

Final Topline Report

Health of the Nonprofit, For-Profit, and Public Service Sectors

Prepared by Princeton Survey Research Associates
for the Brookings Institute

2.15.02

Nonprofit Sector

N= 1140 Nonprofit Workers

Interview dates: October 29 – January 2, 2001

Margin of error is plus or minus 3 percentage points for results based on the full sample

For Profit-Sector

N=1005 Workers in For-Profit Businesses

Interview dates: May 11, 2001 – June 10, 2001 (500 Interviews);

January 4, 2002 – January 22, 2002 (505 Interviews)

Margin of error is plus or minus 3 percentage points for results based on the full sample

Federal Government

N=1051 Federal Government Workers

Interview dates: February 7 – June 1, 2001

Margin of error is plus or minus 3 percentage points for results based on the full sample

Q4 To start, how much does your job allow you to make decisions on your own—do you make decisions on your own a lot, somewhat, a little or not at all?

NON PROFIT	FOR PROFIT	FED GOV	
64	62	62	A lot
28	27	27	Somewhat
5	8	7	A little
2	3	4	Not at all
*	*	*	Don't know
*	*	*	Refused

Q5 And how much **say** do you have over what happens in your job—a lot, some, a little or none?

	FOR PROFIT	FED GOV	
	45	35	A lot
	34	40	Somewhat
	14	16	A little
	7	8	Not at all
	*	1	Don't know
	*	*	Refused

2

Q6 To what extent are the people you work with (Insert)—to a great extent, somewhat, not too much or not at all?

List items were rotated

	Great Extent	Somewhat	Not too Much	Not at all	Don't Know	Refused
a competitive with other employees						
NONPROFIT	11	33	30	21	4	1
FOR PROFIT	24	37	22	13	3	1
FEDERAL GOVERNMENT	23	44	21	11	2	*
b open to new ideas						
NONPROFIT	46	43	8	1	1	0
FOR PROFIT	36	48	11	4	1	1
FEDERAL GOVERNMENT	33	49	12	5	*	*
c willing to help other employees learn new skills						
NONPROFIT	67	26	4	1	1	*
FOR PROFIT	51	33	10	3	2	1
FEDERAL GOVERNMENT	52	36	8	4	*	*
d concerned about achieving your organization's mission						
NONPROFIT	72	23	3	1	1	*
FOR PROFIT	56	31	8	3	1	1
FEDERAL GOVERNMENT	63	28	5	3	1	*

Q7 How much does your organization encourage its employees to take risks or try new ways of doing their work—a great deal, a fair amount, not too much or not at all?

NON PROFIT	FOR PROFIT	FED GOV	
26	20	21	Great deal
47	42	37	Fair amount
21	25	31	Not too much
5	11	10	Not at all
1	2	*	Don't know
0	*	*	Refused

3

Q8 People decide to accept a job for different reasons. When you first took your job, which of these two things most influenced your decision. Did (Insert first word) or (Insert second word) most influence your decision to take the job?

List items were rotated

	First Item	Second Item	Don't Know	Refused
a the job security/ helping the public				
NONPROFIT	34	60	5	1
FOR PROFIT	71	20	8	1
FEDERAL GOVERNMENT	65	32	3	*
b the salary and benefits/the chance to make a difference				
NONPROFIT	34	61	4	1
FOR PROFIT	72	22	4	1
FEDERAL GOVERNMENT	69	27	4	*
c doing something worthwhile/having a secure pay check				
NONPROFIT	65	30	4	1
FOR PROFIT	28	68	4	1
FEDERAL GOVERNMENT	37	59	4	*
d pride in the organization/job security				
NONPROFIT	52	39	8	1
FOR PROFIT	36	57	6	1
FEDERAL GOVERNMENT	29	66	4	*

Q9 Does the word (Insert) describe your organization--very well, somewhat well, not too well or not well at all?

