Work-Life Survey
American Psychological Association
September 2015
Executive Summary
Executive Summary

• The line between people’s work and non-work lives continues to blur, with four out of ten (42 percent) saying they take care of personal or family needs during work and about a quarter reporting that they regularly bring work home (26 percent), work during vacations (25 percent) and allow work to interrupt time with family and friends (25 percent). These were among the findings of a survey by the American Psychological Association’s Center for Organizational Excellence. The survey was conducted online on APA’s behalf by Harris Poll from July 14-16, 2015, among 902 adults who are employed either full time or part time.

• Six in ten working Americans say they respond to personal communications during work hours and almost five out of ten (48 percent) report regularly responding to work communications during personal time.

• Although technology allows communication to span work and non-work boundaries, a majority of U.S. workers say they control the boundaries between their work and personal life and decide whether they keep them separate. People also report investing a lot of themselves in both work (61 percent) and family (72 percent).
Executive Summary

• Although 51 percent of working Americans say their employer offers flexibility for when they work, less than half report having flexible options in terms of the number of hours they work (43 percent), how many days per week they work (40 percent) and the location they work from (34 percent). Even fewer U.S. workers tap into work-life benefits, with just a quarter or fewer using work-life benefits once a month or more.

• Despite the blending of work and personal time and relatively infrequent use of work-life benefits, working Americans report a fairly good fit between their work and non-work lives (5.3 on a 7-point scale).
Executive Summary

• The Importance of Work-Life Fit

  – Employees who reported better work-life fit were more likely to say they are motivated to do their best at work, are more satisfied with their job, have better relationships with their boss and coworkers, were less likely to say they intend to leave their job in the next year and were more likely to recommend their employer as a good place to work.

  – Results suggest that fit is primarily driven by people’s control of boundaries around their work and non-work lives, as well as the extent to which they identify with their work role.

  – Work identity and fit contribute to work engagement, with stronger work identity and feeling like work is a good fit with the rest of life related to higher levels of work engagement.

  – The biggest driver of overall life satisfaction was work engagement, with work-life fit and family identity also playing significant roles.
Executive Summary

• Gender Differences and Parental Status

  – Contrary to popular belief, work-life balance and work flexibility issues aren’t primarily women’s issues. In fact, in some cases it is men who use work-life benefits more frequently and are more likely to say that their work is interrupted for personal or family reasons.

  – The survey found that men are more likely than women to report utilizing some work-life benefits more frequently (once a week or more), including child care benefits (9 percent vs. 2 percent), personal time off (9 percent vs. 4 percent), flexible schedules regarding how many days a week they work (15 percent vs. 9 percent), paid leave (7 percent vs. 1 percent), unpaid leave (9 percent vs. 3 percent), life management resources, such as access to concierge or relocation services (8 percent vs. 2 percent), and phased transitions, including gradual return from leave (8 percent vs. 1 percent). Men were also more likely than women to say their employer offers many work-life benefits, which could contribute to these disparities.
Executive Summary

• Gender Differences and Parental Status

  – More men also report non-work issues interrupting work, including taking care of personal or family needs during work (46 percent vs. 38 percent), responding to personal communications during work hours (64 percent vs. 56 percent) and handling personal or family responsibilities when they are working from home (35 percent vs. 22 percent).

  – Similarly, men are more likely than women to say work interrupts their non-work time. More than a quarter of men say they regularly bring work home (30 percent vs. 23 percent), work during vacations (31 percent vs. 19 percent), allow work to interrupt time with family and friends (31 percent vs. 19 percent) and bring work materials with them to personal or family activities (26 percent vs. 12 percent).
Executive Summary

• Gender Differences and Parental Status

  – Women are more likely than men to say they have control over whether they are able to keep their work and non-work lives separate (79 percent vs. 70 percent), invest a lot of themselves in family (77 percent vs. 67 percent) and feel like they have gotten the important things they want in life (67 percent vs. 58 percent). Women also reported higher levels of work motivation (80 percent vs. 72 percent), job satisfaction (74 percent vs. 66 percent) and having a positive relationship with their boss or supervisor (80 percent vs. 71 percent), and were less likely to say they intend to leave their job in the next year (26 percent vs. 36 percent).

