

## **YouGov / Gyro**

### **Change in the Workplace**

**Fieldwork: 27th - 31st October 2014**

**Sample size: 345 Business Decision Makers**

For the following question, by 'change in your workplace', we mean activities such as:

- Changing a supplier
- On-shoring/ off-shoring part of the business
- Hiring new staff/ making staff redundant
- A new working process
- Negotiating a contract extension/ renewal
- Moving offices/ moving within an existing office
- Onboarding a new client/ customer or losing an existing client/ customer
- Opening/ closing a premises/ office/ outlet
- Launching a new product or service
- Making changes to an existing product or service

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**Change in the Workplace**

Fieldwork: 27th - 31st October 2014  
Sample size: 345 Business Decision Makers

Total	Gender		Age				
Base	Male	Female	18-24	25-34	35-44	45-54	55+

Thinking about changes that have been discussed and/ or implemented in your workplace in the last three months (i.e. since late July 2014)...

Which, if any, of the following emotional responses have you seen your colleagues, business partners or suppliers experience as a result of these discussions/ changes in your workplace? (Please select all that apply. If there have been no changes discussed and/ or implemented in your workplace in the last three months, please select the 'Not applicable' option)

	345	273	72	-	42	85	109	109
Base: All medium to large business decision-makers	345	273	72	-	42	85	109	109
Fear	24%	23%	29%	-	24%	26%	28%	18%
Anger	21%	20%	25%	-	17%	26%	22%	17%
Sadness	17%	15%	21%	-	5%	20%	20%	15%
Disgust	10%	10%	8%	-	7%	14%	10%	7%
Surprise	25%	24%	28%	-	29%	31%	28%	16%
Happiness	21%	22%	19%	-	26%	29%	17%	17%
Jealousy	10%	7%	18%	-	19%	13%	7%	6%
Despair	15%	13%	21%	-	10%	24%	15%	10%
Shame	3%	3%	1%	-	-	6%	4%	-
Alarm	16%	15%	19%	-	12%	20%	19%	11%
Hope	22%	23%	18%	-	17%	27%	17%	24%
Envy	6%	6%	7%	-	7%	11%	5%	5%
Contempt	15%	14%	21%	-	14%	22%	17%	8%
Outrage	12%	12%	15%	-	19%	15%	12%	8%
Pride	19%	20%	15%	-	17%	24%	14%	21%
Regret	13%	14%	8%	-	7%	13%	17%	12%
Disappointment	30%	27%	39%	-	21%	34%	35%	25%
Yearning	1%	2%	-	-	2%	-	1%	3%
Alertness	10%	10%	8%	-	14%	9%	6%	12%
Morbidity	3%	4%	3%	-	2%	6%	4%	2%
Delight	14%	15%	11%	-	14%	16%	12%	14%
Worry	39%	36%	49%	-	33%	42%	44%	33%
Annoyance	30%	30%	29%	-	33%	25%	38%	26%
Pensiveness	19%	20%	14%	-	10%	19%	19%	21%
Boredom	11%	10%	15%	-	12%	18%	10%	7%
Curiosity	24%	27%	15%	-	19%	28%	24%	24%
Satisfaction	25%	25%	26%	-	17%	27%	21%	31%
Terror	3%	2%	7%	-	2%	8%	3%	-
Rage	8%	8%	7%	-	5%	13%	10%	4%
Grief	5%	4%	8%	-	12%	5%	6%	3%
Loathing	6%	6%	7%	-	7%	12%	5%	4%
Amazement	11%	11%	8%	-	5%	19%	8%	9%
Joy	11%	12%	7%	-	5%	20%	8%	9%
Other	6%	5%	8%	-	10%	2%	3%	9%
Don't know	1%	1%	1%	-	-	4%	1%	1%
Not applicable - there have been no changes discussed and/ or implemented in my workplace in the last three months	21%	22%	18%	-	14%	12%	25%	28%

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**Change in the Workplace**

Fieldwork: 27th - 31st October 2014  
Sample size: 345 Business Decision Makers

Management level												Organisation size			
Owner/ Proprietor	Partner	Chairperson	Chief Executive	Managing Director	Non Executive Director	Other board level manager/ director	Other senior manager or director below board level	Middle manager	Junior manager/ team leader/ supervisor	Other	No management responsibility	Small	Medium	Large	Don't know

Thinking about changes that have been discussed and/ or implemented in your workplace in the last three months (i.e. since late July 2014)...

