

Thinking about all of the bosses or managers you have experienced over your career, have you ever experienced a truly terrible one?	Dream Employers of BC - Demographics																			
	Gender			Age			Personal Annual Income			Region				Overall Employer Rating			Experienced a Terrible Boss		Impact	
	Total	Male	Female	18-34	35-54	55+	<\$40K	\$40K - <\$70K	\$70K+	Metro Van/ FV	Van Is/ Central Coast	Interior	North	1-6	7-8	9-10	Yes	No	A Factor	Not a Factor
Yes	68%	68%	68%	59%	75%	72%	66%	70%	74%	65%	70%	72%	81%	79%	68%	68%	100%		77%	51%
No	32%	32%	32%	41%	25%	28%	34%	30%	26%	35%	30%	28%	19%	21%	32%	32%		100%	23%	49%

(Summary: Never Experienced) - Have you personally experienced or witnessed any of the following actions from your current boss or manager? Have you ever experienced any of these over your career?	Dream Employers of BC - Demographics																			
	Gender		Age			Personal Annual Income			Region				Overall Employer Rating			Experienced a Terrible Boss		Impact		
	Total	Male	Female	18-34	35-54	55+	<\$40K	\$40K - <\$70K	\$70K+	Metro Van/ FV	Van Is/ Central Coast	Interior	North	1-6	7-8	9-10	Yes	No	A Factor	Not a Factor
Sexual harassment (coercion or annoyance)	81%	86%	75%	83%	79%	78%	78%	81%	84%	81%	80%	77%	83%	78%	82%	82%	75%	93%	77%	88%
Claiming your work as their own	54%	51%	56%	59%	50%	50%	57%	55%	47%	55%	54%	53%	42%	43%	57%	60%	44%	75%	47%	67%
Too emotional	51%	48%	55%	55%	49%	51%	56%	48%	50%	49%	55%	56%	55%	41%	50%	58%	42%	72%	46%	63%
Bullying	50%	51%	48%	56%	46%	43%	51%	49%	47%	51%	52%	47%	36%	37%	52%	57%	36%	79%	42%	64%
Leading by fear	49%	47%	51%	56%	45%	45%	55%	46%	42%	48%	52%	47%	51%	37%	53%	54%	36%	77%	42%	62%
Yelling	44%	40%	48%	48%	42%	42%	46%	43%	43%	43%	51%	43%	42%	31%	46%	52%	33%	67%	38%	57%
Not providing the tools or technology to do the job	39%	36%	42%	43%	34%	41%	42%	38%	34%	41%	39%	37%	27%	26%	39%	50%	29%	60%	33%	51%
Blaming you for something that has gone wrong	36%	34%	38%	40%	35%	33%	35%	37%	37%	39%	35%	34%	23%	25%	41%	44%	25%	61%	29%	50%
Indecisiveness	35%	31%	38%	43%	31%	27%	41%	32%	27%	35%	33%	33%	44%	19%	35%	43%	26%	55%	30%	44%
Lack of trust	34%	32%	36%	39%	31%	31%	37%	32%	28%	36%	33%	31%	31%	20%	35%	42%	20%	63%	27%	49%
Not keeping promises	33%	31%	35%	40%	28%	32%	38%	28%	29%	34%	32%	30%	35%	20%	34%	42%	22%	58%	26%	46%
Lack of vision	33%	29%	37%	41%	29%	27%	38%	30%	25%	33%	35%	32%	28%	18%	34%	38%	22%	57%	28%	43%
Micromanaging	31%	29%	34%	40%	25%	29%	40%	26%	23%	31%	33%	33%	32%	16%	29%	39%	20%	56%	27%	40%
Resistance to change	31%	28%	34%	36%	27%	31%	36%	28%	27%	32%	34%	26%	30%	22%	31%	40%	21%	52%	25%	42%
