COLLEGE **PULSE**

List of Tables

Q1. Which industry do you want to work in when you finish school (including grad school)?

		Financial Aid			Gender				
	Total	No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Male	Female	Nonbinary
Financial services/banking	6%	11%	6%	1%	7%	10%	11%	3%	2%
Technology	15%	18%	14%	16%	22%	13%	23%	8%	19%
Hospitality	1%	1%	1%	1%	4%	15%	1%	2%	0%
Education	7%	5%	7%	2%	0%	0%	4%	9%	5%
Research	9%	7%	9%	12%	4%	10%	9%	8%	5%
Government/public policy	5%	4%	6%	2%	4%	5%	7%	4%	2%
Legal/law	5%	2%	6%	1%	4%	5%	4%	5%	4%
Energy/natural resources/ environmental	6%	8%	5%	2%	15%	15%	5%	5%	12%
Medicine	17%	16%	16%	42%	7%	0%	11%	22%	9%
News/media	2%	2%	2%	1%	0%	0%	2%	2%	0%
Film/TV	2%	2%	2%	0%	0%	5%	1%	3%	0%
Other	15%	14%	15%	17%	19%	15%	13%	17%	17%
I'm not sure	10%	8%	11%	4%	15%	5%	9%	11%	25%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(26)	(19)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Financial services/banking	6%	1%	5%	1%	13%	3%	5%	7%	10%	5%
Technology	15%	4%	18%	24%	7%	2%	9%	17%	11%	16%
Hospitality	1%	0%	3%	2%	1%	2%	2%	1%	1%	1%
Education	7%	18%	3%	3%	11%	5%	10%	6%	7%	7%
Research	9%	7%	11%	13%	5%	0%	12%	7%	6%	10%
Government/public policy	5%	6%	7%	2%	9%	2%	8%	4%	6%	5%
Legal/law	5%	6%	3%	1%	10%	3%	3%	6%	8%	4%
Energy/natural resources/ environmental	6%	1%	24%	7%	3%	11%	7%	5%	5%	6%
Medicine	17%	8%	3%	30%	5%	21%	12%	19%	16%	17%
News/media	2%	3%	1%	0%	3%	1%	2%	2%	1%	2%
Film/TV	2%	13%	1%	0%	2%	3%	5%	1%	4%	2%
Other	15%	18%	7%	11%	16%	37%	14%	16%	13%	16%
I'm not sure	10%	15%	15%	6%	15%	8%	12%	10%	13%	9%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Financial services/banking	6%	0%	7%	12%	0%	8%	6%	11%
Technology	15%	13%	12%	26%	23%	12%	14%	25%
Hospitality	1%	13%	1%	2%	1%	1%	0%	0%
Education	7%	9%	6%	3%	5%	9%	12%	4%
Research	9%	0%	11%	7%	2%	7%	12%	4%
Government/public policy	5%	0%	7%	5%	3%	3%	8%	6%
Legal/law	5%	13%	4%	1%	9%	5%	5%	3%
Energy/natural resources/ environmental	6%	9%	6%	4%	3%	6%	4%	9%
Medicine	17%	17%	13%	19%	22%	23%	13%	14%
News/media	2%	4%	2%	1%	3%	0%	3%	2%
Film/TV	2%	0%	3%	2%	2%	1%	2%	0%
Other	15%	9%	17%	8%	12%	17%	11%	12%
I'm not sure	10%	13%	10%	11%	14%	9%	10%	11%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

U.S. Work Culture poll
October 2021 - 1500 US college students

COLLEGE **PULSE**

		Year				
	Total	2021	2022	2023	2024	2025
Financial services/banking	6%	5%	8%	6%	7%	3%
Technology	15%	19%	14%	16%	11%	9%
Hospitality	1%	1%	2%	1%	1%	4%
Education	7%	6%	8%	5%	9%	3%
Research	9%	8%	8%	9%	9%	7%
Government/public policy	5%	5%	5%	5%	6%	3%
Legal/law	5%	3%	6%	6%	5%	3%
Energy/natural resources/ environmental	6%	7%	5%	7%	4%	6%
Medicine	17%	13%	16%	17%	20%	26%
News/media	2%	2%	1%	2%	2%	1%
Film/TV	2%	1%	3%	2%	3%	3%
Other	15%	18%	13%	14%	16%	17%
I'm not sure	10%	13%	10%	10%	8%	14%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q2. Which country do you think has the best work-life balance?

