





# RUOK? Workplace Connection



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April 2019



# Methodology

RU OK? commissioned Colmar Brunton to conduct a survey of the general population as part of Colmar's regular omnibus survey.

The omnibus survey ran over two weeks in April 2019: the week commencing the 1<sup>st</sup> of April, and the week commencing the 15<sup>th</sup> of April.

In total, n=1,093 people in 2019 answered the survey questions as part of the omnibus, and the data was collected and weighted to be representative by age, gender and location.

In addition, the sample was limited to people who were employed full-time or part-time.

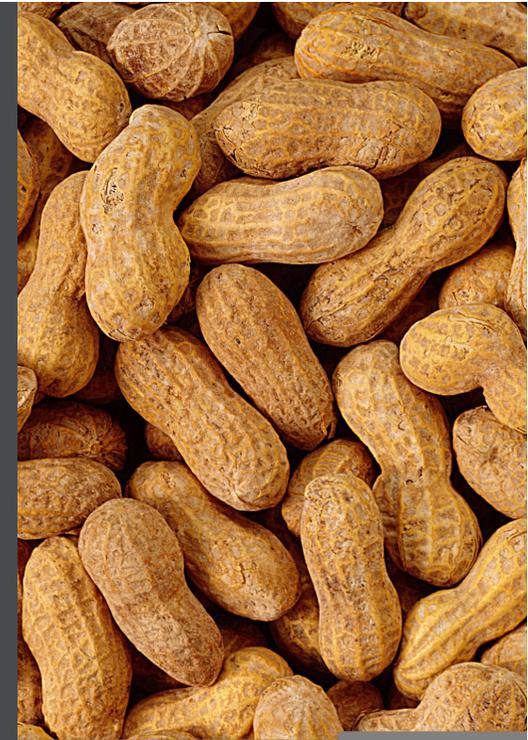


The Findings.



## Key results in a nutshell

- With regards to team workplace safety the results in 2019 were largely similar to those observed in 2017, as respondents were again generally positive.
- Respondents currently undertake a variety of activities as ways of staying connecting with colleagues, however a quarter noted that they do not currently do any activities specifically designed to connect them with colleagues.
- Respondents were also eager to participate in an assortment of activities in order to better connect, however again one in five signified that they do not wish to partake in any of the connecting activities.
- One third of respondents suggested that there aren't any barriers stopping them from connecting with colleagues as they already feel connected. While the biggest barriers were just wanted to do their job, not having time due to workload and not having anything in common.





# Workplace behaviours Findings

Overall, the results in 2019 were similar to those observed in 2017, as respondents were again generally positive in their reflection of team workplace safety.

For most questions, between four and six respondents in every ten gave a positive rating to the question (either agreeing to a positive statement or disagreeing to a negative one).

Among the positively worded questions:

- Nearly two-thirds of respondents (62%) agreed or strongly agreed that their unique skills and talents are utilized while working with their colleagues; and
- Just over half (55%) agreed or strongly agreed that none of their colleagues would deliberately act in a way that undermines their efforts.

Among the negatively worded questions:

- 57% of respondents disagreed or strongly disagreed that it is difficult to ask their work colleagues for help;
- 53% disagreed or strongly disagreed that their work colleagues reject others for being different; and
- 43% disagreed or strongly disagreed that if they make a mistake at work, it is often held against them.

As seen in 2017, the responses to the statement “it is safe to take a risk at work” were again more evenly split in 2019 across the possible response options. Just over a quarter of respondents agreed or strongly agreed with this (28%), just under a third (31%) were neutral and 41% disagreed or strongly disagreed.





# Workplace behaviours - Demographics

Across the six statements in 2019 there were a number of significant differences by demographics:

- **Working with my colleagues, my unique skills and talents are utilised**
  - Those with no involvement or influence over business decisions were less likely to agree or strongly agree with this statement (53% compared to 62% for the total).
- **None of my colleagues would deliberately act in a way that undermines my efforts**
  - There were no significant differences by demographic for this statement.
- **It is safe to take a risk at work**
  - Males, respondents aged 25 to 34 years, respondents with a bachelor or honours degree, those that solely make decisions for the business and those with some involvement/influence over business decisions were more likely to agree or strongly agree with this statement (33%, 37%, 35%, 43% and 38% respectively compared to 28% for the total).
  - Conversely, those with no involvement or influence over business decisions were more likely to disagree or strongly disagree with this statement (51% compared to 41% for the total).
- **If you make a mistake at work, it is often held against you**
  - Respondents aged 25 to 34 years were more likely to disagree or strongly disagree with this statement (34% compared to 43% for the total).
- **My work colleagues often reject others for being different**
  - Males, respondents aged 25 to 34 years, those working in companies with between 100 and 199 employees and those that solely make decisions for the business were more likely to agree or strongly agree with this statement (23%, 28%, 30% and 38% respectively compared to 20% for the total).
- **It is difficult to ask my work colleagues for help**
  - Respondents aged 25 to 34 years and those that solely make decisions for the business were more likely to agree or strongly agree with this statement (28% and 31% respectively compared to 19% for the total).

