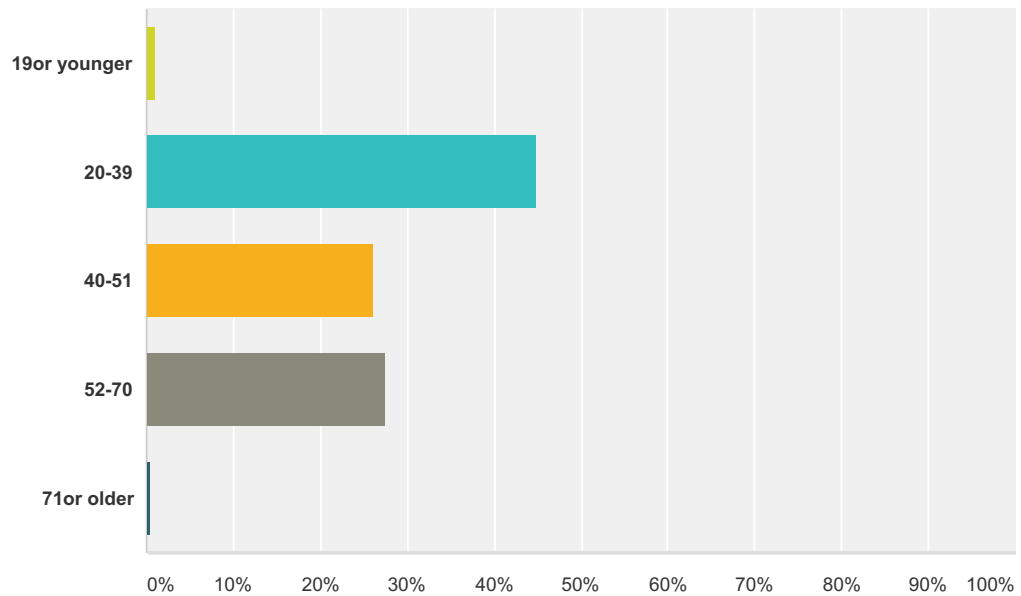


Q1 What is your age?

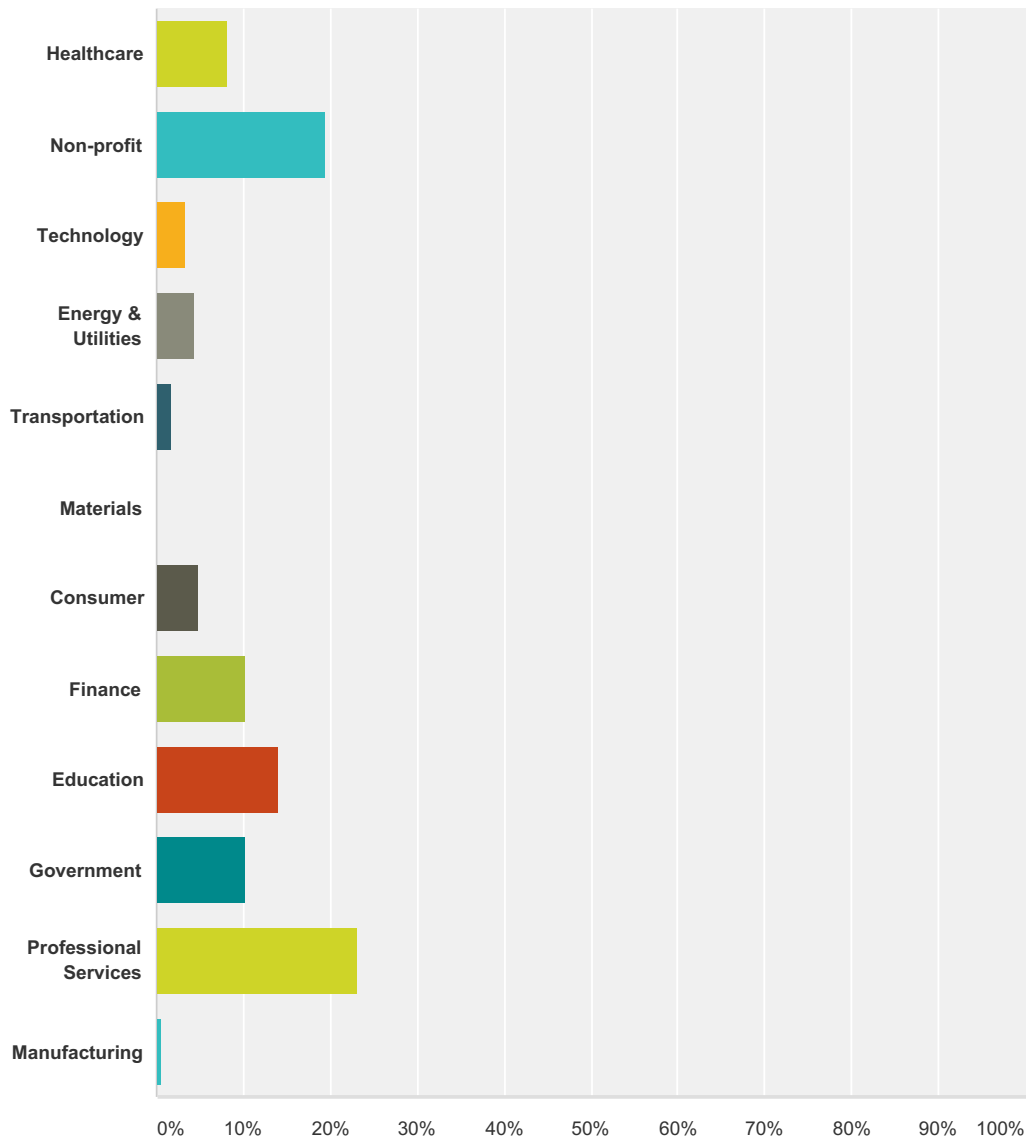
Answered: 192 Skipped: 0



Answer Choices	Responses
19 or younger	1.04% 2
20-39	44.79% 86
40-51	26.04% 50
52-70	27.60% 53
71 or older	0.52% 1
Total	192

Q2 What industry does your company belong to?

Answered: 185 Skipped: 7



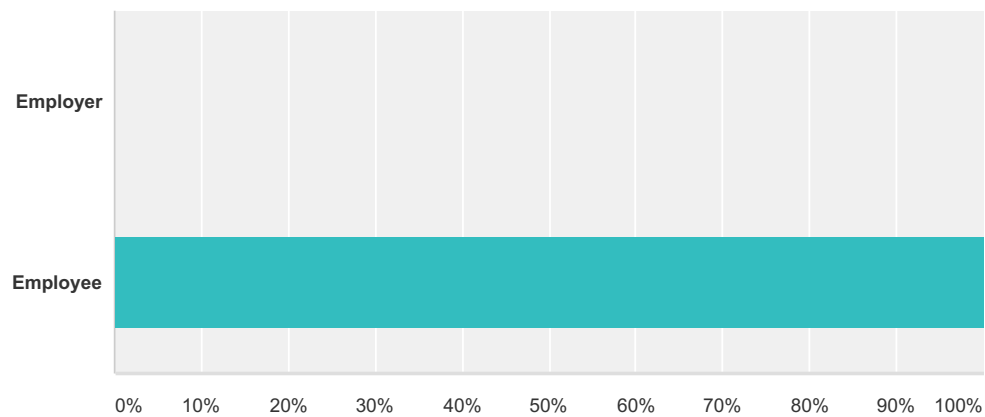
Answer Choices	Responses	
Healthcare	8.11%	15
Non-profit	19.46%	36
Technology	3.24%	6
Energy & Utilities	4.32%	8
Transportation	1.62%	3
Materials	0.00%	0
Consumer	4.86%	9

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Finance	10.27%	19
Education	14.05%	26
Government	10.27%	19
Professional Services	23.24%	43
Manufacturing	0.54%	1
Total		185

Q3 Which are you?

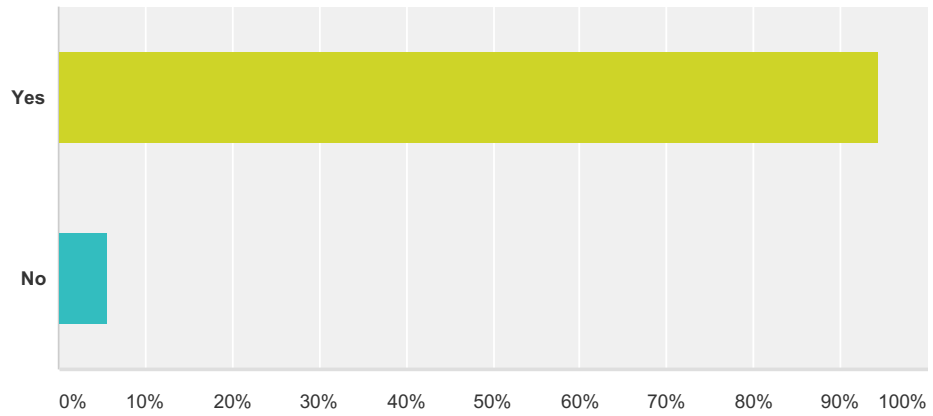
Answered: 192 Skipped: 0



Answer Choices	Responses	
Employer	0.00%	0
Employee	100.00%	192
Total		192

Q4 Do you have a personal cell phone with you while at work?