		Financial Aid			Gender				
	Total	No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Male	Female	Nonbinary
Australia	2%	2%	2%	0%	4%	5%	2%	2%	0%
Brazil	1%	1%	1%	0%	0%	0%	1%	1%	2%
Chile	0%	0%	0%	0%	0%	0%	0%	1%	0%
Denmark	12%	14%	12%	4%	11%	15%	12%	12%	12%
France	5%	3%	6%	2%	4%	5%	6%	5%	2%
Germany	3%	4%	3%	0%	0%	0%	3%	3%	5%
Iceland	3%	3%	3%	3%	11%	0%	2%	3%	0%
Israel	0%	0%	0%	0%	0%	0%	0%	0%	0%
Japan	2%	1%	2%	1%	0%	0%	1%	2%	0%
Kenya	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mexico	0%	1%	0%	0%	0%	0%	0%	0%	0%
Netherlands	4%	4%	5%	0%	4%	0%	5%	4%	7%
New Zealand	3%	3%	3%	1%	4%	13%	4%	3%	2%
Nigeria	0%	0%	0%	0%	0%	0%	0%	0%	0%
Norway	5%	4%	5%	0%	0%	21%	4%	5%	4%
South Africa	0%	0%	0%	0%	0%	0%	0%	0%	0%
South Korea	1%	0%	1%	0%	0%	0%	0%	1%	0%
Spain	3%	4%	3%	1%	4%	5%	3%	3%	2%
Sweden	8%	11%	7%	6%	7%	0%	10%	7%	7%
Switzerland	7%	5%	7%	16%	4%	0%	6%	8%	3%

		Financial Aid			Gender				
	Total	No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Male	Female	Nonbinary
United Kingdom	1%	2%	1%	8%	0%	0%	1%	2%	0%
United States	13%	13%	13%	19%	30%	15%	17%	11%	16%
Other	1%	2%	1%	8%	0%	0%	1%	1%	13%
I'm not sure	25%	25%	26%	31%	18%	20%	23%	28%	25%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	101%	102%	101%	108%	100%	100%	101%	101%	113%
(Unweighted N)	(1500)	(498)	(931)	(55)	(26)	(19)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Australia	2%	1%	6%	2%	2%	1%	2%	3%	2%	2%
Brazil	1%	0%	0%	1%	1%	0%	0%	1%	2%	0%
Chile	0%	1%	0%	0%	0%	0%	1%	0%	0%	0%
Denmark	12%	18%	10%	13%	12%	7%	11%	12%	12%	12%
France	5%	4%	7%	4%	6%	3%	7%	5%	6%	5%
Germany	3%	3%	0%	3%	3%	2%	4%	3%	2%	4%
Iceland	3%	3%	1%	3%	3%	3%	4%	2%	3%	2%
Israel	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%
Japan	2%	1%	0%	2%	1%	0%	0%	2%	1%	2%
Kenya	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mexico	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Netherlands	4%	4%	5%	4%	4%	0%	6%	3%	5%	4%
New Zealand	3%	5%	7%	4%	4%	0%	2%	4%	5%	3%
Nigeria	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Norway	5%	6%	9%	4%	6%	0%	8%	4%	6%	5%
South Africa	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
South Korea	1%	2%	1%	1%	0%	0%	1%	0%	0%	1%
Spain	3%	1%	3%	3%	3%	6%	3%	3%	2%	3%
Sweden	8%	9%	9%	9%	6%	14%	10%	7%	8%	8%
Switzerland	7%	2%	1%	8%	6%	8%	6%	7%	6%	7%
United Kingdom	1%	0%	2%	1%	1%	4%	0%	2%	2%	1%

	Total	Major					Sexual Orientation		Public / Private	
		Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
United States	13%	10%	7%	14%	13%	19%	11%	14%	11%	14%
Other	1%	1%	0%	1%	1%	4%	1%	1%	1%	1%
I'm not sure	25%	26%	30%	24%	27%	27%	24%	26%	25%	26%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	101%	101%	100%	101%	101%	104%	101%	101%	101%	101%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Australia	2%	0%	2%	3%	0%	4%	3%	2%
Brazil	1%	4%	0%	1%	1%	2%	0%	0%
Chile	0%	0%	1%	0%	0%	0%	0%	2%
Denmark	12%	9%	13%	12%	11%	9%	10%	8%
France	5%	4%	6%	3%	6%	2%	4%	3%
Germany	3%	9%	3%	2%	2%	6%	4%	4%
Iceland	3%	4%	3%	4%	4%	1%	3%	0%
Israel	0%	0%	0%	0%	0%	0%	0%	3%
Japan	2%	0%	0%	2%	5%	3%	2%	0%
Kenya	0%	0%	0%	0%	0%	0%	0%	0%
Mexico	0%	0%	0%	0%	0%	1%	0%	0%
Netherlands	4%	0%	4%	2%	5%	5%	6%	4%
New Zealand	3%	9%	4%	3%	1%	2%	2%	11%
Nigeria	0%	0%	0%	0%	0%	0%	0%	0%
Norway	5%	0%	6%	7%	3%	1%	4%	3%
South Africa	0%	0%	0%	0%	0%	0%	0%	0%
South Korea	1%	0%	0%	1%	2%	0%	0%	0%
Spain	3%	0%	3%	1%	0%	6%	2%	5%
Sweden	8%	4%	8%	9%	7%	6%	12%	6%
Switzerland	7%	22%	6%	6%	8%	9%	4%	4%
United Kingdom	1%	0%	1%	3%	2%	2%	3%	0%

