SOCIOPOLITICS IN THE US WORKPLACE

The well-defined boundaries between professional and personal life have blurred considerably as smartphones and personal devices have become ubiquitous and social media is used for both professional and personal purposes. In parallel, the political environment in the United States has become increasingly charged and polarized, and research has shown that a person's political opinions can impact their career.

To navigate the complex and evolving cultural and political landscape, employers require assistance. In January 2023, HiBob's research department surveyed 2000 professionals in the US. The survey's primary objective was to provide employers with insights into their employees' perspectives on political expression within the workplace. It sought to determine the appropriateness, location, and manner in which political discourse should occur. Additionally, the survey aimed to identify the potential consequences that employees are concerned about when engaging in such discussions.
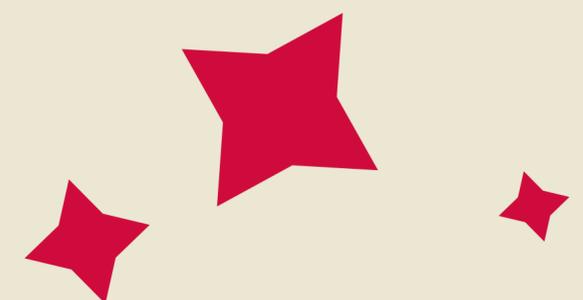
Key takeaways

Applicants are deterred from joining a company if their political beliefs are contradictory or in opposition to those held by the company. When deciding whether to accept an offer from a company, politics can have a major impact. Within this survey, 39% of respondents say that a company's political stance will deter them from accepting an offer to join a company, and only 35% say that it will not deter them.

#1 Employees can be prompted to leave a company due to its opposing political stance

Fewer people will leave a company whose political stance opposes their own once they already work for that company.

In this survey, 46% of respondents said they would not leave. However, a significant number, 29%, say that a company's opposing stance would prompt them to leave the company.

#2 Politics should be kept out of the office and company communication channels

Employees and managers don't like talking politics at work. In the scope of this survey, 61% of respondents say that sociopolitical discussions should be kept out of the office, and 66% say they should be kept off of company communications channels like Slack.

#3 Discussing sociopolitical opinions with managers and colleagues can harm work and working relationships.

According to our survey, there are ramifications for sharing political opinions at work. From this survey question, 42% of respondents feel that sharing their opinions with their manager could harm their job and relationships, and 50% felt the same about sharing opinions with a colleague.

#4 **Unchecked political discussions should not occur on business-related social media platforms; companies should establish clear guidelines detailing what is and is not acceptable.**

People are also concerned about discussing politics on personal-professional platforms like LinkedIn. In the framework of this survey, 57% of respondents say that sociopolitical discussions should be kept off of business-related social media, and 43% feel that companies should take action and prevent employees from posting their political opinions.

#5 **Respectful and safe sociopolitical discourse should be encouraged to nurture a legitimately inclusive and diverse company culture.**

Sociopolitical discourse in the workplace can't be eliminated altogether in a free society. But free speech isn't hate speech, and employers must ensure that discourse is held in a respectful and safe manner. In the context of this survey, 48% of respondents who have an opinion feel that respectful sociopolitical discourse should be encouraged to nurture an inclusive and diverse company culture, and 81% of respondents who have an opinion say that sociopolitical topics need to be discussed in a safe space and include voicing opposing opinions respectfully.

Findings

Employer brand

Companies are increasingly asked to take a stance on political and ideological issues ranging from environmental concerns to racial tensions and support for specific candidates. Our study examined how a company's political stance impacts its employer brand and whether it deters candidates from accepting an offer to join the company or may prompt them to leave the company where they are currently employed.
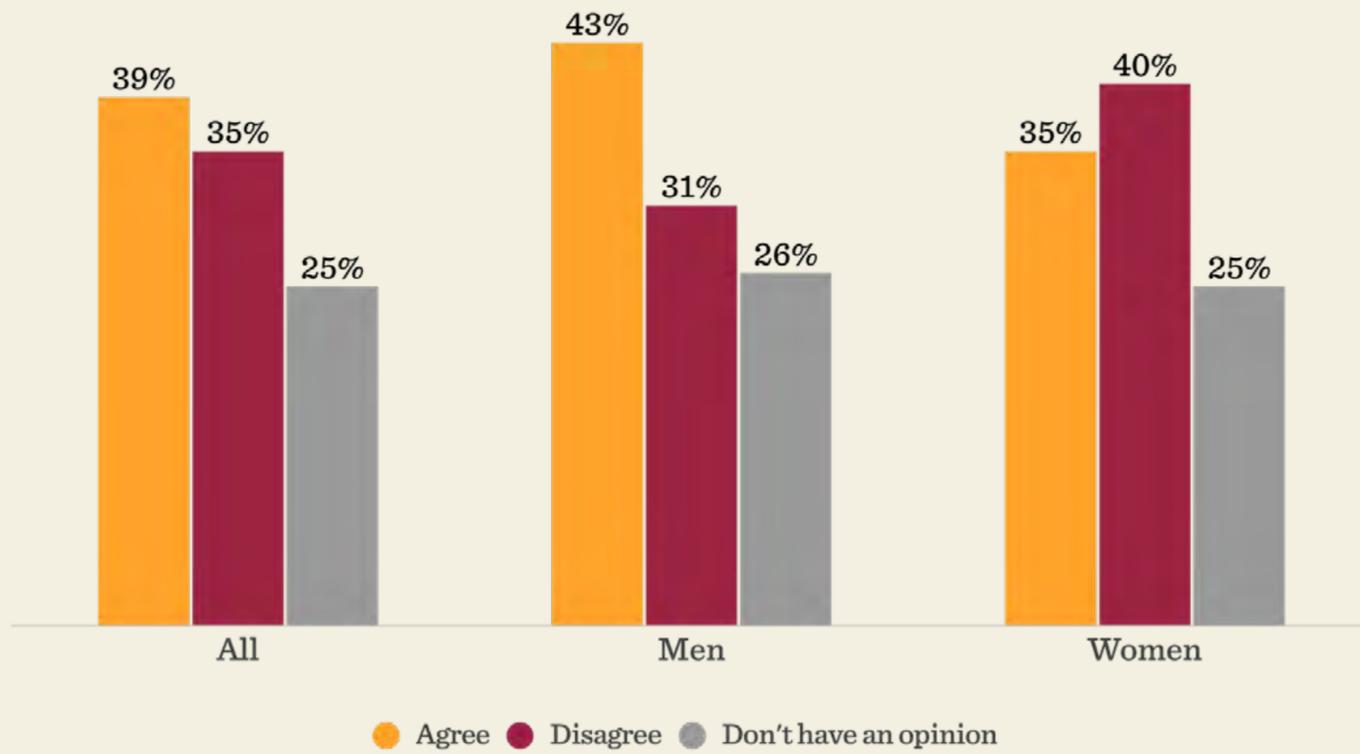
We found that a company's political stance can significantly impact respondents' willingness to work at a company. In this report, 39% of respondents say that an opposing opinion would deter them from accepting a company offer, 29% say that it will prompt them to leave a company, and 25% don't have an opinion on the topic.

We also found that men are less likely than women to join a company with a political stance that opposes their own and are more likely to leave a company for the same reason. We found 43% of men feel it would be a deterrent from joining compared to 35% of women, and 35% of men say it would cause them to leave compared to only 23% of women.

Age also has an impact, with younger workers significantly more likely to avoid or leave a company due to a conflict of political opinion than their older counterparts. In fact, whereas 43% of workers ages 35-44 say they would leave a company whose political stance opposed their own, only 17% of workers ages 54+ say the same. Then 47% of respondents ages 25-44 say that an opposing political opinion would deter them from joining a company, compared to only 30% of respondents ages 54+.

Respondents who are parents are more likely to be impacted by a company's politics than non-parents. The research finds 44% of parents say they would be deterred from joining a company whose political stance opposed their own, and 36% say that they would leave a company whose political stance opposed their own compared with 39% and 27% of non-parents. More non-parents (30%) say they don't have an opinion on the issue, compared to 23% of parents.

A company's political stance that opposes mine will deter me from accepting an offer to join

	All	Men	Women
Agree	39%	43%	35%
Disagree	35%	31%	40%
Don't have an opinion	25%	26%	25%

A company's political stance that opposes mine will deter me from accepting an offer to join by age

	25 - 34	35 - 44	45 - 54	55+	All
Agree	47%	47%	39%	30%	39%
Disagree	31%	30%	33%	43%	35%
Don't have an opinion	22%	22%	28%	27%	25%
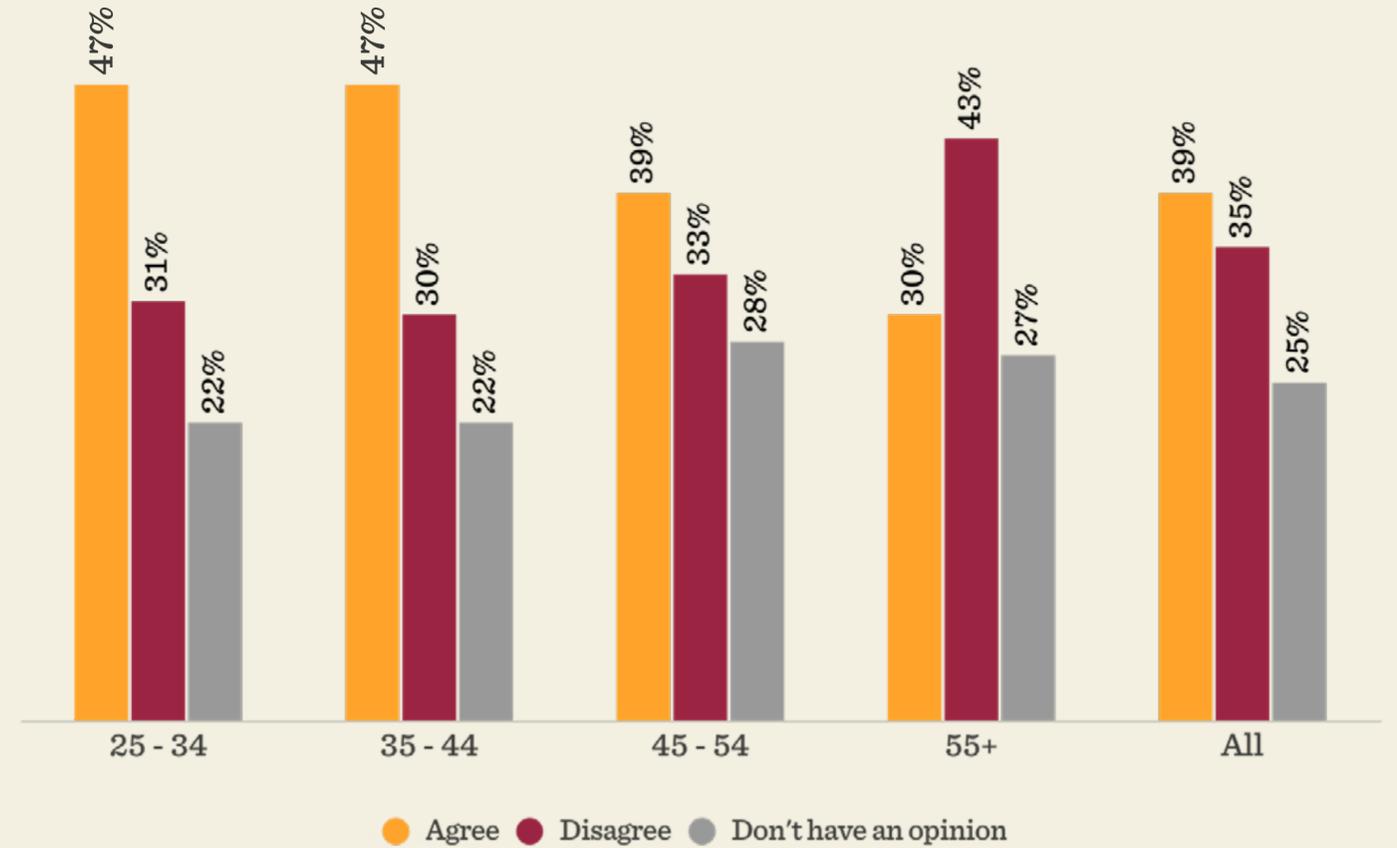
A company's political stance that opposes mine will deter me from accepting an offer to join by personal status
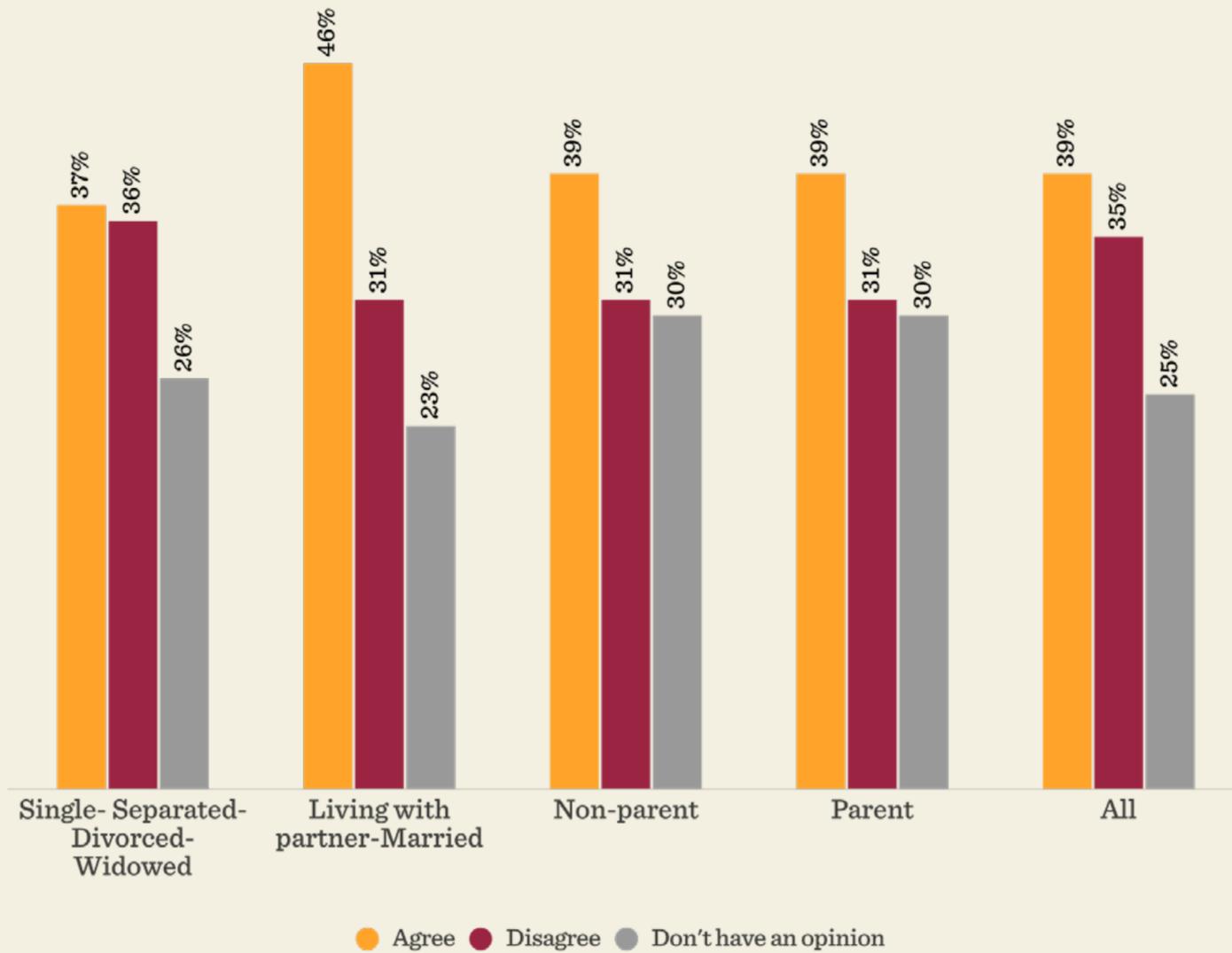
	Agree	Disagree	Don't have an opinion
Single-Separated-Divorced-Widowed	37%	36%	26%
Living with partner-Married	46%	31%	23%
Non-parent	39%	31%	30%
Parent	39%	31%	30%
All	39%	35%	25%

A company's political stance that opposes mine will deter me from accepting an offer to join by company size
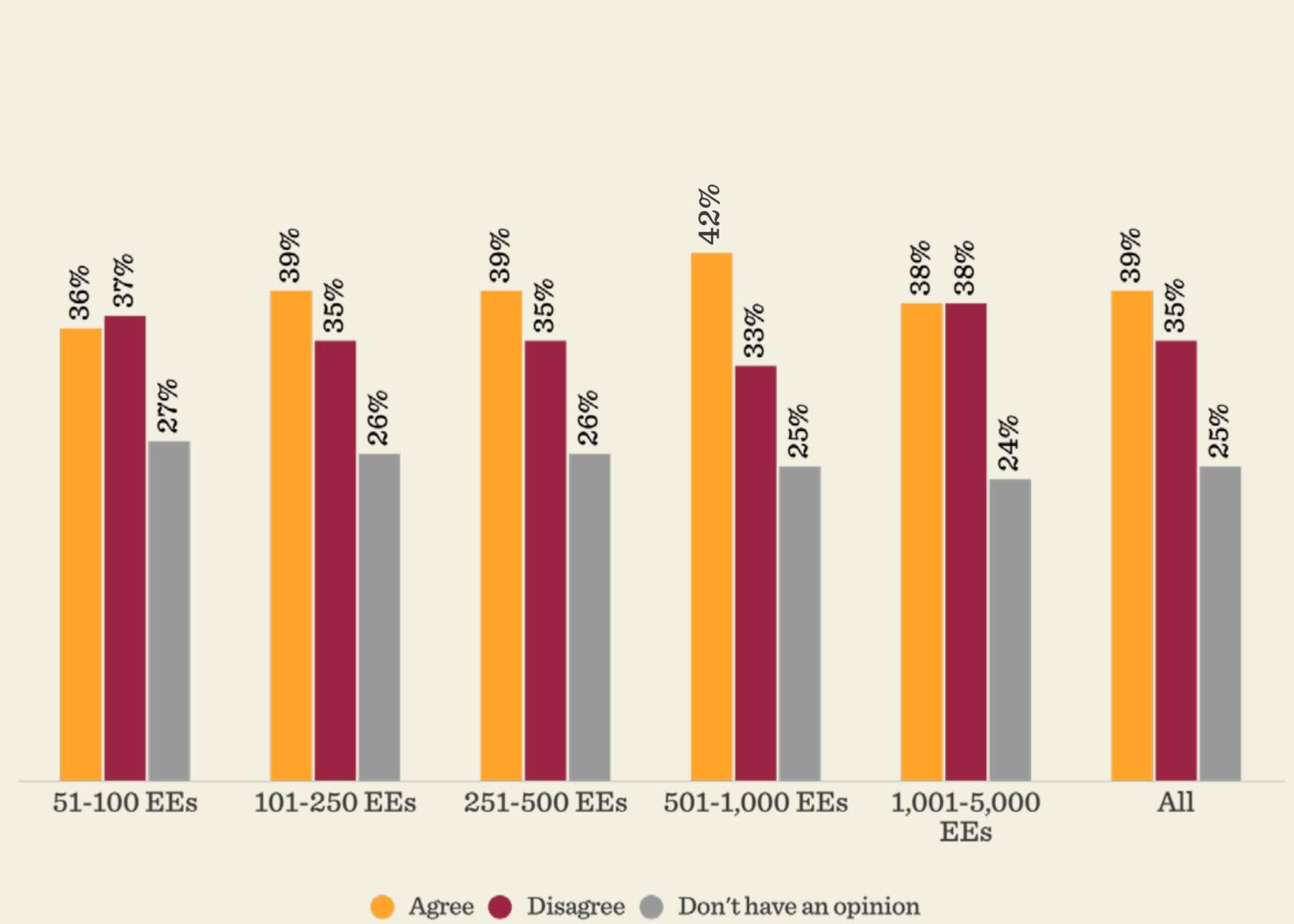
	Agree	Disagree	Don't have an opinion
51-100 EEs	36%	37%	27%
101-250 EEs	39%	35%	26%
251-500 EEs	39%	35%	26%
501-1,000 EEs	42%	33%	25%
1,001-5,000 EEs	38%	38%	24%
All	39%	35%	25%

A company's political stance that opposes mine will deter me from accepting an offer to join by role

