

1. Worked for Company with Reviews

Have you ever worked for a company that used some type of formal performance review to evaluate employees' performance?

	Total	Gender		Age				3 Point Party ID		
		Male	Female	18-29	30-44	45-64	65+	Democrat	Independent	Republican
Yes, the company I currently work for	22%	25%	21%	28%	28%	23%	6%	24%	19%	27%
Yes, a company I worked for in the past	34%	36%	32%	14%	28%	40%	53%	31%	33%	40%
No	33%	30%	36%	46%	35%	25%	33%	33%	36%	29%
Not sure	11%	10%	11%	11%	10%	12%	8%	13%	12%	4%
Totals (Unweighted N)	100% (999)	100% (472)	100% (527)	100% (169)	100% (280)	100% (387)	100% (163)	100% (353)	100% (403)	100% (243)

	Total	Race			Family Income			Region			
		White	Black	Hispanic	Under 40	40-80	80+	Northeast	Midwest	South	West
Yes, the company I currently work for	22%	23%	23%	18%	18%	25%	38%	23%	23%	24%	19%
Yes, a company I worked for in the past	34%	38%	18%	22%	27%	36%	41%	27%	27%	35%	42%
No	33%	30%	36%	51%	41%	28%	18%	43%	35%	29%	31%
Not sure	11%	9%	24%	9%	14%	11%	3%	8%	15%	11%	8%
Totals (Unweighted N)	100% (999)	100% (751)	100% (108)	100% (140)	100% (352)	100% (273)	100% (217)	100% (165)	100% (226)	100% (370)	100% (238)

2. Measuring Achievements

How good a job do you think performance reviews do of measuring workers' achievements?

	Gender			Age				3 Point Party ID		
	Total	Male	Female	18-29	30-44	45-64	65+	Democrat	Independent	Republican
Excellent	7%	7%	6%	9%	8%	5%	5%	7%	5%	9%
Good	37%	38%	36%	53%	33%	30%	37%	43%	33%	36%
Fair	29%	30%	27%	16%	33%	31%	31%	28%	27%	33%
Poor	10%	11%	9%	6%	6%	15%	12%	7%	10%	14%
Not sure	18%	15%	21%	17%	20%	19%	15%	15%	25%	8%
Totals (Unweighted N)	100% (999)	100% (473)	100% (526)	100% (168)	100% (280)	100% (387)	100% (164)	100% (353)	100% (403)	100% (243)

	Race			Family Income			Region				
	Total	White	Black	Hispanic	Under 40	40-80	80+	Northeast	Midwest	South	West
Excellent	7%	6%	8%	8%	7%	5%	8%	7%	4%	8%	6%
Good	37%	36%	42%	37%	38%	35%	35%	36%	36%	36%	39%
Fair	29%	31%	19%	22%	20%	36%	42%	22%	29%	32%	27%
Poor	10%	10%	7%	12%	11%	10%	9%	12%	8%	10%	11%
Not sure	18%	17%	23%	22%	23%	15%	6%	23%	23%	14%	16%
Totals (Unweighted N)	100% (999)	100% (751)	100% (108)	100% (140)	100% (352)	100% (274)	100% (216)	100% (164)	100% (226)	100% (371)	100% (238)

3. Reviews Helpful

In general, how helpful to you have your performance reviews been?