  – Working parents with at least one child under the age of 18 in the home in general report greater utilization of non-work support and flexible work arrangements, as well as more non-work issues interrupting work (55 percent vs. 42 percent) and more work interrupting non-work time (36 percent vs. 25 percent). However, they also report better work-life fit (81 percent vs. 71 percent), higher work engagement (46 percent vs. 40 percent), stronger family identity (82 percent vs. 57 percent), more boundary control (78 percent vs. 67 percent) and higher overall life satisfaction (59 percent vs. 52 percent).
Detailed Findings
Access to Work-Life Benefits

Although a majority of working Americans (81 percent) report having Personal Time Off (PTO) at work and more than half say their employer offers paid leave options (54 percent) and flexibility for when they work (51 percent), less than half report having flexible options in terms of the number of hours they work (43 percent), how many days per week they work (40 percent) and the location they work from (34 percent).
Use of Work-Life Benefits

Few U.S. workers regularly tap into work-life benefits, with just a quarter or less using these benefits once a month or more. Fewer than one in ten working Americans say they use paid or unpaid leave, childcare benefits, life management services and phased transitions at least once a month.

- **Personal Time Off**: 7% use these benefits once a week or more, 18% use them once a month, 29% use them less than once a month, and 17% use them less than once a year.
- **Paid Leave Options**: 3% use these benefits once a week or more, 10% use them once a month, 33% use them less than once a month, and 4% use them less than once a year.
- **Unpaid Leave Beyond FMLA**: 4% use these benefits once a week or more, 5% use them once a month, 28% use them less than once a month, and 3% use them less than once a year.
- **Childcare Benefits**: 4% use these benefits once a week or more, 14% use them once a month, 12% use them less than once a month, and 6% use them less than once a year.
- **Life Management Services**: 5% use these benefits once a week or more, 4% use them once a month, 14% use them less than once a month, and 3% use them less than once a year.
- **Phased Transitions**: 5% use these benefits once a week or more, 3% use them once a month, 12% use them less than once a month, and 3% use them less than once a year.

BASE: Employed FT/PT; n=902
Use of WorkFlex Benefits

Less than a quarter of U.S. workers say they use flexible work arrangements at least monthly, including flexibility in location (15 percent), number of hours worked (18 percent), shift schedule (22 percent) and number of days worked per week (18 percent).

BASE: Employed FT/PT; n=902
Work-Life Fit

Despite the blending of work and personal time and relatively infrequent use of work-life benefits, working Americans report a fairly good fit between their work and non-work lives (5.3 on a 7-point scale).

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Fit</td>
<td>5.3</td>
</tr>
<tr>
<td>Current work day schedule meets needs</td>
<td>5.4</td>
</tr>
<tr>
<td>Schedule of work hours meets needs</td>
<td>5.2</td>
</tr>
<tr>
<td>Overall flexibility of work schedule meets needs</td>
<td>5.1</td>
</tr>
<tr>
<td>Work arrangement works (hours and schedule)</td>
<td>5.5</td>
</tr>
</tbody>
</table>
Employee Engagement

APA’s 2015 Work-Life Survey included the nine-item short version of the Utrecht Work Engagement Scale (UWES-9), a psychometrically sound, construct-valid measure of work engagement developed by Wilhelm Schaufeli and Arnold Bakker. Work engagement is defined as “a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication and absorption” (Schaufeli, Salanova, Gonzales-Roma, & Bakker, 2001).

% Always/Very Often

- I am proud of the work that I do. 57%
- I am enthusiastic about my job. 47%
- I am immersed in my work. 46%
- I feel happy when I am working intensely. 45%
- When I get up in the morning, I feel like going to work. 39%
- At my job, I feel strong and vigorous. 41%
- My job inspires me. 37%
- At my work, I feel like I am bursting with energy. 37%
- I get carried away when I'm working. 26%

BASE: Employed FT/PT; n=902
Boundary Management
Non-Work Interrupting Work Behaviors

The line between people’s work and non-work lives continues to blur, with four out of ten working Americans (42 percent) saying they take care of personal or family needs during work and six in ten reporting that they respond to personal communications during work hours.

% Strongly Agree/Agree

- Take care of personal/family needs during work: 42%
- Respond to personal communications during work: 60%
- Think about family, friends, personal interests while working: 46%
- When working from home, handle personal/family responsibilities: 29%
- Monitor personal-related communications when working: 56%

BASE: Employed FT/PT; n=902
About a quarter of working Americans report that they regularly bring work home (26 percent), work during vacations (25 percent) and allow work to interrupt time with family and friends (25 percent). Almost five out of ten U.S. workers (48 percent) report regularly responding to work communications during personal time.
Boundary Management

Boundary Control

Although technology allows communication to span work and non-work boundaries, a majority of U.S. workers say they control the boundaries between their work and personal life and decide whether they keep them separate.