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
United States	13%	13%	11%	13%	14%	21%	21%	30%
Other	1%	9%	1%	2%	0%	2%	3%	2%
I'm not sure	25%	13%	26%	25%	30%	19%	19%	16%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	101%	109%	101%	102%	100%	102%	102%	102%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

U.S. Work Culture poll
October 2021 - 1500 US college students

COLLEGE **PULSE**

		Year				
	Total	2021	2022	2023	2024	2025
Australia	2%	3%	1%	2%	2%	0%
Brazil	1%	0%	1%	2%	0%	0%
Chile	0%	0%	1%	0%	0%	1%
Denmark	12%	11%	12%	13%	11%	9%
France	5%	6%	6%	4%	5%	0%
Germany	3%	6%	4%	2%	1%	4%
Iceland	3%	3%	3%	2%	3%	1%
Israel	0%	0%	0%	0%	1%	0%
Japan	2%	1%	1%	3%	1%	3%
Kenya	0%	0%	0%	0%	0%	0%
Mexico	0%	1%	0%	0%	0%	0%
Netherlands	4%	6%	4%	4%	3%	3%
New Zealand	3%	3%	3%	4%	4%	4%
Nigeria	0%	0%	0%	0%	0%	0%
Norway	5%	3%	5%	5%	6%	6%
South Africa	0%	0%	0%	0%	0%	0%
South Korea	1%	0%	0%	0%	1%	1%
Spain	3%	4%	3%	3%	2%	3%
Sweden	8%	8%	8%	6%	10%	9%
Switzerland	7%	6%	5%	10%	6%	9%
United Kingdom	1%	0%	1%	2%	3%	3%
United States	13%	7%	15%	11%	19%	17%

		Year				
	Total	2021	2022	2023	2024	2025
Other	1%	1%	2%	2%	1%	1%
I'm not sure	25%	32%	24%	23%	23%	25%
Refused	0%	0%	0%	0%	0%	0%
Total	101%	101%	102%	102%	101%	101%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q3. How much do you agree or disagree: The U.S. has a toxic work culture.

		Financial Aid			Gender				
	Total	No	Yes	Other	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Strongly agree	47%	36%	49%	42%	69%	26%	41%	51%	67%
Somewhat agree	39%	48%	37%	39%	15%	33%	37%	40%	28%
Somewhat disagree	11%	12%	11%	16%	0%	27%	18%	7%	3%
Strongly disagree	3%	5%	3%	3%	15%	15%	5%	2%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(19)	(26)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Strongly agree	47%	64%	49%	45%	48%	34%	61%	42%	49%	46%
Somewhat agree	39%	23%	36%	40%	38%	50%	32%	41%	39%	38%
Somewhat disagree	11%	8%	12%	12%	11%	15%	5%	14%	10%	12%
Strongly disagree	3%	5%	3%	3%	3%	1%	2%	3%	1%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

U.S. Work Culture poll
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		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Strongly agree	47%	30%	49%	25%	48%	49%	47%	39%
Somewhat agree	39%	48%	35%	55%	43%	42%	39%	38%
Somewhat disagree	11%	13%	13%	15%	6%	7%	7%	11%
Strongly disagree	3%	9%	3%	4%	3%	2%	7%	12%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

		Year				
	Total	2021	2022	2023	2024	2025
Strongly agree	47%	50%	47%	49%	42%	42%
Somewhat agree	39%	37%	38%	36%	44%	48%
Somewhat disagree	11%	10%	12%	11%	12%	6%
Strongly disagree	3%	4%	3%	4%	2%	4%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q4. In your opinion, what are the most toxic aspects of American work culture? Select your top three.
Question only shown to students who: (1) Did not answer "Somewhat disagree" or "Strongly disagree" to "How much do you agree or disagree: The U.S. has a toxic work culture."