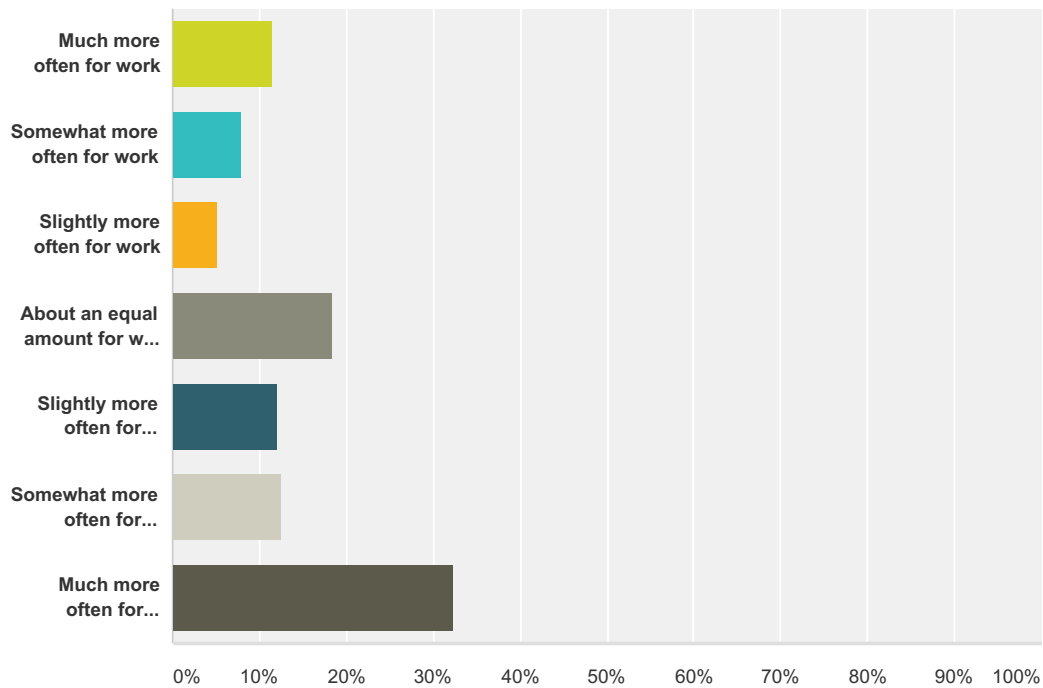
Answered: 192 Skipped: 0



Answer Choices	Responses	
Yes	94.27%	181
No	5.73%	11
Total		192

Q5 In a typical week, how do you use your cell phone?

Answered: 191 Skipped: 1



Answer Choices	Responses
Much more often for work	11.52% 22
Somewhat more often for work	7.85% 15
Slightly more often for work	5.24% 10
About an equal amount for work and personal reasons	18.32% 35
Slightly more often for personal reasons	12.04% 23
Somewhat more often for personal reasons	12.57% 24
Much more often for personal reasons	32.46% 62
Total	191

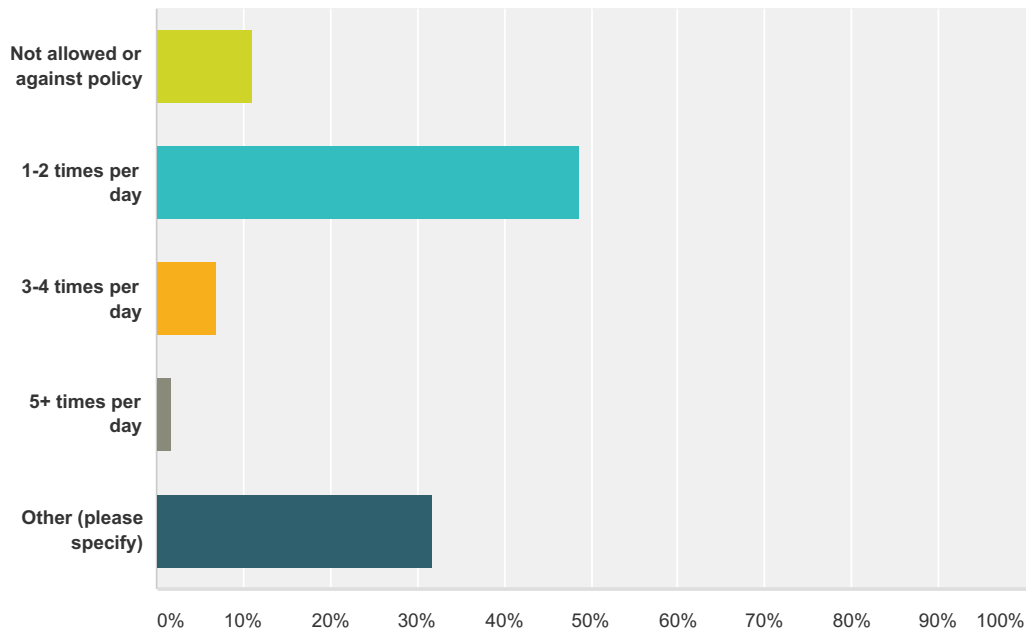
#	Comments	Date
1	The majority use of my personal cell phone is for work purposes. I rarely use it for personal use.	7/11/2016 2:39 PM
2	I have a land line for work that I use for work calls. I am a manager so I use my cell phone to communicate with staff and superiors and try not to give my personal cell # to customers/clients of mine.	7/11/2016 12:29 PM
3	NEVER use personal cell for work related anything !!	7/11/2016 12:09 PM
4	I work for a nonprofit. They are 15 years behind with technology. I use my phone.	7/11/2016 9:50 AM
5	Have no cell phone.	7/9/2016 4:54 PM
6	this typical work usage is for personal cell phone. I have a work cell phone provided to me used for work purposes only	7/8/2016 6:32 PM

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7	I have my phone at work in case of an emergency, but it is usually off while I'm at work.	7/8/2016 4:49 PM
8	Now I'm trying to see if I can even mentally separate the two.	7/8/2016 4:42 PM
9	I use my phone to call much more for work-related issues; I use e-mail from my phone about equal for work and personal issues, and I use internet on my phone much more for personal issues.	7/8/2016 4:20 PM
10	I'll check my work email from my phone in the evenings and on weekends.	7/8/2016 3:25 PM
11	Usually, my colleagues contact me through email. Students contact me a little more often through my cell phone, particularly for less formal reasons such as arranging a meeting time for staffers after school or asking a very quick question.	7/8/2016 3:21 PM
12	My phone is provided by my employer, but I use it for personal and business needs.	7/8/2016 3:09 PM
13	I have my phone at work in case my grandchildren need me after school. I DO NOT use my cell phone while at work. 1. the district provides a desk phone for me and 2. it shows lack of work ethic using your personal phone for non-work related situations. (unless it is an emergency)	7/8/2016 2:56 PM
14	Personal use is higher for calls, but it is pretty equal for email and Internet use between personal and work.	7/8/2016 2:28 PM
15	I have a work cell phone, then have my own personal cell phone.	7/8/2016 1:49 PM
16	Most of my work use if data use through email.	7/8/2016 1:46 PM
17	My only work phone is my personal cell phone.	7/8/2016 1:19 PM
18	My cell phone is my office/work phone and, as a perque, it is mine for personal use as well.	7/8/2016 1:11 PM

Q6 How often do you accept personal callson a cell phone at work?

Answered: 189 Skipped: 3



Answer Choices	Responses
Not allowed or against policy	11.11% 21
1-2 times per day	48.68% 92
3-4 times per day	6.88% 13
5+ times per day	1.59% 3
Other (please specify)	31.75% 60
Total	189

#	Other (please specify)	Date
1	Less than 1-2 times per day on average	7/20/2016 2:19 PM
2	Infrequently	7/18/2016 3:54 PM
3	In sales. Answer phone as could be client. Also could be child's school, doc, eyc.	7/15/2016 1:03 PM
4	no often - maybe once a week	7/14/2016 4:34 PM
5	Rarely do I receive calls during business hours	7/12/2016 4:56 PM
6	It's my phone for business and personal, not business phone.	7/12/2016 4:22 PM
7	only if Its my daycareprovider or spouse	7/12/2016 9:51 AM
8	Maybe once or twice a week, very rarely	7/12/2016 9:44 AM
9	1-2 times per week. Allowed but not against policy	7/12/2016 9:44 AM
10	less than 1 time a week	7/12/2016 9:43 AM
11	a couple times a month	7/12/2016 9:19 AM