Which, if any, of the following emotional responses have you seen your colleagues, business partners or suppliers experience as a result of these discussions/ changes in your workplace? (Please select all that apply. If there have been no changes discussed and/ or implemented in your workplace in the last three months, please select the 'Not applicable' option)

Base: All medium to large business decision-makers

	26	18	3	8	22	13	59	196	-	-	-	-	-	169	176	-
Fear	4%	28%	67%	50%	9%	8%	24%	28%	-	-	-	-	-	19%	29%	-
Anger	12%	17%	-	-	9%	15%	24%	24%	-	-	-	-	-	18%	24%	-
Sadness	8%	6%	-	13%	5%	15%	12%	22%	-	-	-	-	-	14%	19%	-
Disgust	4%	11%	-	-	5%	8%	10%	12%	-	-	-	-	-	8%	11%	-
Surprise	19%	17%	-	25%	9%	46%	29%	26%	-	-	-	-	-	22%	27%	-
Happiness	27%	22%	100%	13%	18%	23%	22%	20%	-	-	-	-	-	22%	21%	-
Jealousy	15%	6%	-	13%	5%	8%	5%	11%	-	-	-	-	-	11%	8%	-
Despair	4%	6%	33%	13%	-	8%	10%	20%	-	-	-	-	-	11%	19%	-
Shame	-	-	-	-	-	8%	2%	4%	-	-	-	-	-	1%	4%	-
Alarm	-	17%	-	13%	9%	8%	14%	20%	-	-	-	-	-	14%	18%	-
Hope	27%	17%	33%	25%	-	15%	27%	21%	-	-	-	-	-	21%	22%	-
Envy	15%	6%	-	13%	5%	-	2%	7%	-	-	-	-	-	6%	7%	-
Contempt	4%	6%	-	13%	-	15%	17%	19%	-	-	-	-	-	15%	15%	-
Outrage	8%	17%	-	-	5%	-	10%	16%	-	-	-	-	-	9%	15%	-
Pride	31%	6%	67%	13%	14%	23%	25%	16%	-	-	-	-	-	22%	15%	-
Regret	12%	17%	-	-	-	15%	17%	14%	-	-	-	-	-	9%	17%	-
Disappointment	15%	28%	-	25%	9%	23%	32%	35%	-	-	-	-	-	22%	37%	-
Yearning	8%	-	-	-	-	-	-	2%	-	-	-	-	-	1%	2%	-
Alertness	8%	6%	33%	13%	5%	8%	12%	10%	-	-	-	-	-	9%	11%	-
Morbidity	-	6%	-	-	9%	8%	3%	3%	-	-	-	-	-	4%	3%	-
Delight	19%	22%	67%	25%	9%	23%	8%	13%	-	-	-	-	-	14%	14%	-
Worry	12%	22%	33%	13%	14%	23%	49%	46%	-	-	-	-	-	36%	42%	-
Annoyance	12%	33%	-	38%	9%	23%	34%	34%	-	-	-	-	-	24%	36%	-
Pensiveness	8%	6%	-	13%	5%	-	27%	22%	-	-	-	-	-	19%	18%	-
Boredom	4%	17%	-	13%	14%	-	8%	13%	-	-	-	-	-	9%	13%	-
Curiosity	12%	22%	33%	13%	14%	15%	29%	27%	-	-	-	-	-	21%	27%	-
Satisfaction	38%	11%	67%	13%	9%	23%	34%	24%	-	-	-	-	-	28%	23%	-
Terror	-	-	-	13%	-	-	2%	5%	-	-	-	-	-	2%	4%	-
Rage	-	-	-	-	-	-	7%	12%	-	-	-	-	-	6%	10%	-
Grief	4%	-	-	-	9%	-	3%	7%	-	-	-	-	-	5%	6%	-
Loathing	-	6%	-	-	5%	-	7%	8%	-	-	-	-	-	7%	6%	-
Amazement	4%	11%	-	-	9%	15%	8%	13%	-	-	-	-	-	11%	11%	-
Joy	15%	17%	33%	13%	5%	8%	14%	10%	-	-	-	-	-	10%	12%	-
Other	8%	6%	-	-	-	-	8%	6%	-	-	-	-	-	6%	5%	-
Don't know	-	-	-	-	-	8%	-	2%	-	-	-	-	-	2%	1%	-
Not applicable - there have been no changes discussed and/ or implemented in my workplace in the last three months	31%	28%	-	25%	50%	8%	31%	14%	-	-	-	-	-	21%	22%	-