	Total	No	Yes	Other	Gender				
					Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Long work hours	67%	65%	68%	53%	70%	69%	65%	69%	74%
Inflexible schedules	47%	47%	48%	40%	30%	50%	42%	51%	26%
Unclear job expectations	18%	13%	19%	17%	6%	12%	22%	16%	16%
Not enough paid time off	48%	49%	48%	30%	70%	37%	37%	54%	45%
Fear of using paid time off	34%	36%	33%	43%	24%	31%	36%	33%	9%
Checking Slack, email, etc. outside of work	18%	26%	17%	19%	18%	6%	22%	16%	13%
Poor internal communication within companies	20%	17%	20%	17%	12%	6%	21%	19%	24%
Lack of opportunities for advancement	22%	23%	22%	22%	12%	19%	23%	22%	14%
Other	7%	5%	8%	9%	21%	12%	9%	6%	28%
I'm not sure	1%	0%	1%	10%	0%	0%	2%	0%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1284)	(404)	(824)	(42)	(16)	(16)	(425)	(783)	(36)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Long work hours	67%	65%	68%	68%	70%	56%	65%	68%	72%	65%
Inflexible schedules	47%	53%	46%	49%	47%	53%	52%	46%	47%	48%
Unclear job expectations	18%	15%	24%	19%	19%	23%	20%	18%	18%	19%
Not enough paid time off	48%	55%	49%	46%	45%	60%	56%	44%	50%	47%
Fear of using paid time off	34%	31%	26%	34%	36%	34%	36%	33%	30%	35%
Checking Slack, email, etc. outside of work	18%	19%	17%	18%	20%	8%	14%	20%	25%	16%
Poor internal communication within companies	20%	17%	11%	20%	17%	24%	13%	22%	16%	21%
Lack of opportunities for advancement	22%	19%	21%	21%	23%	15%	19%	24%	23%	22%
Other	7%	9%	11%	7%	6%	13%	10%	6%	5%	8%
I'm not sure	1%	0%	0%	2%	0%	0%	1%	1%	0%	1%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1284)	(172)	(105)	(663)	(558)	(67)	(411)	(864)	(343)	(939)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Long work hours	67%	78%	67%	65%	72%	63%	68%	83%
Inflexible schedules	47%	61%	46%	39%	49%	53%	35%	47%
Unclear job expectations	18%	17%	17%	17%	22%	20%	22%	23%
Not enough paid time off	48%	39%	51%	36%	39%	50%	51%	24%
Fear of using paid time off	34%	28%	38%	34%	29%	27%	36%	19%
Checking Slack, email, etc. outside of work	18%	22%	21%	21%	8%	18%	21%	9%
Poor internal communication within companies	20%	6%	17%	24%	25%	23%	22%	30%
Lack of opportunities for advancement	22%	22%	19%	31%	27%	26%	22%	24%
Other	7%	0%	9%	4%	6%	3%	11%	12%
I'm not sure	1%	0%	1%	2%	4%	0%	0%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1284)	(18)	(636)	(240)	(86)	(166)	(96)	(31)

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COLLEGE **PULSE**

		Year				
	Total	2021	2022	2023	2024	2025
Long work hours	67%	76%	65%	68%	62%	63%
Inflexible schedules	47%	43%	43%	52%	51%	53%
Unclear job expectations	18%	19%	19%	16%	19%	21%
Not enough paid time off	48%	52%	39%	47%	51%	48%
Fear of using paid time off	34%	34%	38%	31%	32%	37%
Checking Slack, email, etc. outside of work	18%	16%	21%	18%	18%	10%
Poor internal communication within companies	20%	20%	22%	22%	15%	29%
Lack of opportunities for advancement	22%	18%	21%	23%	27%	19%
Other	7%	7%	9%	8%	6%	0%
I'm not sure	1%	2%	2%	0%	1%	2%
Refused	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1284)	(159)	(421)	(385)	(252)	(62)

Q5. Have you thought about how you'll try to achieve work-life balance after graduation?

		Financial Aid			Gender				
	Total	No	Yes	Other	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Yes, I've thought about it	76%	78%	76%	54%	74%	71%	74%	77%	81%
No, I haven't thought about it	24%	22%	24%	46%	26%	29%	26%	23%	19%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(19)	(26)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Yes, I've thought about it	76%	75%	76%	74%	78%	77%	77%	75%	78%	75%
No, I haven't thought about it	24%	25%	24%	26%	22%	23%	23%	25%	22%	25%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Yes, I've thought about it	76%	65%	78%	70%	75%	73%	81%	74%
No, I haven't thought about it	24%	35%	22%	30%	25%	27%	19%	26%

	Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

	Year					
	Total	2021	2022	2023	2024	2025
Yes, I've thought about it	76%	75%	79%	79%	70%	72%
No, I haven't thought about it	24%	25%	21%	21%	30%	28%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

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Q6. Which of the following are most important to you when thinking about work after graduation? Select your top three.

