

2008 HOPE Corporate Executive Survey

PART I Questions About You

Directions: Please indicate your response in the space provided by writing in your response, checking the appropriate box, or circling your response.

1. What is your gender?

Male Female

2. What is your ethnicity? (check all that apply)

Latino/Hispanic
 Mexican American.....
 African American
 Asian American.....
 White/not Hispanic.....
 Bi-racial/Multi-racial
 Other

3. What is your age range? (mark one)

20 – 29 30 – 39 40 – 49.
 50 – 59 60 - 69 70+

4. What is your marital status? (mark one)

Single never married
 Married/Domestic Partner
 Separated
 Divorced
 Widowed

5. How many children do you have?

(circle one)

None 1 2 3 4 5 6+

6. What is your highest level of education completed? (mark one)

High school graduate
 Trade/Vocational school
 Some college
 Associate (A.A. or equivalent)
 Bachelor’s degree (B.A., B.S., etc.)
 Some graduate work
 Master’s degree (M.A., M.S., etc.)
 Ph.D. or Ed.D.
 Professional degree

7. What is your professional/job title? (write in)

8. How long have you worked for your current employer?

_____ Years _____ Months

9. How long have you worked in your present position?

_____ Years _____ Months

10. Have you ever “stopped-out” from your career? (not worked for a period of time then returned)

Yes No

11. If YES to question 10, for which of the following reasons did you “stop out”? (mark all that apply)

Pregnancy
 Child- care.....
 Elder-care
 Partners career advancement
 To pursue education.....
 Other

12. On average, how many hours do you work per week? (mark one)

< 40 40 – 44 45 – 49
 50 – 54 55 – 59 > 60+

13. What is your estimated annual income range from your current job? [compensated salary plus bonuses] (mark one)

Less than 100,000
 100,000 – 199,000
 200,000 – 299,000
 300,000 – 399,000
 400,000 – 499,000
 500,000 +

14. Overall, how would you describe your level of satisfaction with your present job? (mark one)

Very satisfied
 Satisfied
 Neutral
 Somewhat dissatisfied.....
 Very dissatisfied.....

15. Are you the sole financial provider for your household?

Yes No

16. Do you currently sit on a corporate board?

Yes No

17. Did you aspire to work in an executive position?

Yes No

18. Do you plan to start your own company in the future?

Yes No

19. Do you plan on retiring within in the next 5 years?

Yes No

20. Do you have previous work experience in the public sector? If YES, how long?

Yes Number of years _____
 No

21. If YES to question 20, what positions did you hold? (write in)

22 Do you have previous work experience in government? If YES, how long?

Yes Number of years _____
 No

23. If YES to question 22, what positions did you hold? (write in)

24. Rate yourself on each of the following traits as compared with the average person. (mark one in each row)

1 = highest
2 = above average
3 = average
4 = below average
5 = lowest

	1	2	3	4	5
Leadership ability					
Drive to achieve					
Emotional health					
Cooperativeness					
Creativity					
Popularity					
Multicultural competence					
Self-Confidence (intellectual)					
Self-Confidence (social)					
Understanding of others					
Ability to persuade others					
Ability to develop relationships					
Self-understanding					
Visionary					
Risk taker					

PART II General Information About Your Company

25. What is the nature of your company's primary business? (mark one)

- Automobile (manufacturing)
- Advertising, Marketing, Public Relations
- Biotechnology
- Computer Hardware
- Consumer Products (please specify) _____
- Electronics
- Energy & Utilities
- Financial (accounting, banking, investments)
- Food, beverage (manufacturing)
- Health Care (hospitals, medical equipment)
- Industrial
- Insurance (life, health, property, auto)
- Leisure & recreation (travel, hotel, restaurant)
- Media
- Pharmaceuticals
- Real Estate
- Retail (please specify category) _____
- Semiconductors
- Services (please specify) _____
- Software
- Telecommunications
- Other (please specify) _____

26. In my company, Latina employees at the executive/senior management level make up approximately:

- Less than 10% 10% - 19%
 20% - 39% 40% - 49%
 50% - 59% 60% - 69%
 70% - 79% More than 80%

27. What is the size of your company? [based on annual gross revenue] (mark one)

- Less than \$100 million
 \$100 - \$570 million
 \$580 mil - \$1.5 billion.....
 \$1.6 - \$3.0 billion.....
 \$3.1 - \$6.0 billion.....
 More than \$6.0 billion.....

28. In what other countries does your company have branch office locations? (please check all that apply)

- Australia
- Canada
- Central America
- China
- Europe
- Indonesia
- Japan
- Korea
- Mexico
- Middle East
- New Zealand
- Russia
- South America
- Taiwan
- Other _____

29. Do women hold any of the following top positions at your company? (mark all that apply)

- Board of Directors
- Chairperson/CEO
- Vic Chair
- President/COO
- VP executive
- Corporate counsel
- CFO
- Chief Diversity Officer
- Chief Marketing Officer
- Other Chief Officer
- Other executive position

PART III Your Opinion

30. Turnover rates for women of color is a concern for your company

- Yes No

31. Your company has formal policies to increase workforce diversity

- Yes No

32. Career advancement paths within the company are clear

- Yes No

33. A diverse workforce is good for business

- Yes No

34. At the executive level, diversity goals are tied to performance reviews

- Yes No

35. In a global economy, a diverse workforce is increasingly important to the success of your company

- Yes No

36. Your company has a system in place for identifying "high potential" women of color

- Yes No

37. I had a mentor that helped me navigate my way to my current position

- Yes No

38. I have mentored others

- Yes No

39. How important are these factors to the career advancement of individuals who want to become executives? (mark one in each row)

1 = Critically important, essential

2 = Important, but not essential

3 = Lesser priority

	1	2	3
Ability to "fit-in"			
A professional network			
Having an influential mentor			
Advanced education			
Previous experience in a similar industry			
General management/line experience			
Bi-lingual			
Multi-cultural competence			
Access to high visibility assignments			
Communication skills			
Ability to work cooperatively with others			
Ability to relocate			
Ability to influence others			
Ability to work long hours			
Ability to travel for work			
Ability to advocate for self			
Political savvy			
Inclusion/participation in informal corporate networks			
Work/life balance			
Commitment to career			
Express a desire for career advancement			
Education that is directly related to your employed industry			

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PART III Your Thoughts

**40. What advice do you have for Latinas
aspiring to executive level positions?**

(please write in)

THANK YOU!