



**Women in Security Survey at the Security LeadHER Conference**  
(Draft: 6/5/25)

**STUDY OBJECTIVES:**

Survey professionals in the security industry to identify perceptions of their:

- Career satisfaction
- Likelihood of moving to a new job in the next year
- Perceived opportunities and barriers for professional development
- Security industry issues/developments that could impact their career
- Involvement in career development activities/programs and satisfaction with them

**TARGET AUDIENCES:**

**Attendees** of the Security LeadHER Conference (June 9-10, 2025, in Detroit, MI)

**Colleagues of conference attendees not in attendance**

**Other security industry professionals** invited from industry email lists

**QUOTA GROUPS:**

TBD

**Survey Length:** 11 minutes

## 1. SCREENING & PROFILING

Thank you very much for taking our short survey about career issues in the security industry. Please be assured that your answers will be kept confidential and used for research purposes only.

Let's begin with a few questions about you and your job situation.

S1. How do you identify? (Select ONE)

Male  
Female  
Not listed here

S2. In what year were you born? (Enter 4-digit year)

\_\_\_\_\_

**[THANK AND END IF < 21 YEARS OLD]**

S3. How long have you worked in the security industry?

I have never worked in the security industry (THANK AND END)  
Less than 1 year  
1 year to less than 3 years  
3 years to less than 5 years  
5 years to less than 10 years  
10 years to less than 20 years  
20 years or more

S4. Which of the following best describes your work status? (Select ONE)

Employed full-time (30 or more hours per week)  
Employed part-time (less than 30 hours per week)  
Unemployed  
Retired  
Student (SKIP TO SECTION 3: CAREER OPPORTUNITIES/BARRERS/TRENDS)  
Intern (SKIP TO SECTION 3: CAREER OPPORTUNITIES/BARRERS/TRENDS)  
Other (SKIP TO SECTION 3: CAREER OPPORTUNITIES/BARRERS/TRENDS)

- S5. Which of the following best describes your [**“current”** for Employed / **“previous”** for Unemployed or Retired in S4] **company or organization?** (Select ONE)

DO NOT RANDOMIZE

System integrator/Dealer  
Technology/Product manufacturer  
Security solutions/Services provider  
Practitioner/End-user  
Architecture/Engineering/Consultant firm  
Trade organization  
Advertising/Media  
Other (specify)

- S6. Which best describes your **job title** in your [**“current”** for Employed / **“previous”** for Unemployed or Retired in S4] company or organization? (Select ONE)

DO NOT RANDOMIZE

President/Partner/C-Level (CEO, COO, CTO, CRO, etc.)  
Senior Vice President/Vice President  
Executive Director/Senior Director/Director  
Sr. Manager/Manager  
Consultant  
Other (specify)

- S7. And which best describes your **job function** within your [**“current”** for Employed / **“previous”** for Unemployed or Retired in S4] company or organization? (Select ALL that apply)

DO NOT RANDOMIZE

Executive leadership  
Sales  
Marketing  
Project management  
Engineering  
Security  
Research and development  
Administration (HR, IT, Procurement, Legal, etc.)  
Other (specify)

## 2. CURRENT JOB SATISFACTION

1. Overall, how **satisfied** are you with your current job in the security industry? Select ONE for each tool)

Not at all satisfied  
Not too satisfied  
Somewhat satisfied  
Very satisfied  
Extremely satisfied

2. Why do you say that? Please be as detailed and specific as possible)

\_\_\_\_\_ (OPEN-ENDED)

3. How **likely** is it that you will look for a new job in the next year?

Not at all likely (SKIP TO NEXT SECTION)  
Not too likely (SKIP TO NEXT SECTION)  
Somewhat likely  
Very likely  
Extremely likely

4. Are you likely to look for a new job in the next year... (Select ONE)

RANDOMIZE  
Within the security industry  
Outside of the security industry  
Both within and outside of the security industry

5. Which of the following, if any, are reasons for looking for a new job in the next year? (Select ALL that apply)

ROWS (RANDOMIZE)

1. My company is struggling financially
2. I want better pay and benefits
3. I want to work at an organization that has values closer to my own
4. I want a better work-life balance
5. My employer doesn't provide adequate paid time off
6. My employer doesn't provide flexible enough working arrangements
7. I want to have children
8. My office does not support the needs of new mothers
9. I want to be promoted
10. I am frustrated in my current role
11. I dislike my boss
12. I dislike my team/coworkers
13. I have experienced sexism in my current job
14. I have experienced racism in my current job
15. I have experienced sexual harassment in my current job
16. I am bored with my current work
17. I want to learn new things
18. I want to manage other people
19. The temperature in my office is uncomfortable for premenopausal/menopausal women
20. I want to switch careers
21. I want to go back to school
22. I dislike the security industry (\*)
23. I will have more career fulfillment in an industry other than security (\*)

DISPLAY \*-ED ITEMS ONLY TO RESPONDENTS WHO WILL LIKELY LOOK FOR JOBS OUTSIDE OF SECURITY INDUSTRY IN Q4

Only for female respondents

### 3. CAREER OPPORTUNITIIES, BARRIERS, AND TRENDS WITHIN THE SECURITY INDUSTRY

OB1. Now we are going to present you with different statements about working in the security industry. Please indicate how much you agree or disagree with each statement about the security industry.