Individual Contributor
- 38% Agree
- 35% Disagree
- 27% Don't have an opinion

Manager of People
- 41% Agree
- 36% Disagree
- 23% Don't have an opinion

All
- 39% Agree
- 35% Disagree
- 25% Don't have an opinion

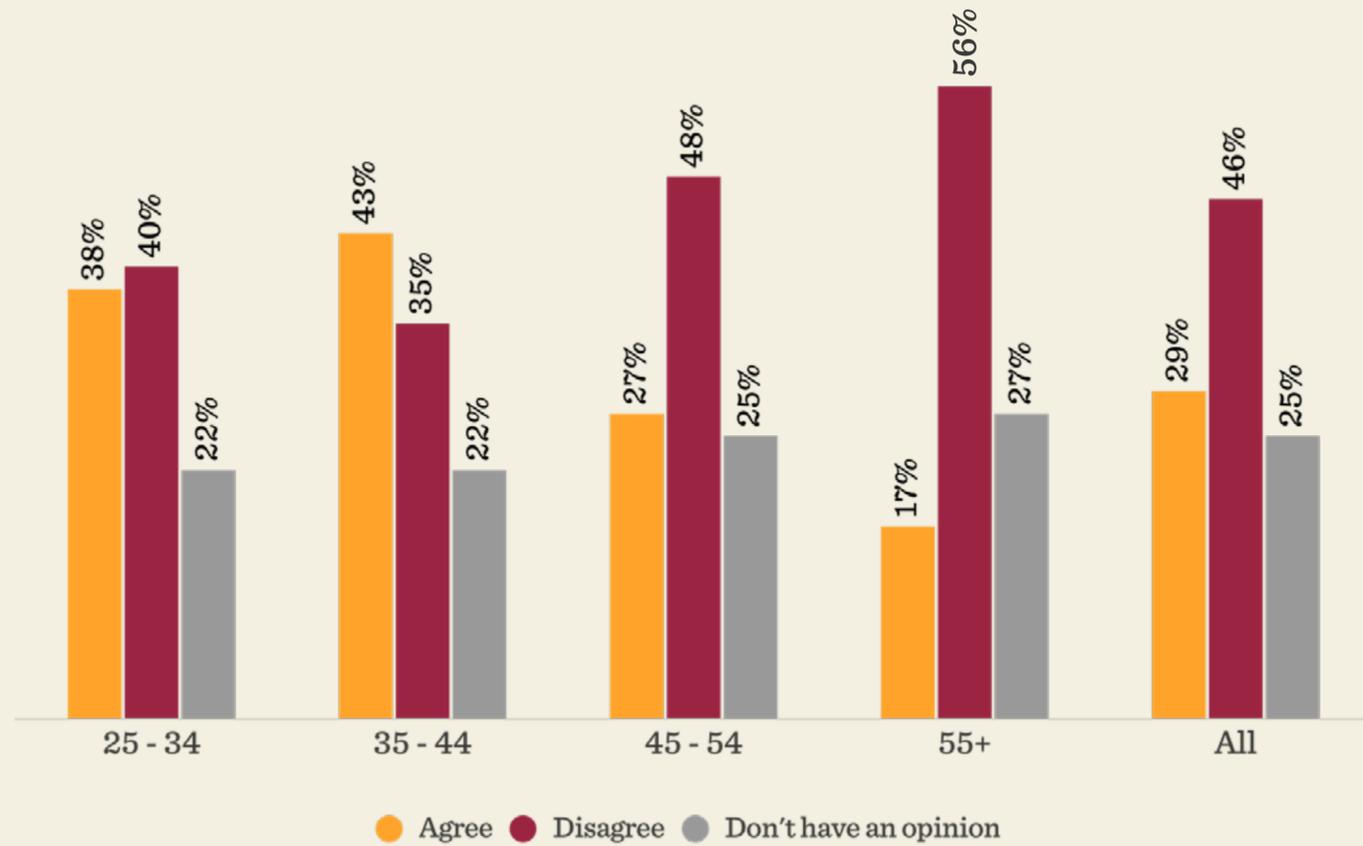● Agree ● Disagree ● Don't have an opinion
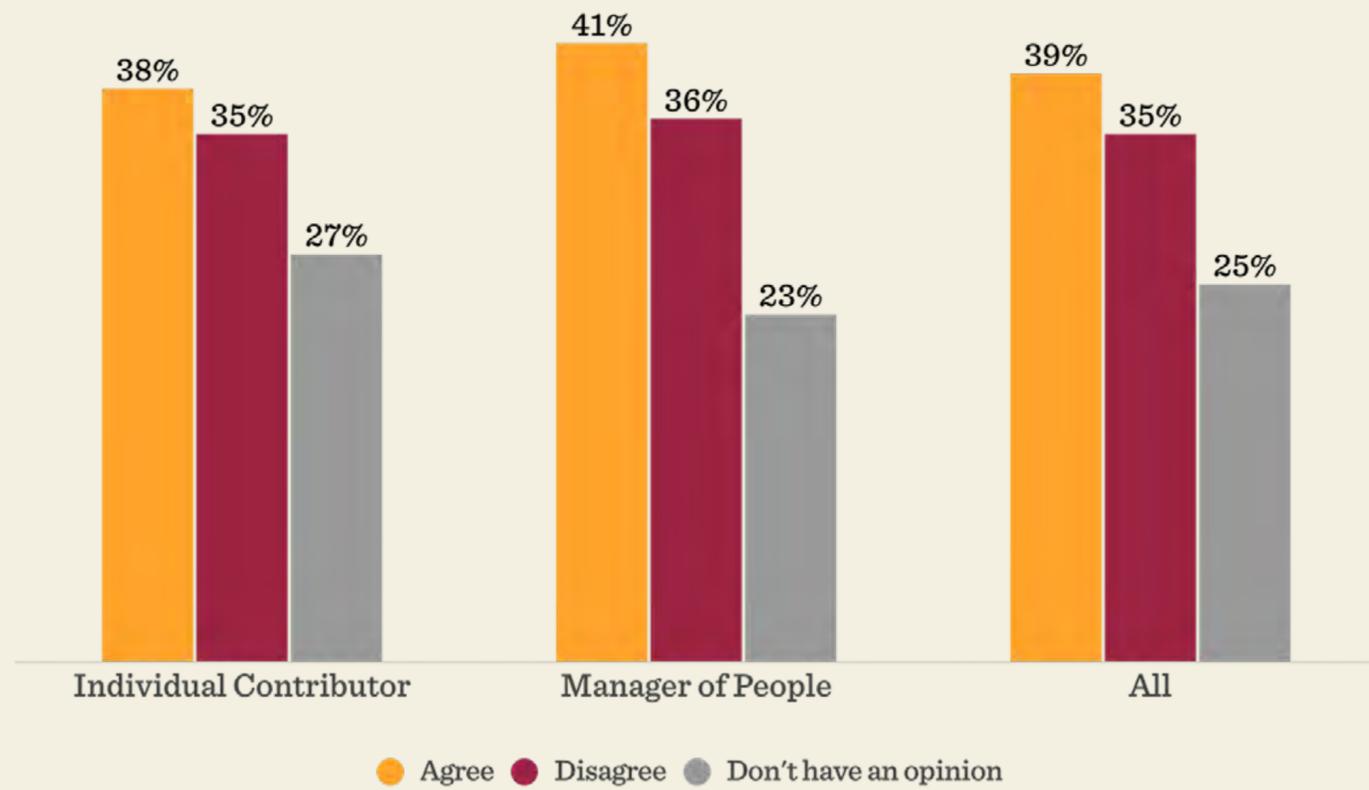
Companies of different sizes show little variation in their response to a company's political stance as a deterrent for joining, with comparable numbers both agreeing and disagreeing. The most significant discrepancy is among companies with 501-100 employees, where 42% of respondents say that a company's political stance will deter them from accepting an offer to join, and only 33% do not agree. Respondents in mid-sized companies with 251-1000 employees are more likely to be prompted to leave a company due to its political stance than smaller or larger companies.

Managers are more likely to be deterred from joining or leaving a company where they currently work due to its political stance than individual contributors. The research finds 41% of managers would be deterred from joining, and 33% would leave, compared to 38% and 26% of individual contributors.

An employer's political stance that opposes mine
will prompt me to leave

	All	Men	Women
Agree	29%	35%	23%
Disagree	46%	41%	51%
Don't have an opinion	25%	24%	25%

● Agree   ● Disagree   ● Don't have an opinion
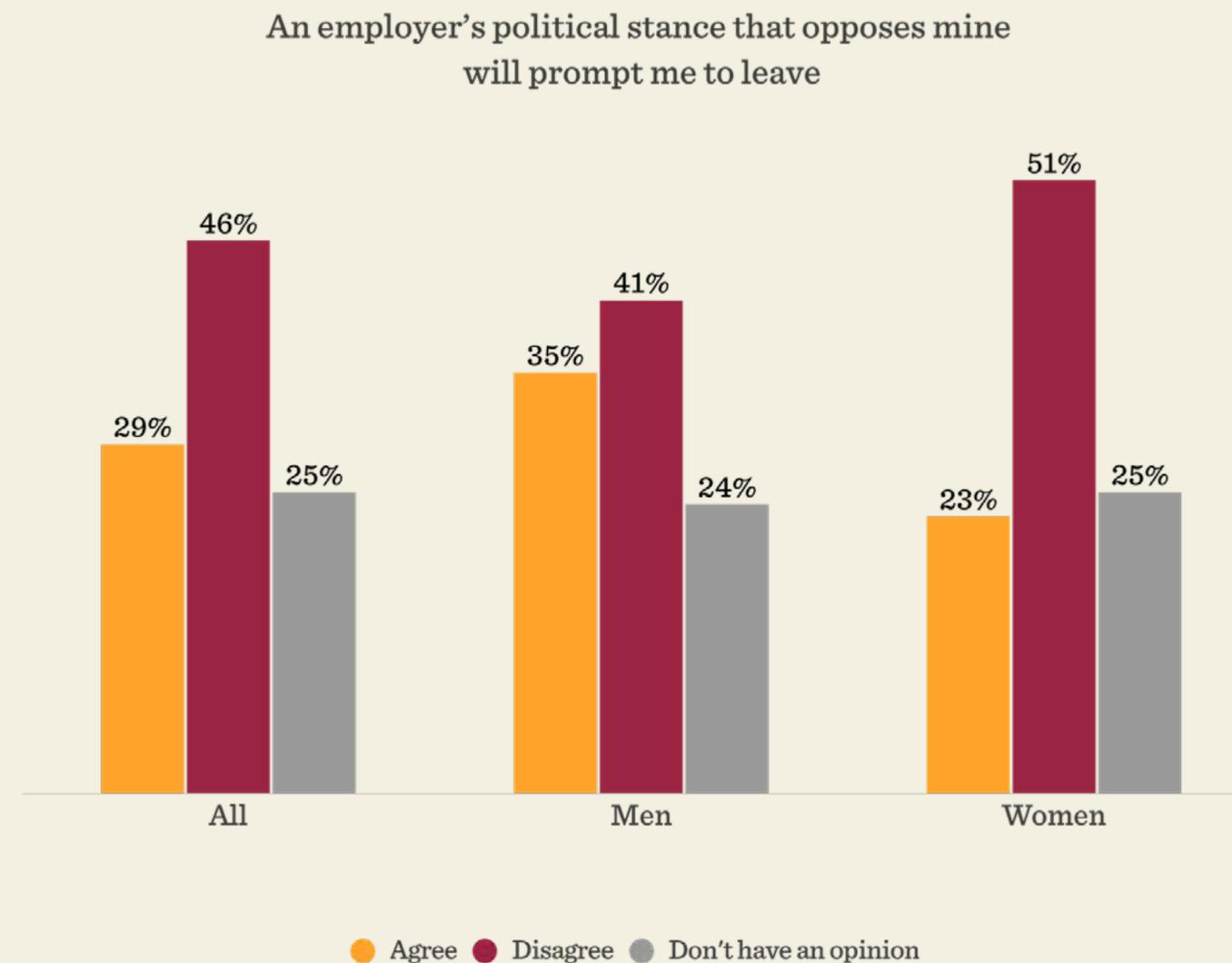
An employer's political stance that opposes mine will prompt me to leave by age group

	25 - 34	35 - 44	45 - 54	55+	All
Agree	38%	43%	27%	17%	29%
Disagree	40%	35%	48%	56%	46%
Don't have an opinion	22%	22%	25%	27%	25%

● Agree ● Disagree ● Don't have an opinion

An employer's political stance that opposes mine will prompt me to leave by parental status

	Single-Separated-Divorced-Widowed	Married- Living with partner	Non-parent	Parent	All
Agree	26%	37%	27%	36%	29%
Disagree	48%	40%	45%	41%	46%
Don't have an opinion	26%	23%	28%	23%	25%

● Agree ● Disagree ● Don't have an opinion
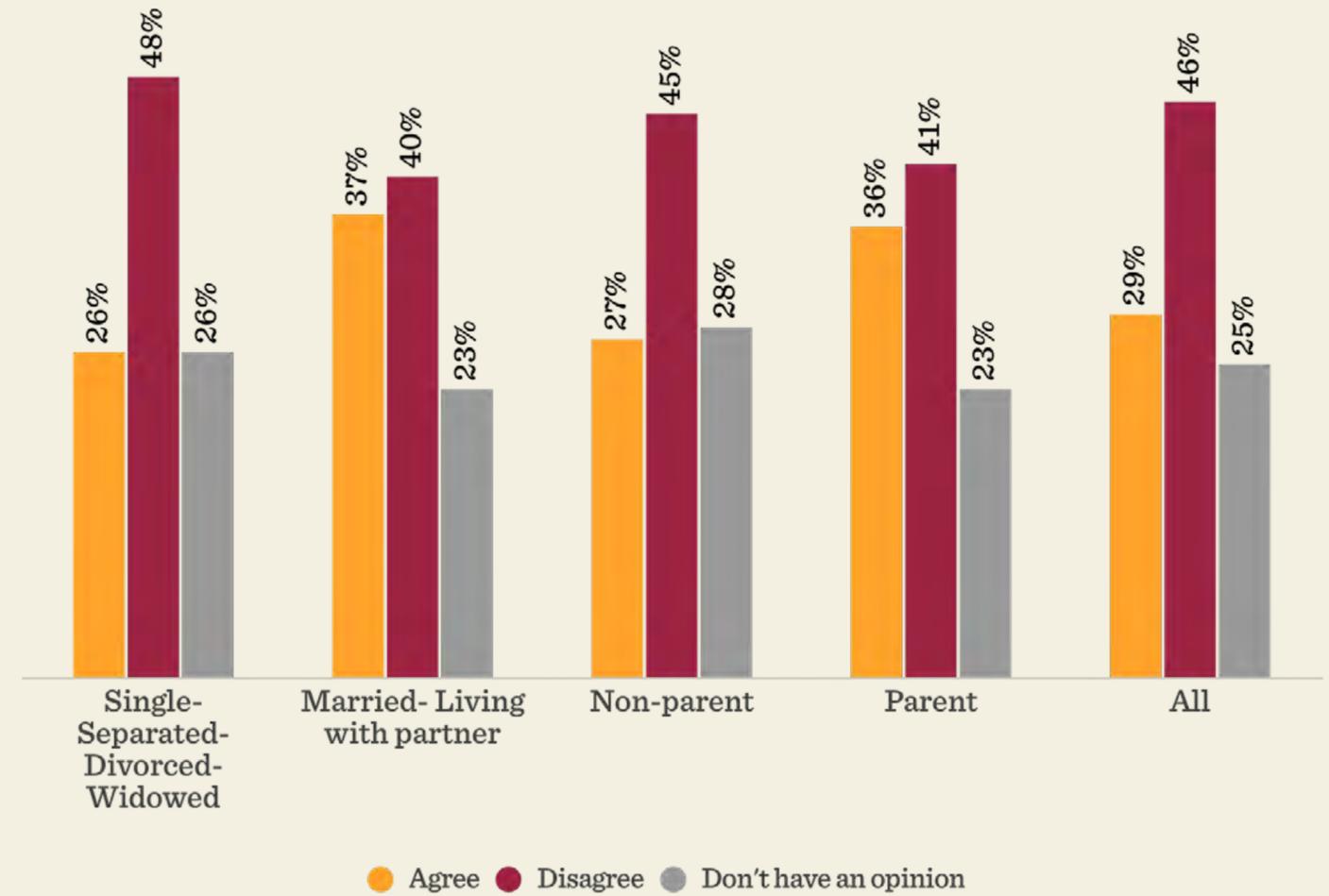
An employer's political stance that opposes mine will prompt me to leave by company size

51-100 EEs
- Agree: 24%
- Disagree: 52%
- Don't have an opinion: 24%

101-250 EEs
- Agree: 27%
- Disagree: 47%
- Don't have an opinion: 26%

251-500 EEs
- Agree: 36%
- Disagree: 38%
- Don't have an opinion: 26%

501-1,000 EEs
- Agree: 35%
- Disagree: 42%
- Don't have an opinion: 23%

1,001-5,000 EEs
- Agree: 26%
- Disagree: 49%
- Don't have an opinion: 26%

All
- Agree: 29%
- Disagree: 46%
- Don't have an opinion: 25%

● Agree ● Disagree ● Don't have an opinion

An employer's political stance that opposes mine will prompt me to leave by role

Individual Contributor
- Agree: 26%
- Disagree: 48%
- Don't have an opinion: 27%

Manager of People
- Agree: 33%
- Disagree: 45%
- Don't have an opinion: 22%

All
- Agree: 29%
- Disagree: 46%
- Don't have an opinion: 25%

● Agree ● Disagree ● Don't have an opinion

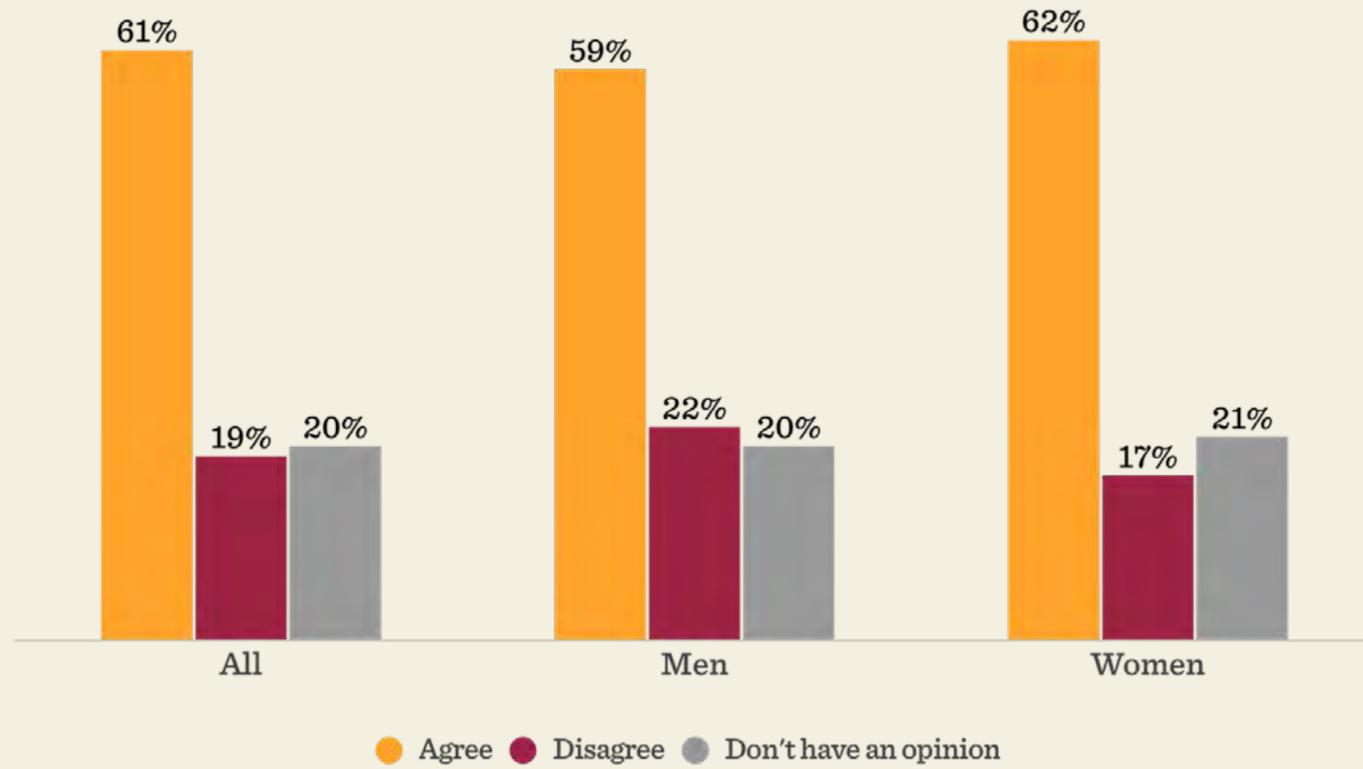# Where should sociopolitical issues be discussed?

Political discussions in the office

Our study also looked at the respondents' opinions about where sociopolitical issues should and should not be discussed, including the office, company digital communication channels, and on social media.
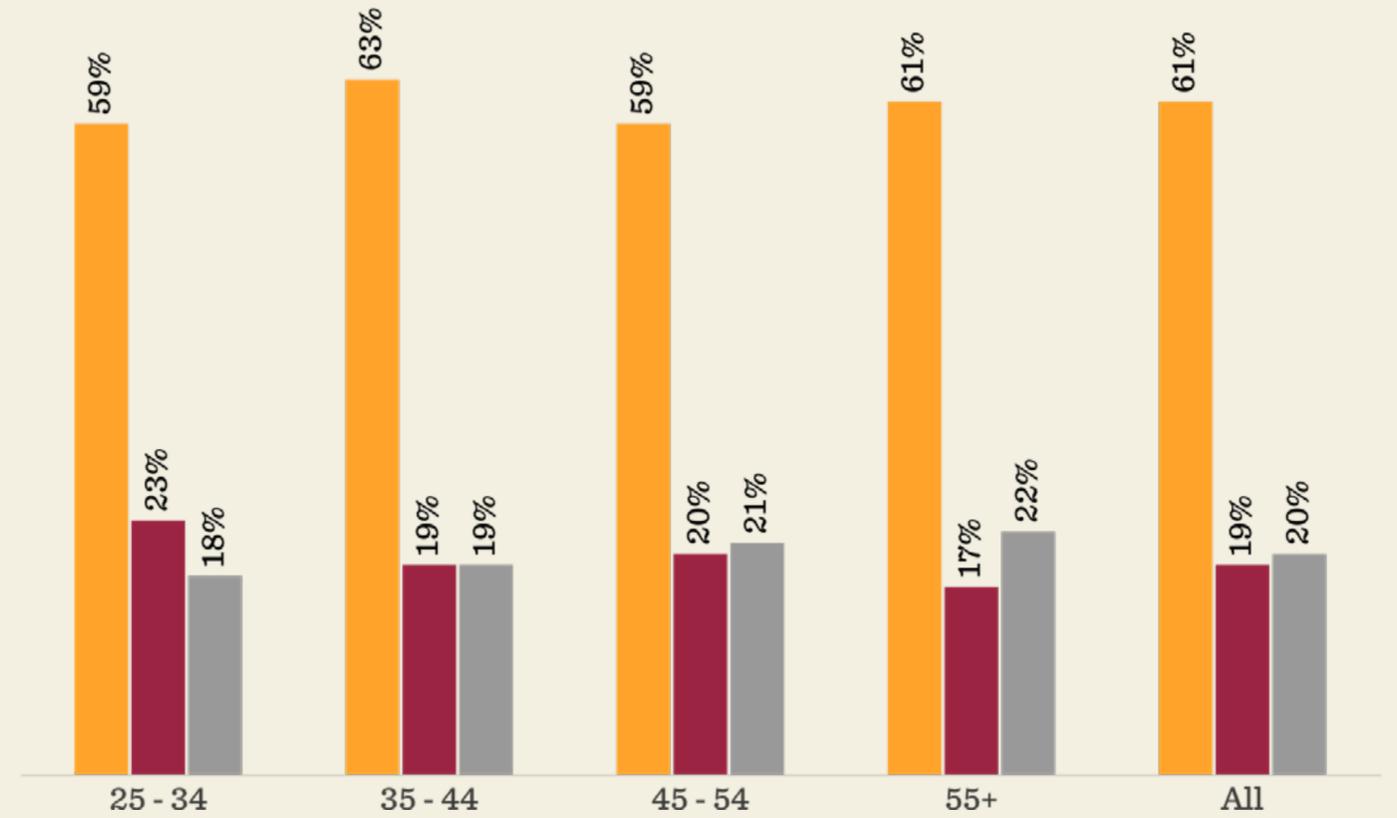
The majority of respondents, 61%, feel that sociopolitical discussions should be kept out of the office because they can negatively affect company culture, with no significant disparity between genders. Only 19% disagree or think that sociopolitical discussions can be conducted in the workplace, and an additional 20% do not have an opinion on the topic.

While the majority of respondents in companies of all sizes feel that sociopolitical discussions should be kept out of the office, respondents working for larger companies with 500+ employees are more likely to feel that way than their counterparts in smaller companies (64% of respondents working in companies with 500+ employees, compared to 53% and 57% in smaller companies).

