



# IMI NEXTWAVE<sup>TM</sup> CONTENT SERIES

Presented by Vanessa Toperczer April 29, 2021 | Released May 3, 2021

#### **IMI International Overview**

SINCE 1971 OUR CORE PURPOSE

## INSIGHT DRIVING PROFIT

150 +CLIENT PARTNERS

FROM 45+ COUNTRIES



OFFICES ON FOUR CONTINENTS

CONTEXT

IN-MARKET BENCHMARKS

#### FACT-BASED GUIDANCE FOR EVERY STEP OF THE WAY



CONFIRM MARKET ACTION STANDARD



MAKE THE MOST OF EVERY DOLLAR WITH CONTINUOUS



What direction should we take for our right next innovation? Message? Creative? Marketing tactic? Is Sponsorship is right for the brand? Which property or partner will maximize ROI? How should you activate? What will be most compelling, relevant and better than competition? Who



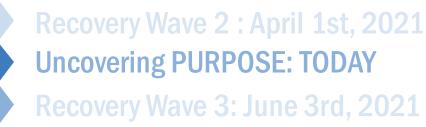
What exists in the world that I can learn from and elevate? What is my target market doing now, what are they excited about, what are they going to do more of? How about my category purchasers? Or Shoppers? How can I maximize the basket size? What's changed? What hasn't? How should I segment my consumers, my shoppers? What's important to them? How do I target?



#### **Background: COVID-19 & Global Recovery**

Over the last 13 months IMI's NextWave<sup>™</sup> has conducted interviews with well over 1.3MM people ages 13+ from across the world to better understand consumer attitudes and behaviors to help navigate through this time.

82,500 interviews across North America, and 10,000 in each of the UK and Australia were completed for this study.



If you would like more information, please feel free to contact Don Mayo, <u>dmayo@consultimi.com</u> or Vanessa Toperczer <u>vtoperczer@consultimi.com</u>.

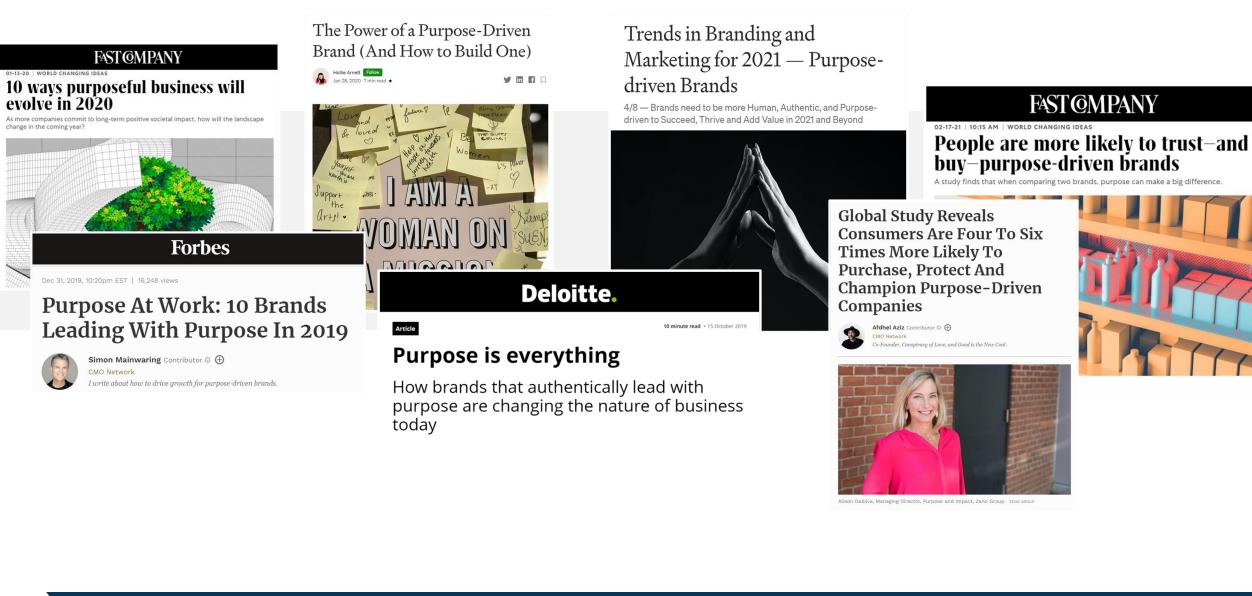
# All content is available on **IMI's Global Content Portal**



