### Top 10 challenges listed by APA employees (by relative frequency):

1. Lack of role models
2. Professional growth
3. Career development
4. Reaching senior level
5. Glass ceiling
6. Cultural differences
7. Communication skills
8. Language barrier
9. Unconscious bias
10. Comfort zone

### Demographics:

#### Region
- South Asian
- East Asian
- Southeast Asian
- Multiple Regions
- Pacific Islander

#### Age
- APA millennials report significantly higher workplace favorability than earlier generations.

### Top 5 criteria for APA employees when selecting an employer (by relative frequency):

1. Advancement opportunities
2. Career development
3. Work-life balance
4. Company culture
5. Compensation benefits

#### Executive / Officer
- 27.6%

#### Mid-manager / Director
- 19.2%

#### First-level Manager
- 47.5%

#### Professional / Technical
- 2.7%

#### Administrative / Clerical
- 7.6%

#### Production-Hourly / Other
- 3.5%

96% of survey participants indicate that they care about their company's overall success, but only 79% agree or strongly agree that they would remain with their current company even if offered a comparable job.

27% of this year's participating companies have no APA presence in the C-Suite.

19% of female APAs are significantly less likely to occupy senior leadership roles than male participants 24%

54% of East Asian participants are far less likely to be on leadership track than South Asian participants 63%