	Total	Financial Aid			Gender				
		No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Male	Female	Nonbinary
Having a flexible work schedule	67%	60%	69%	56%	56%	46%	63%	71%	66%
Not working more than 40 hours a week	35%	31%	36%	28%	37%	36%	35%	35%	41%
Understanding and sticking to my job's expectations	39%	40%	38%	30%	37%	38%	41%	37%	17%
Finding a job with generous paid time off policies	45%	47%	44%	42%	44%	36%	42%	47%	41%
Using all of my paid time off	13%	17%	12%	5%	7%	15%	14%	12%	10%
Not checking Slack, email, etc. outside of work	21%	26%	20%	16%	18%	18%	26%	16%	35%
Finding a job at a company with good internal communication	54%	54%	54%	71%	29%	49%	52%	56%	55%
None of these	2%	2%	2%	10%	11%	10%	3%	1%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(498)	(931)	(55)	(26)	(19)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Having a flexible work schedule	67%	63%	63%	67%	69%	72%	65%	68%	68%	67%
Not working more than 40 hours a week	35%	39%	38%	35%	33%	38%	42%	33%	33%	36%
Understanding and sticking to my job's expectations	39%	40%	37%	38%	39%	39%	33%	41%	41%	38%
Finding a job with generous paid time off policies	45%	43%	42%	45%	46%	42%	52%	42%	45%	44%
Using all of my paid time off	13%	18%	14%	15%	11%	5%	14%	12%	14%	12%
Not checking Slack, email, etc. outside of work	21%	19%	21%	21%	20%	25%	21%	21%	20%	21%
Finding a job at a company with good internal communication	54%	52%	52%	52%	58%	53%	49%	56%	51%	55%
None of these	2%	2%	4%	2%	2%	4%	2%	2%	2%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Having a flexible work schedule	67%	74%	61%	70%	85%	74%	60%	57%
Not working more than 40 hours a week	35%	39%	36%	32%	40%	30%	32%	34%
Understanding and sticking to my job's expectations	39%	35%	38%	44%	35%	39%	43%	36%
Finding a job with generous paid time off policies	45%	44%	45%	40%	47%	45%	37%	33%
Using all of my paid time off	13%	0%	16%	12%	10%	6%	10%	19%
Not checking Slack, email, etc. outside of work	21%	22%	25%	20%	12%	12%	28%	27%
Finding a job at a company with good internal communication	54%	39%	53%	58%	52%	63%	62%	37%
None of these	2%	0%	2%	1%	2%	0%	3%	6%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

		Year				
	Total	2021	2022	2023	2024	2025
Having a flexible work schedule	67%	62%	65%	71%	70%	74%
Not working more than 40 hours a week	35%	42%	37%	31%	31%	33%
Understanding and sticking to my job's expectations	39%	35%	40%	39%	40%	43%
Finding a job with generous paid time off policies	45%	48%	41%	42%	47%	49%
Using all of my paid time off	13%	17%	12%	13%	10%	12%
Not checking Slack, email, etc. outside of work	21%	22%	21%	21%	20%	13%
Finding a job at a company with good internal communication	54%	51%	54%	57%	55%	55%
None of these	2%	2%	2%	1%	3%	0%
Refused	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q7. In your opinion, what are the most important things a **manager** can do to promote work-life balance on their team? Select your top two.

