

## Quantum Workplace Benchmarks for New Engagement and Best Places to Work Survey Items 2022

Item	Category	Total Response n-size	Overall %Favorable	Finance & Insurance %Favorable	Health Care & Social Assistance %Favorable	Professional, Scientific & Technical Services %Favorable	Software & Information Technology %Favorable
I have opportunities to learn new skills that will help me succeed.	Career Growth & Development	1,279	70.8%	71.9%	65.9%	71.7%	75.8%
I have opportunities for advancement or promotion at this organization.	Career Growth & Development	1,277	52.3%	54.8%	46.9%	48.3%	57.9%
My immediate manager regularly coaches me on my job performance.	Manager Effectiveness	1,279	55.2%	64.4%	53.5%	47.6%	56.3%

Item	Category	Total Response n-size	Overall %Favorable	<250 employees %Favorable	250-499 employees %Favorable	500-999 employees %Favorable	1000-4999 employees %Favorable
I have opportunities to learn new skills that will help me succeed.	Career Growth & Development	1,279	70.8%	69.9%	71.3%	67.4%	73.8%
I have opportunities for advancement or promotion at this organization.	Career Growth & Development	1,277	52.3%	50.5%	53.7%	51.4%	54.6%
My immediate manager regularly coaches me on my job performance.	Manager Effectiveness	1,279	55.2%	51.9%	57.9%	59.6%	57.9%

Benchmark data comes from the Quantum Workplace Research Panel - an online opt-in poll from the Best Places to Work contest database pool. This data was collected in August 2022 with a total sample of 1,353 respondents. Benchmark categories must have at least 100 respondents to be included in this list. Industries and Company Size bands with <100 responses are not included in this benchmark document.