Cell Phone & Social Media Survey

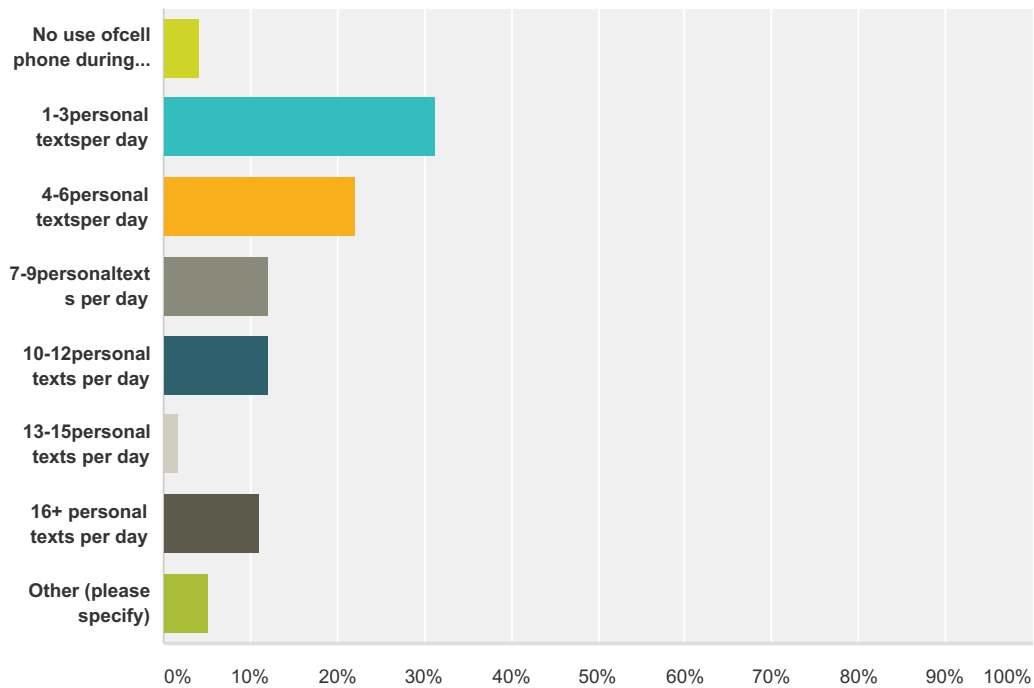
12	Sparingly as a call comes in from daycare or doctor	7/11/2016 2:42 PM
13	0-1 times during the duty day.	7/11/2016 2:40 PM
14	0 it is allowed at work but I do not take personal calls while on the clock	7/11/2016 12:30 PM
15	1-4 times per month	7/11/2016 10:44 AM
16	1-3 times per week	7/11/2016 10:43 AM
17	Maybe once a week	7/11/2016 9:08 AM
18	once a week	7/11/2016 8:35 AM
19	2-3 times a week	7/11/2016 8:01 AM
20	Very rarely. 1 or 2 times a week	7/10/2016 3:51 PM
21	wife	7/10/2016 7:57 AM
22	1-2 X/month	7/10/2016 6:37 AM
23	1-2 times per week	7/8/2016 10:54 PM
24	1-2 times a week	7/8/2016 6:33 PM
25	very infrequently	7/8/2016 5:46 PM
26	2x a week	7/8/2016 5:08 PM
27	As often as the come in, which is less than one a day.	7/8/2016 4:43 PM
28	A few times per month	7/8/2016 4:22 PM
29	When situations arise. Dr returning calls and such	7/8/2016 4:03 PM
30	once or fewer per day	7/8/2016 4:02 PM
31	Probably 1-3 per week	7/8/2016 3:58 PM
32	less than 1 x per day.	7/8/2016 3:43 PM
33	As needed if emergency - but I really don't check while I am teaching and it is on silent.	7/8/2016 3:22 PM
34	I don't receive personal call while at work	7/8/2016 3:14 PM
35	Once a month or so	7/8/2016 3:14 PM
36	1-2 times per week	7/8/2016 3:06 PM
37	Not daily, but occasionally	7/8/2016 3:03 PM
38	I don't normally receive phone calls, maybe 1 per week	7/8/2016 3:03 PM
39	1-2 per week	7/8/2016 2:57 PM
40	maybe 1 time per week	7/8/2016 2:42 PM
41	2 or 3 times a week	7/8/2016 2:42 PM
42	rarely. Less than 1x per week	7/8/2016 2:41 PM
43	Rarely. 1 to 2 times a month.	7/8/2016 2:33 PM
44	About once a week. I usually don't get many calls.	7/8/2016 2:25 PM
45	Rare occasions	7/8/2016 2:23 PM
46	Seldom; a couple of times a month at most.	7/8/2016 2:22 PM
47	1-2x per week. NoT encouraged	7/8/2016 2:14 PM
48	Approx. 3 - 4 times per year.	7/8/2016 2:13 PM
49	I don't receive phone calls on my mobile during the day	7/8/2016 2:06 PM
50	1-2 times per week	7/8/2016 1:58 PM
51	1-3 times per WEEK	7/8/2016 1:56 PM
52	At most, once a month	7/8/2016 1:52 PM

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53	No reception for calls on my carrier in most work areas	7/8/2016 1:49 PM
54	Rarely	7/8/2016 1:49 PM
55	1-2 times per week	7/8/2016 1:47 PM
56	I am available to family and staff of 50 24/7	7/8/2016 1:35 PM
57	0 times per day, but it's not against policy	7/8/2016 1:29 PM
58	1-2 times a month (work cell phone)	7/8/2016 1:24 PM
59	3-4 times per week	7/8/2016 1:19 PM
60	Usually 1-2, but I can accept more calls if they come in.	7/8/2016 1:12 PM

Q7 How often do you send and receive personal texts per day?

Answered: 189 Skipped: 3



Answer Choices	Responses
No use of cell phone during the day for personal texts.	4.23% 8
1-3 personal texts per day	31.22% 59
4-6 personal texts per day	22.22% 42
7-9 personal texts per day	12.17% 23
10-12 personal texts per day	12.17% 23
13-15 personal texts per day	1.59% 3
16+ personal texts per day	11.11% 21
Other (please specify)	5.29% 10
Total	189

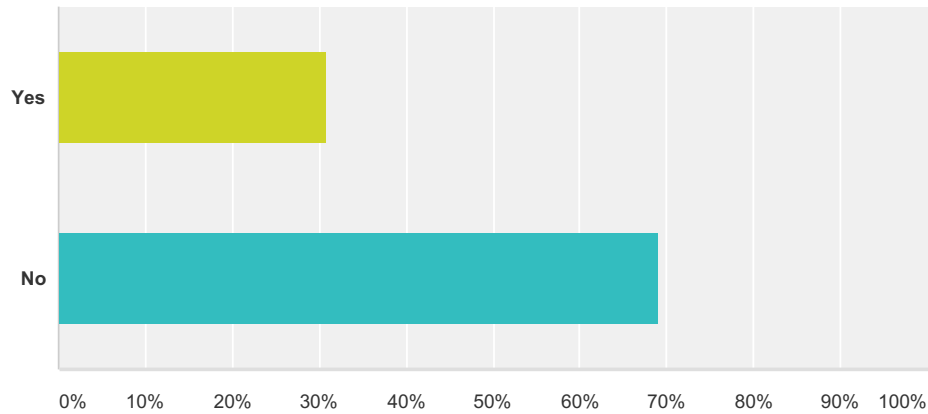
#	Other (please specify)	Date
1	I receive quite a few, but send 4-6 on average	7/20/2016 2:19 PM
2	Very infrequent	7/18/2016 3:54 PM
3	1-3 texts per week	7/8/2016 6:33 PM
4	A few times per week	7/8/2016 4:22 PM
5	1-3, But depends on what's going on	7/8/2016 3:58 PM
6	Not daily, but occasionally	7/8/2016 3:03 PM

Cell Phone & Social Media Survey

7	I don't do it.	7/8/2016 2:57 PM
8	Same answer as above	7/8/2016 1:35 PM
9	1-3 per week	7/8/2016 1:24 PM
10	Less than once per day but occasionally and not prohibited.	7/8/2016 1:19 PM

Q8 Are you ever frustrated with other employees' personal cell phone use?

Answered: 188 Skipped: 4



Answer Choices	Responses
Yes	30.85% 58
No	69.15% 130
Total	188

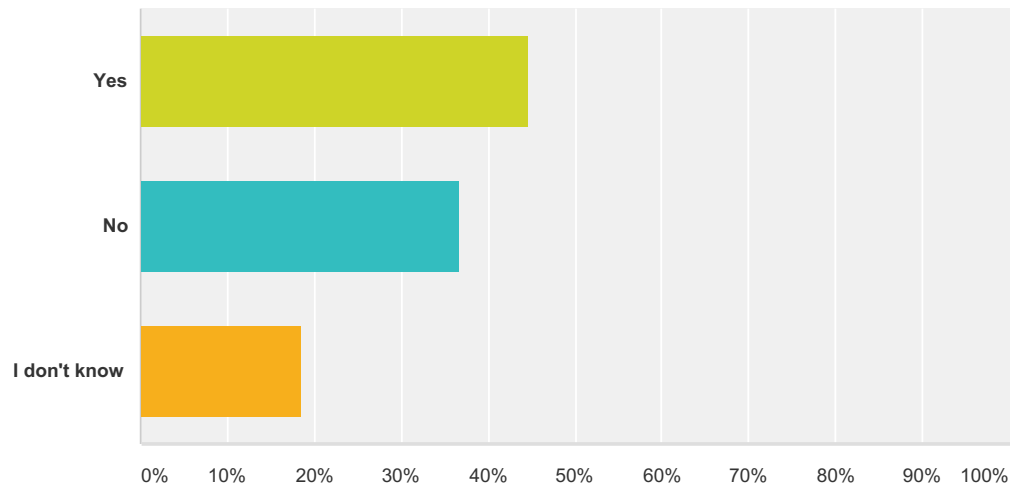
#	Comments	Date
1	When assistant is on social media too much taking away from duties.	7/15/2016 1:04 PM
2	I'm in sales. Out-of-office quite a bit and touch base with husband during day re kiddos, pick-up, dinner, when home, etc.	7/15/2016 12:59 PM
3	Not always, but it can be a problem.	7/12/2016 9:43 AM
4	Only frustrated when they use their device when presenters or supervisors are speaking.	7/11/2016 2:40 PM
5	Our team decided to enforce a cell phone rule. Is it legal ?? who knows	7/11/2016 12:10 PM
6	Only when the conversations are inappropriate.	7/11/2016 9:08 AM
7	It is a two way street. While we may take personal calls at work, there is an expectation that we will answer work phone calls outside of business hours.	7/11/2016 8:09 AM
8	Usually not, except at meetings when important things are being discussed and they have zoned out.	7/10/2016 8:52 PM
9	They talk long and loudly while others are thinking.	7/9/2016 4:55 PM
10	When it hurts customer service.	7/8/2016 5:09 PM
11	We do not have a problem with personal cell phone use as we are too busy doing our jobs	7/8/2016 4:03 PM
12	In the teaching profession, we usually avoid using cell phones during our instructional time. If we need to make a personal call, it is done during plan time or before/after school.	7/8/2016 3:23 PM
13	I don't pay attention	7/8/2016 3:15 PM
14	If they answer or use their phone when we are working at a public service desk	7/8/2016 3:15 PM
15	Our policy is to keep them on silent or vibrate. But some staff doesn't adhere to the policy.	7/8/2016 3:07 PM
16	Only with one particular employee	7/8/2016 3:04 PM
17	It is rude and I don't care to hear their personal conversation. Some people have no volume control on their voices. It's even worse in the lunch room.	7/8/2016 2:58 PM

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18	Some people in our office have their ringer/etc. turned on loud so the entire office knows every time they get a text. I don't mind they get texts, just put your phone on silent.	7/8/2016 2:43 PM
19	Although my employer's cell phone policy is quite lenient, my employer expects each employee to take it upon him or herself to be respectful and responsible in regards to cell phone usage. However, with such leniency, many employees abuse the trust system and use their personal phones excessively.	7/8/2016 2:20 PM
20	loud alerts and also waiting to speak to another employee when they are on their cell	7/8/2016 1:52 PM
21	I get my work done. I don't know their personal situation.	7/8/2016 1:50 PM
22	Only frustrated when my coworkers are posting personal updates to social media multiple times throughout the workday	7/8/2016 1:49 PM
23	No cell phones allowed unless in management	7/8/2016 1:36 PM
24	It's very frustrating to have co-workers using cell phones during meetings. Highly unprofessional and disrespectful. Especially when it's a one-on-one meeting.	7/8/2016 1:19 PM

Q9 Does your company have a cell phone policy?