List items were rotated

	Very Well	Somewhat Well	Not Too Well	Not Well at All	Don't Know	Refused
a innovative						
NONPROFIT	38	45	10	5	1	*
FOR PROFIT	40	41	9	7	3	0
FEDERAL GOVERNMENT	29	43	16	10	1	*
b helpful						
NONPROFIT	72	24	2	1	1	*
FOR PROFIT	50	39	6	4	1	0
FEDERAL GOVERNMENT	52	37	6	4	*	*
c fair						
NONPROFIT	59	33	6	2	1	*
FOR PROFIT	50	38	7	5	*	*
FEDERAL GOVERNMENT	41	43	10	6	*	*
d trusted						
NONPROFIT	67	26	4	2	*	*
FOR PROFIT	56	32	6	5	1	0
FEDERAL GOVERNMENT	45	39	8	7	*	*

Q10 I'm going to read some statements people make about their job. Please tell me if you strongly agree, somewhat agree, somewhat disagree or strongly disagree with them. The first|next is:

List items were rotated

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Don't Know	Refused
a The work I do is boring						
NONPROFIT	2	6	17	75	*	0
FOR PROFIT	7	14	21	58	1	0
FEDERAL GOVERNMENT	7	16	20	57	*	*
b I'm given a chance to do the things I do best						
NONPROFIT	68	25	4	3	*	0
FOR PROFIT	52	33	9	6	*	0
FEDERAL GOVERNMENT	46	37	9	8	0	0
c My job is a dead-end with no future						
NONPROFIT	7	12	22	58	*	*
FOR PROFIT	12	14	20	54	*	0
FEDERAL GOVERNMENT	13	15	24	47	1	*
d It is easy to burn out in my job						
NONPROFIT	41	32	15	12	*	*
e I always have too much work to do						
NONPROFIT	36	34	19	10	*	*

Q11 Overall, how satisfied are you with (Insert)—very satisfied, somewhat satisfied, not too satisfied, not satisfied at all?

List items were rotated

	Very Satisfied	Somewhat Satisfied	Not Too Satisfied	Not Satisfied at All	Don't Know	Refused
a your job overall¹						
NONPROFIT	58	37	4	1	*	0
FOR PROFIT	44	46	7	4	*	0
FEDERAL GOVERNMENT	49	40	7	3	0	0
b your salary						
NONPROFIT	24	53	16	7	*	*
FOR PROFIT	29	50	12	9	1	*
FEDERAL GOVERNMENT	35	52	7	5	0	*
c your job security						
NONPROFIT	61	32	4	3	*	*
FOR PROFIT	51	37	6	5	1	*
FEDERAL GOVERNMENT	66	28	3	2	*	*
d your job benefits, such as health insurance and vacation time						
NONPROFIT	50	33	8	7	2	*
FOR PROFIT	46	31	11	11	1	*
FEDERAL GOVERNMENT	66	28	3	2	*	*

Q12 In your opinion, how good a job are you doing—very good, better than average, average, or below average?

NON PROFIT	FOR PROFIT	FED GOV	
55	49	58	Very good
39	44	39	Better than average
6	7	3	Average
*	*	*	Below average
*	*	*	Don't know
0	0	0	Refused

¹ In the nonprofit survey, respondents were read 'your job'

Q13 How would you rate the overall morale of the people you work with--is it very high, somewhat high, somewhat low or very low?

NON PROFIT	FOR PROFIT	FED GOV	
22	20	14	Very high
52	52	46	Somewhat high
20	20	30	Somewhat low
5	6	11	Very low
1	1	*	Don't know
*	*	0	Refused

7

Q14 How satisfied are you with (Insert)—are you very satisfied, somewhat satisfied, not too satisfied or not satisfied at all?