DECONSTRUCTED GRID

COLUMNS (LEFT-TO-RIGHT)

Disagree strongly

Disagree somewhat

Agree somewhat

Agree strongly

ROWS (RANDOMIZE)

1. Women have less opportunities to be promoted than men
2. Women are judged on their physical appearance more than men are
3. Women have to work harder than men to be promoted to the same position
4. Women are expected to dress more professionally than men
5. Artificial intelligence (AI) will make my job obsolete in the next 10 years
6. Women do not professionally support other women as much as I would like
7. There is a “good old boys” culture in the security industry that professionally disadvantages women
8. Women of color have fewer professional opportunities than white women
9. I feel a connection to the security industry
10. I can achieve financial security by working in the security industry
11. I can have a fulfilling career in the security industry
12. I can see spending the rest of my career in the security industry
13. I would encourage other women to consider a career in the security industry
14. I am proud of the things I have accomplished while working in the security industry

OB2. What percentage of the **leadership positions** of your company or organization is currently held by women?

None

Less than 10%

10% to less than 25%

25% to less than 50%

50% to less than 75%

75% to less than 100%

100%

OB3. What is the **gender** of the person that you currently report to?

Male

Female

Not listed here

OB4. Which of the following **professional development activities** do you currently engage in? (Select ALL that apply)

None (SKIP TO NEXT SECTION)

RANDOMIZE

Mentorship program as a mentor

Mentorship program as a mentee

Professional certification program

Leadership development program

Professional conferences

Trade shows

Community service

(ADD OTHERS)

OB5. Overall, how **satisfied** are you with the professional development activities you currently engage in?

GRID

HORIZONTAL

Not at all satisfied

Not too satisfied

Somewhat satisfied

Very satisfied

Extremely satisfied

RANDOMIZE

(Professional development activities currently engaged in from OB4)

#### 4. CLASSIFICATION SECTION

**DISPLAY:** These last questions are for classification purposes only and your answers will remain strictly confidential.

C0. [ONLY ASK IN THE SURVEY VERSION FOR PASS-ALONG RESPONDENTS] Did you attend the Security LeadHER conference on June 9-10, 2025 in Detroit, Michigan?

Yes

No

C1. Approximately how many **employees** work at your company or organization? (Select ONE)

1 to 4 employees (CLASSIFY AS MICRO)

5 to 19 employees (CLASSIFY AS MICRO)

20 to 49 employees (CLASSIFY AS SMALL)

50 to 99 employees (CLASSIFY AS MEDIUM)

100 to 249 employees (CLASSIFY AS MEDIUM)

250 to 499 employees (CLASSIFY AS LARGE)

500 to 999 employees (CLASSIFY AS ENTERPRISE)

1000 or more employees (CLASSIFY AS ENTERPRISE)

C2. Which of the following best describes your organization's total annual revenue in 2024? (Select ONE)

*Your best estimate is fine.*

Less than \$500,000

\$500,000 to less than \$1 Million

\$1 Million to less than \$5 Million

\$5 Million to less than \$10 Million

\$10 Million to less than \$25 Million

\$25 Million to less than \$50 Million

\$50 Million to less than \$100 Million

\$100 Million to less than \$500 Million

\$500 Million to less than \$1 Billion

\$1 Billion or more

C3. What is your current marital status? (Select ONE)

Married

Domestic partnership

Single, living with a partner

Single (including divorced, widowed or separated) and not living with a partner

Prefer not to answer



C4. How many children under 18 years of age are currently living in your household?  
(Select ONE)

None [SKIP TO QD4A]

One

Two

Three

Four or more

Prefer not to answer

C5. What was your approximate total household income, before taxes, from all sources in 2024?  
(Select ONE)

Less than \$20,000

\$20,000 to \$29,999

\$30,000 to \$49,999

\$50,000 to \$74,999

\$75,000 to \$99,999

\$100,000 to \$149,999

\$150,000 to \$199,999

\$200,000 to \$249,999

\$250,000 or more

Prefer not to answer

C6. And which of the following describes your racial or ethnic group?  
(Select ALL that apply)

White / Caucasian

Black / African American

Hispanic / Latino

Asian or Pacific Islander

Alaskan Native / American Indian

Other (Specify)

Prefer not to answer

C7. Do you identify as LGBTQIA? (Select ONE)

Yes

No

Prefer not to answer

## **INCENTIVE FULFILLMENT QUESTIONS**

11. [ASK ONLY IN ON-SITE CONFERENCE VERSION OF SURVEY] Thank you for your thoughtful responses. Would you like to be entered into a drawing to **win 1 of 2, \$50 Amazon eGift cards** (1 entry per person)?

Yes

No [SKIP TO NEXT SECTION]

12. [ASK ONLY IN POST-CONFERENCE VERSION OF SURVEY] Thank you for your thoughtful responses. Would you like to be entered into a drawing to **win 1 of 3, \$50 Amazon eGift cards** (1 entry per person)?

Yes

No [SKIP TO NEXT SECTION]

13. Please fill out your contact information below to be entered in this drawing (Enter one response in each space below)

First name: [TEXT BOX]

Last name: [TEXT BOX]

Business Name: [TEXT BOX]

[SHOW IF ATTENDED CONFERENCE IN QCO] Email address used to register for Security LeadHER conference: [TEXT BOX]

[SHOW IF DID NOT ATTEND CONFERENCE IN QCO] Email address: [TEXT BOX]

X – I do not want to provide my contact information

## **INVITATION TO PARTICIPATE IN FUTURE RESEARCH**

- FG1. Over the next several months, we may be **conducting additional research with professionals like you to better understand your experiences and needs within the security industry.**

Are you potentially interested in participating in one of these studies? (Select ONE)

Yes

No [SKIP TO ENDING]

- FG2. Please fill out your contact information below, and we will keep you in mind for upcoming studies.

Please note that the information you provide below will be kept confidential and only be used for research purposes. (Enter one response in each space below)

First name: [TEXT BOX]

Last name: [TEXT BOX]

Email address: [TEXT BOX]

X – I do not want to provide my contact information

**ENDING: Thank you for your participation in this survey.**

**Your insights are invaluable in helping us understand career issues in the security industry.**