Arrogance	28%	28%	27%	35%	23%	22%	30%	26%	24%	30%	27%	24%	20%	16%	30%	37%	16%	53%	22%	39%
Lack of mentorship	26%	25%	28%	31%	23%	25%	30%	24%	23%	26%	28%	25%	28%	16%	27%	35%	16%	48%	21%	38%
Favouritism	26%	27%	25%	30%	22%	26%	28%	24%	24%	27%	28%	19%	24%	15%	27%	35%	16%	48%	21%	36%
Stubbornness	26%	24%	28%	31%	22%	24%	28%	23%	24%	27%	25%	22%	26%	16%	25%	34%	15%	49%	20%	37%
Lack of guidance	25%	25%	25%	31%	22%	20%	29%	22%	21%	25%	26%	22%	22%	14%	26%	33%	15%	45%	20%	33%
Lack of appreciation	23%	23%	22%	27%	19%	22%	22%	23%	22%	25%	21%	19%	18%	12%	23%	34%	11%	47%	17%	33%
Lack of communication	20%	20%	19%	25%	16%	16%	22%	18%	18%	21%	18%	16%	18%	10%	19%	27%	11%	38%	16%	27%

(Summary: Current Boss) - Have you personally experienced or witnessed any of the following actions from your current boss or manager? Have you ever experienced any of these over your career?	Dream Employers of BC - Demographics																			
	Gender (S3)		Age (S2)			Personal Annual Income (Z4)			Region (Z1)				Overall Employer Rating (A3)			Experienced a Terrible Boss (D2)		Impact (D5)		
	Total	Male	Female	18-34	35-54	55+	<\$40K	\$40K - <\$70K	\$70K+	Metro Van/ FV	Van Is/ Central Coast	Interior	North	1-6	7-8	9-10	Yes	No	A Factor	Not a Factor
Lack of communication	23%	24%	23%	23%	25%	22%	23%	26%	24%	26%	19%	19%	21%	46%	26%	13%	27%	15%	22%	24%
Lack of guidance	20%	22%	18%	19%	21%	17%	18%	22%	23%	22%	16%	16%	16%	40%	22%	9%	23%	13%	20%	19%
Lack of mentorship	18%	19%	17%	17%	20%	15%	15%	20%	21%	21%	12%	17%	12%	39%	18%	10%	21%	12%	18%	17%
Lack of appreciation	18%	18%	18%	19%	19%	13%	20%	19%	16%	21%	12%	18%	10%	42%	17%	5%	21%	11%	17%	20%
Favouritism	17%	18%	17%	17%	19%	13%	17%	20%	17%	20%	12%	17%	14%	36%	19%	8%	21%	11%	18%	17%
Stubbornness	17%	19%	16%	17%	18%	14%	17%	20%	16%	19%	15%	16%	12%	36%	17%	10%	19%	12%	17%	17%
Micromanaging	15%	17%	14%	14%	17%	15%	13%	18%	16%	17%	13%	12%	9%	33%	18%	6%	18%	10%	14%	15%
Indecisiveness	15%	16%	14%	15%	15%	14%	14%	17%	17%	16%	13%	12%	14%	29%	18%	8%	18%	9%	15%	14%
Resistance to change	14%	17%	12%	16%	14%	12%	15%	14%	16%	16%	12%	14%	12%	28%	15%	9%	17%	10%	14%	16%
Not providing the tools or technology to do the job	14%	16%	12%	14%	16%	11%	16%	15%	13%	16%	10%	15%	14%	33%	13%	5%	17%	8%	14%	15%
Not keeping promises	14%	15%	13%	15%	15%	10%	14%	16%	14%	16%	10%	13%	11%	31%	13%	7%	17%	8%	15%	12%
Lack of vision	13%	16%	11%	12%	16%	10%	14%	13%	15%	15%	11%	10%	11%	33%	13%	6%	16%	8%	13%	14%
Lack of trust	13%	14%	13%	13%	15%	10%	14%	15%	12%	15%	9%	14%	6%	31%	13%	4%	16%	7%	13%	13%
Arrogance	13%	14%	13%	14%	14%	11%	12%	15%	14%	15%	11%	10%	12%	29%	13%	5%	15%	8%	13%	13%