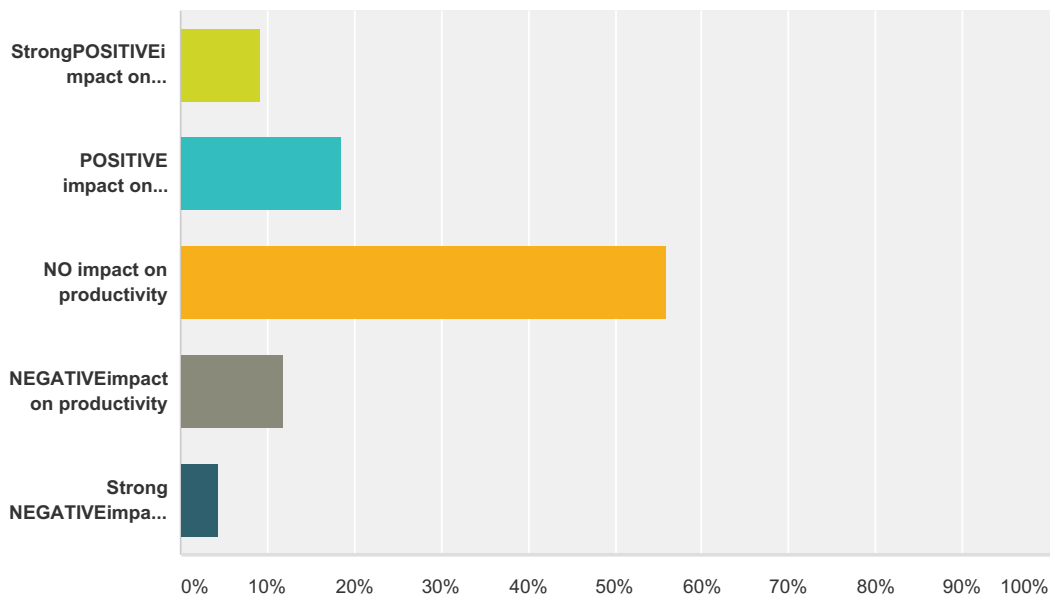
Answered: 188 Skipped: 4



Answer Choices	Responses	
Yes	44.68%	84
No	36.70%	69
I don't know	18.62%	35
Total		188

Q10 Do you feel your personal cell phone use impacts your productivity at work?

Answered: 184 Skipped: 8



Answer Choices	Responses	
Strong POSITIVE impact on productivity	9.24%	17
POSITIVE impact on productivity	18.48%	34
NO impact on productivity	55.98%	103
NEGATIVE impact on productivity	11.96%	22
Strong NEGATIVE impact on productivity	4.35%	8
Total		184

Cell Phone & Social Media Survey

Q11 What do you feel companies should do regarding personal cell phone usage in the workplace?

Answered: 132 Skipped: 60

#	Responses	Date
1	I think that is very dependent on the industry, but generally I believe empowering employee to use their cell phone responsibly while at work, with a clear policy on what is an is not acceptable, is the best way to go.	7/20/2016 2:22 PM
2	Write reasonable common-sense policies adapted to balance the needs of their company and their employees. Hold individuals accountable. Don't punish entire groups for failure to follow policy.	7/18/2016 3:56 PM
3	They should not be allowed.	7/18/2016 11:17 AM
4	It's fine if not over used	7/18/2016 7:56 AM
5	Depends on responsibilities...but in today's world parents need to be accessible for their kids.	7/15/2016 1:06 PM
6	Depends on profession. I'm on phone a lot for job. If, for example, I was a teacher I think it's less acceptable as would take me away from job related responsibilities.	7/15/2016 1:00 PM
7	Educate and inform on appropriate use and good time management skills.	7/14/2016 7:12 PM
8	I don't see that cell phones are an issue as long as people are doing their jobs.	7/14/2016 4:35 PM
9	I would say if employees are taking care of their responsibilities and consistently are a contributive member of the organization, then however they want to use their cell phone is up to them. No policy needed.	7/14/2016 3:50 PM
10	emergencies only	7/14/2016 10:56 AM
11	It used to be against company policy. Now it seems like no one cares	7/14/2016 9:38 AM
12	Either no expected use for business or personal except during breaks and lunch OR provide business cell phone for use. Don't believe you can have it both ways- meaning employers shouldn't "expect" work productivity (including checking emails) on personal phones	7/14/2016 9:30 AM
13	Emergency calls/ texts should be allowed	7/14/2016 9:10 AM
14	Have flexible policies, but the policies should allow employers to address problems if they arise due to abuse of cell phone usage.	7/13/2016 3:35 PM
15	Cell phone usage should be limited to the lunch and official morning and afternoon breaks.	7/13/2016 10:01 AM
16	Limit personal use during business hours if the employee is non productive.	7/12/2016 4:59 PM
17	I work from home and auto, so it would be hard for me to go without. In an office setting, I believe there should be some limitations established.	7/12/2016 4:23 PM
18	have a policy in place	7/12/2016 9:52 AM
19	Depending on the business, cell phones can be allowed as long as they are misused to the point that there is a noticeable decline in performance.	7/12/2016 9:51 AM
20	Dedicate time to it each day with short break(s). Should increase productivity overall, less of a distraction.	7/12/2016 9:46 AM
21	assuming security isn't an issue employees should be trusted to complete their work in a timely manner. If the useage becomes an issue or bothers other people then those issues should be address one on one.	7/12/2016 9:44 AM
22	If an employee is wasting time and not being productive, he/she will find a way to waste time even if cell phones aren't allowed. A productive and good employee will know how to balance that impact.	7/12/2016 9:15 AM
23	I think it depends on the type of work being done. Obviously if you are in a manufacturing job you shouldn't use one at all. If you are in a sales job it is a very important communications tool.	7/11/2016 3:33 PM
24	Case by case basis. If an employee gets their work done and it's of high quality don't worry about it. Have rules for when teams are meeting or other pertinent times - no cell phone usage, etc. Could just be part of norms that are set up.	7/11/2016 2:43 PM
25	little to no cell phone usage at work.	7/11/2016 12:33 PM

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26	I believe that companies should allow cellular phones to be on and present in case of an emergency; especially for those of us with kids or an ill spouse at home that need to urgently get a hold of us. However, for leisure purposes...it should be ban as I feel it decreases the amount of productivity.	7/11/2016 12:18 PM
27	No games No tv !!! I have no problem with breaks only unless you have some family health issues or pressing business...Plumbers, roofers, etc	7/11/2016 12:12 PM
28	Reasonable restrictions seem fair to both parties, with exceptions as necessary (car in the shop, family member sick, etc). However, those policies should be clearly outlined so that both parties are on the same page regarding the use of a cell phone at work.	7/11/2016 11:37 AM
29	If you are face to face with the public, the cell phone should be put away.	7/11/2016 11:04 AM
30	Find balance. Limit personal use but still allow some.	7/11/2016 11:02 AM
31	Encourage productivity and efficiency. I do not think it is helpful to ban personal cell phone usage.	7/11/2016 10:44 AM
32	I think it depends on the job someone holds. If it will impact safety or customer service it should not be allowed.	7/11/2016 10:30 AM
33	Certainly in the customer service world where directly dealing with the public - cell phones should not be in use while dealing with the client. Policies limiting personal use makes complete sense.	7/11/2016 10:26 AM
34	First determine if it is a problem, if so, regulate it.	7/11/2016 10:23 AM
35	Set clear expectations of when & how they can be used. And depending on industry, cell phones should be allowed because of the camera on the phone.	7/11/2016 9:58 AM
36	Cell phone usage can increase productivity and give employees a sense of personal freedom, but excessive personal use can decrease productivity and diminish results. That said, the nature of the work of the company and the individual employee are important factors to consider when looking at personal cell phone usage.	7/11/2016 9:42 AM
37	Phone usage is different at my workplace for some employees as some of our cell phones are paid for through the office so we are required to answer calls, in case they are business calls. Other employees do not have paid cell phones but do not really have a policy in place for answering calls. I do think that personal calls and texts should be taken only if it's an emergency and internet usage on phones should be minimal.	7/11/2016 9:10 AM
38	It depends on the industry and the job responsibilities.	7/11/2016 8:57 AM
39	Allow it, so long as it is not a distraction to others or a deterrent from completing work.	7/11/2016 8:52 AM
40	whatever makes them more productive	7/11/2016 8:47 AM
41	It's a hard thing to police because it's assumed you will have it so that you are available for work to contact you either through calls, emails, or texts so unless you have a separate phone for your personal use it's inevitable that personal stuff will come through at the same time.	7/11/2016 8:45 AM
42	Monitor it only, and if a problem occurs, address it on a case by case basis.	7/11/2016 8:39 AM
43	Assuming it is not a problem - nothing.	7/11/2016 8:18 AM
44	If it is a problem, allow for certain times during the work day that employees are allowed to check their cell phones	7/11/2016 8:10 AM
45	Personal usage kept to minimum	7/11/2016 8:02 AM
46	Allow them	7/11/2016 7:42 AM
47	Advise employees to keep it to a minimum and lead by example. Employees will struggle more with no personal cell phone use if management does not have to follow the same guidelines.	7/11/2016 7:29 AM
48	Have to ask the question--what is not getting done!	7/10/2016 8:52 PM
49	Create general rules and let people govern themselves	7/10/2016 3:52 PM
50	In some cases limit the use of personal cell calls and texts	7/10/2016 7:58 AM
51	Highly limit them.	7/9/2016 7:57 PM
52	use only when on break.	7/9/2016 4:56 PM
53	Limit usage as much as possible for non work related items. Any distraction causes a loss in productivity.	7/9/2016 8:49 AM
54	Regulate as they would personal calls on employer owned land lines	7/9/2016 8:06 AM
55	Give employees enough latitude to have a life while still at work as long as they are still getting what they need to do done.	7/8/2016 11:21 PM