Sociopolitical discussions should be kept out of the office because they can negatively impact company culture

	All	Men	Women
Agree	61%	59%	62%
Disagree	19%	22%	17%
Don't have an opinion	20%	20%	21%

Legend: Agree · Disagree · Don't have an opinion

Sociopolitical discussions should be kept out of the office because they can negatively impact company culture by age group

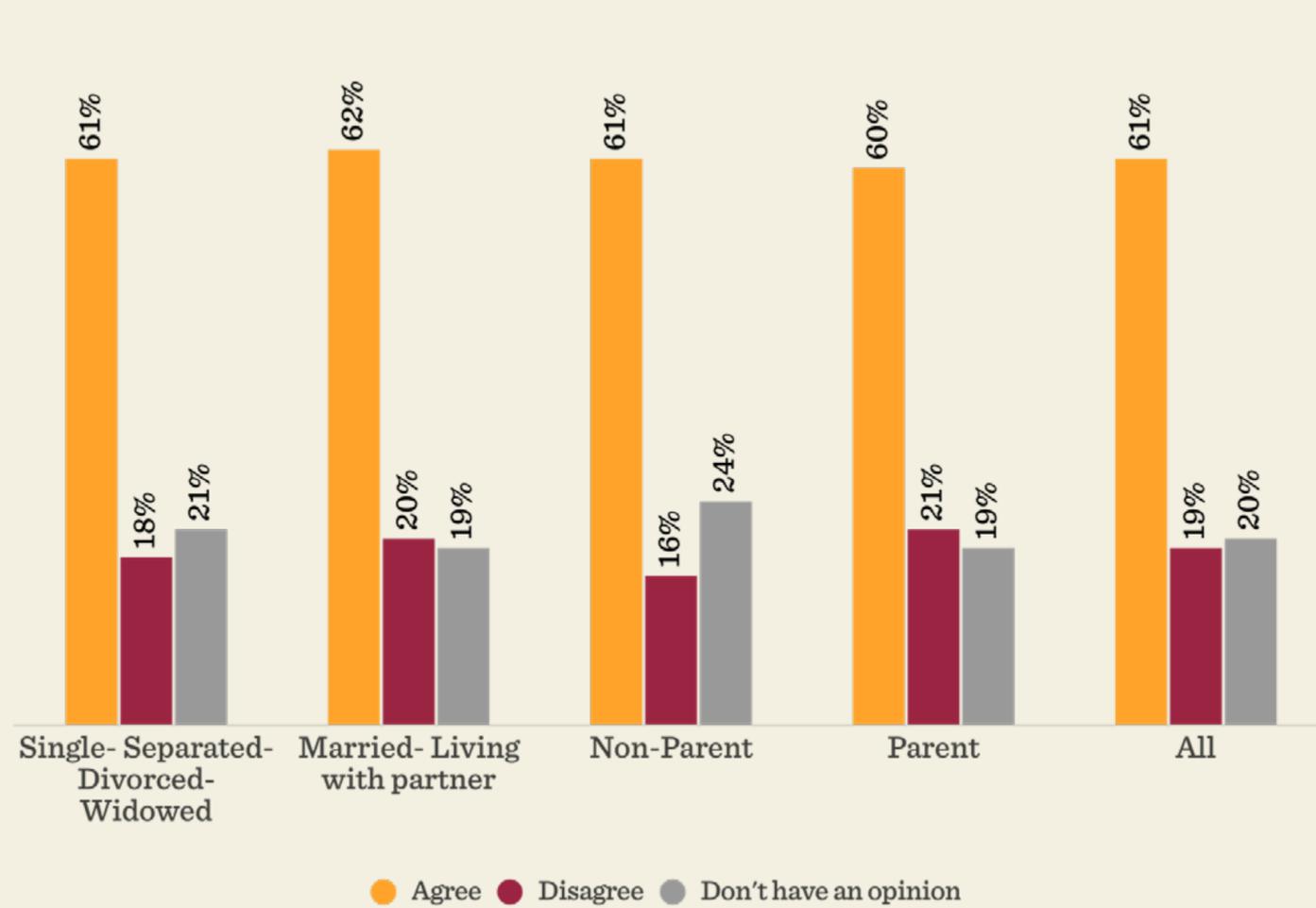|	25 - 34	35 - 44	45 - 54	55+	All
Agree	59%	63%	59%	61%	61%
Disagree	23%	19%	20%	17%	19%
Don't have an opinion	18%	19%	21%	22%	20%

Sociopolitical discussions should be kept out of the office because they can negatively impact company culture by personal status

Single-Separated-Divorced-Widowed: Agree 61%, Disagree 18%, Don't have an opinion 21%
Married-Living with partner: Agree 62%, Disagree 20%, Don't have an opinion 19%
Non-Parent: Agree 61%, Disagree 16%, Don't have an opinion 24%
Parent: Agree 60%, Disagree 21%, Don't have an opinion 19%
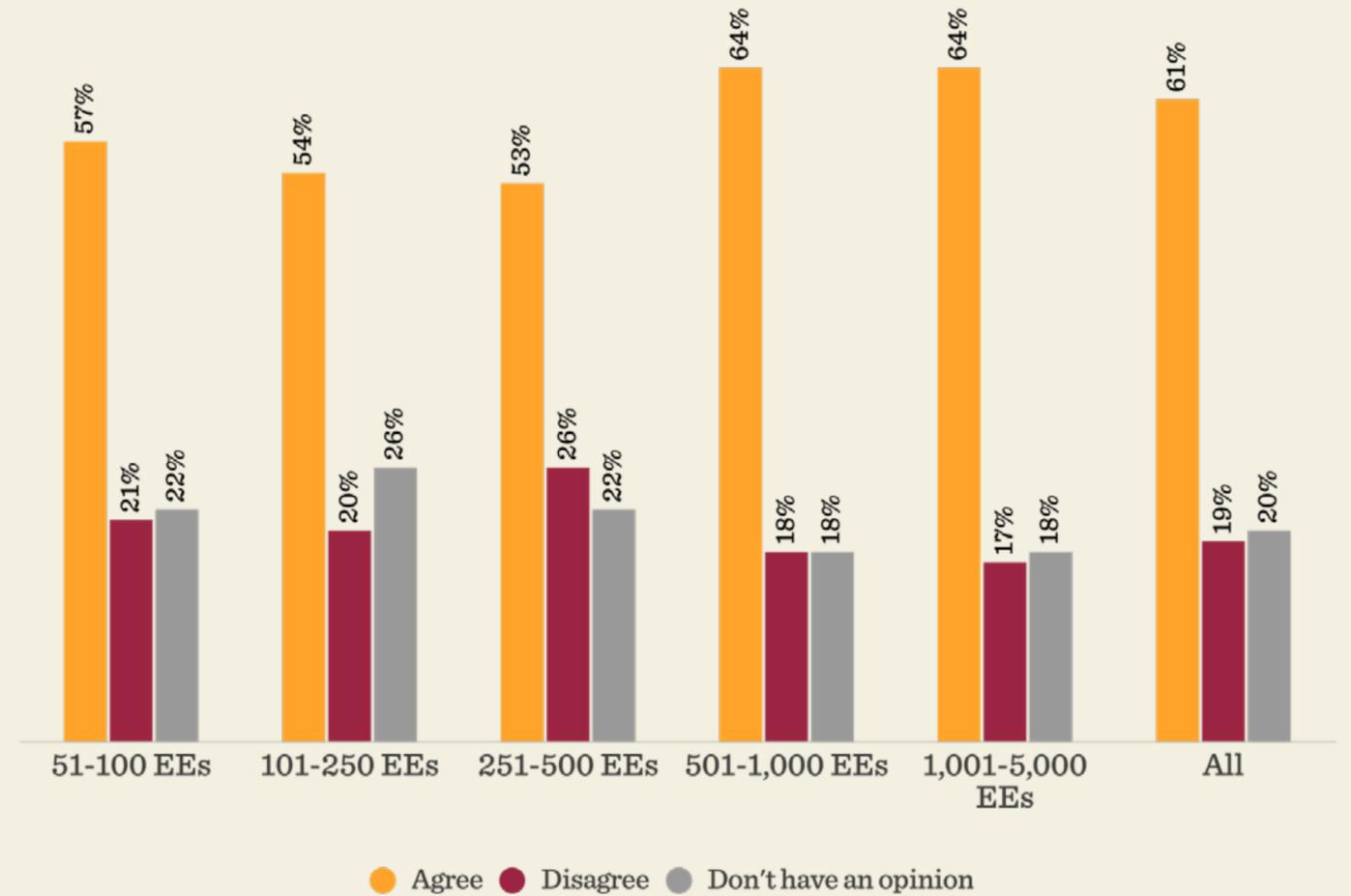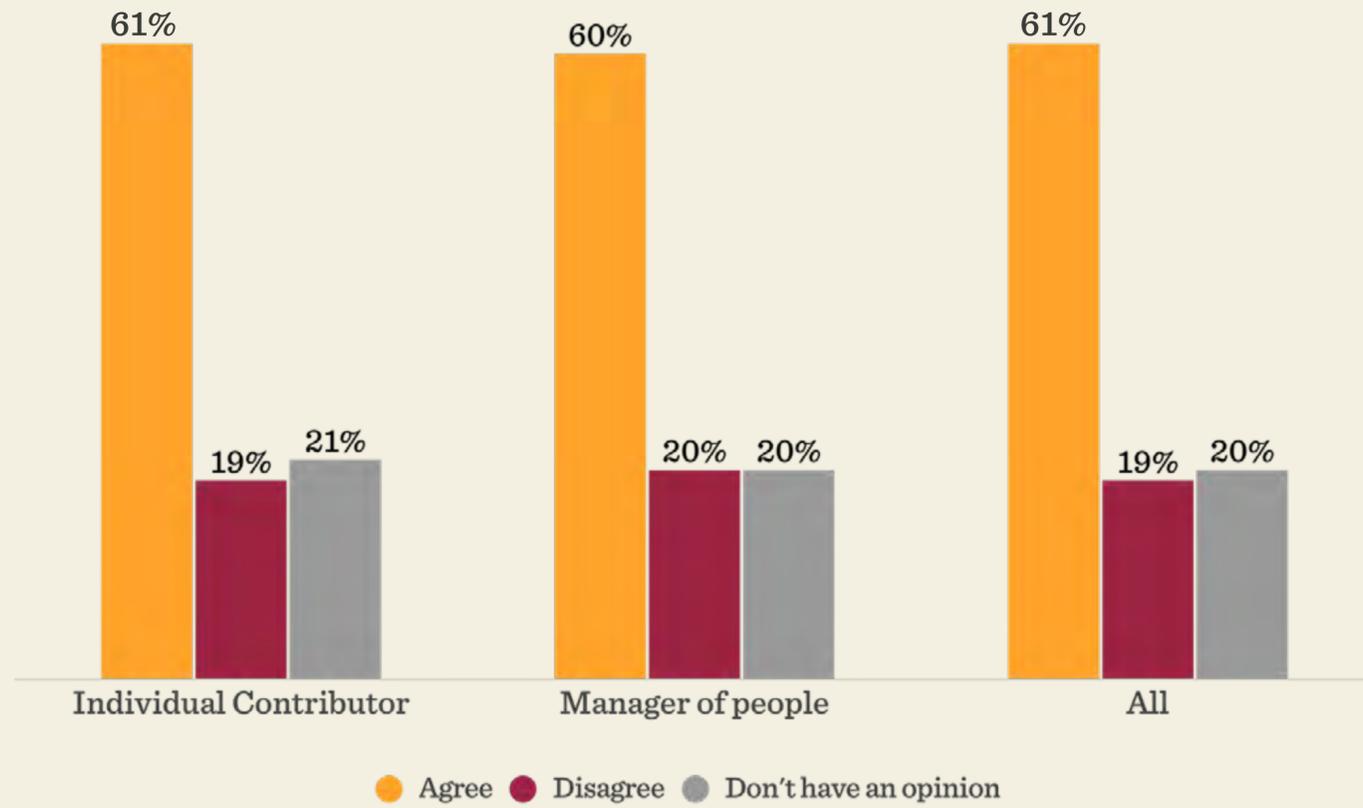**All:** Agree 61%, Disagree 19%, Don't have an opinion 20%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of the office because they can negatively impact company culture by company size

51-100 EEs: Agree 57%, Disagree 21%, Don't have an opinion 22%
101-250 EEs: Agree 54%, Disagree 20%, Don't have an opinion 26%
251-500 EEs: Agree 53%, Disagree 26%, Don't have an opinion 22%
501-1,000 EEs: Agree 64%, Disagree 18%, Don't have an opinion 18%
1,001-5,000 EEs: Agree 64%, Disagree 17%, Don't have an opinion 18%
All: Agree 61%, Disagree 19%, Don't have an opinion 20%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of the office because they can negatively impact company culture by role

Individual Contributor
- 61%
- 19%
- 21%

Manager of people
- 60%
- 20%
- 20%

All
- 61%
- 19%
- 20%

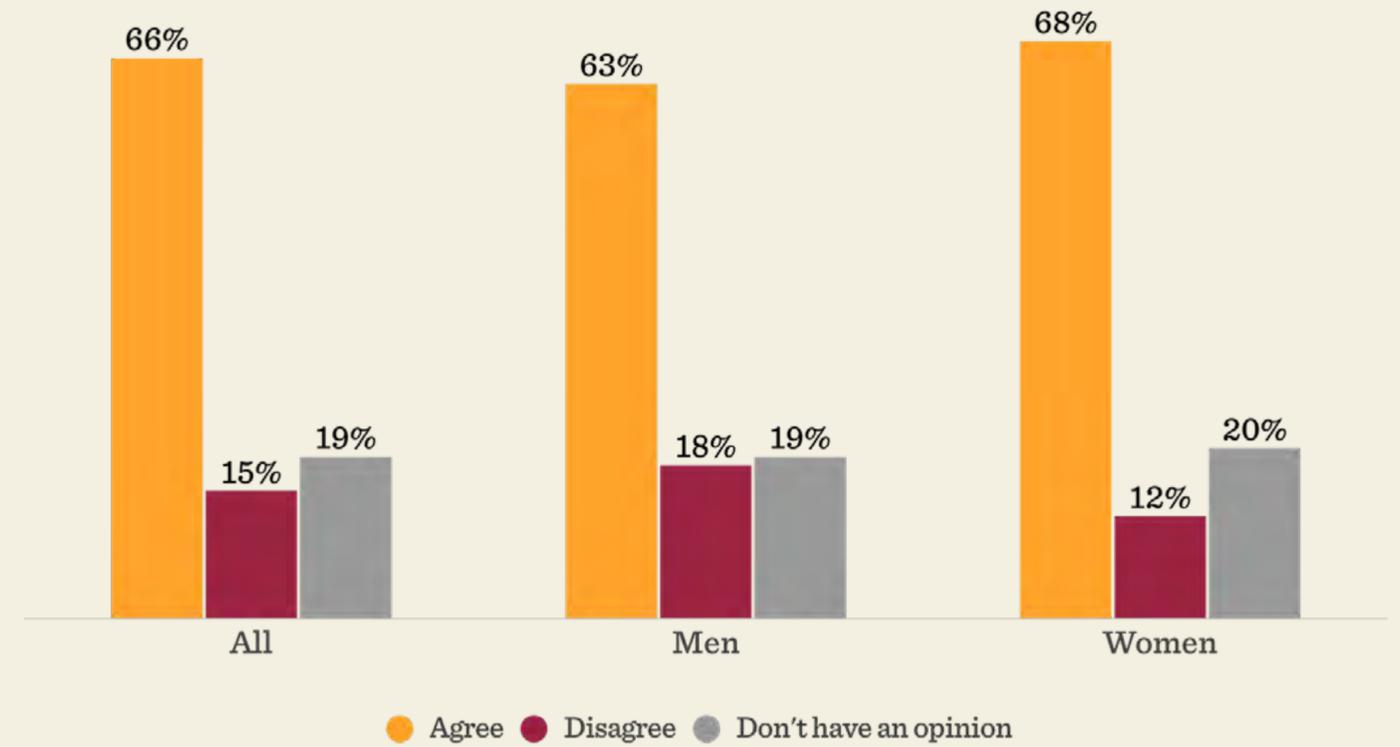● Agree ● Disagree ● Don't have an opinion

Political discussions on company digital communication channels

The majority of men and women respondents feel that sociopolitical discussions should be kept out of the company's digital communication channels. However, more women feel that way than men (68% of women compared to 63% of men).
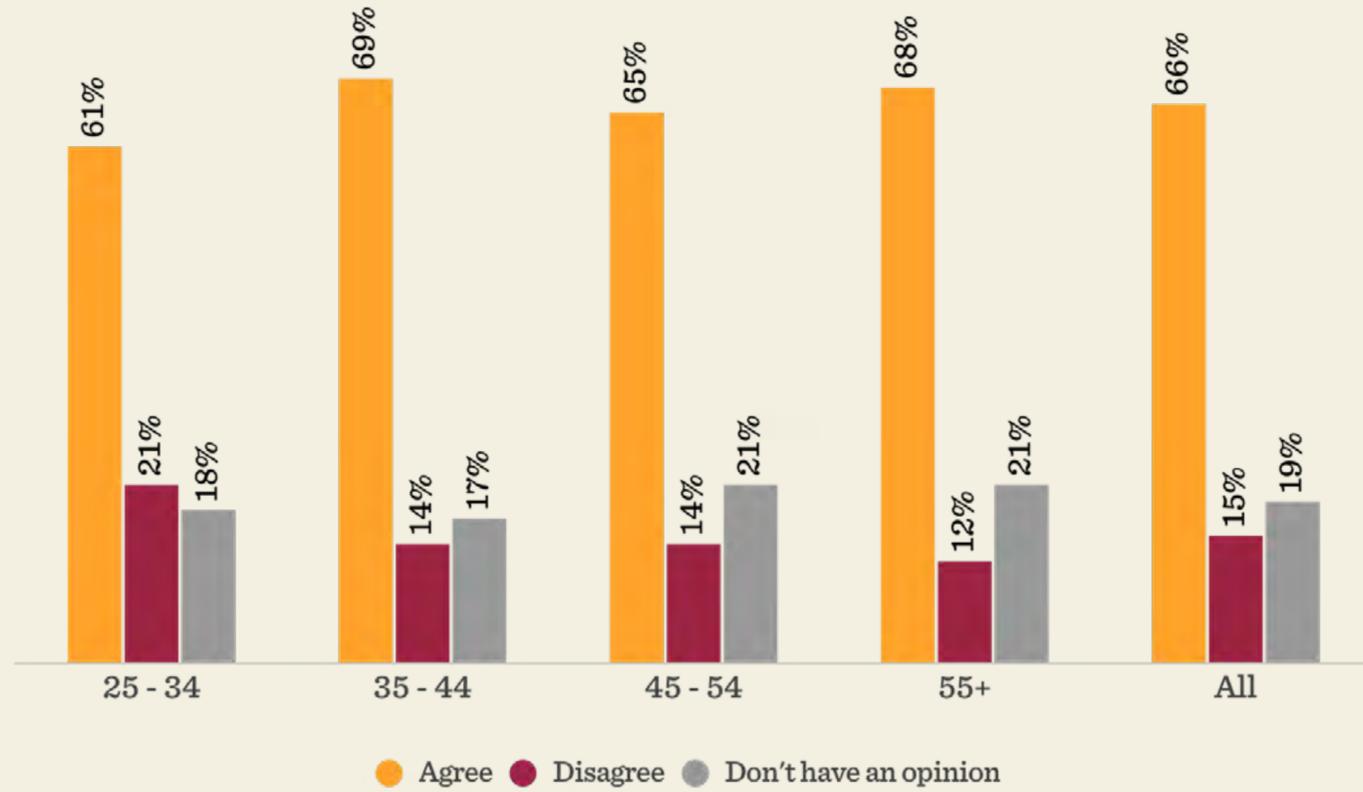
Respondents of different ages feel similarly about this issue. However, young respondents ages 25-34 were more likely to disagree that sociopolitical discussions should be kept out of the company's digital communication channels than their older counterparts.

Respondents working for larger companies with 500+ employees were more likely to agree that sociopolitical discussions should be kept out of the company's digital communication channels (70% and 71% compared to 57% and 61% in smaller companies).

Sociopolitical discussions should be kept out of the company's digital communications channels (email/Slack/Teams/Zoom etc.)

	All	Men	Women
Agree	66%	63%	68%
Disagree	15%	18%	12%
Don't have an opinion	19%	19%	20%

Legend: ● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of the company's digital communications channels (email/Slack/Teams/Zoom etc.) by age groups

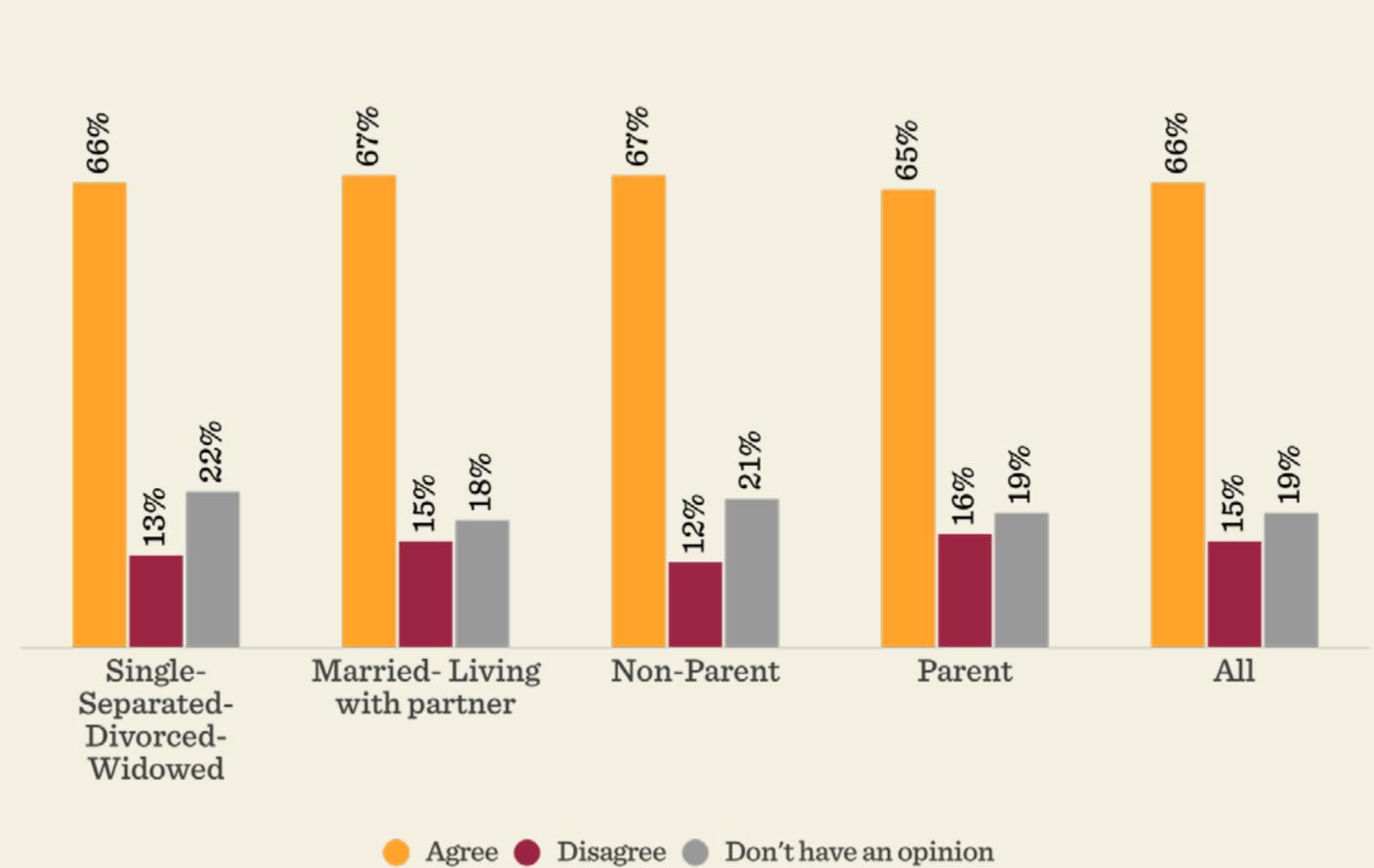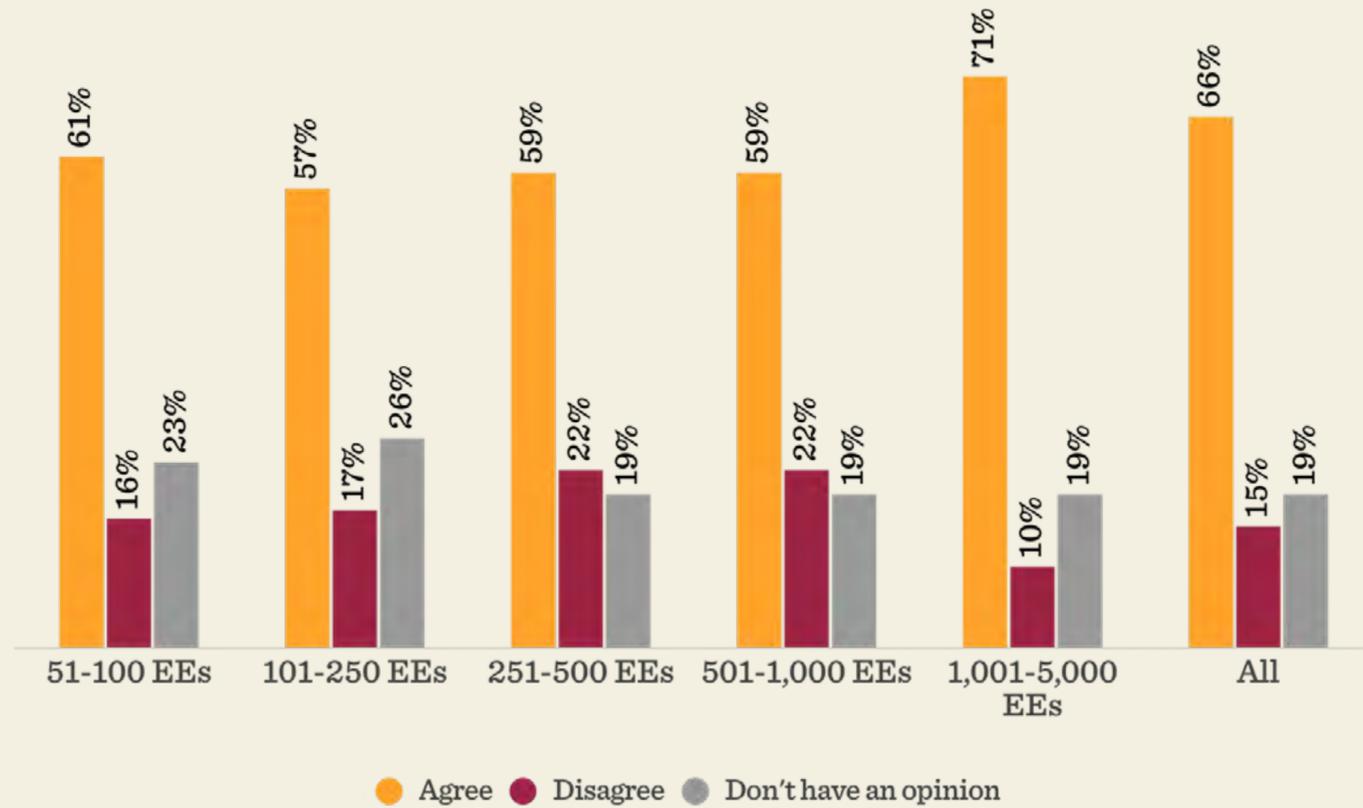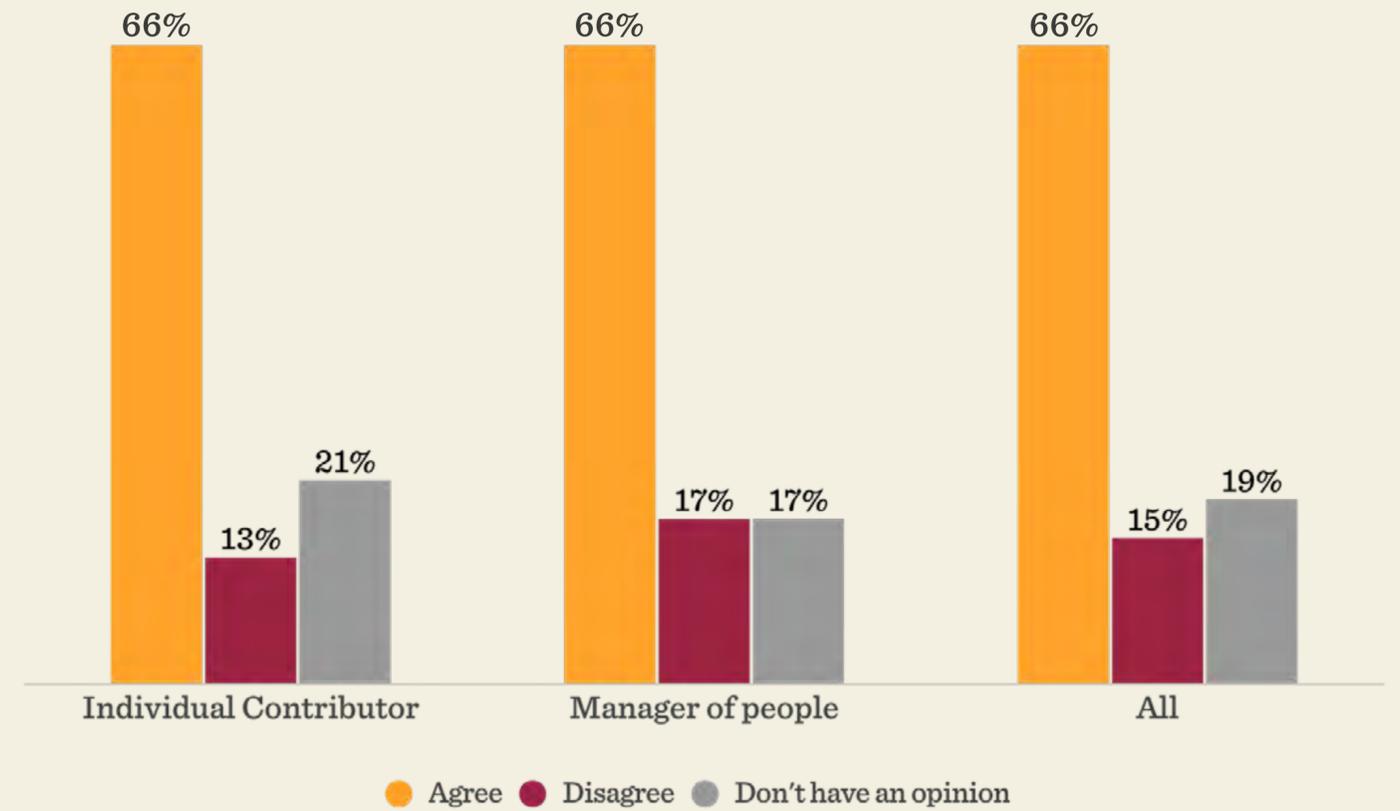| Age group	Agree	Disagree	Don't have an opinion
25 - 34	61%	21%	18%
35 - 44	69%	14%	17%
45 - 54	65%	14%	21%
55+	68%	12%	21%
All	66%	15%	19%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of the company's digital communications channels (email/Slack/Teams/Zoom etc.) by personal status