% Strongly Agree/Agree

- Control ability to keep work and personal life separate: 74%
- Control boundaries between work and personal life: 71%
- Control whether to combine work and personal activities: 67%

BASE: Employed FT/PT; n=902
Boundary Management

Work and Family Identities

Working Americans also report strong work and family identities and say they invest a lot of themselves in both work (61 percent) and family (72 percent).

% Strongly Agree/Agree

- Seen as highly focused on work: 68%
- Invest a lot of self in work: 61%
- Seen as highly focused on family: 59%
- Invest a lot of self in family life: 72%

BASE: Employed FT/PT; n=902

© American Psychological Association
Two-thirds of working Americans say they are satisfied with their life and about six in ten report that their life conditions are excellent and that they have gotten the things in life that are important to them. Fewer U.S. workers say their life is close to ideal (50 percent) and state that they would change almost nothing if they could live life over (44 percent).

<table>
<thead>
<tr>
<th>Statement</th>
<th>% Strongly Agree/Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would change almost nothing</td>
<td>44%</td>
</tr>
<tr>
<td>I have gotten the important things in life</td>
<td>62%</td>
</tr>
<tr>
<td>I am satisfied with my life</td>
<td>66%</td>
</tr>
<tr>
<td>The conditions of my life are excellent</td>
<td>57%</td>
</tr>
<tr>
<td>My life is close to my ideal</td>
<td>50%</td>
</tr>
</tbody>
</table>
About three-quarters of American workers say they are motivated to do their best at work and 70 percent report being satisfied with their job. Despite reporting a generally positive work experience, 37 percent say they regularly experience job stress and almost a third (32 percent) say they intend to look for a new job in the next 12 months.

% Strongly Agree/Agree

- Motivated to do my very best for employer: 76%
- Satisfied with job: 70%
- Positive relationships with coworkers: 83%
- Positive relationship with boss/supervisor: 75%
- Would recommend workplace: 64%
- During workday, typically feel tense and stressed out: 37%
- Turnover intent within next year: 32%

BASE: Employed FT/PT; n=902
The Importance of Work-Life Fit

• Employees who reported better work-life fit were more likely to say they are motivated to do their best at work \((r = .40)\), are more satisfied with their job \((r = .47)\), have better relationships with their boss \((r = .43)\) and coworkers \((r = .30)\), were less likely to say they intend to leave their job in the next year \((r = -.22)\) and were more likely to recommend their employer as a good place to work \((r = .42)\).

• Results suggest that fit is primarily driven by people’s control of boundaries around their work and non-work lives, as well as the extent to which they identify with their work role (accounting for 17% of the variance).

• Work identity and fit contribute to work engagement, with stronger work identity and feeling like work is a good fit with the rest of life related to higher levels of work engagement (accounting for 45.5% of the variance).

• The biggest driver of overall life satisfaction was work engagement \((\text{Beta} = .36)\), with work-life fit \((\text{Beta} = .11)\) and family identity \((\text{Beta} = .17)\) also playing significant roles. Overall, they accounted for 24.4% of the variance.
Gender Comparison
The survey found that men are more likely than women to report utilizing some work-life benefits frequently (once a week or more), including personal time off (9 percent vs. 4 percent), paid leave (7 percent vs. 1 percent) and unpaid leave (9 percent vs. 3 percent). Men were also more likely than women to say their employer offers certain work-life benefits, which could contribute to these disparities.
Use of Work-Life Benefits by Gender

The survey also found that men are more likely than women to report frequent use (once a week or more) of child care benefits (9 percent vs. 2 percent), life management resources, such as access to concierge or relocation services (8 percent vs. 2 percent), and phased transitions, including gradual return from leave (8 percent vs. 1 percent).
Use of WorkFlex Benefits by Gender

The survey found that men are more likely than women to report utilizing flexible schedules regarding how many days a week they work at least once a week (15 percent vs. 9 percent).
Work-Life Fit by Gender

According to survey results, there are few differences between men and women when it comes to work-life fit. Women were more likely than men to say their current work day schedule meets their needs (76 percent vs. 68 percent) and their schedule of work hours meets their needs (73 percent vs. 64 percent).
Employee Engagement by Gender

Similarly, survey results found few differences between men and women when it comes to employee engagement.