**YouGov / Gyro**  
**Change in the Workplace**

Fieldwork: 27th - 31st October 2014  
Sample size: 345 Business Decision Makers

Work industry (short list)												Region mainly work							
Manufacturing	Construction	Finance and Accounting	Retail	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	North	Midlands	East	London	South	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)

Thinking about changes that have been discussed and/ or implemented in your workplace in the last three months (i.e. since late July 2014)...

Which, if any, of the following emotional responses have you seen your colleagues, business partners or suppliers experience as a result of these discussions/ changes in your workplace? (Please select all that apply. If there have been no changes discussed and/ or implemented in your workplace in the last three months, please select the 'Not applicable' option)

Base: All medium to large business decision-makers

	71	21	53	19	16	23	58	28	6	3	2	5	68	49	16	103	74	3	26	6
Fear	20%	24%	30%	32%	13%	22%	22%	32%	83%	-	50%	-	16%	37%	13%	22%	23%	33%	31%	50%
Anger	23%	19%	26%	11%	19%	26%	17%	32%	17%	-	50%	20%	19%	20%	25%	20%	23%	33%	23%	-
Sadness	20%	19%	17%	11%	19%	9%	16%	21%	50%	-	50%	-	18%	20%	25%	14%	18%	67%	8%	-
Disgust	14%	-	17%	-	6%	13%	9%	4%	33%	-	50%	-	10%	10%	6%	10%	11%	33%	8%	-
Surprise	23%	19%	28%	26%	31%	22%	34%	32%	-	-	-	-	25%	20%	25%	22%	28%	-	31%	33%
Happiness	23%	24%	21%	32%	13%	13%	22%	39%	-	-	-	20%	28%	24%	13%	21%	16%	-	27%	-
Jealousy	11%	14%	13%	5%	13%	9%	7%	7%	17%	-	-	20%	18%	8%	6%	7%	8%	-	8%	17%
Despair	18%	5%	23%	11%	6%	9%	16%	14%	33%	-	50%	-	22%	16%	13%	9%	14%	67%	19%	-
Shame	3%	-	4%	-	-	-	3%	-	17%	-	50%	-	1%	4%	-	5%	-	-	4%	-
Alarm	17%	5%	21%	5%	6%	17%	24%	21%	33%	-	50%	-	16%	16%	19%	15%	16%	33%	15%	17%
Hope	23%	10%	30%	32%	25%	17%	16%	29%	17%	-	-	20%	34%	22%	19%	22%	12%	-	23%	-
Envy	8%	10%	9%	-	13%	4%	7%	-	-	-	-	20%	7%	6%	-	6%	8%	-	8%	-