Personal status	Agree	Disagree	Don't have an opinion
Single-Separated-Divorced-Widowed	66%	13%	22%
Married- Living with partner	67%	15%	18%
Non-Parent	67%	12%	21%
Parent	65%	16%	19%
All	66%	15%	19%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of the company's digital communications channels (email/Slack/Teams/Zoom etc.) by company size

- 51-100 EEs: Agree 61%, Disagree 16%, Don't have an opinion 23%
- 101-250 EEs: Agree 57%, Disagree 17%, Don't have an opinion 26%
- 251-500 EEs: Agree 59%, Disagree 22%, Don't have an opinion 19%
- 501-1,000 EEs: Agree 59%, Disagree 22%, Don't have an opinion 19%
- 1,001-5,000 EEs: Agree 71%, Disagree 10%, Don't have an opinion 19%
- All: Agree 66%, Disagree 15%, Don't have an opinion 19%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of the company's digital communications channels (email/Slack/Teams/Zoom etc.) by role

- Individual Contributor: Agree 66%, Disagree 13%, Don't have an opinion 21%
- Manager of people: Agree 66%, Disagree 17%, Don't have an opinion 17%
- All: Agree 66%, Disagree 15%, Don't have an opinion 19%
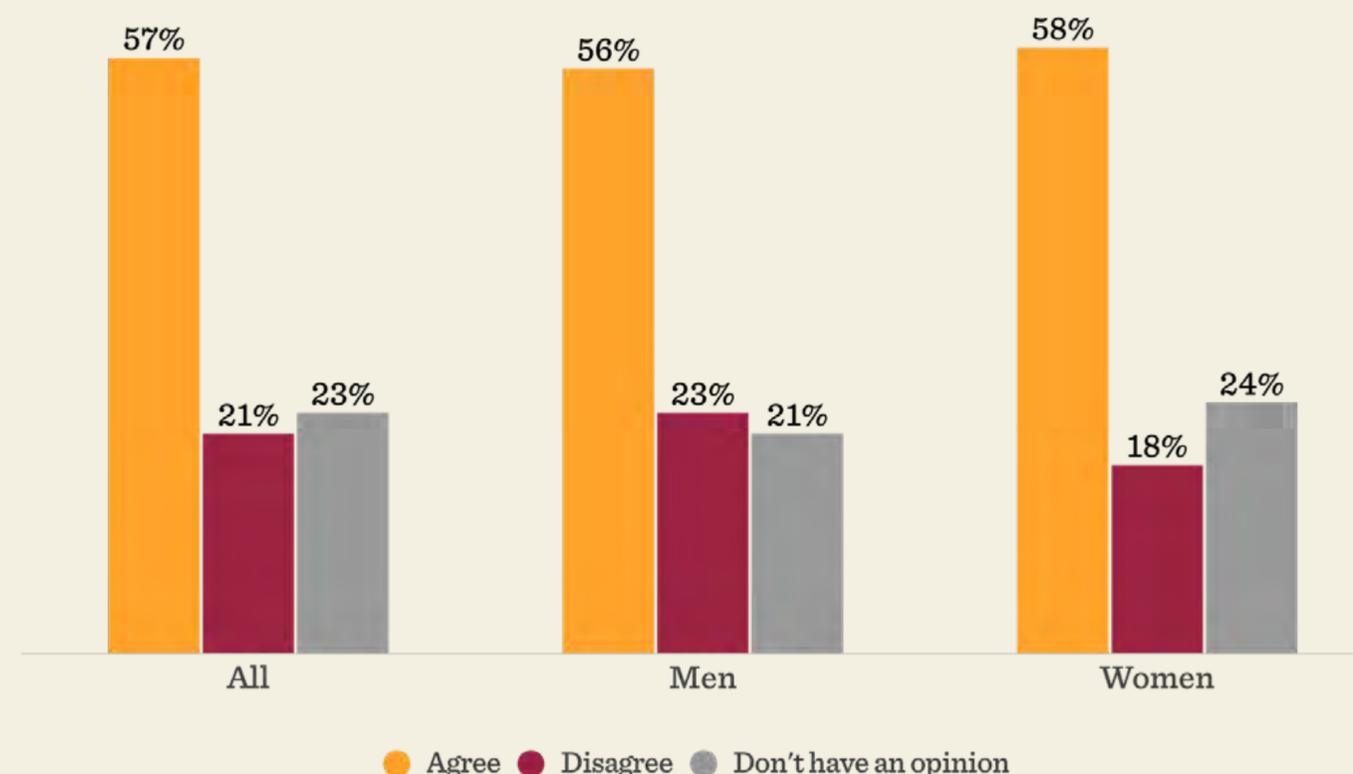
● Agree ● Disagree ● Don't have an opinion

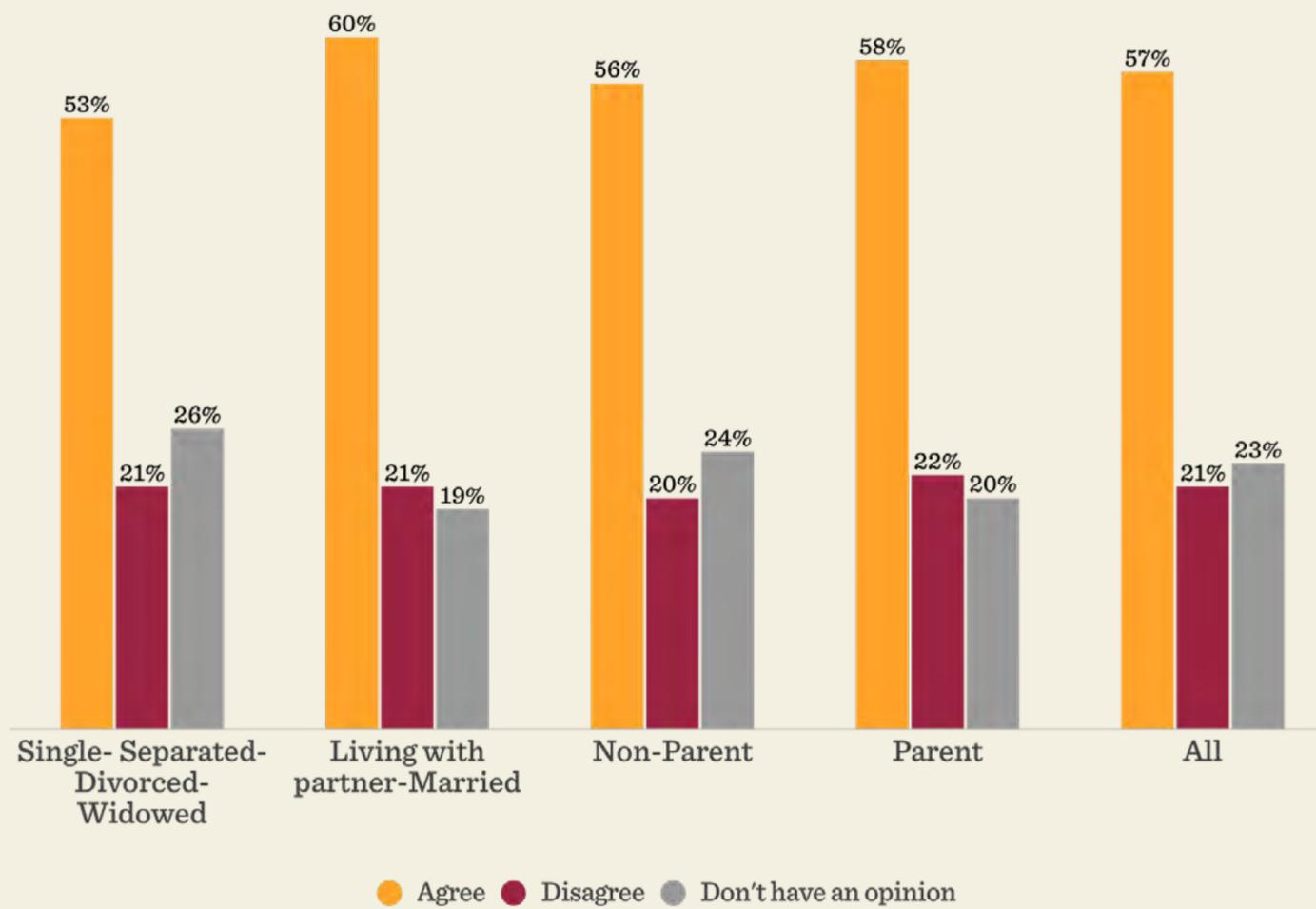# Political discussions on social media

The majority of Men and Women respondents (57%) feel that sociopolitical discussions should not only be kept out of company communication channels but should also be kept out of personal-professional social media channels. A significant percentage (23%) state that they do not have an opinion on the issue.

Respondents who are married or living with a partner are likelier to think that sociopolitical discussions should be kept out of social media (60% compared to 53% of their single counterparts). They are also most likely to have an opinion on the topic. Only 19% say they do not have an opinion, compared to 26% of single respondents.

Sociopolitical discussions should be kept out of personal-professional social media channels like LinkedIn, Medium, Quora, Twitter

All: Agree 57%, Disagree 21%, Don't have an opinion 23%
Men: Agree 56%, Disagree 23%, Don't have an opinion 21%
Women: Agree 58%, Disagree 18%, Don't have an opinion 24%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical discussions should be kept out of personal-professional social media channels like LinkedIn, Medium, Quora, Twitter by personal status

	Agree	Disagree	Don't have an opinion
Single-Separated-Divorced-Widowed	53%	21%	26%
Living with partner-Married	60%	21%	19%
Non-Parent	56%	20%	24%
Parent	58%	22%	20%
All	57%	21%	23%

● Agree　● Disagree　● Don't have an opinion

Preventing employees from arbitrarily posting political opinions on social media

In the previous question, we looked at whether or not political discussions should be kept out of personal-professional social media. However, we also asked respondents if they think employees should be actively prevented from posting political opinions on personal-professional social media channels. While a significant number of both genders feel that companies should prevent employees from posting indiscriminately about politics, more men (46%) than women (41%) feel that way.

Respondents ages 35-44 stand out regarding this question, with 50% feeling a company should prevent employees from posting about political opinions, compared to 42% in all other age groups.

Respondents who are married or living with a partner are more likely to think that companies should prevent employees from posting about political opinions on personal-professional channels (47% compared to 40% of single respondents).

Parents are also more likely to think companies should prevent political posts, with 46% of parents agreeing that companies should do so, compared to 39% of non-parents.

There is some variation among respondents in companies of different sizes. Only 35% of respondents in companies with 101-250 employees feel that companies should prevent employees from posting about politics, and that number is higher in all other company sizes, with 48% of respondents in companies with 501-1000 employees and 43% and 45% of respondents in companies of other sizes.

Managers are more likely to think companies should prevent posting (46% compared to 42% of non-managers). Managers are also more inclined to have an opinion on the topic. Only 22% of managers say they do not have an opinion, compared to 27% of non-managers.

A company should prevent its employees from posting about political opinions on their personal-professional social media channels LinkedIn, Medium, Quora, Twitter
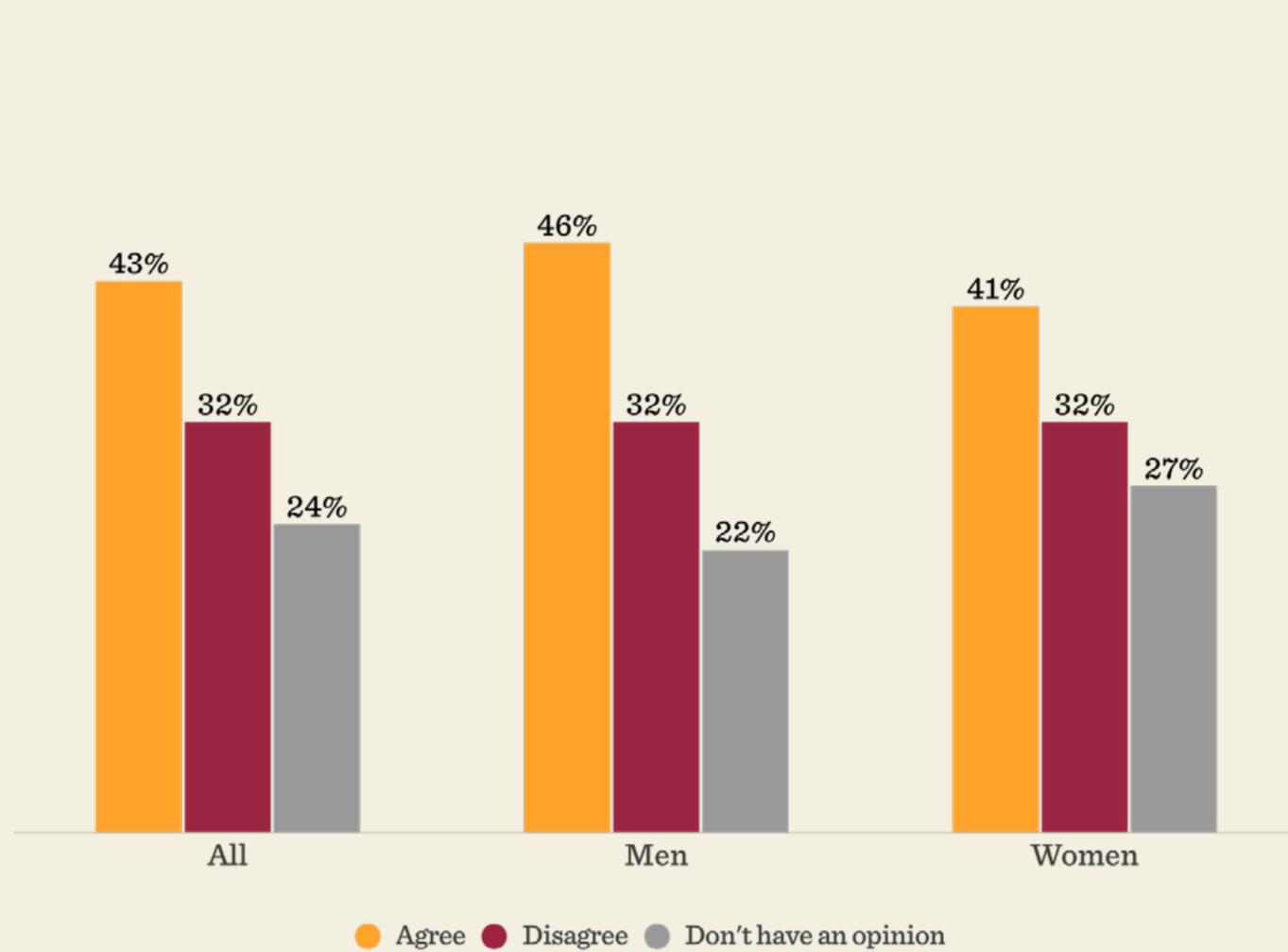
A company should prevent its employees from posting about political opinions on their personal-professional social media channels LinkedIn, Medium, Quora, Twitter by age groups
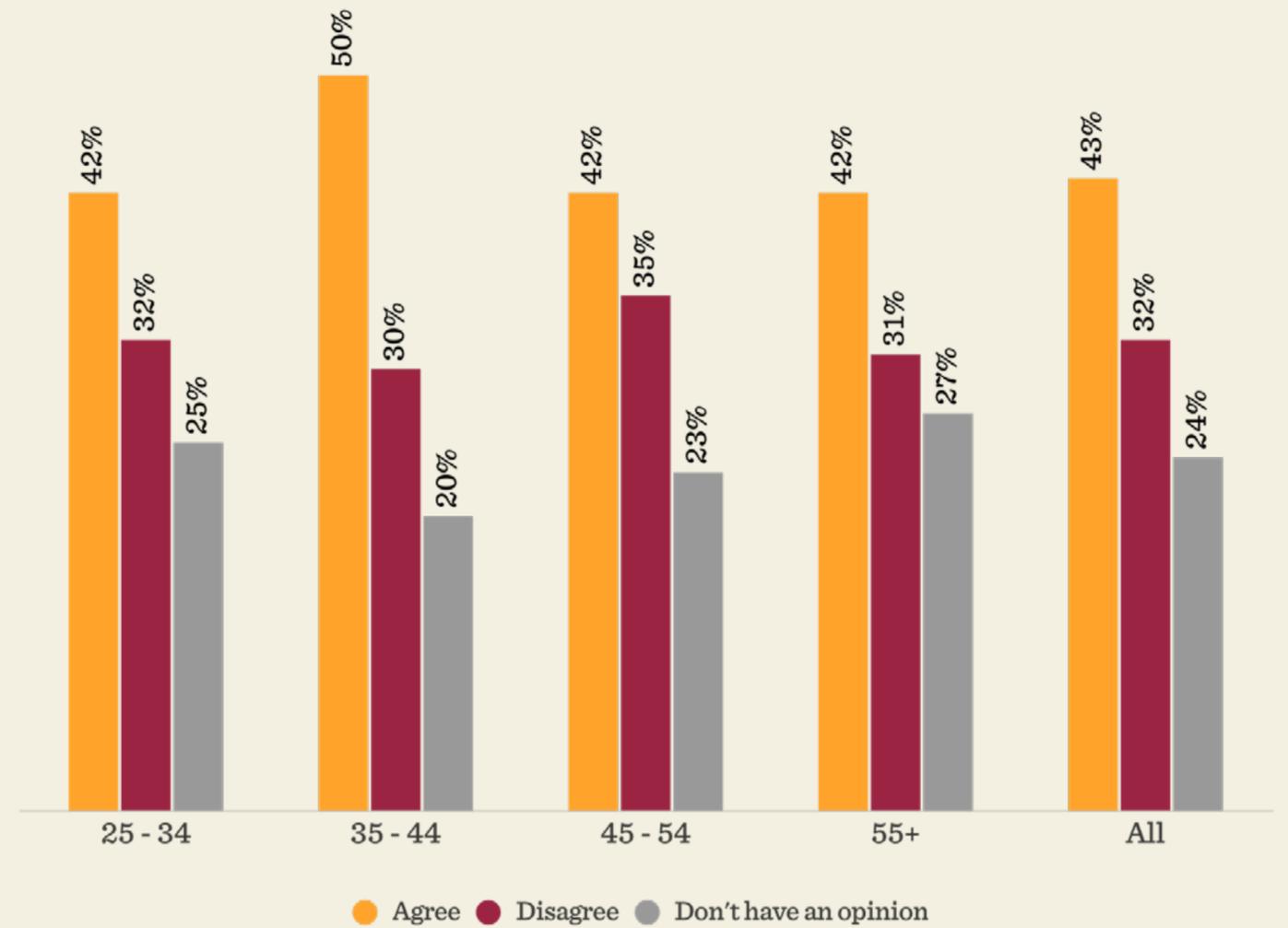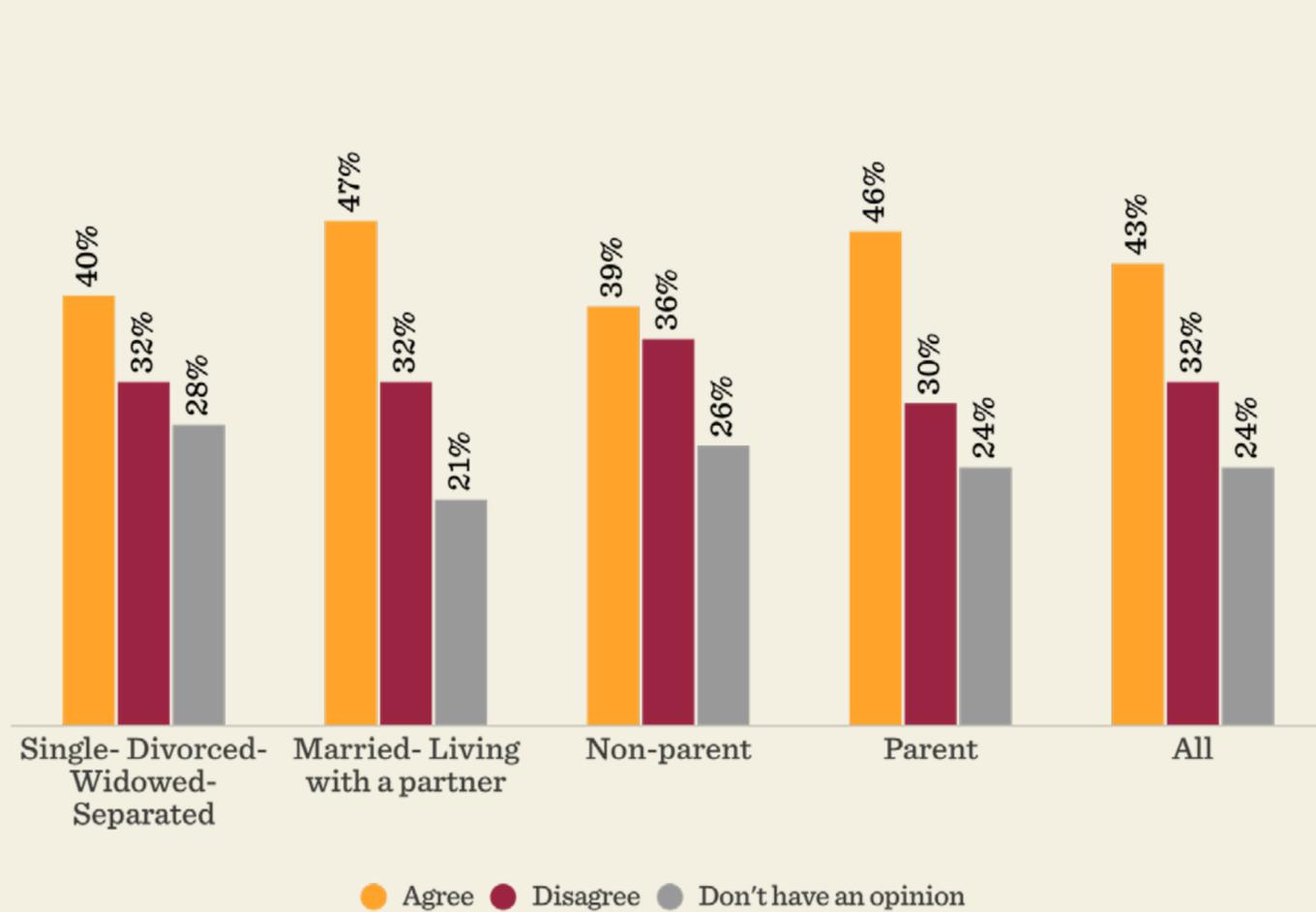
A company should prevent its employees from posting about political
opinions on their personal-professional social media channels
LinkedIn, Medium, Quora, Twitter by personal status