List items were rotated

	Very Satisfied	Somewhat Satisfied	Not Too Satisfied	Not Satisfied at All	Don't Know	Refused
a your opportunity for advancement						
NONPROFIT	27	45	17	7	4	*
FOR PROFIT	30	43	14	10	2	*
FEDERAL GOVERNMENT	24	43	17	15	1	*
b your opportunity to develop new skills						
NONPROFIT	48	39	9	3	*	*
FOR PROFIT	43	39	11	6	1	*
FEDERAL GOVERNMENT	36	42	12	9	*	*
c the public respect for the type of work you are doing						
NONPROFIT	49	35	11	4	1	*
FOR PROFIT	39	44	10	5	3	0
FEDERAL GOVERNMENT	36	45	11	7	1	1
d your opportunity to accomplish something worthwhile						
NONPROFIT	66	30	3	1	*	0
FOR PROFIT	41	45	9	4	1	*
FEDERAL GOVERNMENT	47	42	7	4	*	0

Q15 Are you dissatisfied with your opportunities for advancement because (Insert) in your organization?

Among those not too satisfied or not satisfied with their opportunity for advancement.

List items were rotated

	Yes	No	Don't Know	Refused	
a there is little room for advancement					
FOR PROFIT	77	23	0	*	n=236
FEDERAL GOVERNMENT	77	23	*	1	n=276
b you don't have the skills or credentials for advancement					
FOR PROFIT	13	85	2	*	n=236
FEDERAL GOVERNMENT	14	84	1	1	n=276
c you think the system for advancement isn't fair					
FOR PROFIT	46	50	5	0	n=236
FEDERAL GOVERNMENT	58	38	4	*	n=276

Q16 Just your best guess, what percent of the people you work with do not perform their jobs well?

NON PROFIT	FOR PROFIT	FED GOV	Mean
19.2%	24.5%	23.5%	Zero percent
11	11	5	1 – 10 percent
38	30	38	11 – 20 percent
15	16	15	21 – 30 percent
15	14	15	31 – 49 percent
6	7	7	50 – 75 percent
10	14	16	76 – 100 percent
1	5	3	Don't know
3	3	2	Refused
1	1	*	

Q17 And which one of these reasons best explains that poor performance?

Among those who say 1% or more are performing poorly

NON PROFIT	FOR PROFIT	FED GOV	
25	23	16	They do not have the training to do their jobs well
28	28	37	Your organization does not ask enough of them, or
30	32	31	They are not qualified for their jobs
15	15	12	Don't know
2	2	3	Refused
n=968	n=856	n=977	

9

Q18 Is (Insert) the biggest factor in determining whether you get a promotion, a big factor but not the biggest, a small factor, or not a factor at all?

	Biggest Determining Factor	A Big Factor but Not the Biggest	A Small Factor	Not a Determining Factor at All	Don't Know	Refused
a how good a job you do						
FOR PROFIT	21	39	18	19	2	1
FEDERAL GOVERNMENT	13	38	26	23	1	*
b how well you get along with your supervisor						
FOR PROFIT	13	36	25	22	3	1
FEDERAL GOVERNMENT	14	34	30	21	1	0

Q19 A variety of factors motivate people to come to work everyday. Why do you come to work everyday?

NON PROFIT	FOR PROFIT	FED GOV	
100	100	100	Gave Response
*	*	*	Don't know
*	0	0	Refused

Q20 Thinking about your organization’s mission, how easily could you describe how your job contributes to your organization’s mission--very easily, somewhat easily, not too easily or not easily at all?

NON PROFIT	FOR PROFIT	FED GOV	
69	57	63	Very easily
26	34	30	Somewhat easily
3	5	5	Not too easily
1	2	3	Not easily at all
1	1	*	Don’t know
0	*	*	Refused

10

Q21 In your opinion, how much do you personally contribute to helping accomplish your organization’s mission—a great deal, a fair amount, not too much or nothing at all?

NON PROFIT	FOR PROFIT	FED GOV	
61	56	55	A great deal
36	38	39	A fair amount
2	4	5	Not too much
*	1	*	Nothing at all
*	1	0	Don’t know
*	*	*	Refused

Q21a Approximately how many people work for your organization?

NON PROFIT	
5	Less than 5
17	5 to 24
11	25 to 49
8	50 to 74
11	75 to 149
48	150 or more
1	Don’t know
0	Refused

Q22 In your opinion, how competent are the (Insert) your organization—very competent, somewhat competent, not too competent or not competent at all?

