>	<b>45-59</b>	<b>60+</b>
<i>Unweighted n</i>	1003	204	300	299	200
Gives me the opportunity to learn new skills from them	77%	79%	82%	73%	68%
Makes me more likely to consider perspectives that are different from my own	76%	76%	82%	71%	69%
Makes the work environment more productive	69%	71%	79%	63%	54%
Keeps me on my toes and engaged at work	66%	70%	72%	60%	59%
Gives me the opportunity to pass along my experience and knowledge	65%	72%	72%	59%	49%
Makes our workplace more creative	63%	62%	71%	56%	58%
Makes the work environment more fun	61%	60%	71%	54%	55%
Makes me feel energized	57%	60%	67%	50%	41%
Keeps me updated on the latest tech trends	47%	49%	60%	37%	31%

10. [IF D2 > 34] What is the biggest thing you've learned from working with a colleague who is younger than you?

	<b>Total</b>	<b>18-29</b>	<b>30-44</b>	<b>45-59</b>	<b>60+</b>
<i>Unweighted n</i>	713	-	214	299	200
Technology (Net)	27%	-	17%	30%	39%
Work Style and Skills (Net)	18%	-	17%	19%	18%
Different Perspective (Net)	11%	-	12%	13%	10%
Emotional Benefits and Skills (Net)	9%	-	10%	8%	8%
Energy and Enthusiasm (Net)	6%	-	6%	7%	7%
Trends and Pop Culture (Net)	4%	-	5%	5%	3%
Negatives (Net)	4%	-	5%	4%	6%
Good / Great / Excellent (unspec.)	3%	-	7%	2%	-
Other (Net)	14%	-	14%	13%	16%
Don't know	1%	-	1%	2%	1%
None/Nothing	13%	-	17%	12%	10%

11. [IF D2 < 35] What is the biggest thing you've learned from working with a colleague who is older than you?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	290	204	86	-	-
Wisdom and Experience (Net)	25%	24%	29%	-	-
Work Skills/Learning how to do the job (Net)	17%	18%	16%		
Work Style and Skills (Net)	12%	17%	4%	-	-
Emotional Benefits and Skills (Net)	12%	12%	12%	-	-
Good / Great / Excellent (unspec.)	8%	5%	16%	-	-
Different Perspective (Net)	4%	3%	4%	-	-
Energy and Enthusiasm (Net)	1%	1%	4%	-	-
Other (Net)	18%	22%	10%	-	-
Don't know	3%	4%	1%	-	-
None/Nothing	14%	12%	19%	-	-

12. [IF D2 > 34] If you could give one piece of career or job advice to your younger self as you were starting your career, what would it be?

	Total	18-29	30-44	45-59	60+
<i>Unweighted n</i>	713	-	214	299	200
<b>Perseverance/Hard Work</b>	21%	-	25%	16%	20%
Work hard / Do your job / Do your best	9%	-	13%	7%	7%
Persevere / Don't give up / (Have) determination/dedication	5%	-	5%	5%	5%
Focus / Stay focused	3%	-	4%	1%	4%
Never settle (in a comfort zone) / Challenge yourself / Aim high	2%	-	2%	1%	4%
Stick with it	1%	-	0	2%	0
Don't take shortcuts / Don't sacrifice your values for short-term success	1%	-	1%	0	-
<b>School/Training</b>	15%	-	12%	15%	20%
Learn (as much as you can) / Keep learning	6%	-	5%	5%	9%
Go to school / college / More education	5%	-	5%	5%	6%
Get your degree sooner	1%	-	-	1%	1%
Develop computer skills / Take computer classes / Show interest for computers and technology	1%	-	1%	2%	2%
Learn / Develop / Master (new) skills	1%	-	-	1%	1%
Finish college / school	1%	-	-	1%	1%
Get experience	0	-	1%	-	0
<b>Change, Following Passion</b>	14%	-	9%	16%	15%
Find a job that suits you / that you like / Follow your passion / Enjoy what you do	4%	-	5%	5%	2%
Pick a different career / job	3%	-	3%	3%	4%
Keep an open mind / Be open to new ideas / advice	2%	-	1%	1%	3%
Change jobs / careers	2%	-	0	3%	2%

Be open to opportunities	1%	-	0	0	1%
Don't be afraid of changes / new experiences / Take risks	1%	-	-	2%	1%
Never burn bridges / turn down opportunities	1%	-	0	2%	2%
<b>Listen/Learning from Others</b>	10%	-	4%	14%	17%
Listen	4%	-	2%	5%	3%
Listen to the elders / the more experienced people	2%	-	1%	2%	2%
Learn from older people / your superiors / the colleagues (with more experience)	2%	-	0	3%	6%
Pay attention	2%	-	1%	3%	4%
Learn from your mistakes / Don't be afraid of failure	0	-	-	1%	1%
Think for yourself / don't listen to others	0	-	-	0	1%
<b>Be a good person/Ethics/Values</b>	8%	-	7%	10%	9%
Be patient	3%	-	3%	2%	3%
Be a good person / nice / kind (to your colleagues)	1%	-	1%	2%	0
Be honest	1%	-	1%	1%	1%
Be more humble / Don't be arrogant /self-centered	1%	-	0	1%	2%
Be yourself / Stay true to yourself	1%	-	2%	1%	2%
Be respectful / polite	1%	-	-	2%	-
Be ethical / Keep a good work ethics	0	-	-	1%	1%
Volunteer for work / Be helpful	0	-	0	0	-
<b>Money</b>	6%	-	3%	7%	4%
Save money	3%	-	1%	4%	1%
Save for / Invest in retirement	2%	-	1%	2%	2%
Pick a more lucrative career / have a job that pays more	1%	-	1%	1%	-
Money is not everything / Don't take a job for money	0	-	0	0	1%
<b>Reassurance/Relaxation/Balance</b>	6%	-	2%	9%	2%
Maintain a balance between personal and professional life / Don't forget about your family	1%	-	0	2%	2%
Relax / Stay calm / Take it easy / Don't stress / Stop worrying	2%	-	2%	2%	0
Things will get better / Everything will be fine	1%	-	-	1%	0
Take it easy /slow down / don't be so hard on yourself	1%	-	-	2%	0
Take your time / Slow down / Don't hurry	1%	-	0	2%	-
<b>Confidence/Assertiveness</b>	5%	-	4%	3%	6%
Be more assertive / less aggressive	0	-	-	-	2%
Ask (more) questions	1%	-	0	1%	0
You got this / You can do it	1%	-	1%	-	1%

Be more confident / bold / Speak up	3%	-	3%	2%	3%
<b>Communication</b>	5%	-	1%	7%	4%
Be more cautious / Be careful who you talk to / what you say	2%	-	-	4%	2%
Reach out for help / advice (when you don't know what to do)	1%	-	1%	1%	0
Be communicative / Create a network	1%	-	0	1%	1%
Talk / Speak less	1%	-	0	1%	1%
<b>Good / Great / OK / Excellent (unspec.)</b>	4%	-	8%	3%	-
<b>Other</b>	12%	-	15%	13%	10%
Don't know / Not sure	2%	-	3%	3%	2%
None / Nothing / NA	6%	-	10%	5%	3%