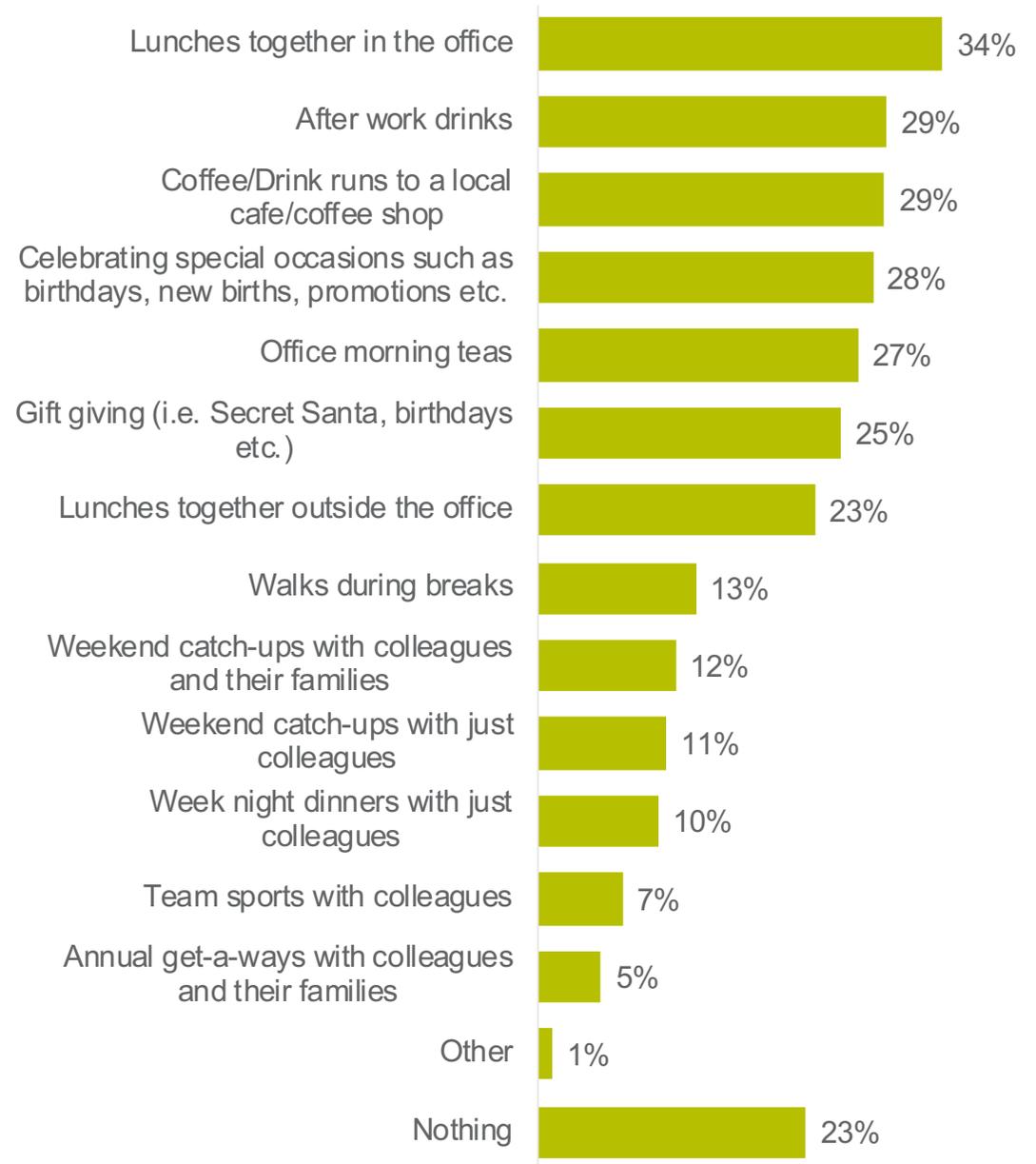


# Current activities to connect

Respondents were asked about the activities they currently undertake in order to connect with colleagues.