	Very Competent	Somewhat Competent	Not Too Competent	Not Competent at All	Don't Know	Refused
a senior people who run						
FOR PROFIT	52	37	6	3	2	*
FEDERAL GOVERNMENT	37	46	13	4	*	*
a1 is the board of your organization						
NONPROFIT	47	40	8	2	3	*
a2 is the executive director of your organization						
NONPROFIT	59	31	4	2	4	1
b middle level managers at						
FOR PROFIT	39	41	7	4	7	2
FEDERAL GOVERNMENT	32	53	9	3	2	*
c middle level employees at²						
NONPROFIT	45	46	5	1	2	*
FOR PROFIT	37	51	5	2	4	1
FEDERAL GOVERNMENT	40	52	4	2	3	*
d lower level employees at						
NONPROFIT	34	54	7	1	4	*
FOR PROFIT	25	53	11	4	6	1
FEDERAL GOVERNMENT	29	56	8	3	3	*

n=1076

² In the nonprofit survey, only respondents in organizations with 5 or more people were asked this question

Q23 Over the last few years, has the quality of the (Insert) increased, stayed the same or decreased?

	Increased	Stayed the Same	Decreased	Don't Know	Refused
a senior people who run					
FOR PROFIT	29	46	19	6	*
FEDERAL GOVERNMENT	24	42	31	3	*
a1 board					
NONPROFIT	31	48	11	10	1
a2 executive director					
NONPROFIT	35	49	11	6	*
b middle level managers at					
FOR PROFIT	26	46	15	11	1
FEDERAL GOVERNMENT	24	52	22	3	*
c middle level employees at³					
NONPROFIT	35	50	11	4	*
FOR PROFIT	27	52	12	8	1
FEDERAL GOVERNMENT	23	59	14	3	*
d lower level employees at					
NONPROFIT	30	49	14	6	*
FOR PROFIT	23	47	18	11	1
FEDERAL GOVERNMENT	21	55	20	4	*

12

n=1076

³ In the nonprofit survey, only respondents in organizations with 5 or more people were asked this question

Q24 Which of the following pairs of words best describe the hiring process for new people for your organization? Does (Insert first word) or (Insert second word) best describe the hiring process?

	First Word	Second Word	Don't Know	Refused
a Confusing/Simple				
NONPROFIT	23	72	5	*
FOR PROFIT	21	75	4	*
FEDERAL GOVERNMENT	57	37	6	*
b Fast/Slow				
NONPROFIT	44	50	5	*
FOR PROFIT	53	42	4	1
FEDERAL GOVERNMENT	18	79	3	*
c Fair/Unfair				
NONPROFIT	90	6	3	*
FOR PROFIT	90	7	3	*
FEDERAL GOVERNMENT	75	21	4	1

13

Q25 If you had to put yourself in one of these categories which one would fit best— the senior people who run your organization, the middle level managers, middle level employees or the lower level employees in your organization?

NON PROFIT	FOR PROFIT	FED GOV	
21	16	5	Senior people
29	30	18	Middle level managers
42	43	64	Middle level employees
6	9	12	Lower level employees
2	2	*	Don't know
1	*	0	Refused

Q26 How good a job does your organization do attracting top candidates for jobs at your level in the organization—very good, somewhat good, not too good or not good at all?

NON PROFIT	FOR PROFIT	FED GOV	
25	24	19	Very good
48	47	45	Somewhat good
18	15	20	Not too good
6	9	12	Not good at all
3	4	3	Don't know
*	1	*	Refused

Q27 And how good a job does your organization do retaining talented employees at your level in the organization—very good, somewhat good, not too good or not good at all?

NON PROFIT	FOR PROFIT	FED GOV	
33	37	25	Very good
41	38	38	Somewhat good
17	16	25	Not too good
7	8	11	Not good at all
1	2	1	Don't know
*	1	*	Refused

14

Q28 And how good a job does your organization do disciplining poor performing employees at your level in the organization—very good, somewhat good, not too good or not good at all?