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56	Business use but great way for families to keep in contact and emergencies. Never appropriate to answer in front of client though	7/8/2016 11:20 PM
57	Set boundaries, emergencies or family illness, or encourage staff to share the number professionally. Not all staff will want to do this. Set expectations on games, Facebook, etc.	7/8/2016 10:57 PM
58	Personal use should be restricted, but companies should also assess how distracting it can be and judge the situation	7/8/2016 10:25 PM
59	Discourage it	7/8/2016 10:13 PM
60	Establish clear cut policies.	7/8/2016 10:11 PM
61	Common sense guidelines	7/8/2016 8:57 PM
62	Depends on the job	7/8/2016 7:47 PM
63	It depends on the workplace. My workplace allows for privacy and as long as work gets done employees can be responsible about use. If not, then they may not be suited for the role or job their in.	7/8/2016 7:31 PM
64	Ban it while at work unless it is an absolute emergency.	7/8/2016 5:48 PM
65	Monitor the amount of time that it is used	7/8/2016 5:28 PM
66	Should be limited to break time.	7/8/2016 5:07 PM
67	Depends on the company and position. Mostly cell phones should only be used during break times.	7/8/2016 4:50 PM
68	It really depends on roles and productivity. If it doesn't interfere with jobs tasks -- like in a phone center or a labor position, some usage is OK. Excessive phone use is probably a symptom of another problem that a manger needs to address.	7/8/2016 4:45 PM
69	Limit it to phone, text and email only - no internet.	7/8/2016 4:23 PM
70	As technology evolves I have apps that help me do my job...and it also gives a sense of safety in the workplace. So not sure I want a zero tolerance/usage	7/8/2016 4:04 PM
71	Do what works for them	7/8/2016 4:04 PM
72	If it impacts productivity then something needs to be done. Similar to an attendance policy - out too much.	7/8/2016 4:00 PM
73	Enforce standards the prohibit the use of cell phones at the expense of work productivity.	7/8/2016 3:45 PM
74	Good luck trying to stop usage, especially when a company has no problem texting with a work related issue/question even after hours!	7/8/2016 3:44 PM
75	Honestly evaluate effect on productivity and security concerns	7/8/2016 3:30 PM
76	I think in this day and age - it would be hard for a company to control something like personal cell phone use. Back when I was younger I would call my mom on her work number - I think it's just switched now to cell phones. If we expect salaried employees to work on their phone in the evenings and weekends - then we can't expect them not to use their cell phones for personal use at work.	7/8/2016 3:28 PM
77	Limit it to before/after work or break/lunch time unless a specific emergency or need. However, if it is needed for a person's job, it should be allowed as long as it is used for work purposes.	7/8/2016 3:25 PM
78	They should let people monitor themselves until it starts hindering their work.	7/8/2016 3:23 PM
79	While you are at work you are at work and should be doing work related tasks.	7/8/2016 3:15 PM
80	Put them on silent or vibrate	7/8/2016 3:08 PM
81	Sometimes I feel it should be banned, but other times it is helpful to send my boss/co-worker a quick text when I know they are in a meeting and get an immediate response. So I'm torn.	7/8/2016 3:06 PM
82	I think that depends on the enviornment and how responsible the person is. Ideally adults should be able to police/monitor their own use and not waste company time.	7/8/2016 3:04 PM
83	Allow usage only if an emergency. OR if you are anticipating a phone call from a family member. Quick conversation, then off the phone.	7/8/2016 3:00 PM
84	I do think it is a healthy practice to employ some sort of policy for cell phone usage.	7/8/2016 2:48 PM
85	Let people monitor themselves unless it is hurting the organization	7/8/2016 2:46 PM

Cell Phone & Social Media Survey

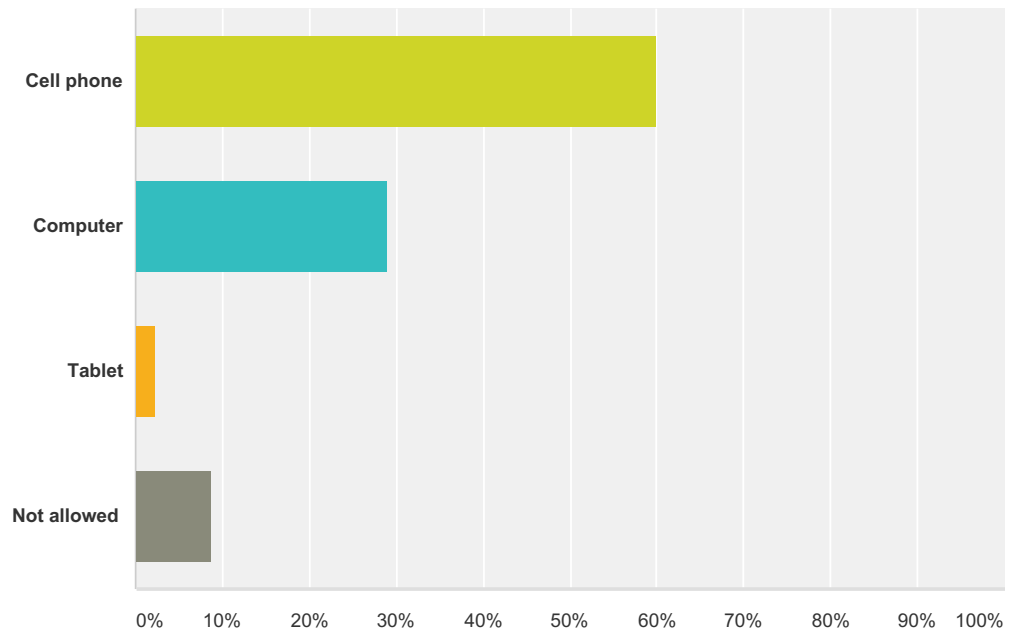
86	It depends on the position you hold. If you are in a fast pace work environment where your customer can visually see you, Cell phone usage needs to be limited. If you sit behind a desk all day and have limited contact with customers, it should be as much of an issue. If don't spend all day interacting with people, sometimes you need an outlet to connect with those around you.	7/8/2016 2:43 PM
87	Society has reached a point where some use is probably unavoidable; a "no use" policy is unrealistic and alienating. But I suspect a lot of people over-use them while at work, too, so some guidelines should be provided.	7/8/2016 2:43 PM
88	Allow with a policy in place	7/8/2016 2:43 PM
89	As long as cell phone use (texting particularly) does not interfere with productivity or creates distractions for others, it seems that companies can trust their staff to be respectful.	7/8/2016 2:39 PM
90	Personal calls or texts should be kept to a minimum, and this could be written in to a policy. Cell phones should be set to vibrate when at work.	7/8/2016 2:39 PM
91	Deal with it on an individual basis.	7/8/2016 2:34 PM
92	I believe it's their right as an employer to decide whether use of personal cell phones is allowed or not.	7/8/2016 2:34 PM
93	As a previous teaching assistant at a small-town middle school, each teacher required every student to place his or her cell phone into a bin at the start of class. The students were allowed to access their phones during passing periods and on lunch breaks. Although the students despised parting with their phones, focus and productivity in each classroom remained high throughout the entire school day. As passé as this may seem, the workplace could learn from these middle schoolers. Although requiring employees to place his or her phone into a bin may be too excessive, placing a limit on when and where personal phones are allowed may boost productivity.	7/8/2016 2:30 PM
94	Continue availability for personal use but like all other personal matters, keep it to a minimum.	7/8/2016 2:29 PM
95	Unknown	7/8/2016 2:26 PM
96	Pay for employee's plans and use if they expect email checked and calls responded to in "off" hours.	7/8/2016 2:24 PM
97	Policies should differ company to company based on the industry and history of employee cell phone use.	7/8/2016 2:24 PM
98	allow as long as not abused	7/8/2016 2:20 PM
99	Depends. I'm in sales and use my constantly for the company's benefit. I pay for it. All my emails come through my phone. Crucial work tool for me	7/8/2016 2:16 PM
100	N/A As long as the employee is productive.	7/8/2016 2:15 PM
101	My cell phone allows me to access my work email and calendar while in meetings or away from my desk, which I find helpful. I would not like a cell phone restriction, but I also see the value for people who are less motivated and use it as a distraction rather than a tool.	7/8/2016 2:14 PM
102	Leave alone and handle abuse on a special case basis.	7/8/2016 2:11 PM
103	Allow them to use them for work and personal.	7/8/2016 2:09 PM
104	Allow it unless it is an environment such as a warehouse where cell phone use could increase the risk of accidents.	7/8/2016 2:07 PM
105	I have no issues if calls need to be taken for some reason, but I struggle seeing Facebook posts (when I am looking at FB in the evening) if the number of people I know (in particular who work for my employer) post, like, etc. on Facebook during the work day.	7/8/2016 2:04 PM
106	Allow minimal cell phone usage at work, unless it becomes disruptive to others or decreases productivity. Allow use for personal emergencies or unexpected circumstances.	7/8/2016 2:02 PM
107	They should have a plan to restrict cellphone use during work hours	7/8/2016 2:02 PM
108	Leave it up to the individual. We are adults. We are professionals. We use sound judgment in these kinds of issues - always.	7/8/2016 1:58 PM
109	It should not interfere with your ability to accomplish your job objectives, but employers who feel the need to babysit employees via policies aren't sending a positive message about trusting their employees to maintain work-life balance.	7/8/2016 1:57 PM
110	Monitor to make sure it isn't affecting productivity.	7/8/2016 1:55 PM
111	I receive a "technology stipend" so my personal cell phone and work cell phone are the same. For this reason my phone is always on me and I am using it regularly multiple times throughout the day for both work and personal things. My company policy dictates that this is the expectation that I fluidly move between my personal and work use of my cell phone, and they trust me to manage my work-life balance and productivity appropriately. I think this is a great and realistic approach many companies could take, and I appreciate this expectation of fluidity much more than previous rigid policies keeping work and personal cell phone/technology usage separate.	7/8/2016 1:53 PM