content.consultimi.com



#### "PURPOSE" and "PURPOSE Driven-Brands" are talked about everywhere we turn





#### Exacerbated by the Pandemic, there are multiple definitions of what a PURPOSE-Driven Brand is...

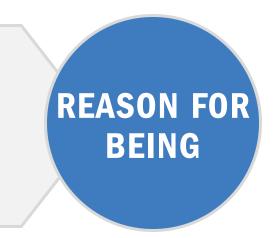
A brand that is motivated by their core mission.

The reason why a company or a brand exists.

To solve a problem or meet a need in society.

**DOING GOOD** 

"What" makes a brand relevant and necessary to its customers.



C-suite executives have realized that consumers want to do business with companies that do good.

Businesses have an ethical responsibility to contribute to the societies in which they exist it simply makes economic sense because they can attract more customers and maybe even charge them more



## brand goal reason for being doing good covid-19 relief Most importantly, what does it mean to people?

brand you identify with partnership with cause local giving back



## And how do you know what the right direction is to effectively retain, recruit and drive your ROI?



#### **Content Sections:**

SECTION 1	SECTION 2	SECTION 3	SECTION 4	
<b>Definition, Sizing and Profiling</b> a) Consumer definition	Deep-Dive into Category + Brand Specific Influence	Pricing Significance + "Stand-Out Brands'	Question Period	
<ul><li>b) Sizing the potential</li><li>c) Do people care/ Who cares the most?</li><li>d) Who cares the most?</li></ul>	Relative importance across categories and specific brands	Will people pay more? Are there specific brands that are standing out right now.	Answers to questions upon registration	
	A A	55	Q&A	
			Audience Questions upon Registration	