Contempt	23%	14%	21%	5%	19%	22%	10%	4%	17%	-	50%	20%	15%	16%	31%	9%	18%	33%	23%	-
Outrage	14%	5%	17%	-	19%	17%	16%	4%	17%	-	50%	-	16%	10%	19%	12%	8%	-	19%	17%
Pride	17%	14%	15%	11%	31%	13%	21%	21%	17%	-	-	20%	28%	20%	13%	19%	11%	-	23%	-
Regret	11%	14%	13%	5%	25%	13%	14%	18%	50%	-	50%	-	15%	16%	6%	14%	11%	33%	12%	-
Disappointment	32%	29%	34%	11%	19%	26%	34%	39%	67%	-	50%	40%	29%	33%	44%	29%	20%	-	54%	17%
Yearning	3%	-	4%	-	-	-	2%	-	-	-	-	-	1%	-	-	2%	3%	-	-	-
Alertness	11%	10%	17%	5%	6%	4%	12%	7%	-	-	-	-	10%	16%	6%	9%	9%	-	8%	-
Morbidity	4%	-	4%	-	-	4%	3%	4%	33%	-	50%	-	3%	6%	-	3%	4%	-	4%	-
Delight	13%	14%	13%	16%	13%	9%	12%	25%	17%	-	-	20%	16%	10%	13%	17%	12%	-	15%	-
Worry	37%	24%	43%	26%	31%	43%	41%	61%	50%	-	-	60%	29%	37%	38%	38%	49%	67%	38%	50%
Annoyance	31%	19%	26%	21%	44%	43%	34%	25%	33%	-	50%	40%	24%	35%	31%	29%	32%	33%	35%	33%
Pensiveness	23%	29%	19%	21%	13%	9%	21%	21%	17%	-	50%	-	21%	27%	31%	10%	20%	-	27%	-
Boredom	15%	19%	15%	5%	-	9%	10%	4%	33%	-	50%	-	10%	14%	13%	11%	11%	33%	12%	-
Curiosity	20%	33%	32%	21%	38%	26%	22%	29%	-	-	-	-	28%	27%	25%	24%	24%	-	15%	17%
Satisfaction	23%	29%	25%	32%	31%	26%	17%	43%	17%	-	-	40%	38%	20%	19%	25%	19%	-	31%	-
Terror	3%	5%	8%	-	6%	-	2%	4%	-	-	50%	-	4%	4%	-	2%	5%	-	-	-
Rage	11%	5%	11%	11%	6%	4%	10%	4%	-	-	50%	-	12%	8%	6%	7%	-	-	15%	-
Grief	7%	-	6%	5%	6%	4%	3%	4%	33%	-	50%	-	9%	4%	-	5%	4%	-	8%	-
Loathing	4%	-	6%	-	13%	9%	9%	4%	33%	-	50%	-	7%	8%	13%	3%	7%	33%	8%	-
Amazement	13%	10%	19%	-	13%	4%	10%	7%	17%	-	50%	-	10%	14%	13%	11%	12%	-	-	17%
Joy	20%	19%	11%	5%	13%	9%	3%	14%	-	-	-	20%	19%	6%	13%	8%	7%	-	27%	-
Other	7%	-	8%	11%	-	9%	3%	4%	-	-	-	40%	4%	2%	-	6%	7%	33%	12%	-
Don't know	1%	5%	-	-	-	-	3%	-	-	-	-	-	-	-	-	3%	1%	-	4%	-
Not applicable - there have been no changes discussed and/ or implemented in my workplace in the last three months	23%	24%	23%	32%	25%	17%	10%	7%	-	100%	50%	-	22%	24%	31%	17%	23%	33%	8%	50%