Cell Phone & Social Media Survey

112	I don't know that it matters as long as employees are focused and are getting their work done.	7/8/2016 1:53 PM
113	Because of the nature of our work and being away from the office for part of the day, cell phones are needed for communication and safety.	7/8/2016 1:53 PM
114	Have guidelines. Pay employees a stipend if they use their smartphones for work. Regulate the behavior (personal communication on work time, "stealing" time) not the device. If email or google chat or Facebook messenger is used instead of talking on the cell phone on a work computer or on a smartphone how different is that communication instead as far as productivity? Maybe it disrupts others less?	7/8/2016 1:52 PM
115	More I believe that people should limit their use even if it is their kids calling.	7/8/2016 1:51 PM
116	I want to be able to be in contact with my child if he needs to reach me but I have noticed my productivity increases when I am not on my phone all day.	7/8/2016 1:51 PM
117	Allow it provided it does not diminish productivity or disturb others.	7/8/2016 1:51 PM
118	Just like kids at home - they should have privileges granted to them out of trust until that trust is broken.	7/8/2016 1:50 PM
119	limit use to break times and lunch time	7/8/2016 1:50 PM
120	I feel the current use of cell phones in the office is no worse than before cell phones when folks made personal calls on office phones.	7/8/2016 1:47 PM
121	Allow them. Parents with children home alone during school breaks or after school may rely on them. Its not realistic now a days for children to call a parent at work if that call has to go through a supervisor that may not be at work or available.	7/8/2016 1:42 PM
122	We feel while you are on company time you should be doing company duties. Personal cell phones are not allowed and we direct staff to inform their families in case of emergency to call the office. They may step out during the day and check phones and return calls but not while in the workplace.	7/8/2016 1:39 PM
123	That's a tough question. If I use mine at work it's usually to look up something I need for work but it's blocked through our work computers.	7/8/2016 1:37 PM
124	My employer is OK as long as it does not disrupt a meeting. My phone is primarily used for work.	7/8/2016 1:37 PM
125	Allow it but limit to so much time per day. Like a total of 15 minutes per day. For a 32 yo I find myself less relaxed if I forget my phone at home; I can focus better when I have it setting on my desk knowing that my family & friends can reach me in case of an emergency. Even in non-emergency situations like - what's for dinner? I focus better on my work when I know all aspects of my life are on track and being taken care of.	7/8/2016 1:32 PM
126	since it is extremely abused no cell phone usage except on breaks and lunch	7/8/2016 1:25 PM
127	Every company is going to have to determine whether cell phone usage is detrimental enough to restrict it. This could even vary from dept to dept within a company. No easy answers here.	7/8/2016 1:22 PM
128	Allow limited use. Not necessary except for emergencies and especially not necessary during meetings.	7/8/2016 1:20 PM
129	It depends upon the job, the employee and the work environment. In a workplace that focuses on productivity and results, the use of a cell phone doesn't need to be policed.	7/8/2016 1:14 PM
130	Limit it, but don't forbid it.	7/8/2016 1:14 PM
131	Our company is open to personal cell phone usage but we keep it limited	7/8/2016 1:10 PM
132	Allow use as long as it's not an issue.	7/8/2016 1:02 PM

Q12 How do you check social media at work?

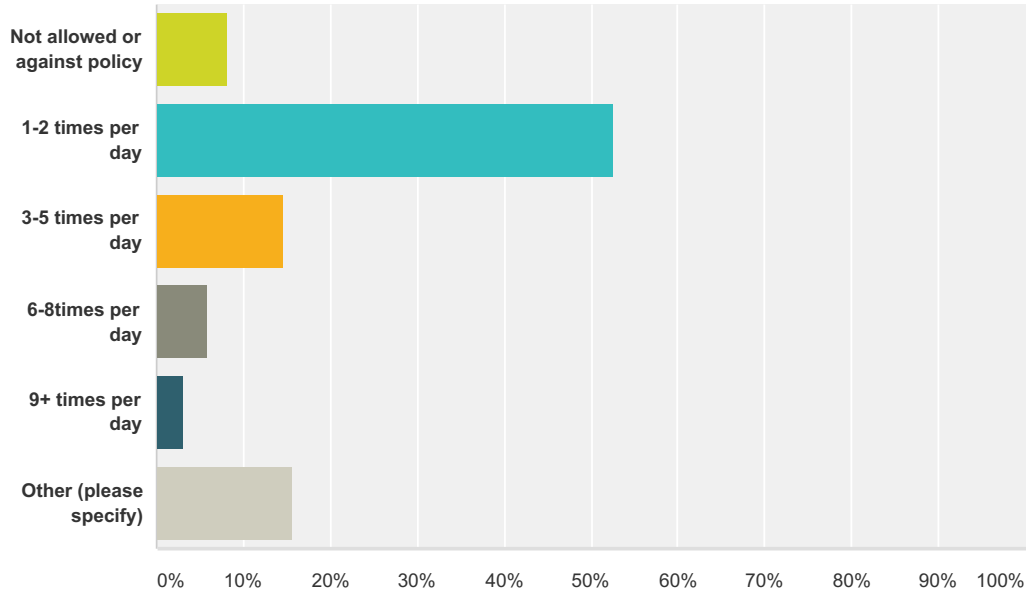
Answered: 182 Skipped: 10



Answer Choices	Responses	
Cell phone	59.89%	109
Computer	29.12%	53
Tablet	2.20%	4
Not allowed	8.79%	16
Total		182

Q13 How often do you check your personal social media accounts during the work day?

Answered: 186 Skipped: 6



Answer Choices	Responses
Not allowed or against policy	8.06% 15
1-2 times per day	52.69% 98
3-5 times per day	14.52% 27
6-8 times per day	5.91% 11
9+ times per day	3.23% 6
Other (please specify)	15.59% 29
Total	186

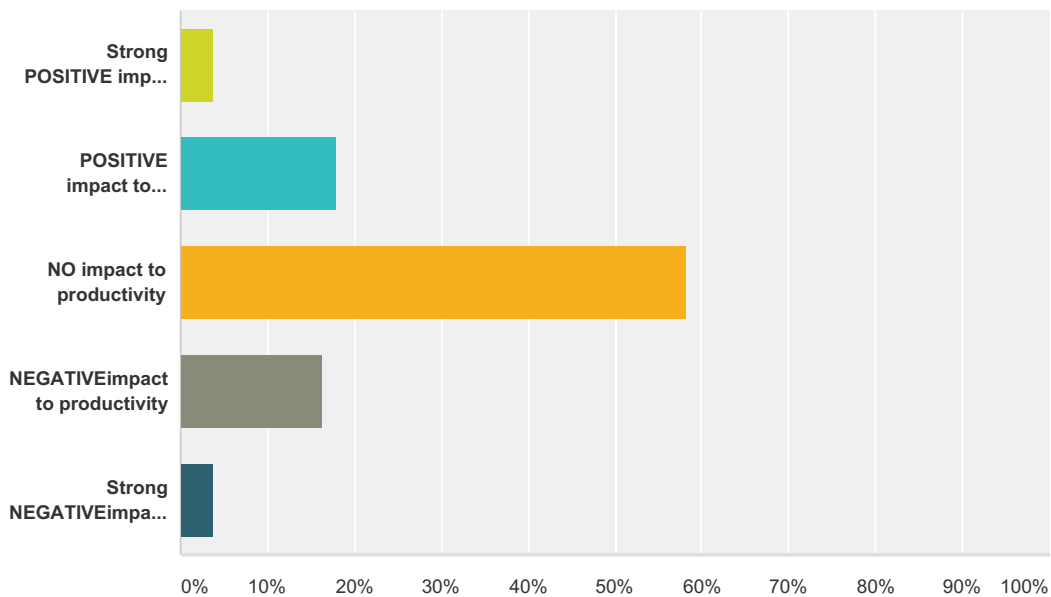
#	Other (please specify)	Date
1	Very infrequently	7/18/2016 3:56 PM
2	I can check social media at work, but I don't. For one thing, the service is poor, and for another, I am busy.	7/14/2016 4:36 PM
3	Wait till I'm home	7/12/2016 4:59 PM
4	Usually over lunch	7/12/2016 9:45 AM
5	I do not have personal social media accounts. They are ludicrous!	7/11/2016 3:34 PM
6	Only check our district website for what has been posted. I don't participate or use any other social media.	7/11/2016 2:44 PM
7	0-1 time a day.. I go days without looking at work.	7/11/2016 12:33 PM
8	I don't check social media while at work. IT JUST is NOT that important that it cant wait until later. If it was, I would get a call or text !	7/11/2016 12:13 PM
9	I handle our facebook page for work so I am always on facebook but rarely for personal usage.	7/11/2016 9:11 AM

Cell Phone & Social Media Survey

10	I'm the social media community builder here. I must be logged in to check work accounts too.	7/11/2016 8:58 AM
11	2-3 times per week	7/11/2016 8:03 AM
12	don't care for social media	7/11/2016 7:42 AM
13	I am not on social media	7/10/2016 6:40 AM
14	Not done on a daily basis	7/9/2016 7:57 PM
15	1-2 times per week	7/8/2016 6:34 PM
16	We use social media for our work, so we check it all the time.	7/8/2016 5:08 PM
17	0	7/8/2016 4:04 PM
18	1-3 Again, depends on what's going on	7/8/2016 4:00 PM
19	I only use anti-social media. No facebook. No Linked In. No cell-phone apps. I'm not interested in people "sharing" useless information with me.	7/8/2016 3:48 PM
20	No access to these accounts through work except before and after the workday. Otherwise they are blocked.	7/8/2016 3:26 PM
21	If I check social media at work it is usually for our company page...then on my PC. If it is personal only on my phone during lunch.	7/8/2016 3:07 PM
22	I don't do it.	7/8/2016 3:00 PM
23	2-3 x per week	7/8/2016 2:17 PM
24	I only check work social media accounts during day	7/8/2016 2:09 PM
25	I am the Marketing & PR Manager. Company social media is my responsibility. Company posts often go through my personal accounts.	7/8/2016 2:00 PM
26	1-2 week	7/8/2016 1:44 PM
27	do not have personal social media accounts	7/8/2016 1:26 PM
28	It's part of my job.	7/8/2016 1:20 PM
29	My social media account runs our company accounts. I check both when ever I am notified of activity.	7/8/2016 12:53 PM

Q14 Do you feel your social media use impacts your productivity at work?