#### **SECTION 1**

## **Definition, Sizing and Profiling**

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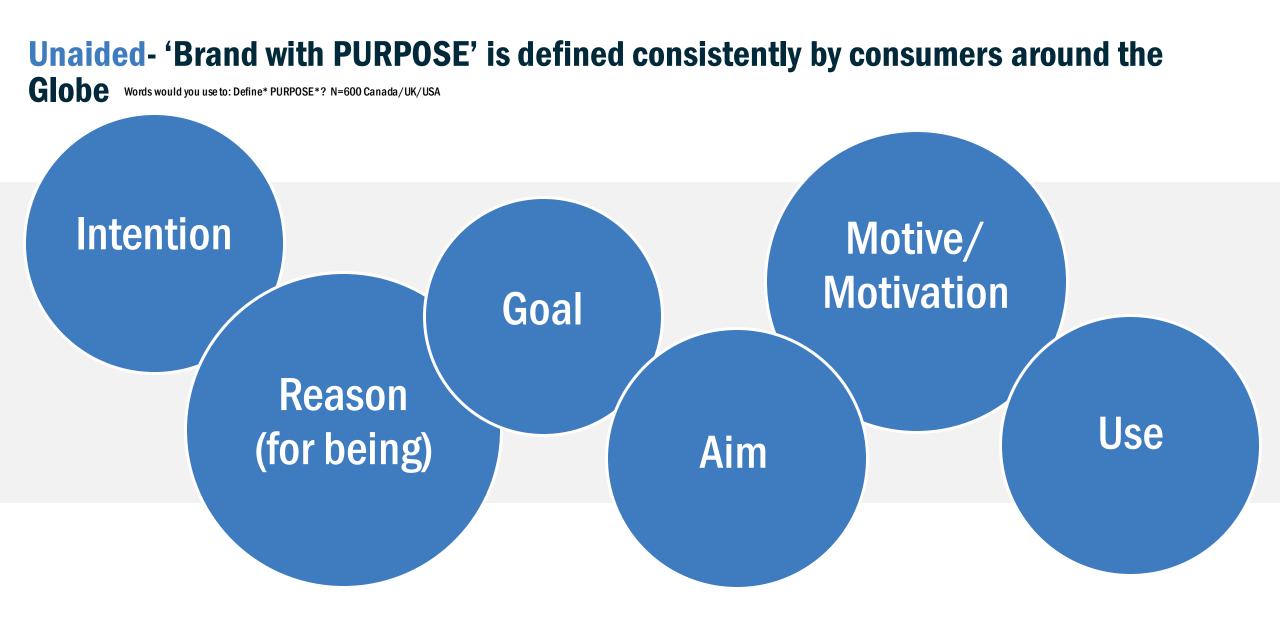
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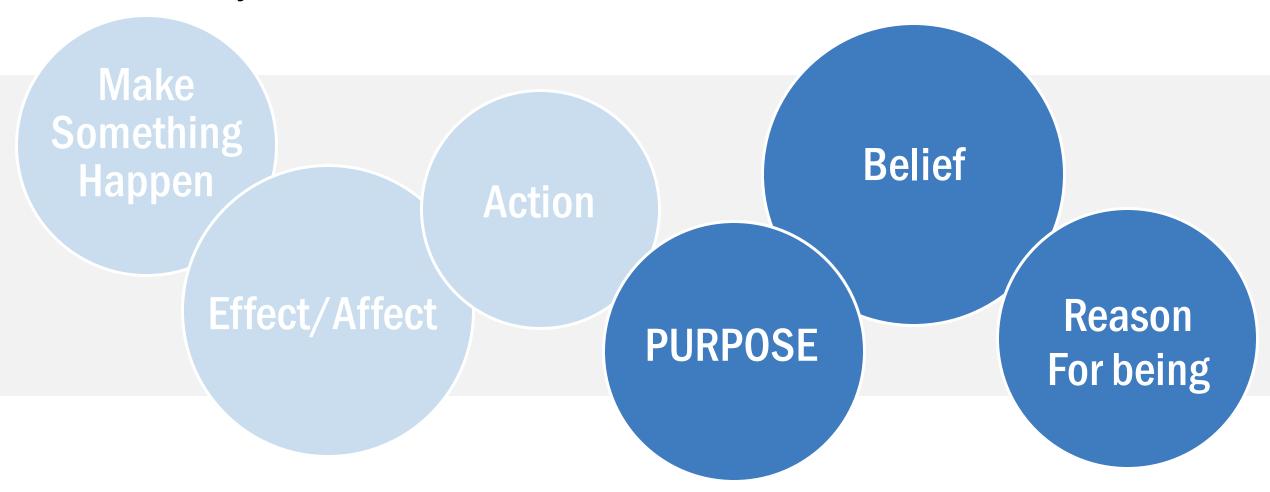
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## **Does PURPOSE = Cause?** Very similar but PURPOSE does NOT have to be a cause...unless you are one