Asked of those who have ever worked for a company with performance reviews

	Total	Gender		Age				3 Point Party ID		
		Male	Female	18-29	30-44	45-64	65+	Democrat	Independent	Republican
Very helpful	12%	9%	16%	19%	14%	12%	6%	12%	11%	15%
Somewhat helpful	48%	46%	50%	56%	46%	43%	55%	54%	46%	44%
Not very helpful	26%	31%	20%	13%	27%	28%	31%	22%	29%	23%
Not at all helpful	10%	9%	12%	6%	9%	14%	6%	6%	9%	17%
Not sure	4%	5%	3%	7%	4%	3%	2%	6%	4%	1%
Totals (Unweighted N)	100% (606)	100% (311)	100% (295)	100% (79)	100% (163)	100% (268)	100% (96)	100% (213)	100% (230)	100% (163)

	Total	Race			Family Income			Region			
		White	Black	Hispanic	Under 40	40-80	80+	Northeast	Midwest	South	West
Very helpful	12%	11%	24%	14%	15%	11%	13%	15%	12%	16%	5%
Somewhat helpful	48%	47%	49%	53%	45%	49%	50%	51%	46%	48%	47%
Not very helpful	26%	27%	19%	18%	24%	28%	26%	20%	30%	22%	31%
Not at all helpful	10%	12%	4%	5%	9%	9%	10%	10%	10%	10%	11%
Not sure	4%	3%	5%	10%	6%	3%	2%	4%	2%	4%	5%
Totals (Unweighted N)	100% (606)	100% (487)	100% (58)	100% (61)	100% (178)	100% (177)	100% (172)	100% (90)	100% (131)	100% (234)	100% (151)

4. Stress of Reviews

How stressful, if at all, do you find performance reviews?

Asked of those who have ever worked for a company with performance reviews

	Gender			Age				3 Point Party ID		
	Total	Male	Female	18-29	30-44	45-64	65+	Democrat	Independent	Republican
Very stressful	19%	19%	20%	20%	17%	22%	15%	22%	16%	21%
Somewhat stressful	42%	41%	42%	46%	39%	38%	49%	41%	41%	43%
Not very stressful	32%	31%	33%	33%	34%	29%	32%	30%	34%	31%
Not at all stressful	7%	9%	5%	2%	10%	10%	4%	7%	9%	5%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(609)	(312)	(297)	(78)	(163)	(269)	(99)	(216)	(231)	(162)

	Race			Family Income			Region				
	Total	White	Black	Hispanic	Under 40	40-80	80+	Northeast	Midwest	South	West
Very stressful	19%	20%	20%	17%	20%	15%	21%	19%	21%	18%	20%
Somewhat stressful	42%	42%	35%	43%	37%	52%	40%	37%	45%	46%	34%
Not very stressful	32%	32%	32%	25%	35%	27%	32%	35%	26%	30%	37%
Not at all stressful	7%	6%	12%	15%	8%	6%	7%	9%	8%	5%	9%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(609)	(491)	(58)	(60)	(179)	(178)	(172)	(88)	(131)	(238)	(152)

5. Opinion of Reviews

Which comes closer to your opinion about workplace performance reviews:

	Gender		Age				3 Point Party ID			
	Total	Male	Female	18-29	30-44	45-64	65+	Democrat	Independent	Republican
They're more helpful than they are stressful	31%	32%	31%	36%	27%	31%	33%	34%	29%	32%
They're more stressful than they are helpful	40%	40%	39%	24%	41%	46%	44%	37%	38%	49%
Not sure	29%	28%	30%	40%	33%	23%	23%	29%	33%	20%
Totals (Unweighted N)	100% (998)	100% (471)	100% (527)	100% (169)	100% (279)	100% (386)	100% (164)	100% (352)	100% (402)	100% (244)

	Race			Family Income			Region				
	Total	White	Black	Hispanic	Under 40	40-80	80+	Northeast	Midwest	South	West
They're more helpful than they are stressful	31%	31%	33%	31%	29%	33%	35%	28%	26%	35%	33%
They're more stressful than they are helpful	40%	44%	28%	25%	35%	46%	49%	32%	46%	41%	37%
Not sure	29%	24%	39%	44%	37%	21%	16%	40%	28%	24%	31%
Totals (Unweighted N)	100% (998)	100% (751)	100% (107)	100% (140)	100% (351)	100% (274)	100% (217)	100% (165)	100% (226)	100% (369)	100% (238)