



work and politics:

Randstad U.S.

**workplace psychological
safety survey:
fact sheet.**



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In an era marked by diversity and political debates, Randstad US' Psychological Safety Survey provides critical insights into the state of psychological safety within American workplaces. This fact sheet summarizes findings from the survey, which encompassed responses from 1,052 employed U.S. workers aged 18-65, to shed light on employees' perceptions of opinion expression, political discourse, and their impacts on work environment dynamics.

key findings

freedom to express opinions


 64% of respondents feel safe to express their opinions at work.


 77.5% believe their political beliefs do not endanger their job.


political discussions in the workplace occurrence

 34.9% of respondents indicated that political discussions happen at least sometimes at their workplace.

top topics


 53.3% economy


 43.5% presidential elections


 41.9% healthcare


are the most commonly preferred subjects for workplace political discussions.

generational differences

 36.6% gen Z


 36.1% millennials


 34.5% gen X


 28.4% baby boomers

Younger generations, particularly Gen Z and Millennials, are more likely to engage in political conversations than Gen X and Baby Boomers.

preferred political topics


 53.3% economy

 43.5% presidential elections

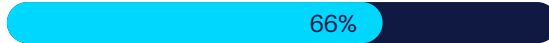
 41.9% healthcare

The economy is a hot topic, with 53.3% of US workers interested in discussing it, followed by the presidential election (43.5%) and healthcare (41.9%).


impact on productivity


 70.3% feel political discussions do not negatively impact their productivity, but sentiments vary with work location:

 72.6% In-person workers feel no impact.

 66% Remote workers feel no impact.

generational perspective


 26.4% Gen Z is more susceptible to productivity impact (26.4%) than Baby Boomers, who are the least affected (7.3%).


 7.3%

supporting resources and policies


resource preference by location


remote workers

 46.4% Emphasize mental health resources (46.4%) and HR guidance on engaging in political discussions at work (37.3%).

 37.3%

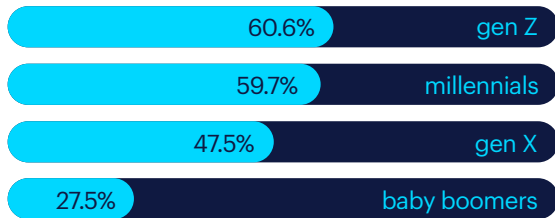
hybrid workers

 50.6% Prefer mental health resources (50.6%) but also value HR guidance somewhat more (40.2%) than remote workers.

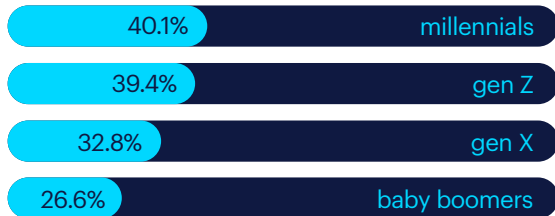
 40.2%

resource preference by generation

Mental health support is notably popular among younger generations, with its importance tapering off with older generations.



Across the board, a substantial portion of each generation sees value in having clear HR guidelines for political conversations.



The preference for banning political discussions increases with age, with Baby Boomers favoring it the most.



awareness and implementation of policies



Only 39.3% of respondents are aware of existing workplace policies on harassment or discrimination based on political beliefs.



About half of the respondents were not aware of any related policies.



Younger employees (Gen Z (47.2%) and Millennials (44.6%) show greater awareness of and interest in workplace policies regarding political discussions compared to older generations (Gen X (57.1%) and Baby Boomers (62.4%).



There is a notable demand for implementing harassment or discrimination policies before the 2024 elections with clear differentiation between generations. 50.4% of Gen Z respondents would like a policy, while a majority of older generations were less interested.

implications for employers: the importance of workplace policies

The survey spotlights a significant opportunity for employers to enhance their workplace environment. By focusing on developing targeted HR policies and support systems around political harassment and mental health, employers can foster a culture where employees feel secure in expressing themselves, leading to enhanced productivity and workplace harmony.