NON PROFIT	FOR PROFIT	FED GOV	
15	22	9	Very good
37	30	21	Somewhat good
30	28	32	Not too good
14	15	35	Not good at all
4	4	3	Don't know
*	1	*	Refused

Q29 Now thinking about the layers of supervisors and managers between you and top management in your organization—would you say that there are too many layers of supervisors and managers, too few layers or the right number of layers of supervisors and managers?

FOR PROFIT	FED GOV	
24	40	Too many layers
6	4	Too few layers
67	55	The right number
2	1	Don't know
1	*	Refused

Q30 Many organizations have reformed or reinvented how they work in recent years. Has your organization been reformed in the last five years, or not?

NON PROFIT	FOR PROFIT	FED GOV	
60	56	73	Yes
36	37	26	No
4	6	1	Don't know
*	*	*	Refused

Q31 Has this reform made it a lot easier, somewhat easier, somewhat more difficult, or a lot more difficult for you to perform your job?

Among those whose organization has been reformed in the past five years

NON PROFIT	FOR PROFIT	FED GOV	
21	22	9	A lot easier
40	38	33	Somewhat easier
24	23	32	Somewhat more difficult
6	8	17	A lot more difficult
8	9	8	Don't know
*	*	*	Refused
n=680	n=560	n=757	

Q32 To what extent, does your organization have (Insert). Does it always, often, sometimes or rarely (have)?

List items were rotated

	Always	Often	Sometimes	Rarely	Don't Know	Refused
a access to the information needed to do its job well						
NONPROFIT	40	39	18	2	1	*
FOR PROFIT	51	28	17	3	*	0
FEDERAL GOVERNMENT	40	34	22	3	*	0
b the technological equipment needed to do its job well						
NONPROFIT	37	34	24	4	1	0
FOR PROFIT	45	31	19	5	*	0
FEDERAL GOVERNMENT	36	34	24	6	*	0
c enough employees to do its job well						
NONPROFIT	21	35	32	11	1	0
FOR PROFIT	28	33	28	11	*	*
FEDERAL GOVERNMENT	15	25	34	25	1	0
d access to the training needed to do its job well						
NONPROFIT	32	36	25	6	1	0
FOR PROFIT	40	28	22	9	1	*
FEDERAL GOVERNMENT	30	30	29	11	*	0

Q33 Do you think that your organization ... ?

NON PROFIT	FOR PROFIT	FED GOV	
11	12	19	Needs major reforms,
65	56	62	is basically sound and needs only some reform, or that
23	31	18	doesn't need much change at all
1	1	1	Don't know
*	*	*	Refused

16

Q34 In your opinion, what reforms are needed?

Among those who say their organization needs major or some reform

NON PROFIT	FOR PROFIT	FED GOV	
92	94	94	Gave Response
7	5	5	Don't know
1	1	1	Refused
n=868	n=698	n=850	

Q34a Thinking about the mission of your organization, are there too few, too many or the right number of other nonprofit organizations that perform the same mission as your organization?

NON PROFIT	
32	Too few
7	Too many
56	Right number
5	Don't know
*	Refused

Q34b In your opinion, would it be good or bad for the organizations that perform the same mission to join together into one or more bigger organizations?

Among those who say there are too many other nonprofits performing the same mission

NON PROFIT	
49	Good
47	Bad
4	Don't know
0	Refused
n=75	

Q35 In your opinion, how easy would it be for you to get another job in a different organization—very easy, somewhat easy, not too easy or not easy at all?

NON PROFIT	FOR PROFIT	FED GOV	
43	43	34	Very easy
39	38	38	Somewhat easy
11	11	16	Not too easy
5	7	11	Not easy at all
2	1	1	Don't know
*	0	*	Refused

17

Q36 All in all, how good a job does your organization do (Insert)—a very good, somewhat good, not too good or not at all good job?