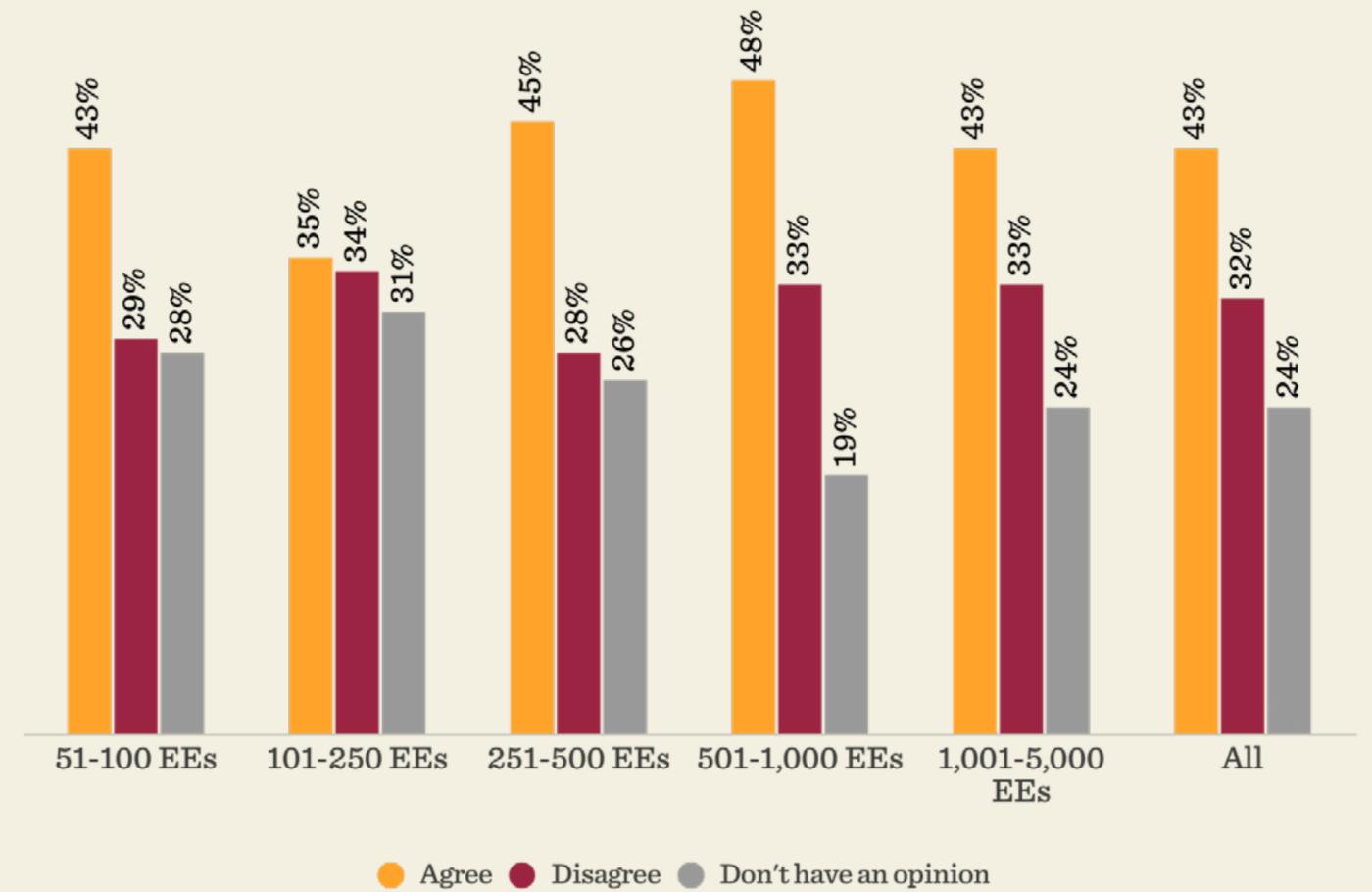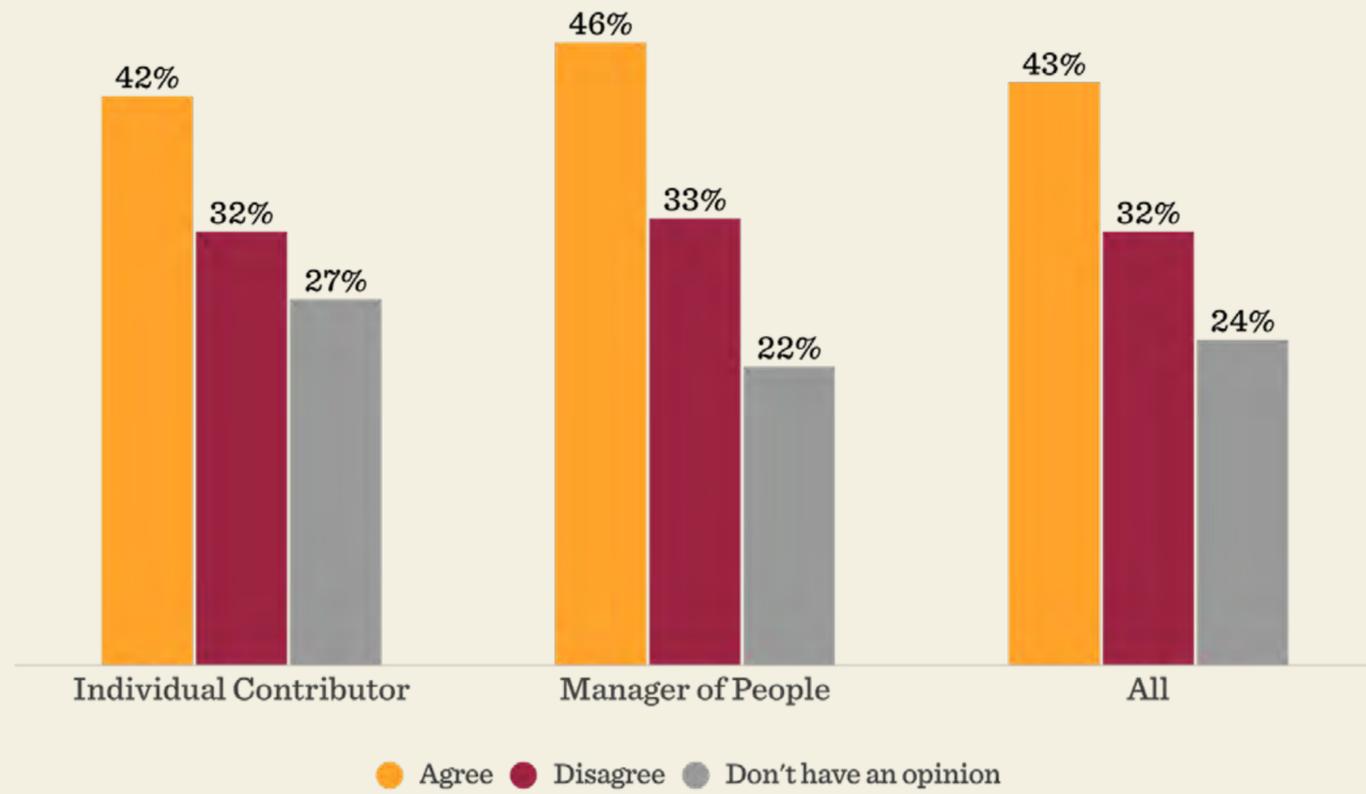|	Single-Divorced-Widowed-Separated	Married-Living with a partner	Non-parent	Parent	All
Agree	40%	47%	39%	46%	43%
Disagree	32%	32%	36%	30%	32%
Don't have an opinion	28%	21%	26%	24%	24%

● Agree ● Disagree ● Don't have an opinion

A company should prevent its employees from posting about political
opinions on their personal-professional social media channels
LinkedIn, Medium, Quora, Twitter
by company size

	51-100 EEs	101-250 EEs	251-500 EEs	501-1,000 EEs	1,001-5,000 EEs	All
Agree	43%	35%	45%	48%	43%	43%
Disagree	29%	34%	28%	33%	33%	32%
Don't have an opinion	28%	31%	26%	19%	24%	24%

● Agree ● Disagree ● Don't have an opinion

A company should prevent its employees from posting about political
opinions on their personal-professional social media channels
LinkedIn, Medium, Quora, Twitter by role

Bar chart showing responses by role:

Role	Agree	Disagree	Don't have an opinion
Individual Contributor	42%	32%	27%
Manager of People	46%	33%	22%
All	43%	32%	24%

● Agree ● Disagree ● Don't have an opinion

How should sociopolitical issues be discussed in the workplace?

Free speech doesn't necessarily mean hate speech, and our study found that respondents want the option to discuss politics as long as it is done in a respectful and safe manner.

Should discussions be encouraged?

Despite concerns about posting on company communication channels and social media, almost half of the respondents, 48%, feel that respectful sociopolitical discourse should be encouraged to nurture an inclusive and diverse company culture. However, there is a difference between genders; 53% of men feel that companies should encourage respectful discourse, compared to 43% of women.

Younger respondents were much more likely to think that respectful sociopolitical discourse should be encouraged than their older c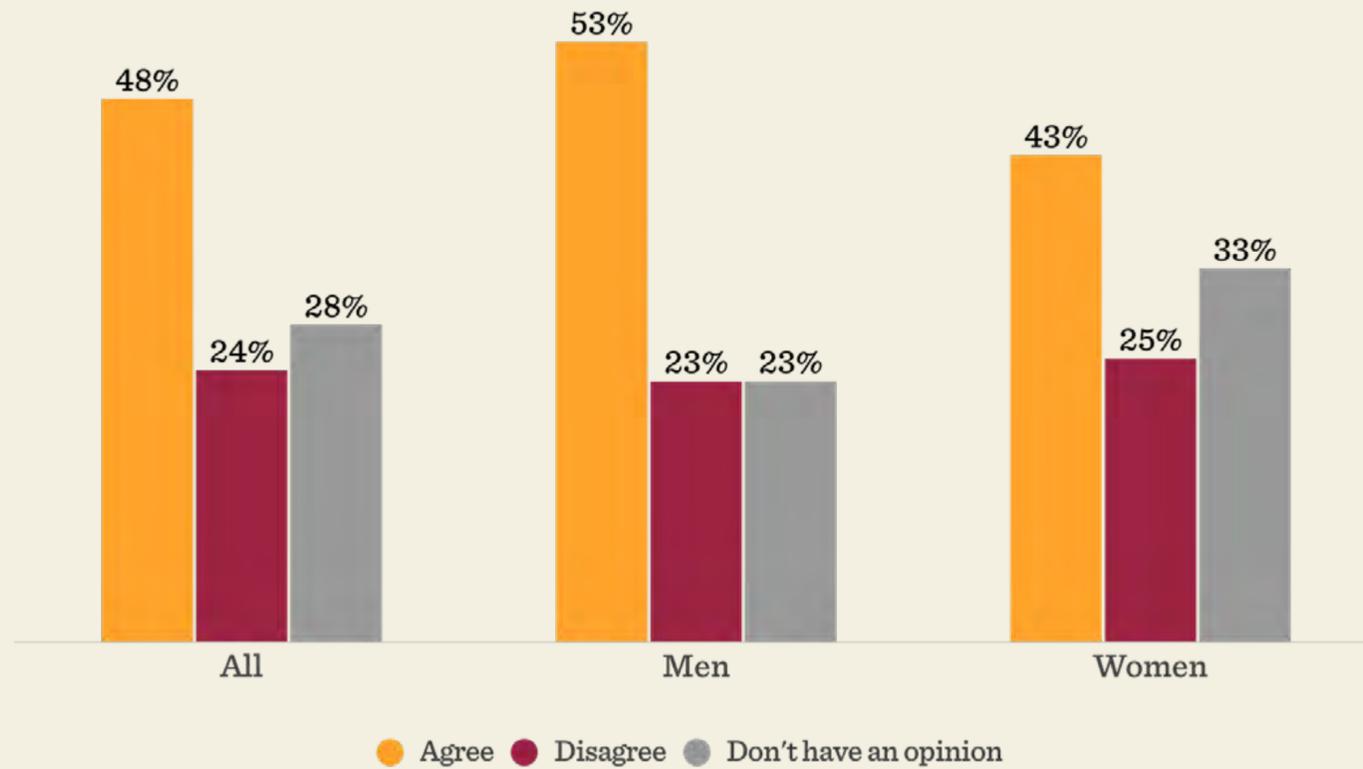ounterparts. Whereas 57% and 59% of respondents under age 44 felt that it should be encouraged, only 45% of respondents ages 45-54 and 38% of respondents ages 54+ felt the same.

Respondents who are married or living with a partner were more likely to think that respectful sociopolitical discourse should be encouraged (65% felt that it should be, compared to only 58% of single respondents). Single respondents were more likely not to have an opinion on the topic (27% of single respondents don't have an opinion compared to 20% of their married counterparts).
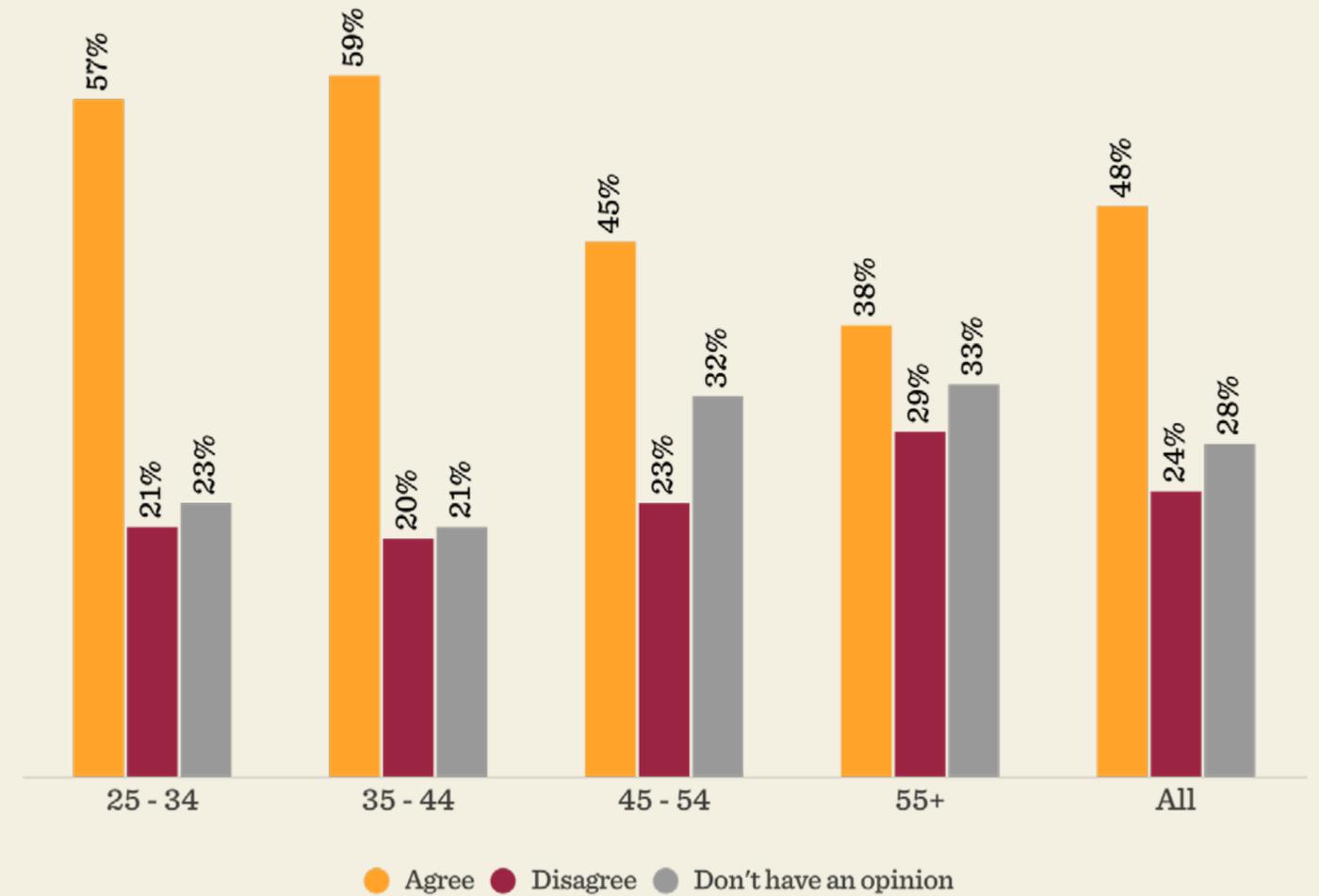
Respondents working in mid-sized companies with 251-500 employees were least likely to agree that respectful discourse should be encouraged (43% compared to 47%, 48%, and 50% in larger and smaller companies).

Managers were significantly more likely to agree that respectful sociopolitical discourse should be encouraged to nurture an inclusive and diverse company culture (55% compared to 42% of respondents who aren't managers).
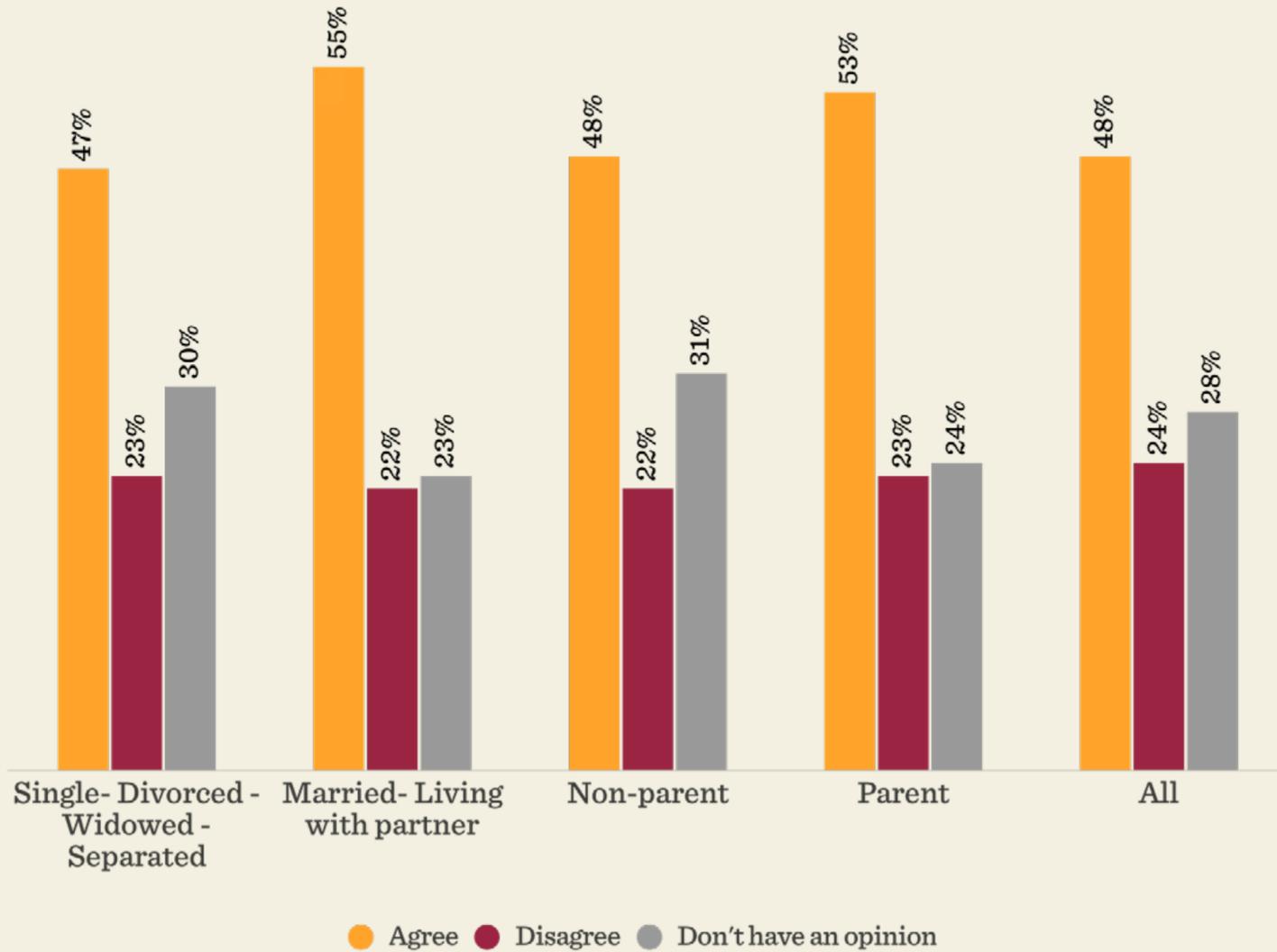
Respectful sociopolitical discourse should be encouraged in order to nurture a legitimately inclusive and diverse company culture

	All	Men	Women
Agree	48%	53%	43%
Disagree	24%	23%	25%
Don't have an opinion	28%	23%	33%

● Agree ● Disagree ● Don't have an opinion

Respectful sociopolitical discourse should be encouraged in order to nurture a legitimately inclusive and diverse company culture by age groups

