

**Subject:** Empathy Index Benchmark Data  
**Date:** Wednesday, July 14, 2021 at 10:09:53 AM Eastern Daylight Time  
**From:** Scheetz, Derrick  
**To:** Gebert, Brad  
**Category:** Internal  
**Attachments:** T169\_SHRM\_Empathy\_Index\_2021\_All\_Deliverables\_20210708.zip,  
s1950\_Empathy\_Index2021\_Benchmarks\_includes\_two\_weights.csv

Zipped file includes:

- **Weighted data with both sets of weights:** (s1950\_Empathy\_Index2021\_includes\_two\_weights.sav)
  - Note that we added in the weights based on U.S. Companies in this (variable name is *WEIGHT\_old*) for referencing/comparisons. The weight that we are suggesting to use is still called *WEIGHT*.
- **NORC Card:** (T169\_SHRM\_Empathy\_Index\_2021\_NORC\_Card.pdf)
- **Basic Topline Report:** (T169\_SHRM\_Empathy\_Index\_2021\_Topline\_Report.docx)
- **Codebook:** (s1950\_codebook.xlsx)
- **Project Report:** (T169\_SHRM\_Empathy\_Index\_2021\_Project\_Report.docx)
- **Programmed Survey Format:** (T169\_SHRM\_Empathy\_Index\_2021\_v3clean.docx)
- **Simple Survey Format:** (T169\_SHRM\_Empathy\_Index\_2021\_vFINALsimple.docx)

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