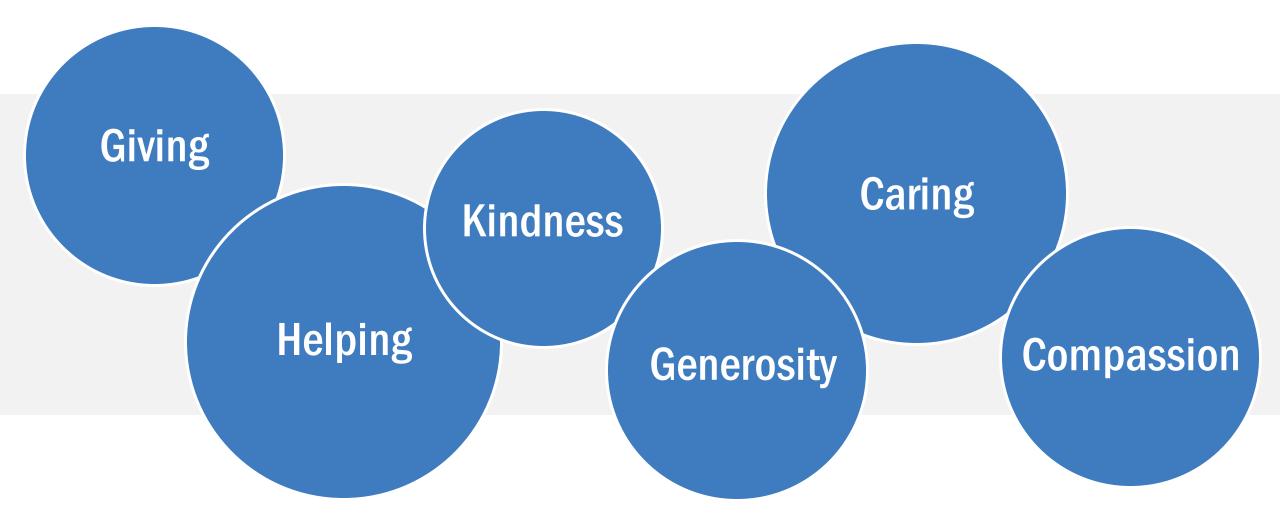


**Cross-over Between The Definition Of PURPOSE And Cause** 

Unaided. Words would you use to: Define Cause? N=600 Canada/UK/USA



#### 'Charity', however is something very different and is focused on giving and kindness



Unaided. Words would you use to: Define Charity? N=600 Canada/UK/USA



What's the definition? There are similarities between PURPOSE and cause but PURPOSE doesn't have to be a cause or a charity unless you are one.

PURPOSE

Intention – Reason – Goal – Aim – Motivation – Use

#### CAUSE

Make Something Happen – Effect – Action – PURPOSE- Belief – Reason

CHARITY Giving – Helping – Kindness – Generosity – Caring - Compassion

#### It's bigger than that



# How important is PURPOSE?



## **'A brand with a PURPOSE I relate to'** has a strong place today. At parity in **(+)** importance with price and ease, less important than trust, quality and overall value.

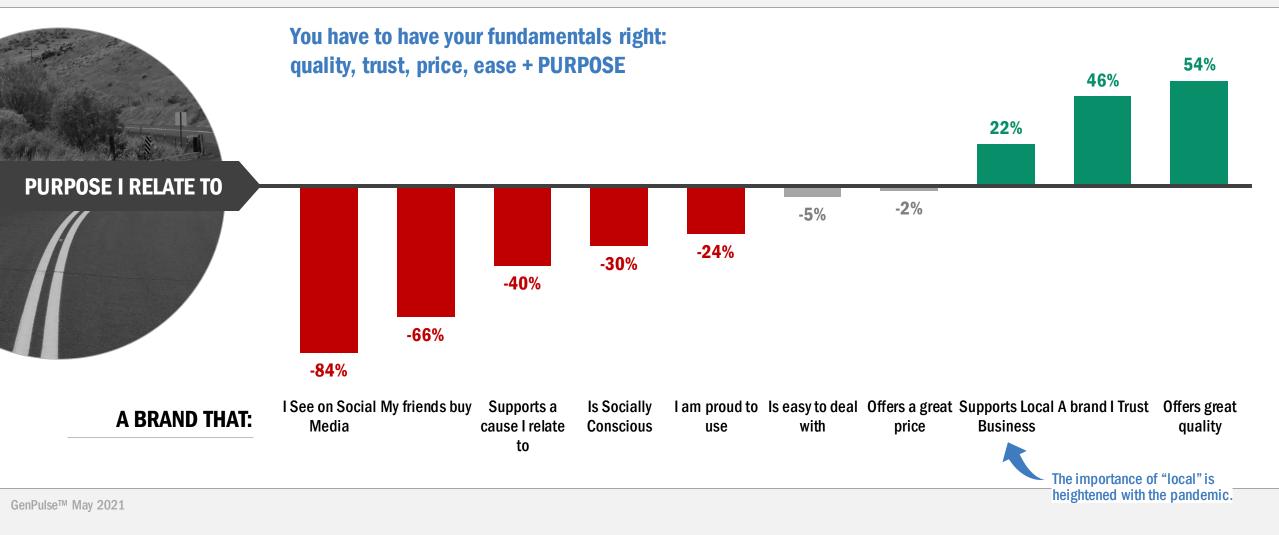


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#### The importance of trust and quality far exceed Purpose, but that doesn't mean PURPOSE is not important







Unaided - Expectations from people right now? Expectations align with your fundamentals further reinforcing how important they are.