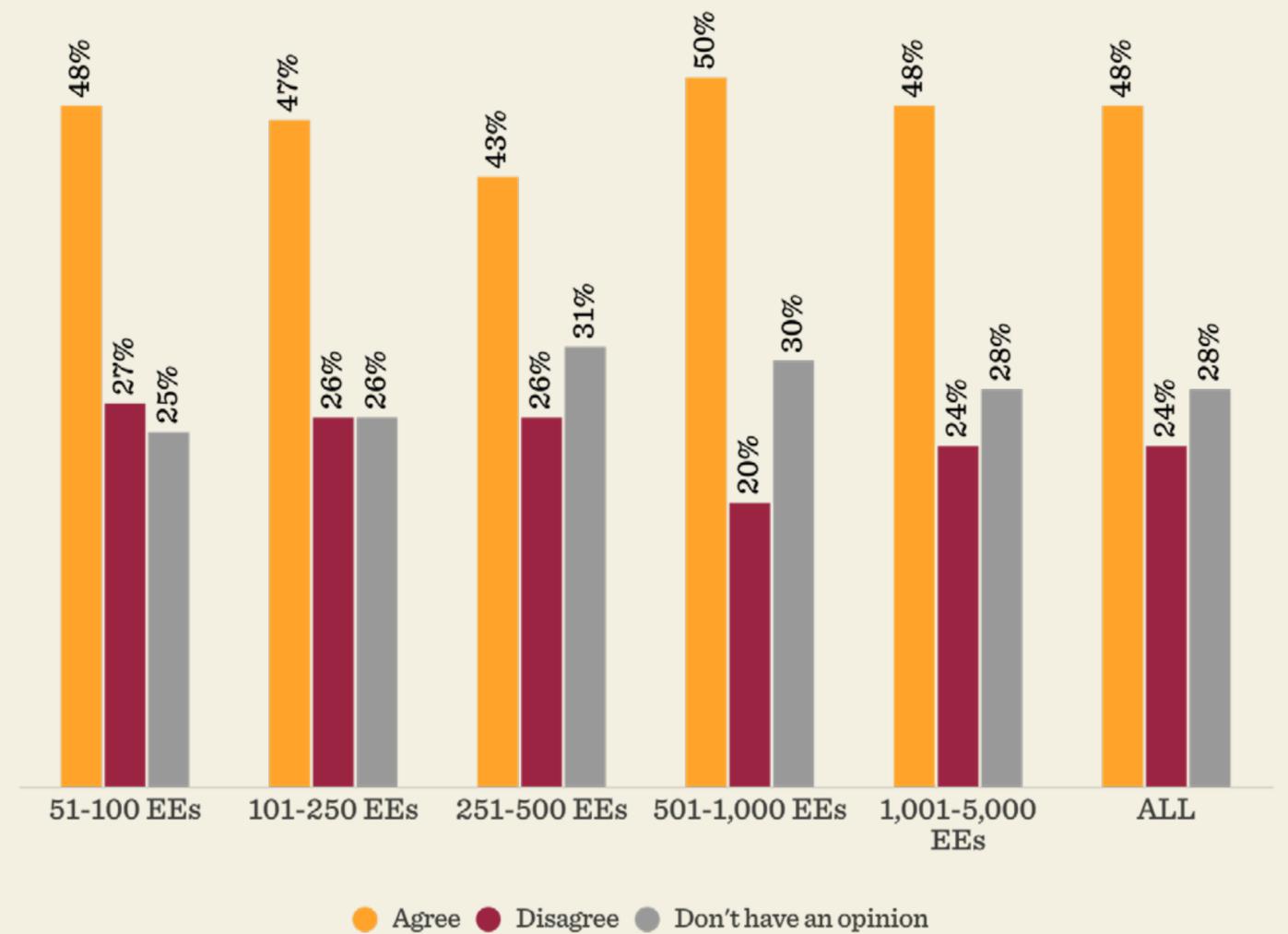|	25 - 34	35 - 44	45 - 54	55+	All
Agree	57%	59%	45%	38%	48%
Disagree	21%	20%	23%	29%	24%
Don't have an opinion	23%	21%	32%	33%	28%

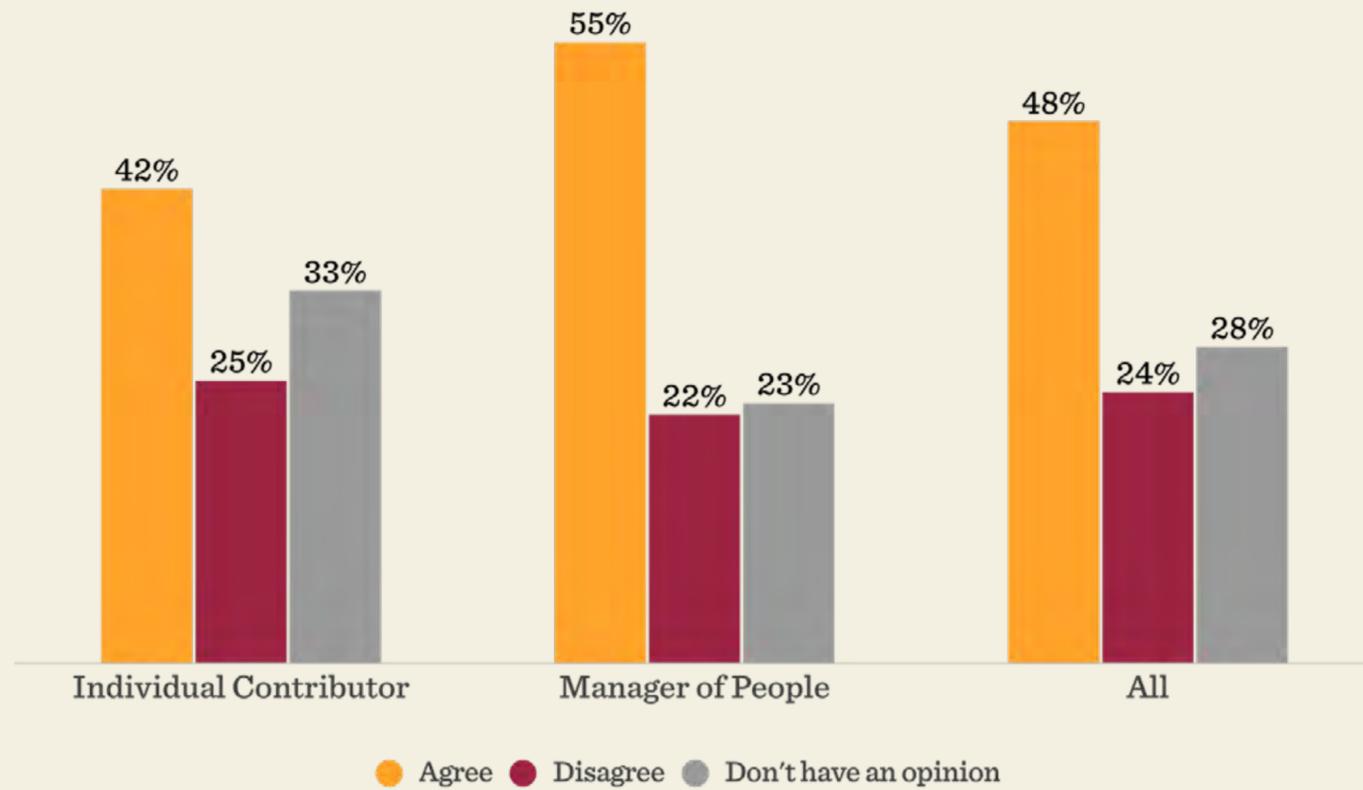● Agree ● Disagree ● Don't have an opinion

Respectful sociopolitical discourse should be encouraged in order to nurture a legitimately inclusive and diverse company culture by personal status

- Single- Divorced - Widowed - Separated: Agree 47%, Disagree 23%, Don't have an opinion 30%
- Married- Living with partner: Agree 55%, Disagree 22%, Don't have an opinion 23%
- Non-parent: Agree 48%, Disagree 22%, Don't have an opinion 31%
- Parent: Agree 53%, Disagree 23%, Don't have an opinion 24%
- All: Agree 48%, Disagree 24%, Don't have an opinion 28%

Agree ● Disagree ● Don't have an opinion

Respectful sociopolitical discourse should be encouraged in order to nurture a legitimately inclusive and diverse company culture by company size

- 51-100 EEs: Agree 48%, Disagree 27%, Don't have an opinion 25%
- 101-250 EEs: Agree 47%, Disagree 26%, Don't have an opinion 26%
- 251-500 EEs: Agree 43%, Disagree 26%, Don't have an opinion 31%
- 501-1,000 EEs: Agree 50%, Disagree 20%, Don't have an opinion 30%
- 1,001-5,000 EEs: Agree 48%, Disagree 24%, Don't have an opinion 28%
- ALL: Agree 48%, Disagree 24%, Don't have an opinion 28%

Agree ● Disagree ● Don't have an opinion

Respectful sociopolitical discourse should be encouraged in order to nurture a legitimately inclusive and diverse company culture by role

Individual Contributor: Agree 42%, Disagree 25%, Don't have an opinion 33%

Manager of People: Agree 55%, Disagree 22%, Don't have an opinion 23%

All: Agree 48%, Disagree 24%, Don't have an opinion 28%

● Agree ● Disagree ● Don't have an opinion

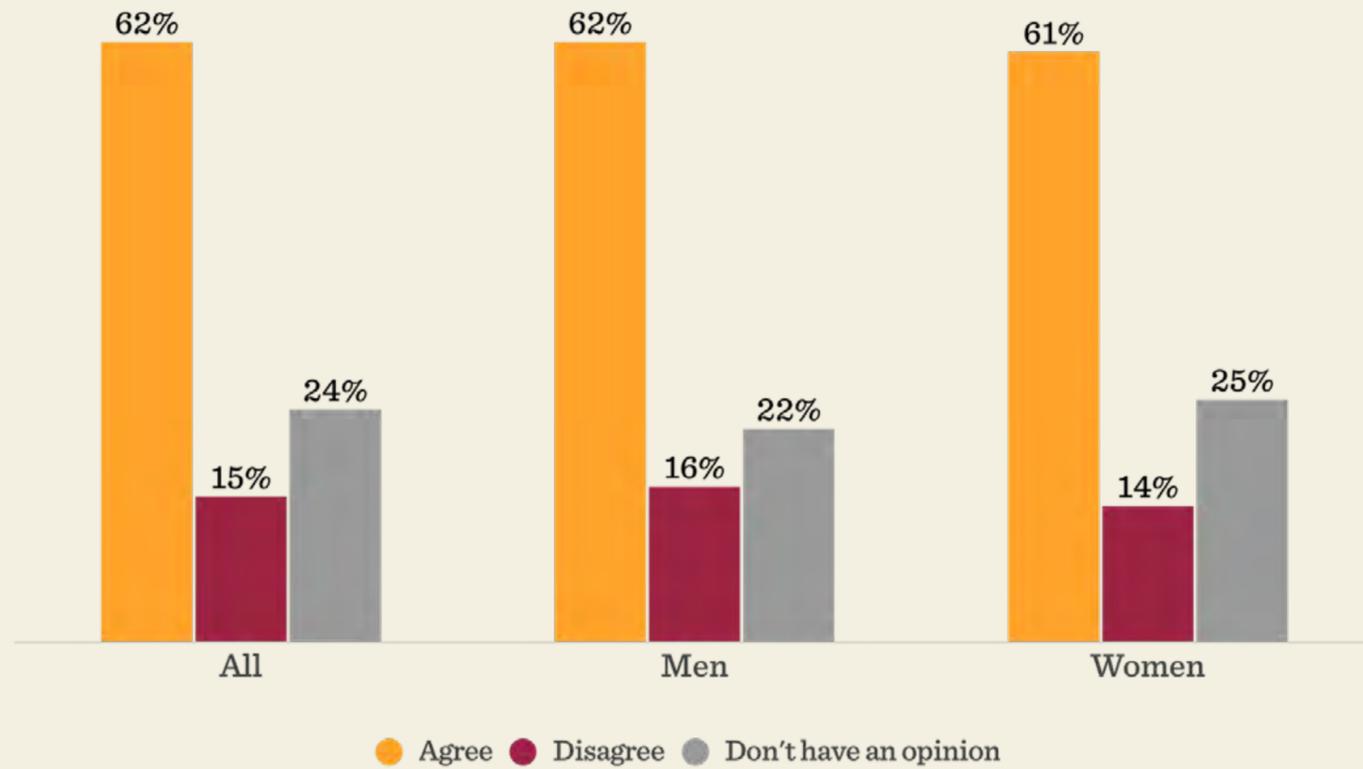## The need for a safe space to voice opinions respectfully

The majority of respondents feel that sociopolitical topics need to be discussed in a safe space where opposing opinions can be voiced respectfully. There was no difference between genders on this issue. However, women were slightly more likely to have an opinion on the topic than men, perhaps because women are more likely to feel unsafe in these discussions.

Respondents ages 35-44 are most likely to agree that sociopolitical topics need to be discussed in a safe space (66% agree that they should, compared to 58%, 61%, and 62% of respondents in other age groups). Older respondents were more likely not to have an opinion on the topic (25% and 27% of respondents ages 45 and over said they had no opinion, compared to 20% and 22% of respondents ages 25-44).
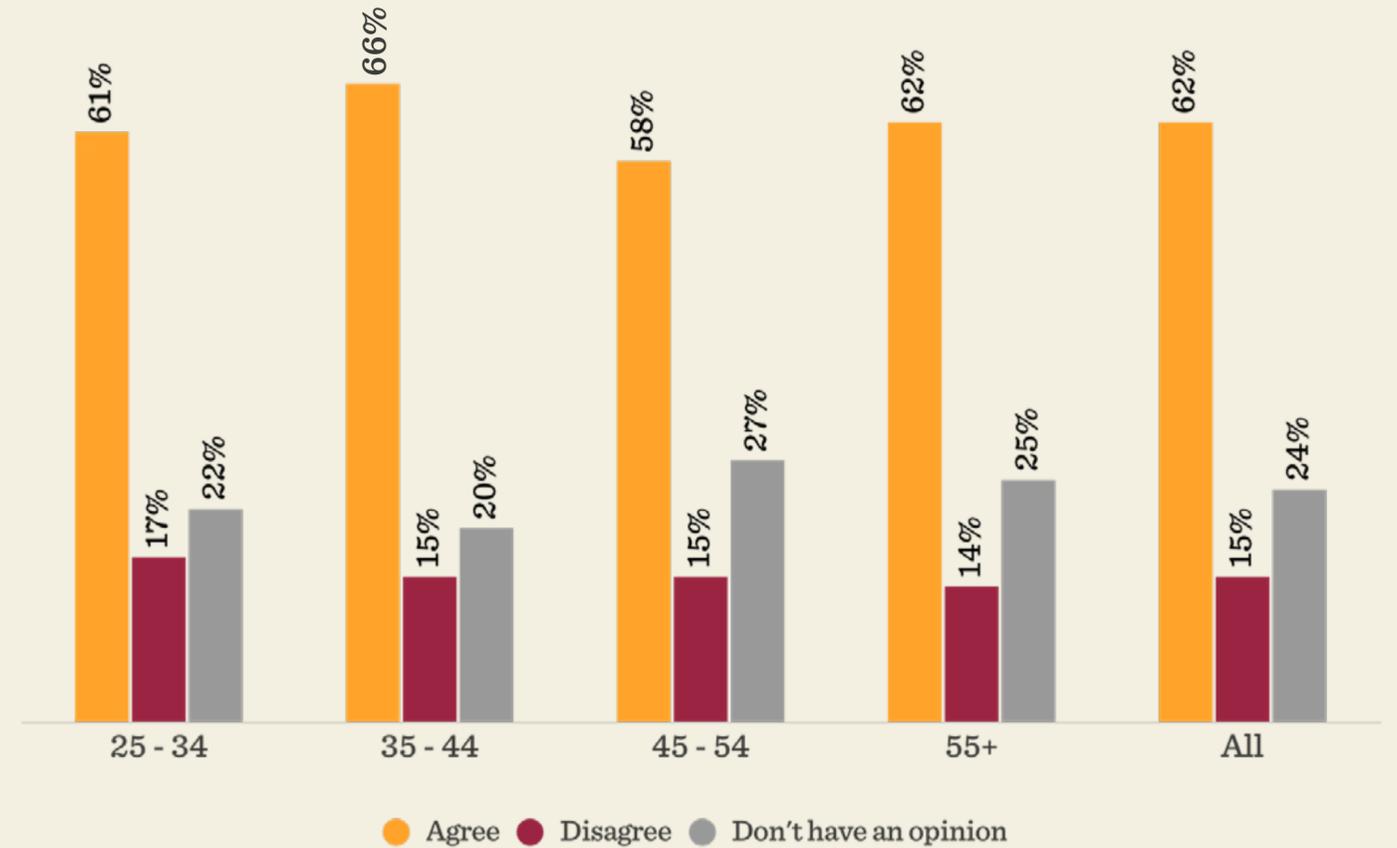
Respondents who are married or live with a partner are more likely to think that sociopolitics need to be discussed in a safe space (65% compared to 58% of their single counterparts). Single respondents are more likely not to have an opinion on the topic (27% compared to 20% of respondents who are married or living with a partner).

Respondents working for larger companies were more likely to agree that sociopolitical topics need to be discussed in a safe space, with 55% and 57% of respondents in companies with 51-250 employees agree, compared to 61%, 63%, and 65% in larger companies.
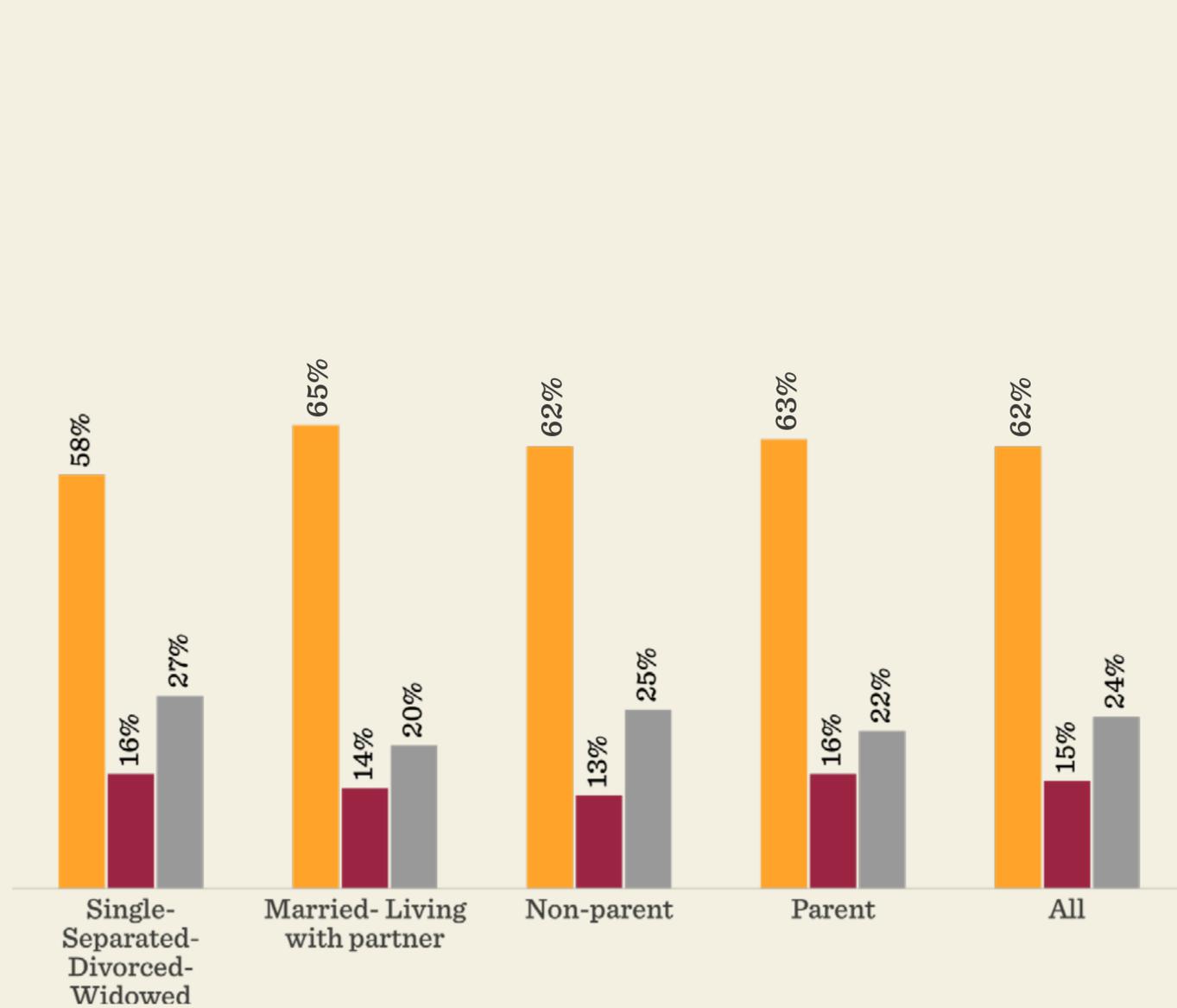
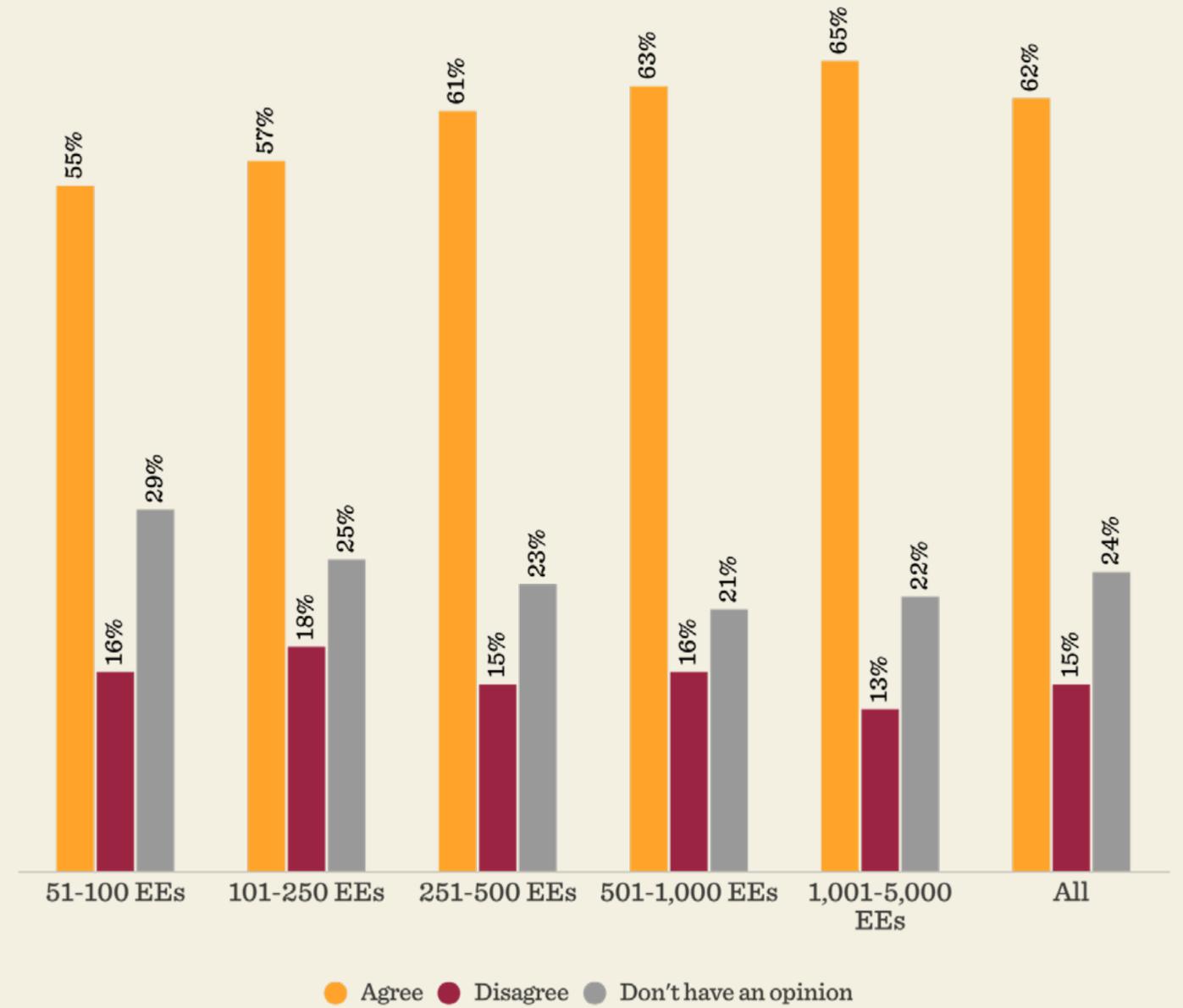## Sociopolitical topics need to be discussed in a safe space and include voicing opposing opinions respectfully