Approximately a third (34%) indicated that they eat lunch with colleagues in the office, while slightly less noted after work drinks (29%) and coffee runs to a local café (29%) as ways of staying connected.

Of concern, just under a quarter (23%) noted that they do not currently do any activities specifically designed to connect them with colleagues.



Q2. Which of the following activities do you currently do with colleagues as a way to connect, and which would you like to be doing?

Base: All working respondents 2019 (n=1,093)



# Current activities to connect - Demographics

Across the different ways of currently connecting there were a number of significant differences by demographics:

- **Females** were significantly **more likely** to have selected **gift giving** (34% compared to 25% for the total), **celebrating special occasions** (33% compared to 28% for the total) and **office morning teas** (32% compared to 27% for the total). While **males** were significantly **more likely** to have selected **team sports** (10% compared to 7% for the total).
- Respondents aged **25 to 34 years** were **more likely** to have selected **weekend catch-ups** (18% compared to 12% for the total) and **an annual get away with colleagues and their families** (9% compared to 5% for the total).
- Those **earning less than \$52,000 per year** were significantly **more likely** to have chosen **“nothing”** (36% compared to 23% for the total). They were also significantly less likely to have selected a number of the options.
- Those **living in WA** were **more likely** to have selected **team sports** (14% compared to 7% for the total).
- Respondents with a **bachelor or honours degree** were significantly **more likely** to have selected going for a **coffee run** (36% compared to 29% for the total) and **celebrating special occasions** (35% compared to 28%).



# Current activities to connect – Demographics continued

Across the different ways of currently connecting there were a number of significant differences by demographics:

- Unsurprisingly, **sole traders** were significantly **more likely** to have selected **“nothing”** (49% compared to 23% for the total), **as were businesses with two to 19 employees** (30% compared to 23% for the total). Businesses with **between 100 and 199 employees** were **more likely** to have indicated **team sports** (14% compared to 7% for the total), **weekend catch-ups** (21% compared to 12% for the total) and **annual get-a-ways** (12% compared to 5% for the total) as ways of connecting. While businesses employing **between 200 and 499 employees** were more likely to have suggested **lunches together outside of the office**.
- Respondents whose **sole responsibility** it is **to make business decisions** were **more likely** to have suggested **weekend catch-ups** and annual get-a-ways as ways of connecting. While those with **heavy involvement/influence** were significantly **more likely** to have selected **coffee runs** (43% compared to 29% for the total), **lunches outside the office** (38% compared to 23% for the total), **weekend catch-ups** (25% compared to 12% for the total), **week night dinners** (19% compared to 10% for the total), **team sports** (15% compared to 7% for the total) and **an annual get away** (11% compared to 5% for the total). Those with **some involvement** were **more likely** to have picked **lunches in the office** (45% compared to 34% for the total) and **celebrating special occasions** (39% compared to 28% for the total). While those with **little involvement** were **more likely** to have selected **lunches together in the office** (46% compared to 34% for the total). Respondents with **no involvement or influence** on decision making were **less likely to select almost all of the options**.