% Always/Very Often

- **I am proud of the work that I do.**
  - Men: 58%
  - Women: 58%

- **I am enthusiastic about my job.**
  - Men: 43%
  - Women: 43%

- **I am immersed in my work.**
  - Men: 45%
  - Women: 47%

- **I feel happy when I am working intensely.**
  - Men: 45%
  - Women: 47%

- **When I get up in the morning, I feel like going to work.**
  - Men: 39%
  - Women: 37%

- **At my job, I feel strong and vigorous.**
  - Men: 43%
  - Women: 38%

- **My job inspires me.**
  - Men: 36%
  - Women: 39%

- **At my work, I feel like I am bursting with energy.**
  - Men: 39%
  - Women: 33%

- **I get carried away when I'm working.**
  - Men: 24%
  - Women: 28%

BASE: Employed FT/PT; n=902
## Boundary Management by Gender

### Non-Work Interrupting Work Behaviors

More men than women report non-work issues interrupting work, including taking care of personal or family needs during work (46 percent vs. 38 percent), responding to personal communications during work hours (64 percent vs. 56 percent) and handling personal or family responsibilities when they are working from home (35 percent vs. 22 percent). Women are more likely to say they think about family, friends and personal interests while working (55 percent vs. 38 percent).

### % Strongly Agree/Agree

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take care of personal/family needs during work</td>
<td>46%</td>
<td>38%</td>
</tr>
<tr>
<td>Respond to personal communications during work</td>
<td>64%</td>
<td>56%</td>
</tr>
<tr>
<td>Think about family, friends, personal interests while working</td>
<td>38%</td>
<td>55%</td>
</tr>
<tr>
<td>When working from home, handle personal/family responsibilities</td>
<td>35%</td>
<td>22%</td>
</tr>
<tr>
<td>Monitor personal-related communications when working</td>
<td>55%</td>
<td>57%</td>
</tr>
</tbody>
</table>

**BASE: Employed FT/PT; n=902**
Similarly, men are also more likely than women to say work interrupts their non-work time. More than a quarter of men say they regularly bring work home (30 percent vs. 23 percent), work during vacations (31 percent vs. 19 percent), allow work to interrupt time with family and friends (31 percent vs. 19 percent) and bring work materials with them to personal or family activities (26 percent vs. 12 percent).

**% Strongly Agree/Agree**

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regularly bring work home</td>
<td>30%</td>
<td>23%</td>
</tr>
<tr>
<td>Respond to work-related communications during personal time</td>
<td>49%</td>
<td>47%</td>
</tr>
<tr>
<td>Work during vacations</td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td>Allow work to interrupt time with family/friends</td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td>Bring work materials to personal/family activities</td>
<td>26%</td>
<td>12%</td>
</tr>
</tbody>
</table>

**BASE:** Employed FT/PT; n=902
Boundary Management by Gender

Boundary Control

Women are more likely than men to say they have control over whether they keep their work and non-work lives separate (79 percent vs. 70 percent).

<table>
<thead>
<tr>
<th>Control Category</th>
<th>% Strongly Agree/Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Control ability to keep work and personal life separate</td>
<td>79%</td>
</tr>
<tr>
<td>Control boundaries between work and personal life</td>
<td>75%</td>
</tr>
<tr>
<td>Control whether to combine work and personal activities</td>
<td>68%</td>
</tr>
</tbody>
</table>
Women are more likely than men to say they invest a lot of themselves in family (77 percent vs. 67 percent).

<table>
<thead>
<tr>
<th>Perception</th>
<th>Men (%)</th>
<th>Women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seen as highly focused on work</td>
<td>69%</td>
<td>67%</td>
</tr>
<tr>
<td>Invest a lot of self in work</td>
<td>60%</td>
<td>62%</td>
</tr>
<tr>
<td>Seen as highly focused on family</td>
<td>58%</td>
<td>60%</td>
</tr>
<tr>
<td>Invest a lot of self in family life</td>
<td>77%</td>
<td>67%</td>
</tr>
</tbody>
</table>

BASE: Employed FT/PT; n=902
Life Satisfaction by Gender

Women are more likely than men to say they feel like they have gotten the important things they want in life (67 percent vs. 58 percent).

% Strongly Agree/Agree

<table>
<thead>
<tr>
<th>Statement</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>My life is close to my ideal</td>
<td>49%</td>
<td>51%</td>
</tr>
<tr>
<td>The conditions of my life are excellent</td>
<td>59%</td>
<td>54%</td>
</tr>
<tr>
<td>I am satisfied with my life</td>
<td>63%</td>
<td>69%</td>
</tr>
<tr>
<td>I have gotten the important things in life</td>
<td>58%</td>
<td>67%</td>
</tr>
<tr>
<td>I would change almost nothing</td>
<td>46%</td>
<td>41%</td>
</tr>
</tbody>
</table>

BASE: Employed FT/PT; n=902
Employment Experience by Gender

Women reported higher levels of work motivation (80 percent vs. 72 percent), job satisfaction (74 percent vs. 66 percent) and having a positive relationship with their boss or supervisor (80 percent vs. 71 percent), and were less likely to say they intend to leave their job in the next year (26 percent vs. 36 percent).