- **All:** Agree 62%, Disagree 15%, Don't have an opinion 24%
- **Men:** Agree 62%, Disagree 16%, Don't have an opinion 22%
- **Women:** Agree 61%, Disagree 14%, Don't have an opinion 25%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical topics need to be discussed in a safe space and include voicing opposing opinions respectfully by age group

- **25 - 34:** Agree 61%, Disagree 17%, Don't have an opinion 22%
- **35 - 44:** Agree 66%, Disagree 15%, Don't have an opinion 20%
- **45 - 54:** Agree 58%, Disagree 15%, Don't have an opinion 27%
- **55+:** Agree 62%, Disagree 14%, Don't have an opinion 25%
- **All:** Agree 62%, Disagree 15%, Don't have an opinion 24%
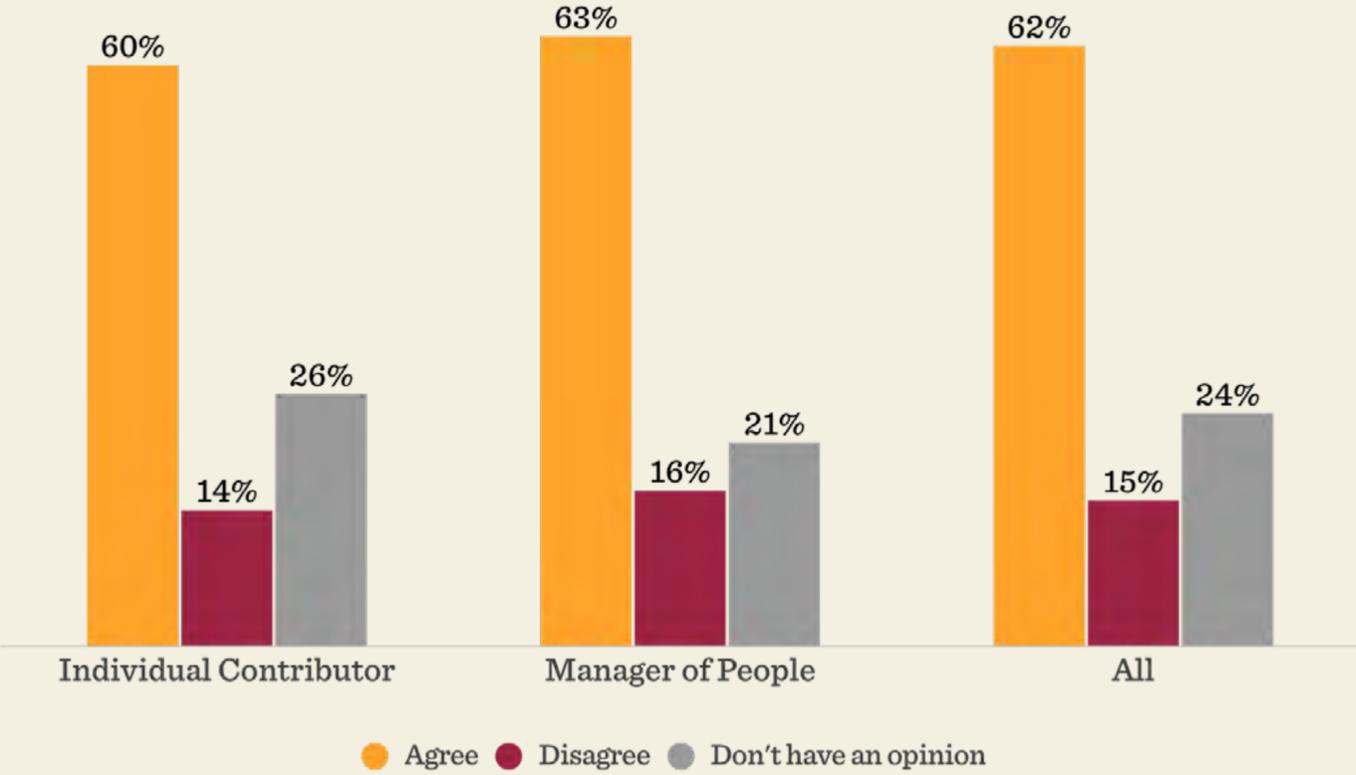
● Agree ● Disagree ● Don't have an opinion

Sociopolitical topics need to be discussed in a safe space and include voicing opposing opinions respectfully by personal status

	Single-Separated-Divorced-Widowed	Married- Living with partner	Non-parent	Parent	All
Agree	58%	65%	62%	63%	62%
Disagree	16%	14%	13%	16%	15%
Don't have an opinion	27%	20%	25%	22%	24%

Sociopolitical topics need to be discussed in a safe space and include voicing opposing opinions respectfully by company size

	51-100 EEs	101-250 EEs	251-500 EEs	501-1,000 EEs	1,001-5,000 EEs	All
Agree	55%	57%	61%	63%	65%	62%
Disagree	16%	18%	15%	16%	13%	15%
Don't have an opinion	29%	25%	23%	21%	22%	24%

● Agree ● Disagree ● Don't have an opinion

Sociopolitical topics need to be discussed in a safe space and include voicing opposing opinions respectfully by role

	Agree	Disagree	Don't have an opinion
Individual Contributor	60%	14%	26%
Manager of People	63%	16%	21%
All	62%	15%	24%

● Agree ● Disagree ● Don't have an opinion

The ramifications of discussing politics in the workplace

We also wanted to learn more about employees' perceptions about the ramifications of sharing their political opinions with managers and colleagues.

Sharing an opinion with a manager

A significant portion of the respondents, 42%, feel that sharing a political opinion their manager disagrees with could harm their position in the company. Men were more likely than women to feel that way (46% compared to 39% of women).

Younger respondents were more likely to feel that sharing an opinion their manager disagrees with could hurt them, with 48% and 49% of respondents ages 25-44 feeling that it could, compared to only 34% of respondents ages 54+ (possibly due to older respondents having more seniority and tenure).
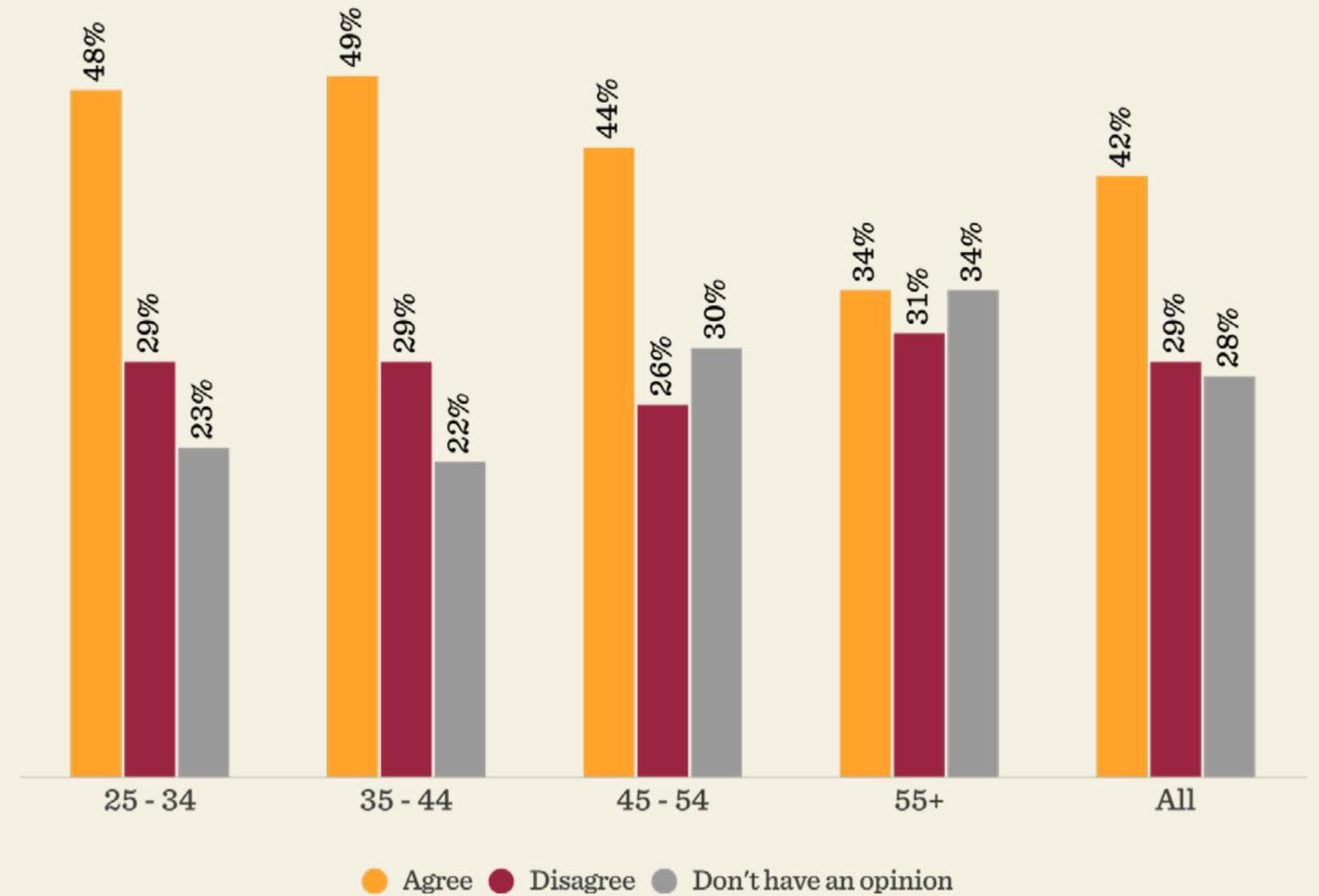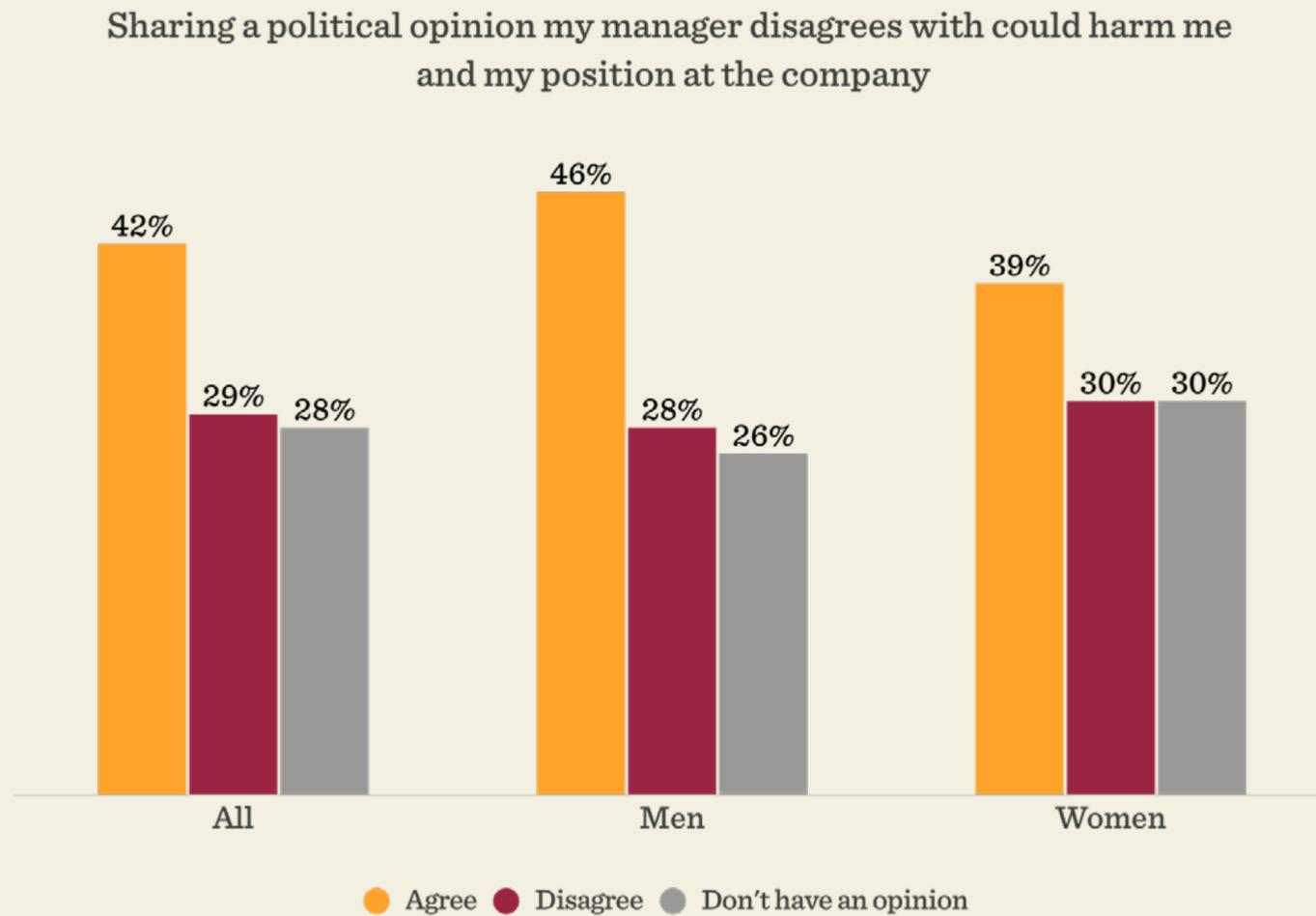
Married respondents are more likely to feel that sharing an opinion could harm them (48% compared to 40% of single respondents). They are also more inclined to have an opinion on the topic. Only 23% of married respondents don't have an opinion, compared to 30% of single respondents.

Like married respondents, parents are more likely to perceive potential harm in sharing their opinion (46% compared to 41% of non-parent respondents). They also share a similar likelihood of having an opinion on the topic, with only 24% of parents lacking an opinion compared to 31% of non-parents.
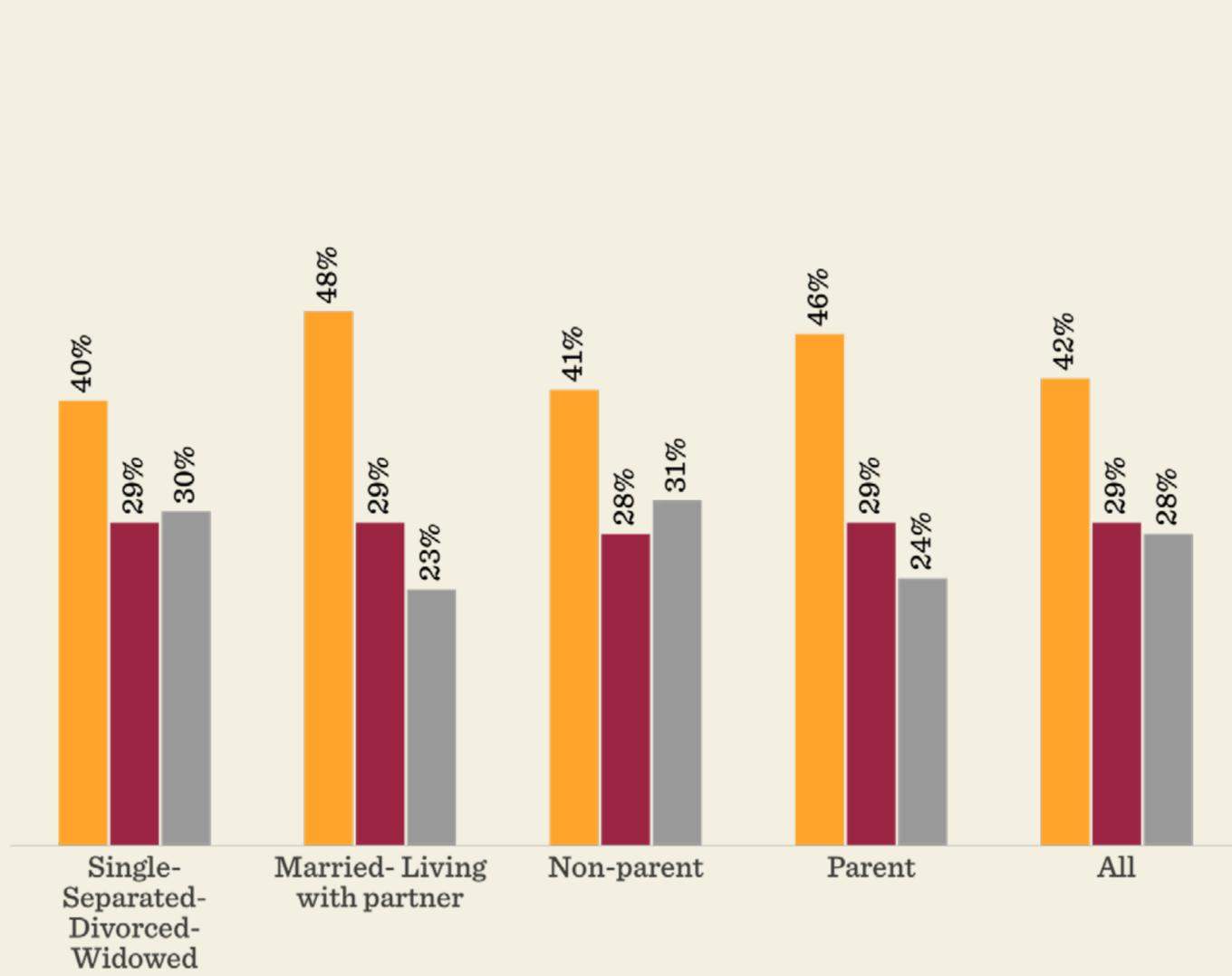
In larger companies (251-2500 employees), a higher percentage of respondents (44% and 45%) believe that expressing a political opinion conflicting with their manager's views could potentially harm their position. In contrast, in smaller companies, this sentiment is shared by a slightly lower percentage of respondents (36% and 39%).

Managers were slightly more likely to think that sharing an opinion with a manager could harm them than were individual contributors.
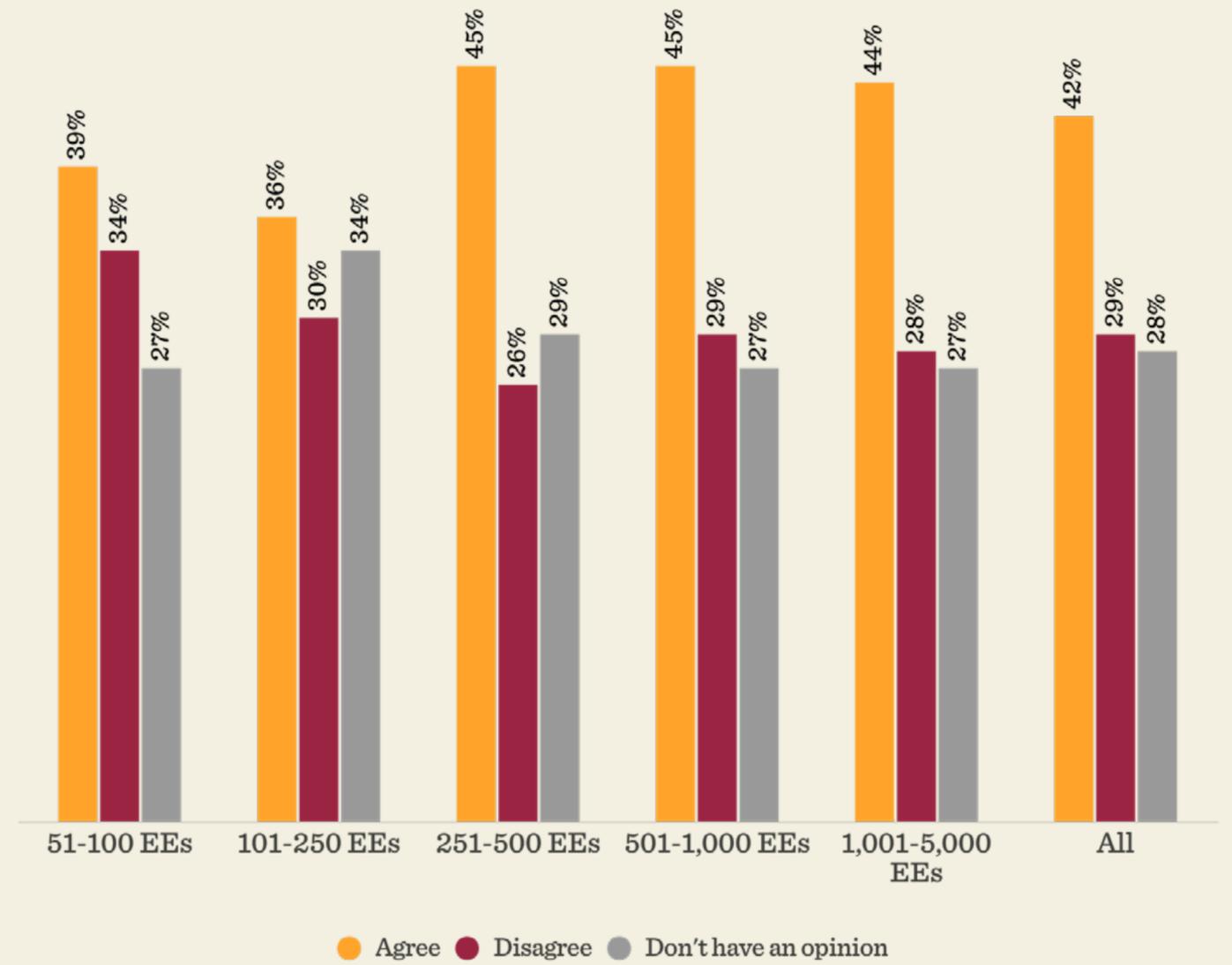
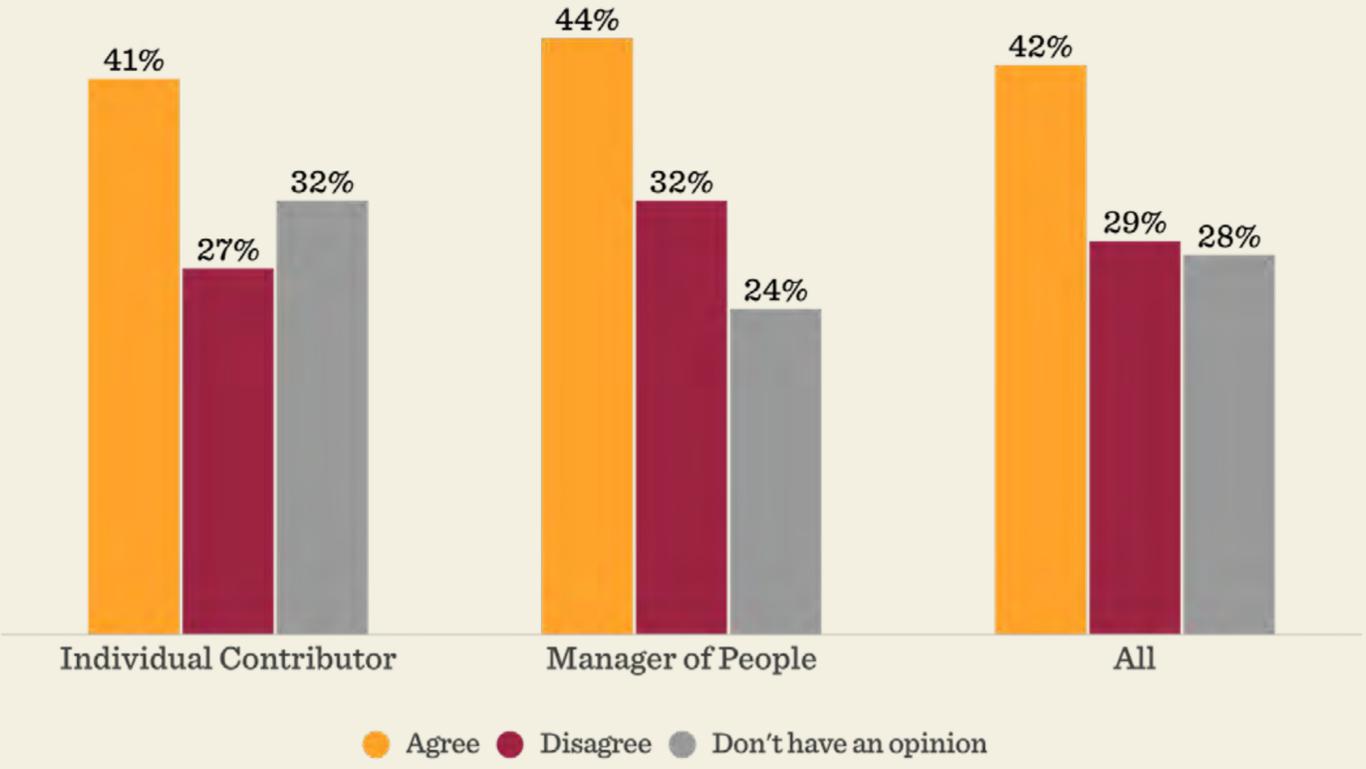### Sharing a political opinion my manager disagrees with could harm me and my position at the company

Legend: ● Agree ● Disagree ● Don't have an opinion

	Agree	Disagree	Don't have an opinion
All	42%	29%	28%
Men	46%	28%	26%
Women	39%	30%	30%

Sharing a political opinion my manager disagrees with could harm me and my position at the company by age group

Legend: ● Agree ● Disagree ● Don't have an opinion

	Agree	Disagree	Don't have an opinion
25 - 34	48%	29%	23%
35 - 44	49%	29%	22%
45 - 54	44%	26%	30%
55+	34%	31%	34%
All	42%	29%	28%

Sharing a political opinion my manager disagrees with could harm me and my position at the company by personal status

- Single-Separated-Divorced-Widowed: Agree 40%, Disagree 29%, Don't have an opinion 30%
- Married- Living with partner: Agree 48%, Disagree 29%, Don't have an opinion 23%
- Non-parent: Agree 41%, Disagree 28%, Don't have an opinion 31%
- Parent: Agree 46%, Disagree 29%, Don't have an opinion 24%
- All: Agree 42%, Disagree 29%, Don't have an opinion 28%

Sharing a political opinion my manager disagrees with could harm me and my position at the company by company size

- 51-100 EEs: Agree 39%, Disagree 34%, Don't have an opinion 27%
- 101-250 EEs: Agree 36%, Disagree 30%, Don't have an opinion 34%
- 251-500 EEs: Agree 45%, Disagree 26%, Don't have an opinion 29%
- 501-1,000 EEs: Agree 45%, Disagree 29%, Don't have an opinion 27%
- 1,001-5,000 EEs: Agree 44%, Disagree 28%, Don't have an opinion 27%
- All: Agree 42%, Disagree 29%, Don't have an opinion 28%

● Agree ● Disagree ● Don't have an opinion

Sharing a political opinion my manager disagrees with could harm me and my position at the company by role

Individual Contributor: Agree 41%, Disagree 27%, Don't have an opinion 32%

Manager of People: Agree 44%, Disagree 32%, Don't have an opinion 24%

All: Agree 42%, Disagree 29%, Don't have an opinion 28%

Legend: ● Agree ● Disagree ● Don't have an opinion

Sharing an opinion with a colleague

Respondents are also concerned about the impact of sharing their political opinions with colleagues. Half of the respondents say that sharing their political opinions could harm their relationships with colleagues and negatively affect their team productivity.