List items were rotated

	Very Good	Somewhat Good	Not Too Good	Not Good at All	Don't Know	Refused
a running its programs and services						
NONPROFIT	56	39	3	1	1	*
FOR PROFIT	44	47	6	1	2	0
FEDERAL GOVERNMENT	41	48	9	2	1	0
b helping people						
NONPROFIT	73	24	2	1	1	0
FOR PROFIT	51	38	6	3	2	*
FEDERAL GOVERNMENT	51	38	8	3	1	*
c being fair in its decisions						
NONPROFIT	45	47	6	1	1	*
FOR PROFIT	36	51	9	2	1	*
FEDERAL GOVERNMENT	29	55	13	3	1	*
d spending its money wisely						
NONPROFIT	44	38	11	4	2	0
FOR PROFIT	36	41	13	6	4	*
FEDERAL GOVERNMENT	22	43	22	11	2	*
e making a positive change						
NONPROFIT	57	35	6	1	1	0

Q37 Some people feel they accomplish something worthwhile at work, others don't. Do you feel you accomplish something worthwhile, or not?

NON PROFIT	FOR PROFIT	FED GOV	
97	90	94	Yes
3	10	6	No
*	*	1	Don't know
0	0	0	Refused

18

Q38 When you tell your friends and neighbors where you work, do you feel very proud of the organization you work for, somewhat proud, not too proud or not proud at all?

NON PROFIT	FOR PROFIT	FED GOV	
67	54	51	Very proud
29	39	40	Somewhat proud
3	4	5	Not too proud
*	3	3	Not proud at all
*	*	1	Don't know
*	*	*	Refused

Q39 Do you trust your organization to do the right thing just about always, most of the time, or only some of the time?

NON PROFIT	FOR PROFIT	FED GOV	
44	37	25	Always
41	42	45	Most of the time
15	21	30	Only some of the time
*	1	*	Don't know
*	0	*	Refused

Q40 On another subject, who do you have the most confidence in to deliver services on the public's behalf?

NON PROFIT	FOR PROFIT	FED GOV	
9	10	42	The federal government
14	14	7	State and local government
12	31	16	For profit business that deliver goods or services to the public on behalf of a government, or
54	33	23	Nonprofit organizations
10	11	11	Don't know
1	1	1	Refused

Q41 And who does the best job of (Insert), the federal government, state and local government, for profit business or nonprofit organizations:

List items were rotated

	Federal Government	State and Local Government	For Profit Business	Nonprofit Organizations	Don't Know	Refused
a spending money wisely						
NONPROFIT	4	7	28	51	9	1
FOR PROFIT	5	8	40	37	9	1
FEDERAL GOVERNMENT	13	7	33	35	12	1
b being fair in its decisions						
NONPROFIT	9	12	7	56	15	1
FOR PROFIT	11	11	23	40	13	1
FEDERAL GOVERNMENT	37	8	10	30	14	1
c helping people						
NONPROFIT	8	10	5	68	9	1
FOR PROFIT	10	12	13	56	7	1
FEDERAL GOVERNMENT	32	10	6	42	8	1
d making a positive change						
NONPROFIT	8	11	8	61	10	1

Q42 In general, if you could choose, would you rather work for government, a for profit business, or a nonprofit organization?

NON PROFIT	FOR PROFIT	FED GOV	
15	20	68	Government
13	58	15	For profit business
67	19	12	Nonprofit
4	3	4	Don't know
1	*	1	Refused

Q43 How many years in total have you worked for a nonprofit organization?

NON PROFIT	
26	1 – 5 years
22	6 – 10 years
29	11 – 20 years
23	More than 20 years
*	Don't know
*	Refused

- Q44** There have been a number of proposals over the past few years to improve nonprofit performance. Has|Have (Insert) improved your organization's performance a great deal, a fair amount, not too much or not at all?