Blaming you for something that has gone wrong	12%	12%	11%	12%	12%	10%	13%	14%	10%	13%	11%	12%	7%	28%	11%	5%	15%	6%	12%	11%
Too emotional	9%	12%	7%	10%	8%	10%	9%	11%	9%	11%	9%	6%	7%	18%	12%	5%	11%	6%	10%	8%
Yelling	9%	11%	8%	11%	9%	5%	11%	8%	8%	10%	7%	8%	7%	15%	11%	4%	11%	6%	10%	7%
Claiming your work as their own	8%	10%	7%	9%	9%	6%	9%	8%	9%	9%	5%	9%	10%	16%	9%	6%	10%	5%	10%	5%
Bullying	8%	8%	8%	9%	9%	6%	8%	9%	7%	9%	6%	9%	6%	19%	8%	3%	10%	5%	9%	7%
Leading by fear	8%	9%	7%	8%	9%	6%	8%	10%	9%	10%	5%	7%	6%	19%	7%	3%	10%	4%	9%	8%
Sexual harassment (coercion or annoyance)	2%	2%	2%	1%	2%	2%	1%	2%	2%	2%	1%	1%		4%	1%	1%	2%	1%	2%	1%

How much of a factor was your previous manager or boss when making your decision to leave your previous job?	Dream Employers of BC - Demographics																			
	Gender			Age			Personal Annual Income			Region				Overall Employer Rating			Experienced a Terrible Boss		Impact	
	Total	Male	Female	18-34	35-54	55+	<\$40K	\$40K - <\$70K	\$70K+	Metro Van/FV	Van Is/Central Coast	Interior	North	1-6	7-8	9-10	Yes	No	A Factor	Not a Factor
Significant factor	35%	32%	37%	30%	38%	36%	36%	32%	36%	36%	27%	34%	40%	37%	32%	38%	46%	11%	52%	
Moderate factor	17%	19%	15%	20%	16%	14%	18%	17%	18%	18%	16%	15%	18%	14%	19%	17%	17%	17%	26%	
Small factor	14%	17%	12%	17%	14%	10%	12%	14%	18%	15%	14%	14%	12%	13%	15%	11%	12%	20%	22%	
Not at all a factor	21%	20%	23%	22%	19%	25%	23%	23%	18%	20%	27%	24%	15%	22%	23%	21%	15%	34%		62%
Not applicable	13%	12%	13%	12%	13%	15%	12%	13%	10%	11%	16%	13%	16%	13%	11%	13%	10%	19%		38%
NET: A factor	66%	68%	64%	67%	68%	60%	66%	64%	73%	69%	58%	63%	70%	65%	66%	66%	75%	48%	100%	
NET: Not a factor	34%	32%	36%	33%	32%	40%	34%	36%	27%	31%	42%	37%	30%	35%	34%	34%	25%	52%		100%

How would you rate your current manager or boss? (Please think of the person that you report directly to.)	Dream Employers of BC - Demographics																			
	Gender			Age			Personal Annual Income			Region				Overall Employer Rating			Experienced a Terrible Boss		Impact	
	Total	Male	Female	18-34	35-54	55+	<\$40K	\$40K - <\$70K	\$70K+	Metro Van/FV	Van Is/Central Coast	Interior	North	1-6	7-8	9-10	Yes	No	A Factor	Not a Factor
<b>Excellent</b>	19%	18%	21%	25%	15%	19%	17%	18%	22%	19%	17%	16%	31%	5%	16%	48%	19%	21%	19%	18%
<b>Very Good</b>	28%	30%	26%	29%	27%	31%	27%	29%	31%	29%	28%	30%	19%	11%	35%	38%	27%	32%	30%	25%
<b>Good</b>	23%	22%	24%	23%	24%	22%	23%	24%	20%	22%	28%	23%	18%	24%	29%	10%	23%	24%	22%	26%
<b>Fair</b>	18%	20%	16%	14%	22%	17%	20%	17%	18%	18%	18%	17%	26%	33%	15%	3%	19%	17%	19%	17%
<b>Poor</b>	8%	8%	9%	7%	9%	9%	9%	8%	7%	8%	7%	13%	6%	19%	4%	1%	9%	6%	7%	11%
