

# 2008 HOPE Corporate Manager/Supervisor 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? (mark one)**

Less than 40,000 .....   
 41,000 – 50,000 .....   
 51,000 – 60,000 .....   
 61,000 – 70,000 .....   
 71,000 – 80,000 .....   
 81,000 – 90,000 .....   
 91,000 + .....

**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. Approximately what portion of your household’s income do you receive from this job? (mark one)**

20 percent or less .....   
 21 – 40 percent .....   
 41 – 60 percent .....   
 61 – 80 percent .....   
 81 – 100 percent .....

**16. Do you aspire to work in an executive level position?**

Yes       No

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

Yes       No

**18. 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					

**CONTINUED ON BACK** →

## PART II General Information About Your Company

19. 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)  


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 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)  


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 Semiconductors  
 Services (please specify)  


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 Software  
 Telecommunications  
 Other (please specify)

20. In my company, Latina employees at the management/supervisor level make up approximately:

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

20. 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%

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

- SMALL <\$100 million - \$570 million.....  
 MEDIUM \$580 mil – \$3.0 billion.....  
 LARGE \$3.1 - >\$6.0 billion.....  
 I don't know .....

22. Does your company have branch offices outside of the United States?

- Yes       No

23. If YES to question 22, in what other countries does your company have branch office locations? (please write in)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## PART III Your Opinion

24. Employment turnover rates for women of color within my company is a concern

- Yes       No

25. My company has formal policies to increase workforce diversity

- Yes       No

26. Career advancement paths within the company are clear

- Yes       No

27. At the management level, diversity goals are tied to performance reviews

- Yes       No

28. My company has a system in place for identifying "high potential" women of color

- Yes       No

29. My company has a mentor program.

Formal Mentor Program

- Yes       No

Informal Mentor Program

- Yes       No

30. My accomplishments are usually recognized by my superiors. (mark one)

- Strongly agree  
 Agree  
 Disagree  
 Strongly disagree

31. My company has a fair and effective program for employee performance review and appraisal. (mark one)

- Strongly agree  
 Agree  
 Disagree  
 Strongly disagree

32. I aspire to an executive level position. (mark one)

- Strongly agree  
 Agree  
 Disagree  
 Strongly disagree

33. Overall, how would you describe career advancement opportunities for Latinas within your company? (mark one)

- Excellent  
 Above average  
 Average  
 Below average  
 Poor

34. Overall, how would you describe your employers "diversity climate"? (mark one)

- A = Excellent  
 B = Above average  
 C = Average  
 D = Below average  
 F = Poor

35. In your opinion, how important do you think these factors are to the career advancement of Latinas who want to advance their careers to the executive level? (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			
Ability to express a desire for career advancement			
Education that is directly related to your employed industry			

**THANK YOU!**