Respondents ages 35-44 were likelier to feel that sharing political opinions with colleagues could be detrimental (57% compared to 47%, 49%, and 50% in other age groups).

Married respondents, and those living with a partner are more likely to agree (55%) that sharing their opinions may have a negative impact compared to 50% of single respondents.

Respondents in larger companies with 500+ employees are more likely to think that sharing their political opinions will have a negative impact (54%), compared to 44% of respondents who work in companies with fewer than 250 employees.

Managers are also more likely to think that sharing their opinions will have a negative impact (55%) compared with 46% of individual contributors.
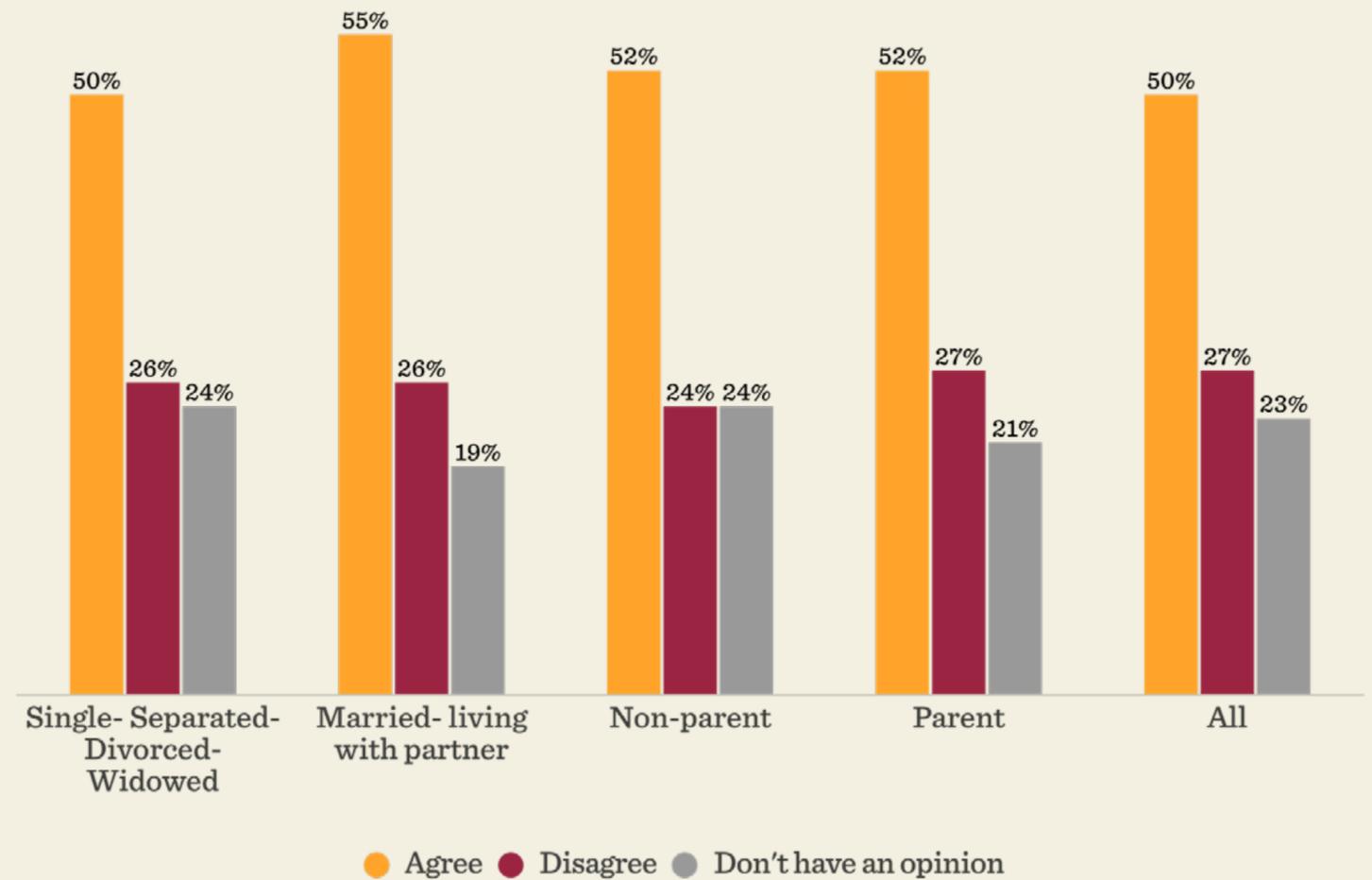
Sharing my political opinion with colleagues could harm my relationship with them and negatively affect our productivity as a team

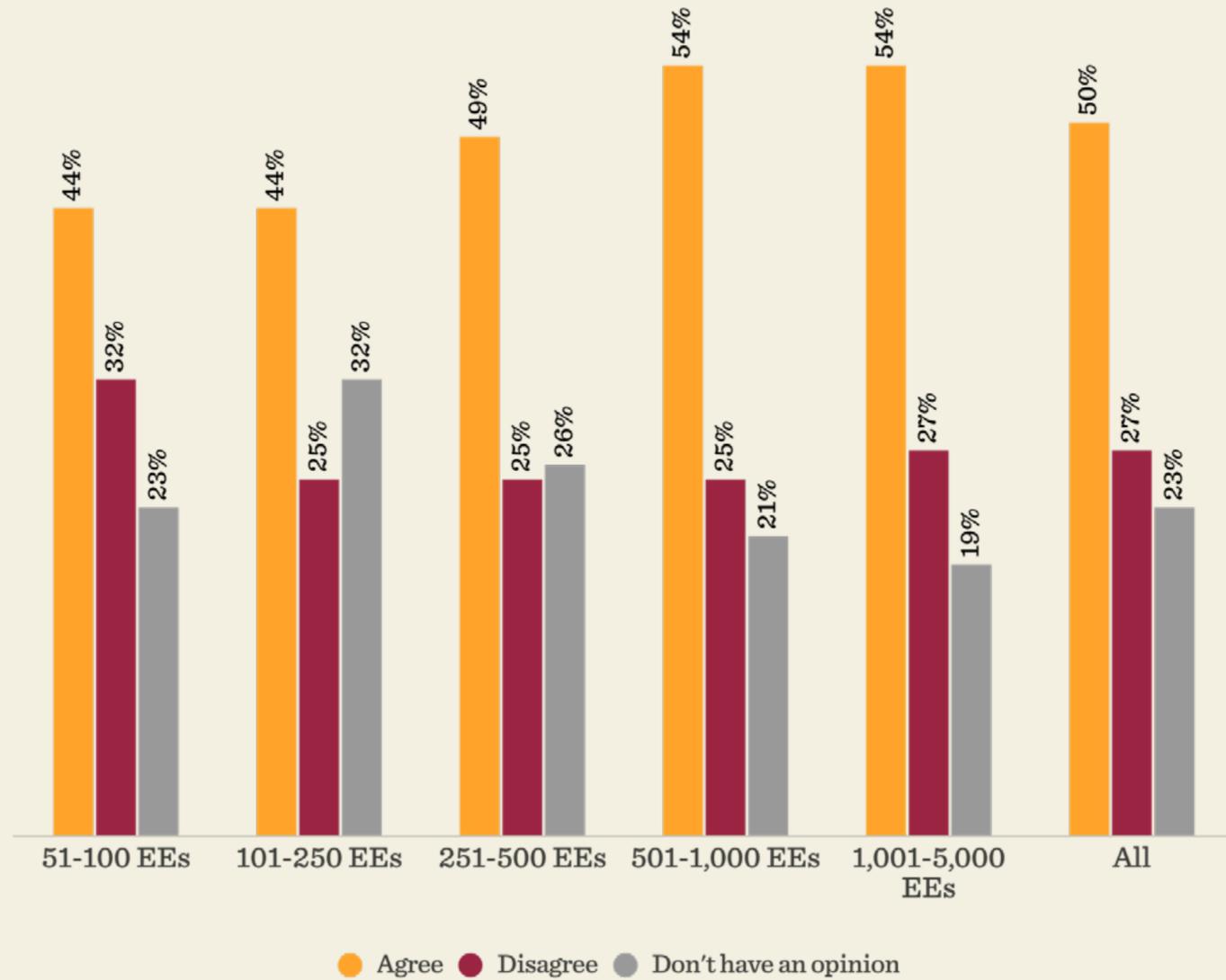|	All	Men	Women
Agree	50%	49%	51%
Disagree	27%	28%	26%
Don't have an opinion	23%	23%	23%
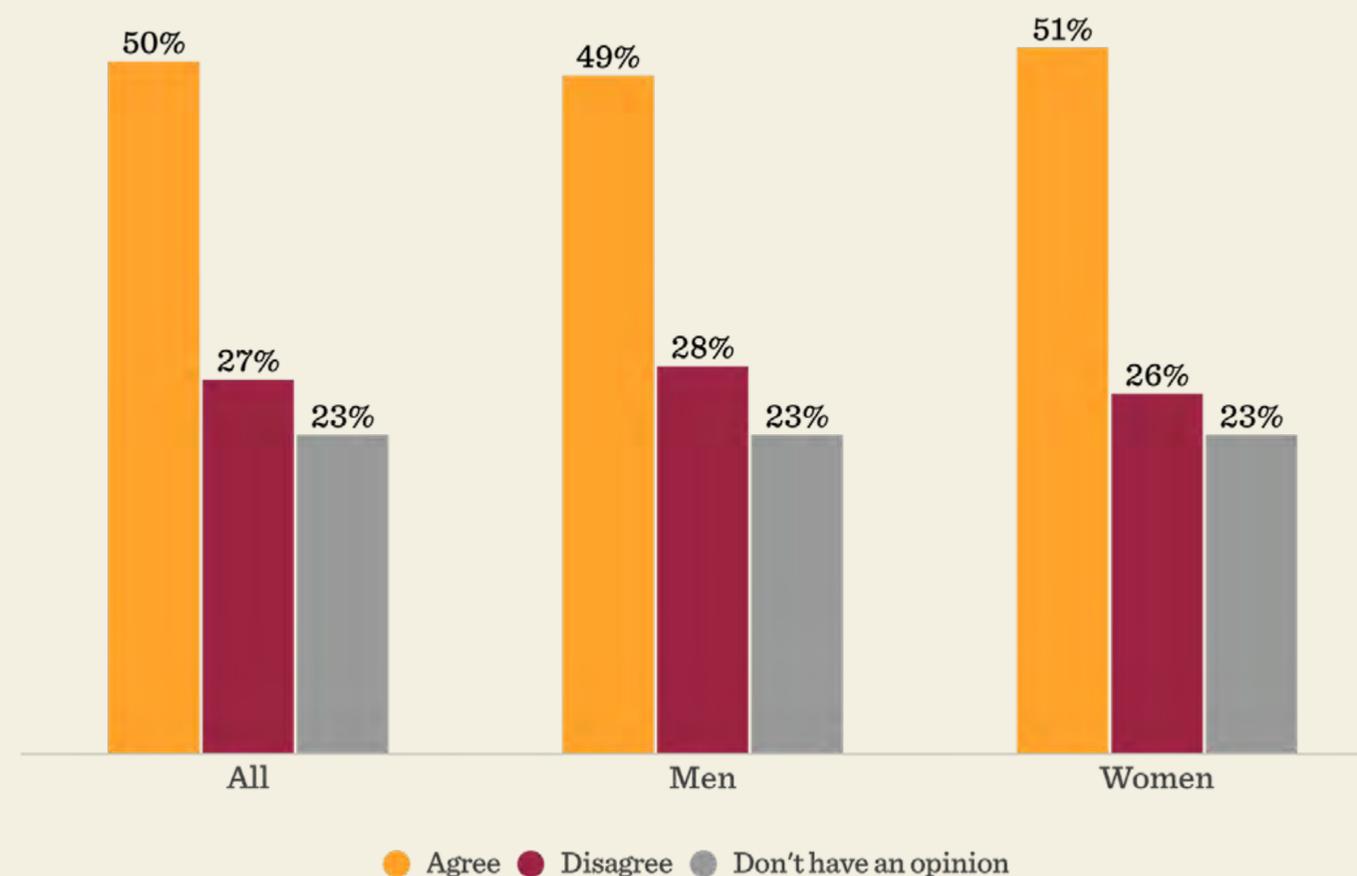
Sharing my political opinion with colleagues could harm my relationship with them and negatively affect our productivity as a team by age groups
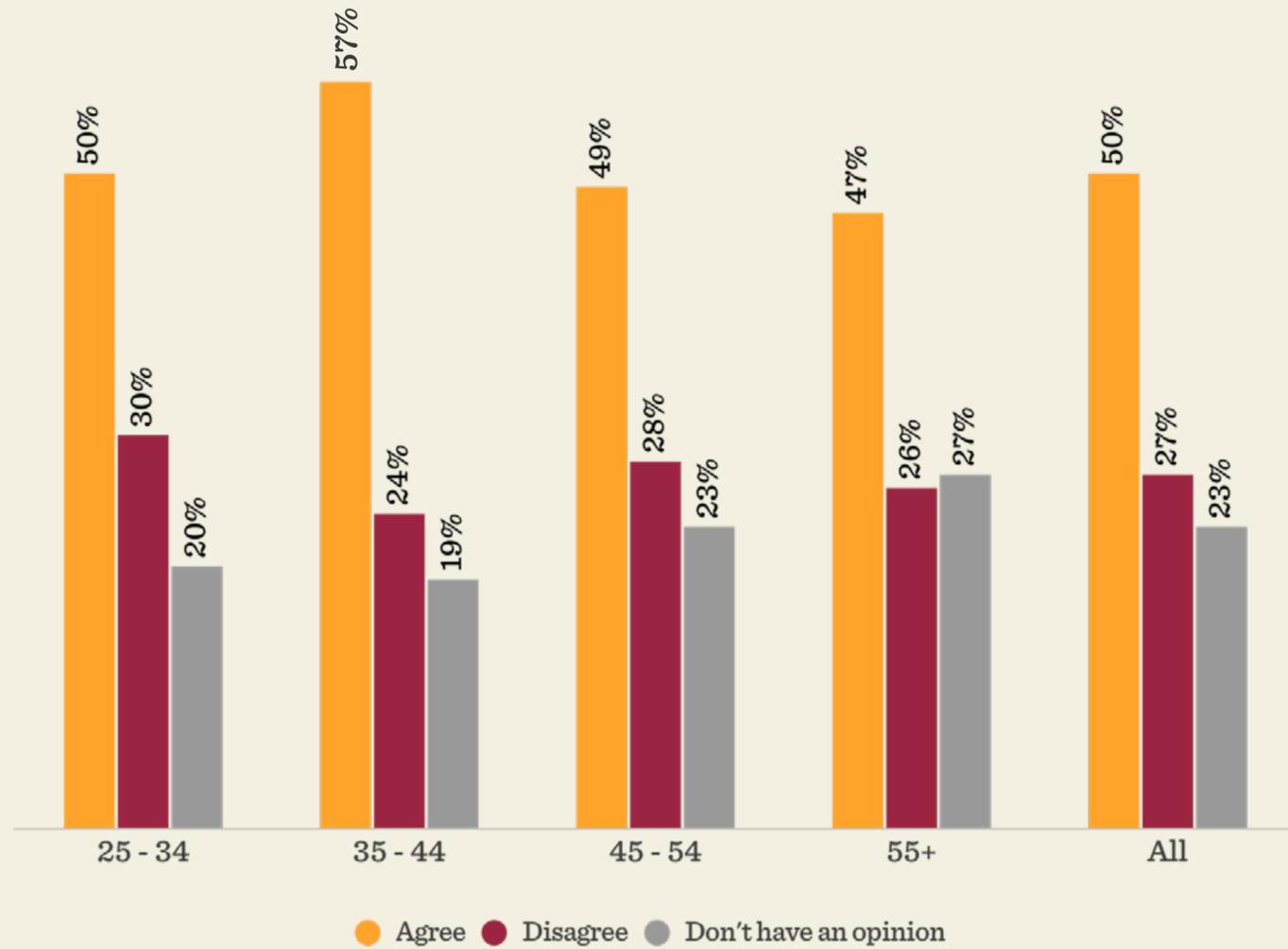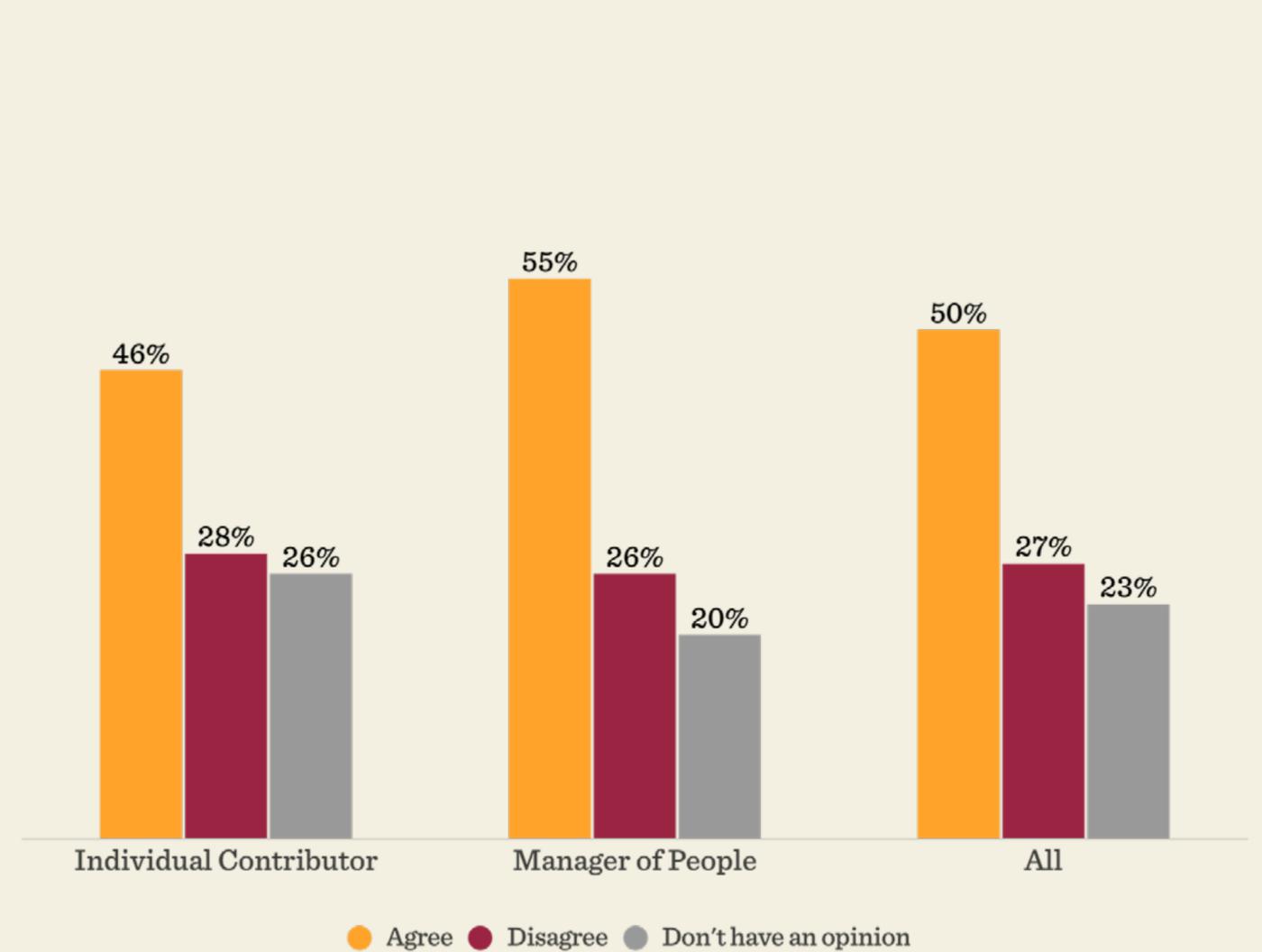
Sharing my political opinion with colleagues could harm my relationship with them and negatively affect our productivity as a team by personal status

Sharing my political opinion with colleagues could harm my relationship with them and negatively affect our productivity as a team by company size

	51-100 EEs	101-250 EEs	251-500 EEs	501-1,000 EEs	1,001-5,000 EEs	All
Agree	44%	44%	49%	54%	54%	50%
Disagree	32%	25%	25%	25%	27%	27%
Don't have an opinion	23%	32%	26%	21%	19%	23%

Sharing my political opinion with colleagues could harm my relationship with them and negatively affect our productivity as a team by role

	Individual Contributor	Manager of People	All
Agree	46%	55%	50%
Disagree	28%	26%	27%
Don't have an opinion	26%	20%	23%

Agree   Disagree   Don't have an opinion

Where does it leave us?

In our politically charged world, everything is seen through a political lens. Even a company's claim to be making a difference in the world, introducing a disruptive technology, or publicly supporting diversity, equity, and inclusion can be perceived as a sociopolitical position. That political stance is part of its employer brand and something that applicants consider when deciding whether or not to accept an offer from the company.

For some people, a company's political stance may actually prompt them to leave the company where they are currently employed.

Despite a strong sentiment that sociopolitics should be left out of the office and channels for company communications during charged times such as national elections, global conflict, economic downturns, climate events, or a pandemic, sociopolitical discussions in the workplace can't be avoided altogether.

People-first companies can't ignore the issue—doing so can result in broken working relationships and damage cultural safety. That is why companies need to set clear guidelines for respectful discourse and create safe spaces where discourse can take place. Doing so is key to creating a supportive, inclusive work environment for all employees, regardless of political opinions.

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For managers

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