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motivated to do my very best for employer</td>
<td>72%</td>
<td>80%</td>
</tr>
<tr>
<td>Satisfied with job</td>
<td>66%</td>
<td>74%</td>
</tr>
<tr>
<td>Positive relationships with coworkers</td>
<td>83%</td>
<td>83%</td>
</tr>
<tr>
<td>Positive relationship with boss/supervisor</td>
<td>71%</td>
<td>80%</td>
</tr>
<tr>
<td>Would recommend workplace</td>
<td>64%</td>
<td>64%</td>
</tr>
<tr>
<td>During workday, typically feel tense and stressed out</td>
<td>37%</td>
<td>37%</td>
</tr>
<tr>
<td>Turnover intent within next year</td>
<td>26%</td>
<td>36%</td>
</tr>
</tbody>
</table>

BASE: Employed FT/PT; n=902
Parental Status
Use of Work-Life Benefits by Parental Status

Working parents with at least one child under the age of 18 in the home are more likely to report regular use (once a week or more) of paid leave options (7 percent vs. 3 percent) and unpaid leave beyond what is required by FMLA (11 percent vs. 3 percent).

**Personal Time Off**

- **Child < 18 in Home**
  - Paid Leave: 32%
  - Unpaid Leave Beyond FMLA: 28%
- **No Child < 18 in Home**
  - Paid Leave: 18%
  - Unpaid Leave Beyond FMLA: 15%

**Paid Leave**

- **Child < 18 in Home**
  - Offered but never used: 14%
  - Less than once a year: 10%
  - Once a month: 12%
  - Less than once a month: 3%
- **No Child < 18 in Home**
  - Offered but never used: 12%
  - Less than once a year: 15%
  - Once a month: 5%
  - Less than once a month: 3%

**Unpaid Leave Beyond FMLA**

- **Child < 18 in Home**
  - Offered but never used: 11%
  - Unsure if offered: 3%
  - Less than once a year: 6%
  - Once a month: 2%
  - Once a week or more: 26%
- **No Child < 18 in Home**
  - Offered but never used: 3%
  - Unsure if offered: 5%
  - Less than once a year: 6%
  - Once a month: 3%
  - Once a week or more: 24%

**BASE:** Employed FT/PT; n=902
Use of Work-Life Benefits by Parental Status

Working parents with at least one child under the age of 18 in the home are also more likely to report regular use (once a week or more) of childcare benefits (10 percent vs. 4 percent) and phased transitions, such as gradual return from leave (9 percent vs. 2 percent).
Use of WorkFlex Benefits by Parental Status

In general, working parents with at least one child under the age of 18 in the home in general report greater utilization of flexible work arrangements.
Work-Life Fit by Parental Status

Working parents with at least one child under the age of 18 in the home report slightly better work-life fit, with 81 percent saying their work arrangement (hours and schedule) works well for them, compared to 71 percent of working Americans without a child under the age of 18 in the home.

<table>
<thead>
<tr>
<th>Overall Fit</th>
<th>Child &lt; 18 in Home</th>
<th>No Child &lt; 18 in Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current work day schedule meets needs</td>
<td>5.5</td>
<td>5.4</td>
</tr>
<tr>
<td>Schedule of work hours meets needs</td>
<td>5.3</td>
<td>5.2</td>
</tr>
<tr>
<td>Overall flexibility of work schedule meets needs</td>
<td>5.2</td>
<td>5.0</td>
</tr>
<tr>
<td>Work arrangement works (hours and schedule)</td>
<td>5.6</td>
<td>5.4</td>
</tr>
</tbody>
</table>

BASE: Employed FT/PT; n=902
Employee Engagement by Parental Status

Working parents with at least one child under the age of 18 in the home report higher work engagement on average (46 percent vs. 40 percent).

% Always/Very Often

- I am proud of the work that I do. 59% vs. 58%
- I am enthusiastic about my job. 52% vs. 45%
- I am immersed in my work. 51% vs. 43%
- I feel happy when I am working intensely. 46% vs. 45%
- When I get up in the morning, I feel like going to work. 41% vs. 37%
- At my job, I feel strong and vigorous. 45% vs. 38%
- My job inspires me. 43% vs. 34%
- At my work, I feel like I am bursting with energy. 43% vs. 33%
- I get carried away when I'm working. 23% vs. 31%

Child < 18 in Home | No Child < 18 in Home

BASE: Employed FT/PT; n=902
Boundary Management by Parental Status
Non-Work Interrupting Work Behaviors

Working parents with at least one child under the age of 18 in the home report more non-work issues interrupting work on average (55 percent vs. 42 percent).