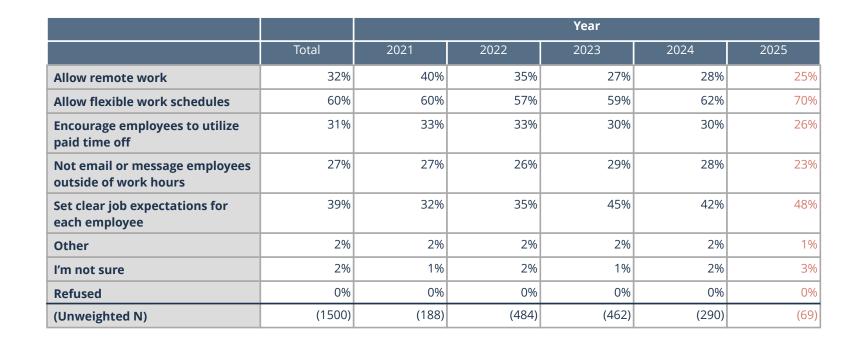|		Financial Aid			Gender				
	Total	No	Yes	Other	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Allow remote work	32%	31%	32%	39%	28%	31%	35%	29%	38%
Allow flexible work schedules	60%	55%	61%	54%	62%	49%	54%	65%	37%
Encourage employees to utilize paid time off	31%	39%	30%	20%	26%	37%	30%	33%	33%
Not email or message employees outside of work hours	27%	27%	28%	17%	26%	15%	27%	28%	47%
Set clear job expectations for each employee	39%	40%	39%	39%	44%	47%	42%	37%	35%
Other	2%	1%	2%	3%	0%	0%	2%	2%	3%
I'm not sure	2%	1%	2%	4%	0%	0%	2%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(498)	(931)	(55)	(19)	(26)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Allow remote work	32%	40%	27%	30%	35%	26%	28%	33%	27%	34%
Allow flexible work schedules	60%	64%	51%	59%	60%	70%	60%	59%	64%	58%
Encourage employees to utilize paid time off	31%	34%	28%	33%	31%	32%	32%	31%	30%	32%
Not email or message employees outside of work hours	27%	24%	28%	27%	27%	24%	29%	27%	26%	28%
Set clear job expectations for each employee	39%	30%	39%	42%	35%	43%	38%	40%	43%	38%
Other	2%	3%	3%	1%	2%	2%	2%	2%	2%	2%
I'm not sure	2%	0%	8%	2%	2%	1%	2%	1%	1%	2%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Allow remote work	32%	30%	31%	40%	32%	33%	27%	36%
Allow flexible work schedules	60%	65%	58%	61%	70%	59%	56%	51%
Encourage employees to utilize paid time off	31%	9%	33%	30%	31%	28%	31%	33%
Not email or message employees outside of work hours	27%	22%	28%	20%	25%	29%	28%	20%
Set clear job expectations for each employee	39%	52%	40%	36%	35%	42%	46%	40%
Other	2%	0%	2%	1%	1%	2%	3%	4%
I'm not sure	2%	0%	1%	2%	2%	1%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

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		Year				
	Total	2021	2022	2023	2024	2025
Allow remote work	32%	40%	35%	27%	28%	25%
Allow flexible work schedules	60%	60%	57%	59%	62%	70%
Encourage employees to utilize paid time off	31%	33%	33%	30%	30%	26%
Not email or message employees outside of work hours	27%	27%	26%	29%	28%	23%
Set clear job expectations for each employee	39%	32%	35%	45%	42%	48%
Other	2%	2%	2%	2%	2%	1%
I'm not sure	2%	1%	2%	1%	2%	3%
Refused	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q8. In your opinion, what are the most important policies a **company** can implement to promote work-life balance? Select your top two.

		Financial Aid			Gender				
	Total	No	Yes	Other	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Allowing remote work	28%	31%	27%	37%	26%	22%	32%	23%	44%
Allowing flexible work schedules	47%	45%	48%	41%	26%	49%	47%	47%	38%
Generous paid time off policies	38%	38%	37%	44%	41%	40%	32%	42%	51%
No emails or messages outside of work hours	15%	15%	16%	11%	33%	38%	16%	15%	10%
Setting clear job expectations for each employee	26%	29%	27%	11%	13%	15%	30%	24%	27%
Providing mental health resources (such as therapy)	25%	21%	26%	17%	31%	11%	17%	32%	15%
Providing physical health resources (such as gym	12%	13%	12%	10%	10%	15%	14%	10%	7%
Other	1%	1%	1%	4%	0%	7%	2%	1%	2%
I'm not sure	1%	0%	1%	9%	0%	0%	2%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(498)	(931)	(55)	(19)	(26)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Allowing remote work	28%	27%	22%	27%	29%	24%	28%	27%	27%	28%
Allowing flexible work schedules	47%	36%	48%	49%	46%	48%	40%	49%	49%	47%
Generous paid time off policies	38%	38%	40%	39%	36%	36%	47%	34%	39%	37%
No emails or messages outside of work hours	15%	13%	15%	16%	15%	16%	16%	16%	19%	14%
Setting clear job expectations for each employee	26%	35%	28%	23%	28%	26%	23%	28%	31%	25%
Providing mental health resources (such as therapy)	25%	39%	24%	23%	24%	34%	33%	22%	23%	26%
Providing physical health resources (such as gym	12%	7%	4%	13%	13%	10%	8%	13%	10%	13%
Other	1%	1%	2%	1%	1%	2%	1%	1%	0%	2%
I'm not sure	1%	0%	5%	2%	1%	0%	1%	2%	0%	2%
Refused	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