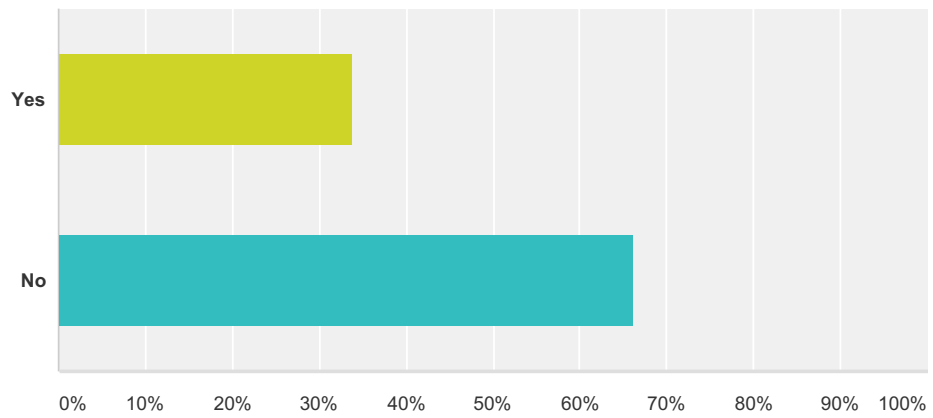
Answered: 184 Skipped: 8



Answer Choices	Responses	
Strong POSITIVE impact to productivity	3.80%	7
POSITIVE impact to productivity	17.93%	33
NO impact to productivity	58.15%	107
NEGATIVE impact to productivity	16.30%	30
Strong NEGATIVE impact to productivity	3.80%	7
Total		184

Q15 Are you ever frustrated with other employees' personal use of social media?

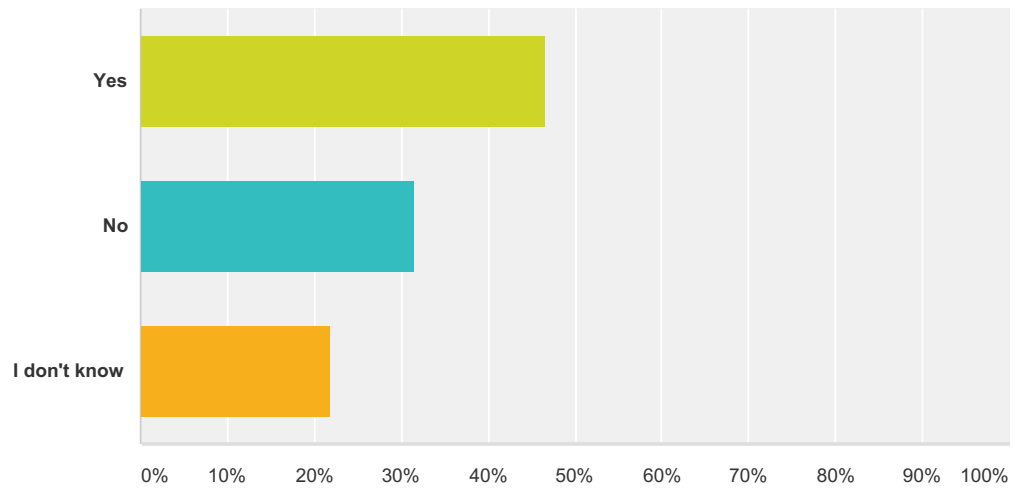
Answered: 183 Skipped: 9



Answer Choices	Responses	
Yes	33.88%	62
No	66.12%	121
Total		183

Q16 Does your company have a social media policy?

Answered: 174 Skipped: 18



Answer Choices	Responses	
Yes	46.55%	81
No	31.61%	55
I don't know	21.84%	38
Total		174

Cell Phone & Social Media Survey

Q17 What do you feel companies should do regarding social media usage in the workplace?

Answered: 101 Skipped: 91

#	Responses	Date
1	same answer as cell phone	7/20/2016 2:25 PM
2	My previous statement also applies to Social Media.	7/18/2016 3:57 PM
3	Personal use should not be allowed.	7/18/2016 11:17 AM
4	Good and allowed twice a day	7/18/2016 7:57 AM
5	Depends on responsibilities. I use it for networking, prospecting, etc. But wouldn't be appropriate for some professions like support staff, teachers, etc.	7/15/2016 1:09 PM
6	Educate and inform of appropriate use and good time management skills.	7/14/2016 7:13 PM
7	As with cell phones, as long as people are doing their work, I don't see an issue.	7/14/2016 4:36 PM
8	Make sure employees are being a good representative of their organization and not tying the organization with any particular religious/political/personal agendas.	7/14/2016 3:51 PM
9	It should not be allowed at work	7/14/2016 9:39 AM
10	None	7/14/2016 9:12 AM
11	Make sure people are not representing their companies in a negative light.	7/13/2016 3:37 PM
12	Social media use should be limited to the lunch and official morning and afternoon breaks.	7/13/2016 10:05 AM
13	Limitations should be established.	7/12/2016 4:25 PM
14	have one person in charge of company posts	7/12/2016 9:53 AM
15	It should be kept to a minimum.	7/12/2016 9:52 AM
16	We use it for marketing purposes. So, if it's work related I don't see an issue with using it at work.	7/12/2016 9:49 AM
17	Same with personal cell phone use. Short breaks throughout the day to increase overall productivity.	7/12/2016 9:48 AM
18	I think checking personal social media should be limited to breaks.	7/12/2016 9:16 AM
19	I do not think it should be allowed at all anywhere. It is a total waste of personal and professional time. Seriously the time people spend looking to see what other peoples dog did last night is ridiculous.	7/11/2016 3:37 PM
20	Only should be used to promote the company. Employees can read that no other social media use should be encouraged or allowed. It appears to be too addictive and time consuming for people. I think it could negatively impact work productivity.	7/11/2016 2:46 PM
21	not allow on work computers	7/11/2016 12:34 PM
22	Allow us to use / check it on or during breaks.	7/11/2016 12:19 PM
23	No TV No Games !! Breaks are plenty of time while at work. Allowances for family illness / care and notifications that plumber, roofer, Dr. confirming times, arrivals, appts.	7/11/2016 12:16 PM
24	Unless it is a part of your job (such as marketing), then I don't believe employees should check social media outside of their break/lunch times.	7/11/2016 11:38 AM
25	Allow if it doesn't affect productivity.	7/11/2016 11:08 AM
26	Find balance. Allow some but limit use.	7/11/2016 11:02 AM
27	My job includes running the company's social media. I think employees should be educated about posting on their personal pages about work.	7/11/2016 10:32 AM
28	regulate it.	7/11/2016 10:24 AM

Cell Phone & Social Media Survey

29	The nature of the work of the company and the individual must be taken into account when using social media while at work. If one, for example, is responsible for some area of strategic communications then frequent usage of social media during the work day would be necessary and encouraged.	7/11/2016 9:44 AM
30	Again, this is situational. I need to have access to twitter, facebook, instagram, linkedin, etc. all day to post, monitor analytics, etc but I think that there should be a policy in place that if you do not have to be on social media for your job, it should be limited to 15 minutes every 4 hours (during a break) or less.	7/11/2016 9:12 AM
31	Again, depending on the industry and work responsibilities, I think it can either help the employee stay connected and boost morale, but it can be a hindrance in other jobs.	7/11/2016 8:59 AM
32	Allow it.	7/11/2016 8:53 AM
33	Set a policy to limit it's use, but again it's expected of us to use some social media as a tool for business development so in our firm we can't disallow it all together. Again, you hope the professionals use good judgment in how they use social media in the workplace.	7/11/2016 8:48 AM
34	can be a great avenue for getting a feel on the community and looking for prospects	7/11/2016 8:48 AM
35	If its not a problem - nnothing	7/11/2016 8:19 AM
36	Adapt. Find a policy that works best for your work environment. Restricting cell phone and social media usage is not a great answer if you want to keep quality employees	7/11/2016 8:11 AM
37	work related usage only during paid working hours	7/11/2016 8:04 AM
38	Don't know, i don't use it	7/11/2016 7:43 AM
39	It should not be allowed unless being used for company advertising.	7/11/2016 7:30 AM
40	Nothing	7/10/2016 3:52 PM
41	see earlier comment	7/10/2016 7:59 AM
42	Have rules regarding or against usage that may interrupt work.	7/9/2016 7:59 PM
43	If usage is interfering with productivity, it should be limited.	7/9/2016 8:09 AM
44	Same response as cell phone use. As long as it does not negatively effect productivity or become a problem. There are many other ways to waste time during a day.	7/8/2016 11:23 PM
45	If the company uses social media, you need to be to check its effectiveness. But the professional use has to stay professional. I think a lot of people cheat on that and look at their own pages instead.	7/8/2016 10:59 PM
46	Social media can be useful and directly linked to work use, especially advertising	7/8/2016 10:27 PM
47	Have clear policies in place	7/8/2016 10:26 PM
48	Discourage it	7/8/2016 10:15 PM
49	common sense guidelines	7/8/2016 8:58 PM
50	Depends on the job	7/8/2016 7:47 PM
51	Limit as needed for the type of job	7/8/2016 7:33 PM
52	Ban it	7/8/2016 5:48 PM
53	Monitor that social media is only used for personal use	7/8/2016 5:30 PM
54	Depends on the company and its use of social media for company purposes.	7/8/2016 5:08 PM
55	Depends on the company and job. For my job, mostly it should only be used on break times.	7/8/2016 4:51 PM
56	Again it depends on role. Excessive use is probably a symptom of another issue. Also, employees need to understand what is not OK to share -- for example, customer information. Some things might not be illegal to share, but sharing them probably is a bad idea -- like if you're goofing off or mad at your co-worker.	7/8/2016 4:48 PM
57	Not allow it	7/8/2016 4:23 PM
58	Similar to an attendance policy, if it impacts productivity, then something needs to be done.	7/8/2016 4:02 PM
59	I don't care.	7/8/2016 3:49 PM
60	Evaluate productivity and security concerns.	7/8/2016 3:31 PM