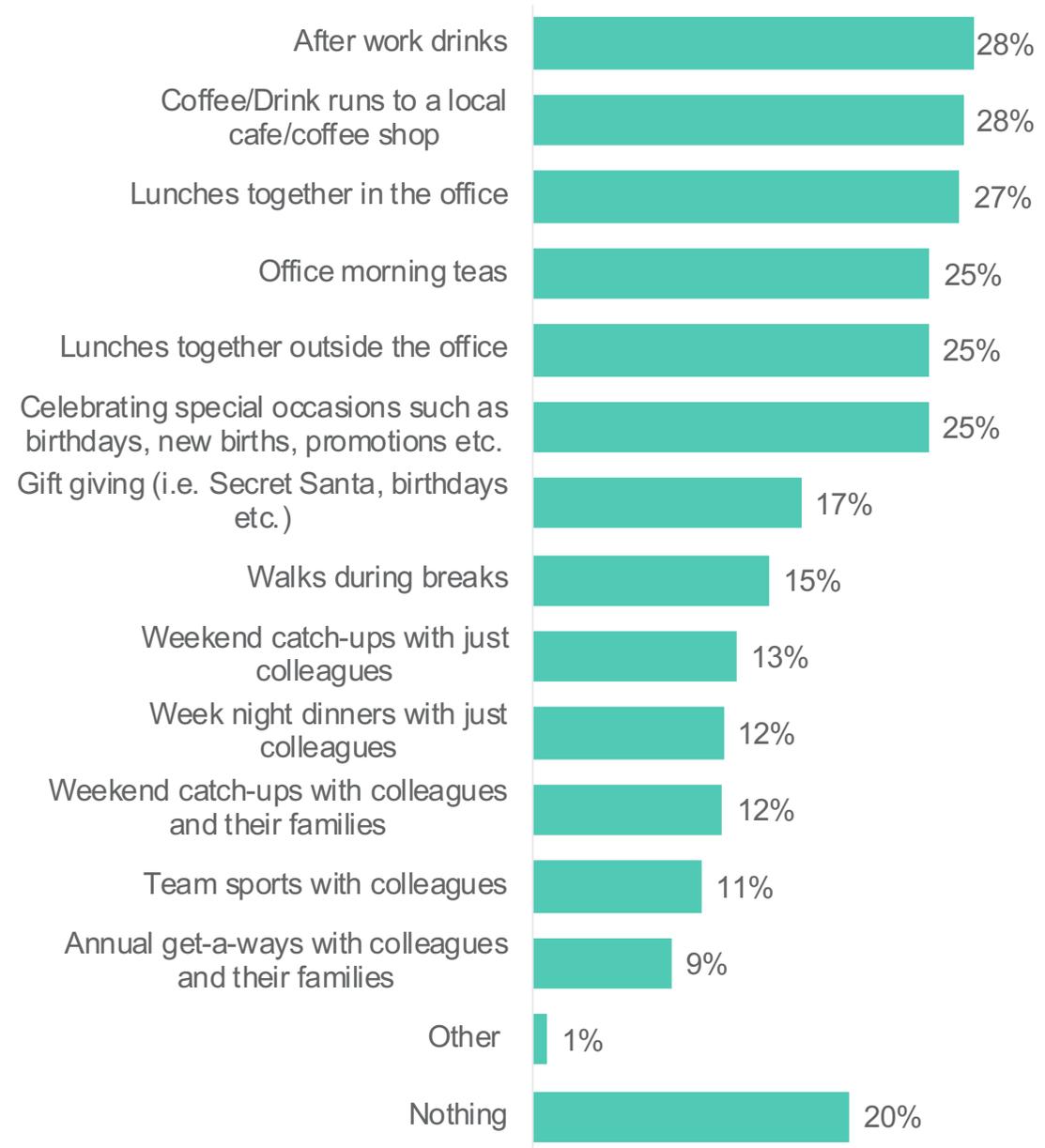


# Future activities to connect

Respondents were also asked to indicate which activities they might like to undertake with colleagues as a way of staying connected. With the top responses being:

- Drinks after work (28%);
- Drink runs to a local café (28%);
- Lunches in the office (27%);
- Mornings teas as an office (25%);
- Lunches outside of the office (25%); and
- Celebrating special occasions (25%).

Again of concern, one in five (20%) signified that they do not wish to partake in any of the connecting activities.





# Future activities to connect - Demographics

Across the different ways of wanting to connect there were a number of significant differences by demographics:

- **Females** were significantly **more likely** to have selected **gift giving** (22% compared to 17% for the total), and **office morning teas** (30% compared to 25% for the total) as ways of wanting to connect.
- Respondents aged **25 to 34 years** were **more likely** suggest that they **want to connect through team sports** (17% compared to 11% for the total).
- Those **earning less than \$52,000 per year** were significantly **more likely** to have chosen **“nothing”** (32% compared to 20% for the total). They were also significantly less likely to have selected a number of the options.
- Respondents that had been to **TAFE** or had a **diploma or certificate** were also **more likely** to have chosen **“nothing”** (26% compared to 20% for the total).
- Again, unsurprisingly, **sole traders** were significantly **more likely** to have selected **“nothing”** (36% compared to 20% for the total). Respondents working in a business with **between 20 and 99 employees** were **more likely** to suggest **celebrating special occasions** (32% compared to 25% for the total) as a way of connecting. While respondents working in a business with **between 200 and 499 employees** were **more likely** to select **after work drinks** (42% compared to 28% for the total), **lunches outside of the office** (39% compared to 25% for the total) and **walks during breaks** (29% compared to 15% for the total).
- Respondents that are heavily involved in business decisions were more likely to suggest after work drinks (43% compared to 28% for the total) and week night dinners (22% compared to 12%) as ways of connecting. While those with no involvement were more likely to select **“nothing”** (31% compared to 20% for the total) and **less likely to select a number of the options**.