## **YouGov / Gyro**

### **Change in the Workplace**

**Fieldwork: 27th - 31st October 2014**

**Sample size: 345 Business Decision Makers**

For the following question, by 'change in your workplace', we mean activities such as:

- Changing a supplier
- On-shoring/ off-shoring part of the business
- Hiring new staff/ making staff redundant
- A new working process
- Negotiating a contract extension/ renewal
- Moving offices/ moving within an existing office
- Onboarding a new client/ customer or losing an existing client/ customer
- Opening/ closing a premises/ office/ outlet
- Launching a new product or service
- Making changes to an existing product or service

Total	Gender		Age				
	Male	Female	18-24	25-34	35-44	45-54	55+

Thinking about changes that have been discussed and/ or implemented in your workplace in the last three months (i.e. since late July 2014)...

Which, if any, of the following emotional responses have you personally felt as a result of these discussions/ changes in your workplace? (Please select all that apply)

Base: All medium to large business decision-makers	345	273	72	-	42	85	109	109
Fear	7%	6%	10%	-	10%	5%	9%	5%
Anger	10%	9%	14%	-	17%	13%	8%	7%
Sadness	11%	11%	13%	-	12%	14%	10%	10%
Disgust	7%	6%	8%	-	5%	11%	8%	3%
Surprise	13%	12%	19%	-	7%	19%	16%	9%
Happiness	14%	16%	8%	-	12%	15%	16%	14%
Jealousy	2%	2%	3%	-	7%	2%	1%	2%
Despair	8%	10%	4%	-	10%	6%	8%	10%
Shame	2%	3%	-	-	2%	-	4%	2%
Alarm	4%	3%	8%	-	10%	2%	5%	4%
Hope	20%	20%	21%	-	17%	22%	20%	19%
Envy	1%	1%	1%	-	2%	-	1%	2%
Contempt	8%	10%	4%	-	14%	7%	9%	6%
Outrage	6%	6%	4%	-	5%	9%	4%	5%
Pride	16%	17%	11%	-	10%	18%	18%	14%
Regret	11%	11%	13%	-	7%	14%	11%	10%
Disappointment	21%	21%	24%	-	17%	19%	26%	21%
Yearning	2%	2%	-	-	7%	2%	1%	-
Alertness	8%	8%	8%	-	14%	12%	6%	6%
Morbidity	0%	0%	-	-	-	-	1%	-
Delight	11%	12%	8%	-	10%	11%	12%	11%
Worry	23%	22%	26%	-	24%	28%	28%	14%
Annoyance	18%	19%	17%	-	24%	14%	18%	19%
Pensiveness	11%	11%	13%	-	7%	14%	12%	10%
Boredom	6%	5%	7%	-	12%	8%	4%	4%
Curiosity	18%	19%	14%	-	19%	21%	21%	12%
Satisfaction	21%	22%	17%	-	21%	18%	18%	26%
Terror	1%	1%	-	-	7%	-	-	1%
Rage	3%	3%	1%	-	-	2%	4%	3%
Grief	2%	1%	4%	-	10%	1%	2%	-
Loathing	2%	1%	6%	-	7%	-	2%	3%
Amazement	8%	8%	10%	-	12%	9%	10%	5%
Joy	8%	8%	4%	-	12%	12%	6%	5%
Other	12%	12%	11%	-	10%	11%	12%	13%
Don't know	3%	3%	-	-	-	5%	2%	3%
Not applicable - there have been no changes discussed and/ or implemented in my workplace in the last three months	21%	22%	18%	-	14%	12%	25%	28%

Management level												Organisation size			
Owner/ Proprietor	Partner	Chairperson	Chief Executive	Managing Director	Non Executive Director	Other board level manager/ director	Other senior manager or director below board level	Middle manager	Junior manager/ team leader/ supervisor	Other	No management responsibility	Small	Medium	Large	Don't know

Thinking about changes that have been discussed and/ or implemented in your workplace in the last three months (i.e. since late July 2014)...

Which, if any, of the following emotional responses have you personally felt as a result of these discussions/ changes in your workplace? (Please select all that apply)