Cell Phone & Social Media Survey

61	Again, during break time or before/after work or if related to work, it should be allowed. Otherwise it is usually a detriment. I know I get sidetracked at home when grading papers - if I allow myself to get on social media.	7/8/2016 3:27 PM
62	It is never productive and the mindless scrolling is irritating / wasting people's time.	7/8/2016 3:24 PM
63	Allow during your lunch break	7/8/2016 3:10 PM
64	If on a work page, fine. If it is your personal page, not during work hours...only on breaks or meal times.	7/8/2016 3:08 PM
65	Same response as above, if the time is during breaks etc than it shouldn't be an issue. Adults should be able to monitor their own usage, but unfortunately that isn't always the case.	7/8/2016 3:05 PM
66	We have a disclaimer on our computers before we even sign on for the day.	7/8/2016 3:01 PM
67	I do feel it is a healthy practice to have a social media usage policy.	7/8/2016 2:49 PM
68	Unless you are in marketing or looking at info for work, you should not be on social media.	7/8/2016 2:45 PM
69	Do it on your own time! (If you're doing it on your cell phone, fine, but it should be bundled into the "reasonable use" time for the cell phone.)	7/8/2016 2:44 PM
70	Allow with policy	7/8/2016 2:43 PM
71	Set a policy on the types of posts that are allowed and also on the amount of time that employees are allowed to spend on social media.	7/8/2016 2:40 PM
72	Although social media is often given a bad rap, not all sides of social media are negative. If employees use their phones to tweet promotional deals or Facebook post the latest and greatest of the company, social media usage is deemed positive. However, because most employees don't regularly post and tweet on their personal accounts about the company they work for, employers should set a limit to social media usage in their phone usage policy.	7/8/2016 2:36 PM
73	No personal social media during work hours.	7/8/2016 2:35 PM
74	I think it's their right to decide whether they think it's appropriate or not.	7/8/2016 2:35 PM
75	Must conform to your company policy. All companies should have a policy. Should never post anything detrimental to your company.	7/8/2016 2:31 PM
76	Unknown	7/8/2016 2:27 PM
77	Train on the negative effects on performance and personal well being.	7/8/2016 2:26 PM
78	Social media use should be limited for personal accounts.	7/8/2016 2:26 PM
79	allow as long as doesn't affect productivity	7/8/2016 2:21 PM
80	Again it depends. We use Facebook to look up and research clients, connections, etc	7/8/2016 2:18 PM
81	I check mine in the morning as I am gearing up for the day. I do the same with the news and my personal and professional emails...it's how I like to start my day. Once I have gone through and deleted the junk and addressed the important things, I know I won't be distracted by that as I turn my attention to my job. I think if your social media usage doesn't affect your ability to be productive and produce quality work, it should be up to the employees discretion to determine when social media usage is appropriate.	7/8/2016 2:17 PM
82	Not sure.	7/8/2016 2:16 PM
83	not allow personal use at work	7/8/2016 2:10 PM
84	I don't know, but if the social media posting doesn't pertain to work issues, it should be done on personal time. Saying that, it would be next to impossible to monitor. I do agree that there should be policy on inappropriate/vulgar social media posts by particular levels of employees in a company, if that all and that if that occurs, there would be negative consequences.	7/8/2016 2:06 PM
85	Keep social media use work related.	7/8/2016 2:04 PM
86	Only social media for business purposes	7/8/2016 2:03 PM
87	If an employee is found disregarding company policy, he/she must be prepared to suffer any consequences.	7/8/2016 2:02 PM
88	Social media can be a tool employees can use to support workplace priorities. My job requires me to use social media throughout the day but others do not. Each company should use their discretion to determine if social media can actually support their goals and priorities, or potentially reduce safety or productivity.	7/8/2016 1:56 PM
89	We use social media some for work and have fair and clear policies.	7/8/2016 1:55 PM
90	Some social media can actually be productive and pertinent to the workplace.	7/8/2016 1:54 PM

Cell Phone & Social Media Survey

91	Workplace use only if on work time, social/personal use only on break times.	7/8/2016 1:53 PM
92	Social media is designed to "suck you in" and keep feeding you information it knows interests you. Social media usage should be discouraged except during break times.	7/8/2016 1:52 PM
93	Should restrict it on office computers completely and discourage the use of it on cell phone except when employees are on break or at lunch. Sometimes social media inquiry is critical to work functions or scheduling.	7/8/2016 1:49 PM
94	If it is used for work, then it is OK.	7/8/2016 1:44 PM
95	Only allow during breaks but not work related post or pictures	7/8/2016 1:43 PM
96	unless to promote company and given approval to do so no social media usage.	7/8/2016 1:41 PM
97	I think this is much more rigid for companies as certain posts or releasing too much info can cost someone their job. I think people are much more mindful because of that.	7/8/2016 1:39 PM
98	I'd like to hear others' advise. I'm a supervisor and I also do recruiting. It's beneficial to the company for me to be on social media recruiting and even just liking other businesses posts, branding. But it seems a few of employees have their facebook open every time I walk by - how do you discipline/prevent this? We need to figure out a happy medium where we can encourage employees to recruit, but not play.	7/8/2016 1:34 PM
99	restrict cell phones	7/8/2016 1:27 PM
100	Ditto what I said about cell phone usage. Using social media is part of my work and part so it would be next to impossible to restrict it.	7/8/2016 1:23 PM
101	Unless it's part of someone's job, I think very limited access is best. During breaks and lunch would suffice.	7/8/2016 1:20 PM

**Q18 Do you feel personal cell phone usage
by employees at work impacts the
productivity of their work?**

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
Strong POSITIVE impact to productivity	0.00% 0
POSITIVE impact to productivity	0.00% 0
NO impact to productivity	0.00% 0
NEGATIVE impact to productivity	0.00% 0
Strong NEGATIVE impact to productivity	0.00% 0
Total	0

#	Comments	Date
	There are no responses.	

Q19 What do you feel is the appropriate usage of a cell phone for personal texts by an employee during the workday?

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
No use of cell phone during the day for personal calls.	0.00% 0
Use of cell phone for personal calls only in an emergency	0.00% 0
1-2 personal calls on cell phone per day	0.00% 0
3-4 personal calls on cell phone per day	0.00% 0
5+ personal calls on cell phone per day	0.00% 0
Other (please specify)	0.00% 0
Total	0

#	Other (please specify)	Date
	There are no responses.	

Q20 What do you feel is the appropriate usage of a cell phone for personal calls by an employee during the workday?

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
No use of cell phone during the day for personal texts.	0.00% 0
1-3 personal texts per day	0.00% 0
4-6 personal texts per day	0.00% 0
7-9 personal texts per day	0.00% 0
10-12 personal texts per day	0.00% 0
13-15 personal texts per day	0.00% 0
16+ personal texts per day	0.00% 0
Other (please specify)	0.00% 0
Total	0

#	Other (please specify)	Date
	There are no responses.	

Q21 Does your company have a cell phone policy?

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
I don't know	0.00% 0
Total	0

Q22 Do you feel personal social media usage by employees at work impacts the productivity of their work?

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
Strong POSITIVE impact to productivity	0.00% 0
POSITIVE impact to productivity	0.00% 0
NO impact to productivity	0.00% 0
NEGATIVE impact to productivity	0.00% 0
Strong NEGATIVE impact to productivity	0.00% 0
Comments	0.00% 0
Total	0

#	Comments	Date
	There are no responses.	

Q23 What do you feel is the appropriate use of social media for personal reasons by an employee during the workday?

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
No social media usage	0.00% 0
1-2 times on social media per day	0.00% 0
3-5 times on social media per day	0.00% 0
6-8 times on social media per day	0.00% 0
9+ times on social media per day	0.00% 0
Other (please specify)	0.00% 0
Total	0

#	Other (please specify)	Date
	There are no responses.	

Q24 Does your company have a social media policy?

Answered: 0 Skipped: 192

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
I don't know	0.00% 0
Total	0

Q25 What are your thoughts on personal cell phone and social media use in the workplace?

Answered: 3 Skipped: 189

#	Responses	Date
1	In some work environments it would have a negative impact. In my work environment, I need to be monitoring company and client social media, so my own profiles also need to be monitored and worked.	7/8/2016 1:16 PM
2	It promotes a healthy work environment when employees are NOT cut off from friends and family. It just has to be managed correctly.	7/8/2016 1:15 PM
3	It should probably be kept to a minimum unless it pertains to or is for work related reasons.	7/8/2016 1:05 PM