Among those who say they are senior people or managers and have worked in the sector for 10 or more years

	A great deal	A fair amount	Not too much	Not at all	Don't know	Refused	
a the creation of management standards							
NONPROFIT	23	39	21	11	6	0	n=355
b the encouragement to collaborate with other nonprofits							
NONPROFIT	27	44	16	10	3	0	n=355
c reducing duplication and overlap among nonprofits through mergers and alliances							
NONPROFIT	14	28	24	22	10	1	n=355
d the encouragement to do more strategic planning							
NONPROFIT	30	43	15	7	5	0	n=355
e an increased emphasis on outcomes measurement							
NONPROFIT	27	41	17	10	5	0	n=355
f increased openness to using standard business tools or techniques							
NONPROFIT	27	46	16	7	4	0	n=355

- Q45** Thinking of similar jobs you might hold outside a nonprofit organization, how would you rate (Insert)—is it better, the same, or worse than similar jobs you might hold outside a nonprofit organization?

	Better	The same	Worse	Don't know	Refused
a your salary					
NONPROFIT	18	30	49	2	1
FEDERAL GOVERNMENT	32	22	42	4	*
b your benefits					
NONPROFIT	33	37	26	2	*
FEDERAL GOVERNMENT	59	23	15	2	1
c the respect of family and friends					
NONPROFIT	41	51	6	2	*
FEDERAL GOVERNMENT	34	52	9	3	1
d your ability to make a difference					
NONPROFIT	58	32	8	2	*
FEDERAL GOVERNMENT	50	36	10	3	1

D1 Sex (Observed)

NON PROFIT	FOR PROFIT	FED GOV	
32	56	54	Male
68	44	46	Female

21

D2 What is your age?

NON PROFIT	FOR PROFIT	FED GOV	
11	27	5	18-29
23	27	22	30-39
33	25	31	40-49
26	15	34	50-59
5	5	5	60-69
1	*	*	70 or older
*	*	*	Don't know
1	1	2	Refused

D5 Are you of Hispanic origin or descent, such as Mexican, Puerto Rican, Cuban or some other Latino background?

NON PROFIT	FOR PROFIT	FED GOV	
6	6	4	Yes
93	93	95	No
*	*	0	Don't know
*	1	1	Refused

D6 What is your race? White, African-American or black, Latino or Hispanic, Asian or some other race?

NON PROFIT	FOR PROFIT	FED GOV	
84	83	81	White
7	5	11	Black or African-American
4	3	1	Latino or Hispanic
1	2	1	Asian
3	6	4	Other
*	*	*	Don't know
1	1	1	Refused

D7 What was the last grade or class you completed in school?

NON PROFIT	FOR PROFIT	FED GOV	
0	1	0	None, or grade 1-8
1	8	1	High school incomplete (grades 9-11)
12	30	22	High school graduate (grade 12 or GED certificate)
4	7	3	Business, technical or vocational school after high school
19	27	29	Some college, no four-year degree
28	22	27	College graduate
34	6	19	Post-graduate training or professional schooling
*	0	*	Don't know
*	*	*	Refused

22

D8a What type of work does the nonprofit organization you work for do?

NON PROFIT	
33	Health
25	General social services such as child, elderly or family services
7	Job training or economic or community development
29	Education
2	Arts
1	Environment
2	Science
1	Other (specify)
*	Don't Know
*	Refused

D8b Do you work for a local, national or international organization?

NON PROFIT	
79	Local organization
11	National organization
8	International organization
1	Don't Know
*	Refused

D8 Approximately how many years has your organization been in operation?

NON
PROFIT

4	Less than 7 years
8	7 to 15 years
18	16 to 30 years
70	More than 30 years
1	Don't Know
*	Refused

23

D9 Last year, what was your total household income from all sources before taxes? Just stop me when I get to the right category.

NON PROFIT FOR PROFIT FED GOV

1	1	*	Less than \$10,000
3	6	1	\$10,000 to under \$20,000
11	12	4	\$20,000 to under \$30,000
13	16	9	\$30,000 to under \$40,000
14	13	11	\$40,000 to under \$50,000
23	19	30	\$50,000 to under \$75,000
15	12	18	\$75,000 to under \$100,000
11	12	16	\$100,000 or more
2	2	1	Don't know
8	6	8	Refused