Base: All medium to large business decision-makers

	26	18	3	8	22	13	59	196	-	-	-	-	-	169	176	-
Fear	4%	17%	-	13%	-	-	3%	8%	-	-	-	-	-	4%	9%	-
Anger	12%	22%	-	-	9%	8%	5%	11%	-	-	-	-	-	5%	15%	-
Sadness	12%	22%	33%	-	5%	-	12%	12%	-	-	-	-	-	7%	16%	-
Disgust	-	6%	-	13%	-	8%	-	10%	-	-	-	-	-	5%	8%	-
Surprise	12%	17%	-	-	9%	8%	14%	15%	-	-	-	-	-	11%	15%	-
Happiness	15%	-	-	13%	9%	15%	17%	16%	-	-	-	-	-	14%	15%	-
Jealousy	8%	6%	-	-	5%	-	-	2%	-	-	-	-	-	2%	2%	-
Despair	-	6%	-	25%	-	15%	12%	9%	-	-	-	-	-	8%	9%	-
Shame	4%	6%	-	-	-	-	2%	2%	-	-	-	-	-	1%	3%	-
Alarm	-	11%	33%	-	5%	8%	3%	4%	-	-	-	-	-	3%	6%	-
Hope	19%	17%	33%	38%	-	23%	24%	20%	-	-	-	-	-	21%	19%	-
Envy	-	6%	-	-	-	-	-	2%	-	-	-	-	-	2%	1%	-
Contempt	8%	6%	-	-	18%	-	5%	10%	-	-	-	-	-	8%	9%	-
Outrage	4%	6%	-	-	-	-	2%	8%	-	-	-	-	-	6%	5%	-
Pride	15%	11%	33%	25%	5%	23%	22%	14%	-	-	-	-	-	17%	14%	-
Regret	15%	6%	-	13%	5%	8%	15%	11%	-	-	-	-	-	10%	12%	-
Disappointment	19%	22%	-	13%	5%	15%	17%	26%	-	-	-	-	-	20%	23%	-
Yearning	-	6%	-	-	9%	8%	-	1%	-	-	-	-	-	2%	2%	-
Alertness	4%	6%	33%	13%	5%	15%	7%	9%	-	-	-	-	-	5%	11%	-
Morbidity	-	-	-	-	-	-	-	1%	-	-	-	-	-	1%	-	-
Delight	12%	11%	33%	13%	5%	15%	14%	10%	-	-	-	-	-	12%	10%	-
Worry	19%	17%	-	38%	-	8%	20%	28%	-	-	-	-	-	18%	28%	-
Annoyance	12%	17%	-	13%	14%	-	17%	22%	-	-	-	-	-	18%	19%	-
Pensiveness	4%	11%	-	13%	9%	8%	17%	11%	-	-	-	-	-	9%	13%	-
Boredom	-	6%	-	-	5%	8%	3%	8%	-	-	-	-	-	5%	7%	-
Curiosity	4%	22%	-	13%	9%	15%	12%	23%	-	-	-	-	-	19%	17%	-
Satisfaction	15%	11%	67%	25%	14%	38%	31%	18%	-	-	-	-	-	24%	18%	-
Terror	-	6%	-	-	9%	-	-	1%	-	-	-	-	-	1%	1%	-
Rage	-	-	-	-	-	-	2%	4%	-	-	-	-	-	2%	3%	-
Grief	-	-	-	-	-	-	2%	3%	-	-	-	-	-	1%	3%	-
Loathing	-	6%	-	13%	-	8%	-	3%	-	-	-	-	-	3%	2%	-
Amazement	12%	6%	-	-	14%	8%	7%	9%	-	-	-	-	-	9%	7%	-
Joy	12%	11%	33%	-	-	15%	10%	6%	-	-	-	-	-	7%	8%	-
Other	12%	17%	-	13%	-	8%	10%	13%	-	-	-	-	-	11%	12%	-
Don't know	-	6%	-	-	-	-	2%	4%	-	-	-	-	-	2%	3%	-
Not applicable - there have been no changes discussed and/ or implemented in my workplace in the last three months	31%	28%	-	25%	50%	8%	31%	14%	-	-	-	-	-	21%	22%	-

Work industry (short list)												Region mainly work							
Manufacturing	Construction	Finance and Accounting	Retail	Hospitality and leisure	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	North	Midlands	East	London	South	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)

Thinking about changes that have been discussed and/ or implemented in your workplace in the last three months (i.e. since late July 2014)...

Which, if any, of the following emotional responses have you personally felt as a result of these discussions/ changes in your workplace? (Please select all that apply)