Unaided. Expectations from brands right now? N=600 Canada/UK/USA



#### Yes, environment matters – but not as much as trust, price & ease.

The **primary purchase influencers** even among a group of **people that care about climate** change are **trust**, **price and ease** NOT because a product is environmentally friendly.

PU	RCHASE BECAUSE/AFTER	People that support CLIMATE CHANGE AS AN ISSUE
1.	It's a Trusted Brand Name	78%
2.	It Offered Buy One Get One Free	77%
3.	Browsing Online Products On Amazon	75%
4.	Redeeming A Coupon For A Discount	74%
5.	Products Online Because They Offer Free Shipping	73%
6.	Researching Online About A Product/Service	73%
26.	The Product Is Environmentally Friendly	56%

IMI GenPulse™ - What North Americans have done in the past 12 months, N= 13,000





Brand fundamentals are key drivers + PURPOSE. Giving back can support but ensure your fundamentals and core PURPOSE are strong 1st.





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#### Think about your brand... what's your PURPOSE?

#### **KENNETH COLE**

#### **PURPOSE:** Aspirational shoes for aspirational women **Supporting Cause:** Public Health and Civil Liberties

method. look good. do better. PURPOSE: Cleaner with style (feel good having it on your counter) Supporting Cause: Environmental sustainability

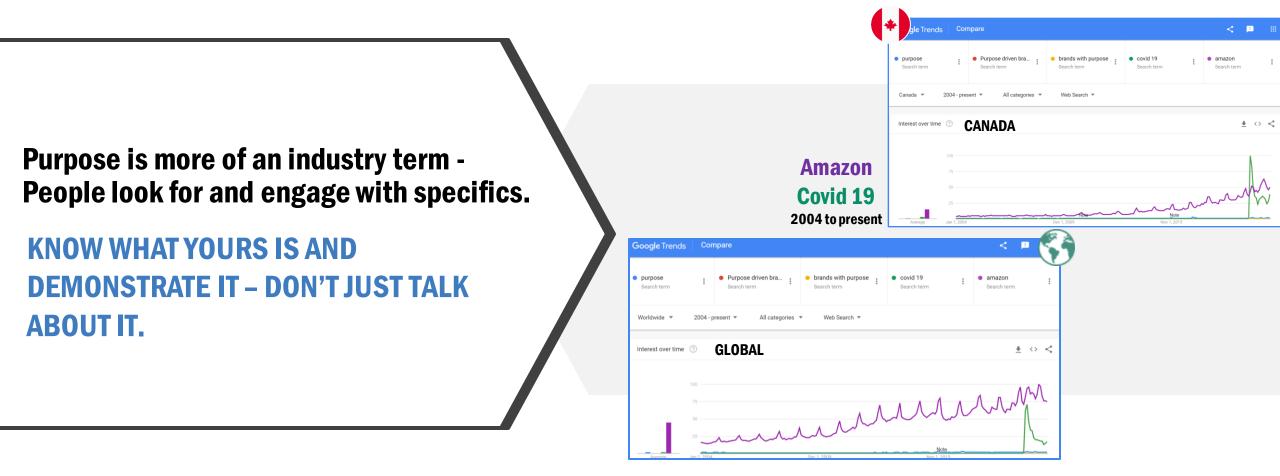


**PURPOSE:** Inspiring the Athlete inside of you

**Supporting Cause: Sustainability: water, waste....** 



## Do not fool yourself, people are NOT searching for brands with PURPOSE OR PURPOSE OR PURPOSE driven brands' - almost ZERO