	Total	Race						
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Allowing remote work	28%	17%	28%	38%	27%	22%	32%	22%
Allowing flexible work schedules	47%	43%	48%	46%	50%	43%	38%	43%
Generous paid time off policies	38%	26%	39%	36%	34%	38%	39%	30%
No emails or messages outside of work hours	15%	17%	17%	9%	10%	15%	20%	27%
Setting clear job expectations for each employee	26%	22%	26%	26%	20%	34%	22%	22%
Providing mental health resources (such as therapy)	25%	31%	22%	21%	39%	26%	24%	15%
Providing physical health resources (such as gym	12%	22%	10%	17%	14%	15%	13%	24%
Other	1%	4%	2%	1%	0%	1%	2%	2%
I'm not sure	1%	0%	1%	1%	2%	0%	1%	0%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

		Year				
	Total	2021	2022	2023	2024	2025
Allowing remote work	28%	31%	32%	24%	25%	26%
Allowing flexible work schedules	47%	52%	42%	51%	45%	41%
Generous paid time off policies	38%	40%	38%	39%	35%	36%
No emails or messages outside of work hours	15%	16%	12%	19%	14%	13%
Setting clear job expectations for each employee	26%	26%	26%	29%	25%	28%
Providing mental health resources (such as therapy)	25%	20%	23%	22%	33%	28%
Providing physical health resources (such as gym	12%	7%	13%	10%	16%	15%
Other	1%	0%	3%	2%	1%	3%
I'm not sure	1%	1%	3%	0%	2%	3%
Refused	0%	1%	0%	0%	0%	0%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q9. Which of the following statements best describes your feelings about working after graduation?

		Financial Aid			Gender				
	Total	No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Male	Female	Nonbinary
I'll live to work	23%	26%	23%	23%	11%	28%	25%	22%	30%
I'll work to live	77%	74%	77%	77%	89%	72%	75%	78%	70%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(26)	(19)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
I'll live to work	23%	24%	33%	19%	27%	32%	16%	26%	24%	23%
I'll work to live	77%	76%	67%	81%	73%	68%	84%	74%	76%	77%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
I'll live to work	23%	26%	24%	27%	18%	22%	25%	28%
I'll work to live	77%	74%	76%	73%	82%	78%	75%	72%

	Race							
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

	Year					
	Total	2021	2022	2023	2024	2025
I'll live to work	23%	20%	20%	27%	25%	28%
I'll work to live	77%	80%	80%	73%	75%	72%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q10. Do you think your generation is willing to put up with more or less toxic behavior in the workplace compared to your parents' generation?

		Financial Aid			Gender				
	Total	No	Yes	Other	Prefer Not To Say	Gender Queer Gender Fluid	Male	Female	Nonbinary
My generation is willing to put up with more toxic behavior	13%	17%	12%	11%	18%	15%	15%	10%	16%
My generation is willing to put up with less toxic behavior	77%	69%	79%	75%	63%	72%	73%	80%	79%
The two generations are about the same	10%	14%	9%	13%	18%	13%	11%	9%	5%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(26)	(19)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
My generation is willing to put up with more toxic behavior	13%	16%	19%	11%	13%	16%	13%	13%	12%	13%
My generation is willing to put up with less toxic behavior	77%	78%	72%	75%	81%	74%	78%	77%	79%	76%
The two generations are about the same	10%	6%	9%	14%	6%	9%	9%	11%	9%	11%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

	Total	Race						
		Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
My generation is willing to put up with more toxic behavior	13%	17%	15%	18%	5%	9%	13%	24%
My generation is willing to put up with less toxic behavior	77%	74%	75%	73%	88%	78%	72%	64%
The two generations are about the same	10%	9%	10%	10%	6%	12%	15%	12%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

	Total	Year				
		2021	2022	2023	2024	2025
My generation is willing to put up with more toxic behavior	13%	10%	11%	12%	17%	14%
My generation is willing to put up with less toxic behavior	77%	83%	77%	76%	73%	70%
The two generations are about the same	10%	7%	12%	12%	10%	16%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q11. How comfortable would you feel going to human resources (HR) about something inappropriate your boss did or said?