	71	21	53	19	16	23	58	28	6	3	2	5	68	49	16	103	74	3	26	6
Fear	6%	10%	11%	-	-	9%	10%	4%	17%	-	-	-	7%	8%	6%	5%	8%	-	8%	-
Anger	13%	-	15%	-	25%	13%	7%	11%	33%	-	-	20%	10%	8%	6%	12%	8%	-	15%	17%
Sadness	8%	10%	11%	11%	25%	13%	17%	7%	17%	-	-	20%	10%	8%	13%	14%	12%	-	12%	-
Disgust	7%	-	13%	-	-	9%	7%	4%	17%	-	50%	-	4%	2%	-	7%	11%	-	12%	17%
Surprise	13%	14%	21%	16%	6%	9%	16%	11%	-	-	-	20%	15%	10%	13%	12%	18%	33%	12%	-
Happiness	20%	29%	11%	11%	19%	4%	9%	25%	17%	-	-	20%	25%	16%	13%	13%	8%	-	15%	-
Jealousy	3%	-	-	5%	-	4%	3%	-	-	-	-	20%	3%	-	-	4%	1%	-	4%	-
Despair	18%	-	9%	-	19%	13%	3%	4%	-	-	-	20%	6%	8%	6%	9%	8%	33%	15%	-
Shame	4%	-	-	-	-	4%	2%	-	17%	-	-	-	4%	-	6%	2%	1%	-	-	-
Alarm	7%	-	6%	11%	13%	4%	3%	-	-	-	-	-	4%	4%	-	7%	4%	-	-	-
Hope	17%	24%	26%	26%	13%	17%	16%	21%	17%	-	-	20%	25%	24%	19%	19%	16%	-	19%	-
Envy	3%	-	-	5%	-	4%	-	-	-	-	-	-	3%	-	-	1%	1%	-	-	-
Contempt	8%	5%	11%	-	-	17%	10%	4%	33%	-	50%	-	6%	6%	13%	9%	12%	33%	4%	-
Outrage	7%	-	8%	-	6%	13%	3%	-	-	-	50%	-	4%	4%	-	5%	8%	33%	8%	-
Pride	18%	14%	23%	11%	13%	9%	14%	21%	17%	-	-	-	22%	14%	13%	17%	9%	-	19%	-
Regret	10%	10%	9%	-	19%	13%	14%	18%	33%	-	-	-	10%	12%	13%	12%	9%	33%	12%	-
Disappointment	28%	14%	17%	-	19%	26%	34%	11%	17%	-	50%	80%	18%	29%	25%	18%	23%	33%	27%	-
Yearning	3%	5%	-	-	6%	-	3%	-	-	-	-	-	3%	-	-	3%	1%	-	-	-
Alertness	11%	14%	6%	16%	-	12%	7%	-	-	-	-	-	9%	16%	6%	5%	11%	-	-	-
Morbidity	-	-	-	-	-	-	2%	-	-	-	-	-	-	-	-	-	1%	-	-	-
Delight	17%	14%	9%	16%	6%	4%	12%	18%	-	-	-	-	13%	14%	13%	13%	7%	-	8%	-
Worry	24%	24%	26%	21%	19%	17%	26%	36%	33%	-	-	-	22%	22%	13%	20%	30%	33%	23%	17%
Annoyance	25%	14%	21%	-	13%	17%	17%	18%	33%	-	-	40%	13%	24%	25%	22%	12%	67%	12%	17%
Pensiveness	8%	19%	9%	-	19%	9%	9%	18%	33%	-	-	-	7%	14%	6%	8%	14%	67%	19%	17%
Boredom	7%	10%	6%	5%	6%	9%	7%	-	33%	-	-	-	7%	2%	6%	8%	5%	-	4%	-
Curiosity	20%	14%	19%	26%	19%	26%	12%	25%	17%	-	-	-	15%	16%	25%	22%	18%	-	12%	17%
Satisfaction	25%	19%	23%	11%	19%	35%	21%	18%	17%	-	-	20%	26%	20%	13%	20%	20%	-	23%	-
Terror	3%	-	-	-	-	-	3%	-	-	-	-	-	-	2%	-	3%	-	-	-	-
Rage	6%	-	4%	-	6%	-	3%	-	-	-	-	-	4%	2%	-	1%	4%	-	4%	-
Grief	1%	-	2%	-	6%	4%	3%	4%	-	-	-	-	3%	-	-	3%	1%	-	-	17%
Loathing	3%	-	2%	-	-	-	3%	7%	-	-	-	-	-	2%	6%	3%	3%	-	-	17%
Amazement	6%	5%	9%	5%	6%	9%	10%	4%	33%	-	-	20%	3%	8%	6%	11%	12%	-	8%	-
Joy	10%	14%	4%	5%	-	13%	10%	7%	-	-	-	-	12%	6%	-	11%	3%	-	8%	-
Other	10%	14%	13%	11%	6%	9%	9%	18%	17%	-	-	40%	12%	10%	6%	11%	11%	33%	19%	17%
Don't know	1%	5%	4%	-	6%	-	3%	-	-	-	-	-	3%	-	-	4%	3%	-	4%	-
Not applicable - there have been no changes discussed and/ or implemented in my workplace in the last three months	23%	24%	23%	32%	25%	17%	10%	7%	-	100%	50%	-	22%	24%	31%	17%	23%	33%	8%	50%