# **PURPOSE is important**



FUNDAMENTALS ARE STRONG
 PURPOSE IS KNOWN
 PEOPLE RELATE TO IT









# What's the size of the opportunity?



#### **PURPOSE Drives Purchasing for close to half of the Canadian Population**

### **46%** ANNUALLY 15% Weekly

## Canadians have purchased a brand because it "has a PURPOSE I relate to"

#### 4.5M CANADIANS DO SO WEEKLY+

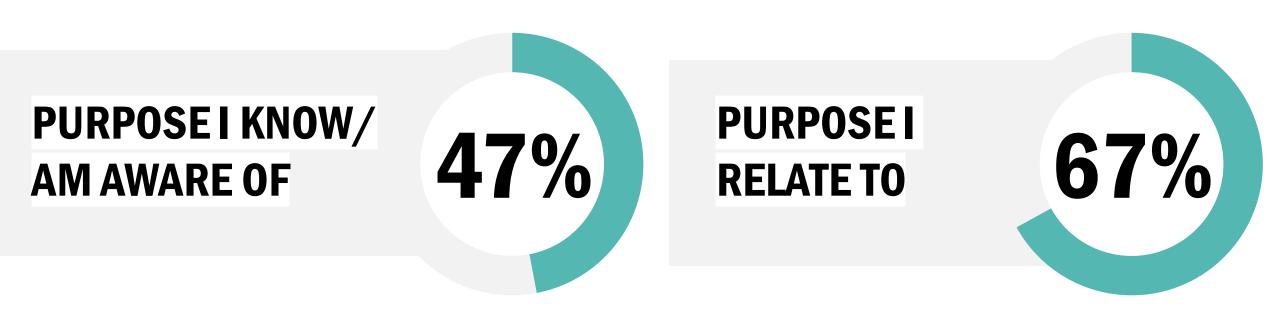
Because a Brand Has a PURPOSE I Relate To. N=41,423 Canadian 13-65 years of age. Last Updated April 2021 🙀



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#### **Do People care about 'Brand with PURPOSE'?**

IMI Certainty™ Concept Testing – April 2021 Canada/USA, 2021



## **CARE ABOUT:** They care but need to know your audience – their attention is stronger if they relate to it.



#### Trust Quality Easy to Deal With Value

**Simplicity** Water conservation Aspiration **Mental health** Innovation What's YOUR PURPOSE? **Gender Equality Supporting Local Promote Happiness** 

**Style** 

IMI NEXTWAVE

"If you don't see my designs, I'm like a tree in the forest.
I'm only as good as you know me to be.
If I'm not out there I don't exist."
-Kenneth Cole



## It's not just being a brand with 'PURPOSE' Price of entry includes:

Living a PURPOSE that people relate to AND

making the market aware that you have this

PURPOSE.



# Who are the people most influenced by PURPOSE?





#### **Purchase because a brand has a PURPOSE, I relate to...**



**PREDOMINANTLY MALE OR FEMALE?** 





#### Males are more influenced by PURPOSE than females.





GenPulse<sup>™</sup> May 2021 Purchase because a brand has a PURPOSE, I relate to.