<table>
<thead>
<tr>
<th>% Strongly Agree/Agree</th>
<th>Child &lt; 18 in Home</th>
<th>No Child &lt; 18 in Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take care of personal/family needs during work</td>
<td>54%</td>
<td>35%</td>
</tr>
<tr>
<td>Respond to personal communications during work</td>
<td>70%</td>
<td>55%</td>
</tr>
<tr>
<td>Think about family, friends, personal interests while working</td>
<td>47%</td>
<td>46%</td>
</tr>
<tr>
<td>When working from home, handle personal/family responsibilities</td>
<td>39%</td>
<td>24%</td>
</tr>
<tr>
<td>Monitor personal-related communications when working</td>
<td>66%</td>
<td>50%</td>
</tr>
</tbody>
</table>

BASE: Employed FT/PT; n=902
Working parents with at least one child under the age of 18 in the home also report more work interrupting non-work time on average (36 percent vs. 25 percent).

**% Strongly Agree/Agree**

- **Regularly bring work home**
  - Child < 18 in Home: 33%
  - No Child < 18 in Home: 22%

- **Respond to work-related communications during personal time**
  - Child < 18 in Home: 51%
  - No Child < 18 in Home: 46%

- **Work during vacations**
  - Child < 18 in Home: 34%
  - No Child < 18 in Home: 20%

- **Allow work to interrupt time with family/friends**
  - Child < 18 in Home: 35%
  - No Child < 18 in Home: 20%

- **Bring work materials to personal/family activities**
  - Child < 18 in Home: 26%
  - No Child < 18 in Home: 15%
Working parents with at least one child under the age of 18 in the home report having more boundary control on average (78 percent vs. 67 percent).

**% Strongly Agree/Agree**

- Control ability to keep work and personal life separate: 72% vs. 79%
- Control boundaries between work and personal life: 67% vs. 79%
- Control whether to combine work and personal activities: 62% vs. 75%

**BASE**: Employed FT/PT; n=902
Boundary Management by Parental Status
Work and Family Identities

Working parents with at least one child under the age of 18 in the home are more likely to report having a strong family identity, including being seen as highly focused on family (77 percent vs. 49 percent) and investing a large part of themself in family life (86 percent vs. 64 percent).

% Strongly Agree/Agree

- Seen as highly focused on work: 73% (Child < 18 in Home) vs. 66% (No Child < 18 in Home)
- Invest a lot of self in work: 65% vs. 58%
- Seen as highly focused on family: 77% vs. 49%
- Invest a lot of self in family life: 86% vs. 64%

BASE: Employed FT/PT; n=902

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Life Satisfaction by Parental Status

Working parents with at least one child under the age of 18 in the home were also more likely to report higher overall life satisfaction, with an average of 59 percent, compared to 52 percent of working Americans without a child under the age of 18 in the home.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Child &lt; 18 in Home</th>
<th>No Child &lt; 18 in Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>My life is close to my ideal</td>
<td>57%</td>
<td>46%</td>
</tr>
<tr>
<td>The conditions of my life are excellent</td>
<td>61%</td>
<td>54%</td>
</tr>
<tr>
<td>I am satisfied with my life</td>
<td>71%</td>
<td>63%</td>
</tr>
<tr>
<td>I have gotten the important things in life</td>
<td>68%</td>
<td>59%</td>
</tr>
<tr>
<td>I would change almost nothing</td>
<td>54%</td>
<td>38%</td>
</tr>
</tbody>
</table>
Employment Experience by Parental Status

Working parents with at least one child under the age of 18 in the home report having greater job satisfaction and a better relationship with their boss or supervisor. Although they are more likely to say they would recommend their organization as a good place to work, they are also more likely to report regularly feeling stressed out during the workday and that they intend to seek new employment within the next year.