		Financial Aid			Gender				
	Total	No	Yes	Other	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Very comfortable	24%	19%	26%	20%	33%	27%	26%	23%	22%
Somewhat comfortable	40%	38%	41%	28%	26%	22%	41%	39%	26%
Not too comfortable	28%	35%	27%	31%	36%	33%	24%	32%	31%
Not at all comfortable	7%	8%	7%	21%	5%	18%	8%	7%	21%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(19)	(26)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Very comfortable	24%	25%	21%	23%	25%	38%	23%	25%	23%	25%
Somewhat comfortable	40%	40%	35%	39%	40%	39%	40%	40%	40%	40%
Not too comfortable	28%	29%	35%	30%	28%	19%	32%	27%	32%	27%
Not at all comfortable	7%	7%	9%	8%	7%	4%	5%	8%	6%	8%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Very comfortable	24%	26%	25%	14%	22%	28%	25%	26%
Somewhat comfortable	40%	26%	35%	45%	52%	42%	34%	40%
Not too comfortable	28%	35%	31%	34%	21%	23%	34%	17%
Not at all comfortable	7%	13%	8%	7%	5%	7%	7%	17%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

		Year				
	Total	2021	2022	2023	2024	2025
Very comfortable	24%	19%	27%	27%	23%	23%
Somewhat comfortable	40%	42%	42%	41%	36%	38%
Not too comfortable	28%	32%	24%	27%	31%	33%
Not at all comfortable	7%	6%	7%	6%	11%	6%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

Q12. Which of the following statements best describes your feelings about human resources (HR) departments?

		Financial Aid			Gender				
	Total	No	Yes	Other	Gender Queer Gender Fluid	Prefer Not To Say	Male	Female	Nonbinary
Human resources' job is to protect employees	36%	37%	37%	22%	38%	27%	34%	38%	41%
Human resources' job is to protect the company	46%	47%	47%	25%	56%	44%	47%	45%	52%
I'm not sure	17%	16%	16%	53%	5%	29%	18%	17%	7%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(498)	(931)	(55)	(19)	(26)	(546)	(860)	(39)

		Major					Sexual Orientation		Public / Private	
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	LGBTQIA	Straight	Private Not For Profit	Public
Human resources' job is to protect employees	36%	33%	24%	36%	35%	51%	31%	38%	37%	36%
Human resources' job is to protect the company	46%	48%	42%	47%	48%	26%	50%	45%	44%	47%
I'm not sure	17%	18%	35%	17%	17%	23%	19%	17%	19%	17%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(197)	(124)	(775)	(651)	(79)	(446)	(1043)	(400)	(1097)

		Race						
	Total	Middle Eastern	White	Asian	Black Or African American	Hispanic Latino	Two Or More Races	Other
Human resources' job is to protect employees	36%	48%	35%	39%	38%	40%	35%	25%
Human resources' job is to protect the company	46%	35%	48%	42%	42%	47%	47%	63%
I'm not sure	17%	17%	18%	19%	20%	13%	17%	13%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(23)	(735)	(294)	(96)	(182)	(111)	(43)

		Year				
	Total	2021	2022	2023	2024	2025
Human resources' job is to protect employees	36%	32%	32%	40%	40%	42%
Human resources' job is to protect the company	46%	53%	49%	46%	39%	41%
I'm not sure	17%	15%	18%	14%	22%	17%
Refused	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1500)	(188)	(484)	(462)	(290)	(69)

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Survey Methodology

This survey was designed and conducted by College Pulse. Interviews were conducted in English among a sample of 1500 undergraduate students who are currently enrolled in the U.S.

The initial sample was drawn from College Pulse's Undergraduate Student Panel that includes over 400,000 verified students representing more than 1,000 different colleges and universities in all 50 states. Panel members are recruited by a number of methods to help ensure diversity in the panel population, including web advertising, permission-based email campaigns, and partnerships with university organizations.

To reduce the effects of any non-response bias, a post-stratification adjustment was applied based on demographic distributions from the 2017 Current Population Survey (CPS). The post-stratification weight rebalanced the sample based on the following benchmarks: age, race and ethnicity, and gender. The sample weighting was accomplished using an iterative proportional fitting (IFP) process that simultaneously balances the distributions of all variables. Weights were trimmed to prevent individual interviews from having too much influence on the final results.

The margin of error for this survey is ±2.9%. Margins of error are typically calculated on probability-based samples and are not technically correct for non-probability online samples. We supply them here to provide a general assessment of error ranges that may be associated with the data.

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About College Pulse

College Pulse is an online survey and analytics company dedicated to understanding the attitudes, preferences, and behaviors of today's college students. College Pulse offers custom data-driven marketing and research solutions, utilizing its unique Undergraduate Student Panel that includes 400,000 undergraduate college student respondents from more than 1,000 four-year colleges and universities in all 50 states.

For more information, visit https://collegepulse.com