#### **Purchase because a brand has a PURPOSE, I relate to...**















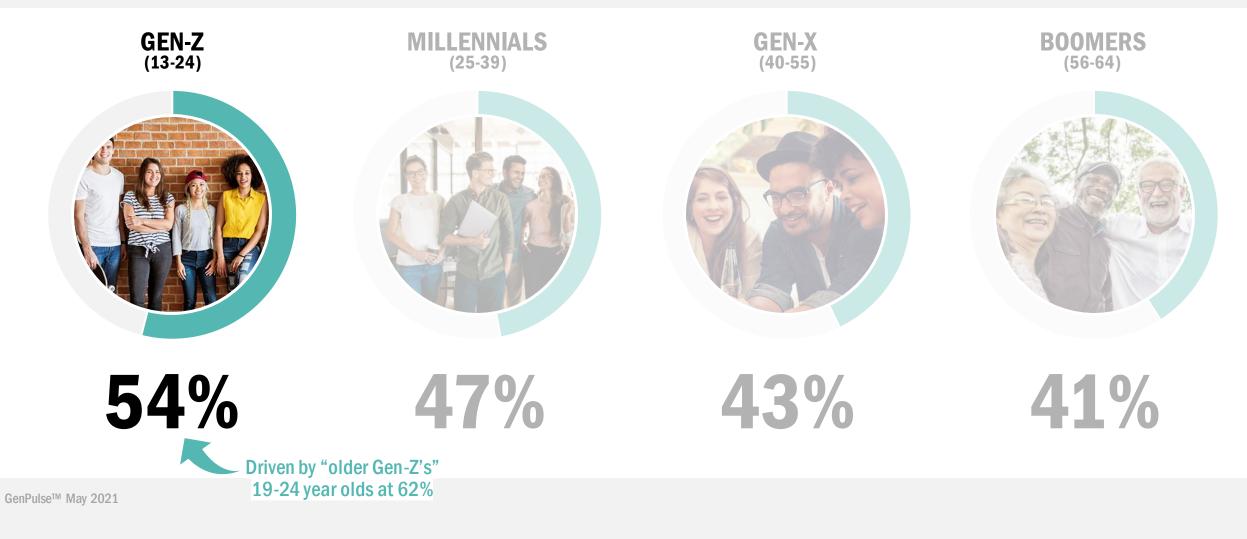






## Gen-Z is the most influenced by PURPOSE but important to note that it drives purchase across ALL demographics.







#### **Reality is that people are influenced by PURPOSE across demographics.**

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\$ <u>6</u>	EDUCATION AND INCOMI	
51%	University / Post Grad	50 <sup>.</sup>
43%	College	47
	High School or Lower	41
61%	NA: Under \$70K	43
46%		48
<b>48%</b>	NA: Under \$100K	449
50%	NA: \$100K+	50
	©@@@ 51% 43% 61% 46% 48%	Image: Signed systemEDUCATION AND IN51%University / Post Grad43%CollegeHigh School or LowerHigh School or Lower61%NA: Under \$70K46%NA: \$70K+48%NA: Under \$100K

	ETHNICITY/BIRTHPLACE		
<b>50%</b>	Caucasian	<b>44%</b>	
47%	NOT Caucasian	<b>50%</b>	
41%	African American	<b>63</b> %	
	Hispanic/Latino	<b>50%</b>	
43%	Asian	50%	
<b>48%</b>			
44%	Born in Canada	47%	
<b>50%</b>	NOT Born in Canada	<b>41%</b>	

Your brand needs to have a PURPOSE that the people you care about relate to, that you demonstrate, and they engage with.

GenPulse<sup>™</sup> May 2021



### Know your consumer and those that DO. There's POWER in Action.Doing.Engaging.

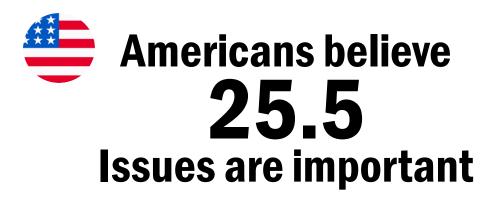
	SAY 'CLAIM'	<b>DO 'ACTION'</b>	DOING VS. SAYING	
	Raise Awareness of Climate change	Volunteer to Support Climate Change	DIFFERENCE	
Be loyal to brands that are <b>carbon neutral</b>	54	72	18%	
Support Environmental Causes	69	74	<b>5%</b>	
Drive an Electric Car	30	29	19%	
Eliminate Dairy from your diet	39	59	<b>20%</b>	
Donate Money to Fight Climate Change	49	70	<b>21%</b>	
Purchase brands that Support eliminating Climate Change	59	72	13%	

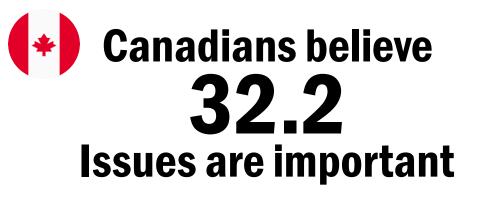
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### In a sea of relevant issues how do you make your brand stand out?

# of Issues that people 'Support' - believe are 'Important'





GenPulse<sup>™</sup> May 2021



## Know the people you care about, the Purpose THEY relate to and those that DO vs say

# Focus on your PURPOSE over time Demonstrate and live it!

## ...that's where the magic happens



## "If I'm not out there I don't exist."

## -Kenneth Cole





### **SECTION 2**

## **Category Deep-Dive**



# It's not one size fits all





### THINK ABOUT...

Is your strategy to retain, recruit into the category or recruit from other brands?