**% Strongly Agree/Agree**

- Motivated to do my very best for employer
  - Child < 18 in Home: 79%
  - No Child < 18 in Home: 74%

- Satisfied with job
  - Child < 18 in Home: 76%
  - No Child < 18 in Home: 66%

- Positive relationships with coworkers
  - Child < 18 in Home: 86%
  - No Child < 18 in Home: 81%

- Positive relationship with boss/supervisor
  - Child < 18 in Home: 79%
  - No Child < 18 in Home: 72%

- Would recommend workplace
  - Child < 18 in Home: 71%
  - No Child < 18 in Home: 59%

- During workday, typically feel tense and stressed out
  - Child < 18 in Home: 43%
  - No Child < 18 in Home: 33%

- Turnover intent within next year
  - Child < 18 in Home: 29%
  - No Child < 18 in Home: 37%

**BASE:** Employed FT/PT; n=902
Age Comparison
Work-Life Fit by Age

Employees age 45-54 were less likely to say their work day schedule meets their needs and that their work arrangement (hours and schedule) works well for them, compared to working Americans age 18-34, 35-44 and 55-64. They were also less likely to say the overall flexibility of their work schedule meets their needs, compared to employees age 18-34 and 35-44.
Employee Engagement by Age

% Always/Very Often

- I am proud of the work that I do.
- I am enthusiastic about my job.
- I am immersed in my work.
- I feel happy when I am working intensely.
- When I get up in the morning, I feel like going to work.
- At my job, I feel strong and vigorous.
- My job inspires me.
- At my work, I feel like I am bursting with energy.
- I get carried away when I'm working.

18-34  |  35-44  |  45-54  |  55-64  |  65+

- I am proud of the work that I do: 18-34 (51%), 35-44 (48%), 45-54 (38%), 55-64 (43%), 65+ (51%)
- I am enthusiastic about my job: 18-34 (46%), 35-44 (51%), 45-54 (43%), 55-64 (43%), 65+ (47%)
- I am immersed in my work: 18-34 (43%), 35-44 (47%), 45-54 (43%), 55-64 (43%), 65+ (53%)
- I feel happy when I am working intensely: 18-34 (39%), 35-44 (41%), 45-54 (41%), 55-64 (52%), 65+ (59%)
- When I get up in the morning, I feel like going to work: 18-34 (30%), 35-44 (41%), 45-54 (41%), 55-64 (46%), 65+ (61%)
- At my job, I feel strong and vigorous: 18-34 (38%), 35-44 (40%), 45-54 (40%), 55-64 (40%), 65+ (42%)
- My job inspires me: 18-34 (27%), 35-44 (37%), 45-54 (37%), 55-64 (37%), 65+ (42%)
- At my work, I feel like I am bursting with energy: 18-34 (33%), 35-44 (38%), 45-54 (38%), 55-64 (44%), 65+ (44%)
- I get carried away when I'm working: 18-34 (25%), 35-44 (28%), 45-54 (28%), 55-64 (31%), 65+ (31%)

BASE: Employed FT/PT; n=902

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Boundary Management by Age
Non-Work Interrupting Work Behaviors

% Strongly Agree/Agree

<table>
<thead>
<tr>
<th>Behavior</th>
<th>18-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take care of personal/family needs during work</td>
<td>38%</td>
<td>39%</td>
<td>42%</td>
<td>53%</td>
<td>59%</td>
</tr>
<tr>
<td>Respond to personal communications during work</td>
<td>24%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Think about family, friends, personal interests while working</td>
<td></td>
<td></td>
<td></td>
<td>49%</td>
<td>52%</td>
</tr>
<tr>
<td>When working from home, handle personal/family responsibilities</td>
<td></td>
<td></td>
<td></td>
<td>28%</td>
<td>24%</td>
</tr>
<tr>
<td>Monitor personal-related communications when working</td>
<td></td>
<td></td>
<td></td>
<td>34%</td>
<td>54%</td>
</tr>
</tbody>
</table>

BASE: Employed FT/PT; n=902
Boundary Management by Age
Work Interrupting Non-Work Behaviors

% Strongly Agree/Agree

- Regularly bring work home
- Respond to work-related communications during personal time
- Work during vacations
- Allow work to interrupt time with family/friends
- Bring work materials to personal/family activities

BASE: Employed FT/PT; n=902

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Boundary Management by Age
Boundary Control

% Strongly Agree/Agree

- Control ability to keep work and personal life separate:
  - 18-34: 70%
  - 35-44: 73%
  - 45-54: 77%
  - 55-64: 81%
  - 65+: 77%

- Control boundaries between work and personal life:
  - 18-34: 70%
  - 35-44: 73%
  - 45-54: 75%
  - 55-64: 74%

- Control whether to combine work and personal activities:
  - 18-34: 66%
  - 35-44: 68%
  - 45-54: 73%
  - 55-64: 66%
  - 65+: 66%