<b>Terrible</b>	3%	2%	3%	3%	3%	3%	3%	4%	2%	4%	3%	1%		8%	1%	1%	4%	0%	3%	2%
<b>NET: Good</b>	71%	70%	71%	76%	66%	71%	67%	71%	74%	70%	73%	69%	68%	40%	80%	96%	68%	77%	71%	70%
<b>NET: Bad</b>	29%	30%	29%	24%	34%	29%	33%	29%	26%	30%	27%	31%	32%	60%	20%	4%	32%	23%	29%	30%

(Summary: A lot of impact) - How much impact do each of the following have on a boss or manager being great (or if they are bad at them, making them a terrible one)?	Dream Employers of BC - Demographics																			
	Gender			Age			Personal Annual Income			Region				Overall Employer Rating			Experienced a Terrible Boss		Impact	
	Total	Male	Female	18-34	35-54	55+	<\$40K	\$40K - <\$70K	\$70K+	Metro Van/ FV	Van Is/ Central Coast	Interior	North	1-6	7-8	9-10	Yes	No	A Factor	Not a Factor
Treating you with fairness and respect	89%	85%	93%	86%	91%	93%	91%	89%	88%	89%	89%	89%	96%	92%	90%	89%	92%	84%	90%	89%
Listening and responding appropriately to your ideas and opinions	79%	75%	83%	74%	80%	85%	78%	79%	80%	80%	75%	77%	84%	82%	77%	79%	81%	74%	80%	77%
Allowing you appropriate autonomy in your job / not micromanaging	76%	75%	78%	71%	79%	80%	71%	80%	81%	78%	75%	73%	77%	80%	75%	82%	80%	69%	77%	75%
Recognizing good work by thanking and praising you	73%	69%	77%	72%	73%	76%	74%	73%	73%	73%	72%	72%	79%	75%	70%	78%	75%	69%	74%	71%
Being pleasant, friendly or humorous	71%	63%	77%	69%	72%	72%	73%	72%	66%	71%	68%	68%	81%	70%	69%	73%	72%	67%	73%	67%
Providing with new opportunities and challenges	69%	65%	73%	66%	72%	69%	68%	71%	69%	72%	61%	69%	64%	73%	65%	74%	71%	65%	70%	67%
Seeking out your ideas and opinions	68%	68%	68%	61%	71%	75%	65%	71%	69%	69%	62%	67%	76%	73%	66%	72%	71%	61%	70%	64%
Being available when you need them	65%	60%	71%	64%	64%	71%	67%	65%	65%	65%	66%	64%	72%	68%	65%	70%	67%	63%	66%	64%
Rewarding good work by providing impromptu bonuses (e.g., time off, gift certificate)	63%	59%	67%	61%	65%	61%	67%	64%	56%	63%	58%	66%	67%	60%	62%	65%	59%	65%	58%	
Taking the time to get to know you as an individual / your strengths and weaknesses	62%	59%	64%	63%	60%	65%	63%	61%	62%	63%	58%	55%	72%	60%	61%	68%	65%	55%	64%	57%
Not being a "clock watcher"	52%	50%	54%	52%	53%	50%	49%	54%	55%	55%	45%	41%	66%	54%	52%	57%	55%	46%	53%	49%
Only assigning you tasks or roles you are capable of	33%	33%	34%	34%	31%	37%	38%	30%	29%	31%	36%	35%	41%	33%	30%	33%	33%	33%	34%	31%
Remembering important aspects of your personal life	29%	32%	25%	31%	28%	24%	30%	29%	27%	30%	25%	26%	29%	29%	27%	35%	29%	27%	32%	22%
Socializing with you after work	12%	15%	8%	17%	9%	7%	15%	10%	9%	12%	8%	9%	20%	9%	11%	17%	11%	12%	14%	7%