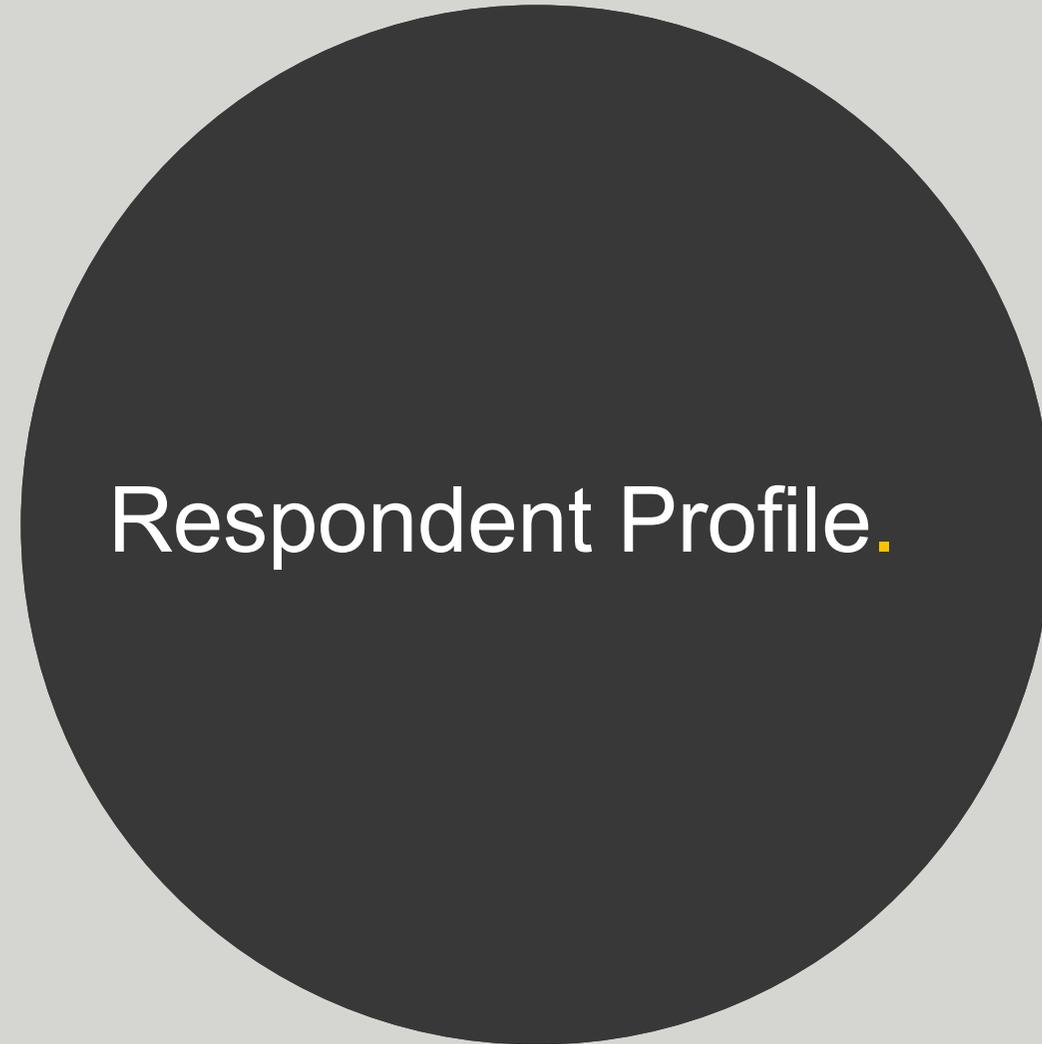
# Barriers to connecting - Demographics

Across the different barriers stopping people from connecting with colleagues there were a few significant differences by demographics:

- Respondents aged **18 to 24 years** were **more likely** to suggest feeling like the **odd one out** as a barrier that stops them from connecting (18% compared to 9% for the total). While those aged **25 to 34 years** were **more likely** suggest **not feeling comfortable connecting** (14% compared to 8% for the total) and **being the only person at their level and thus feeling inappropriate connecting** with others (11% compared to 6% for the total). Respondents **aged 55 years and over** were significantly **more likely** to **already feel connected** to their colleagues (47% compared to 34% for the total).
- Respondents that are the **sole decision maker** for the business were **more likely** to select **not having colleagues** (17% compared to 4% for the total) and **being the only person at their level** and thus feeling inappropriate mingling with subordinates (14% compared to 6% for the total) as barriers stopping them from connecting.



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