BASE: Employed FT/PT; n=902
Boundary Management by Age
Work and Family Identities

% Strongly Agree/Agree

- **Seen as highly focused on work**
  - 18-34: 69%
  - 35-44: 61%
  - 45-54: 65%
  - 55-64: 72%
  - 65+: 69%

- **Invest a lot of self in work**
  - 18-34: 60%
  - 35-44: 58%
  - 45-54: 61%
  - 55-64: 67%
  - 65+: 70%

- **Seen as highly focused on family**
  - 18-34: 56%
  - 35-44: 66%
  - 45-54: 63%
  - 55-64: 66%
  - 65+: 69%

- **Invest a lot of self in family life**
  - 18-34: 69%
  - 35-44: 78%
  - 45-54: 74%
  - 55-64: 65%
  - 65+: 86%

BASE: Employed FT/PT; n=902
Life Satisfaction by Age

% Strongly Agree/Agree

- **My life is close to my ideal**
  - 18-34: 48%
  - 35-44: 51%
  - 45-54: 48%
  - 55-64: 52%
  - 65+: 56%

- **The conditions of my life are excellent**
  - 18-34: 49%
  - 35-44: 50%
  - 45-54: 66%
  - 55-64: 49%
  - 65+: 54%

- **I am satisfied with my life**
  - 18-34: 67%
  - 35-44: 63%
  - 45-54: 67%
  - 55-64: 67%
  - 65+: 76%

- **I have gotten the important things in life**
  - 18-34: 62%
  - 35-44: 60%
  - 45-54: 59%
  - 55-64: 68%
  - 65+: 65%

- **I would change almost nothing**
  - 18-34: 49%
  - 35-44: 37%
  - 45-54: 43%
  - 55-64: 38%
  - 65+: 55%

BASE: Employed FT/PT; n=902
Employment Experience by Age

% Strongly Agree/Agree

- Motivated to do my very best for employer
- Satisfied with job
- Positive relationships with coworkers
- Positive relationship with boss/supervisor
- Would recommend workplace
- During workday, typically feel tense and stressed out
- Turnover intent within next year

BASE: Employed FT/PT; n=902

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18-34 | 35-44 | 45-54 | 55-64 | 65+

Motivated to do my very best for employer:
- 18-34: 75%
- 35-44: 71%
- 45-54: 73%
- 55-64: 79%
- 65+: 86%

Satisfied with job:
- 18-34: 71%
- 35-44: 61%
- 45-54: 69%
- 55-64: 68%
- 65+: 77%

Positive relationships with coworkers:
- 18-34: 81%
- 35-44: 83%
- 45-54: 83%
- 55-64: 84%
- 65+: 92%

Positive relationship with boss/supervisor:
- 18-34: 74%
- 35-44: 71%
- 45-54: 76%
- 55-64: 75%
- 65+: 77%

Would recommend workplace:
- 18-34: 49%
- 35-44: 60%
- 45-54: 63%
- 55-64: 65%
- 65+: 72%

During workday, typically feel tense and stressed out:
- 18-34: 10%
- 35-44: 36%
- 45-54: 36%
- 55-64: 40%
- 65+: 40%

Turnover intent within next year:
- 18-34: 28%
- 35-44: 28%
- 45-54: 28%
- 55-64: 28%
- 65+: 19%

Motivated to do my very best for employer
Satisfied with job
Positive relationships with coworkers
Positive relationship with boss/supervisor
Would recommend workplace
During workday, typically feel tense and stressed out
Turnover intent within next year
Methodology

APA’s 2015 Work-Life Survey was conducted online within the United States July 14-16, 2015 among 902 adults age 18+ who work either full time or part time, by Harris Poll on behalf of the American Psychological Association via its Quick Query omnibus product. Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was used to adjust for respondents’ propensity to be online.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, Harris Poll avoids the words “margin of error” as they are misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweighted, random samples with 100% response rates. These are only theoretical because no published polls come close to this ideal.

Respondents for this survey were selected from among those who have agreed to participate in Harris Poll surveys. The data have been weighted to reflect the composition of the adult population. Because the sample is based on those who agreed to participate in the Harris Poll panel, no estimates of theoretical sampling error can be calculated.
About the American Psychological Association and APA’s Center for Organizational Excellence

The American Psychological Association, in Washington, D.C., is the largest scientific and professional organization representing psychology in the United States. APA's membership includes more than 122,500 researchers, educators, clinicians, consultants and students. Through its divisions in 54 subfields of psychology and affiliations with 60 state, territorial and Canadian provincial associations, APA works to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives.

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