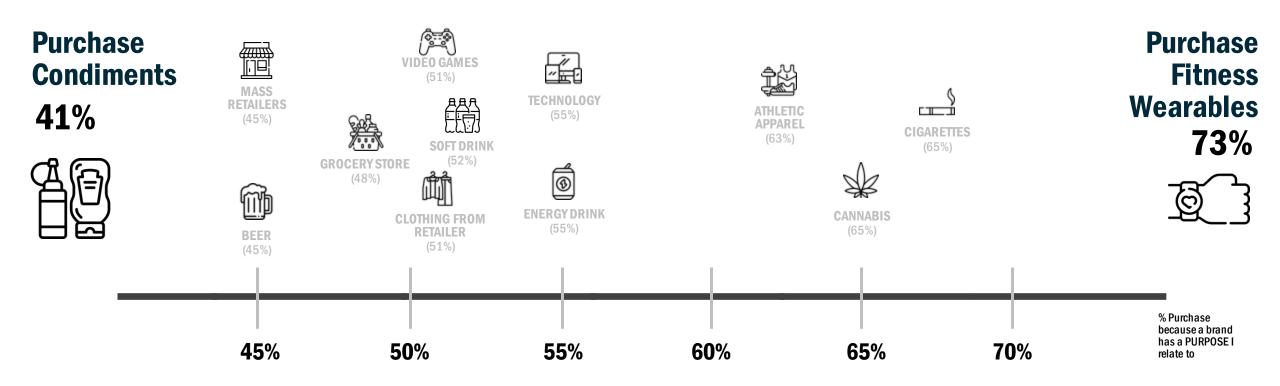
ACTIVATE PURPOSE ACCORDINGLY...





#### Category Purchasers

# How important is PURPOSE to the people that purchase your category? How deeply should you focus on it?



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### Things aren't always what you think...

Purchasers of Cigarettes and Cannabis are MORE influenced by PURPOSE than people that purchase Vitamins.

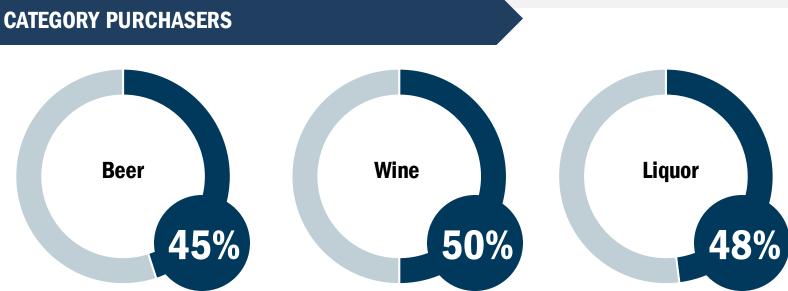
Who would have thought? Reminder to never assume



GenPulse™ May 2021



### **Alcoholic Beverage**



**Remember cannabis purchasers is 65% ...especially as you look to innovate.** 

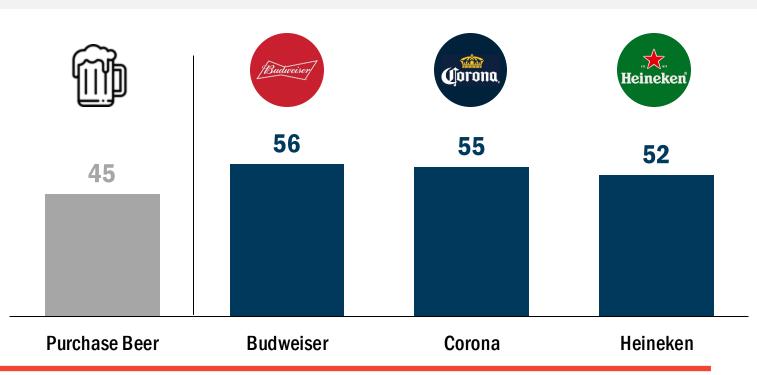
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#### **Beer Brand Purchasers**



Important to understand your category purchasers – but more important to understand your brand's customers – and most importantly – can you use PURPOSE to attract high valued competitive customers.

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### **Beverages**

# CATEGORY PURCHASERS Energy Drinks Soft Drinks Sport Drinks 55% 52% 59%

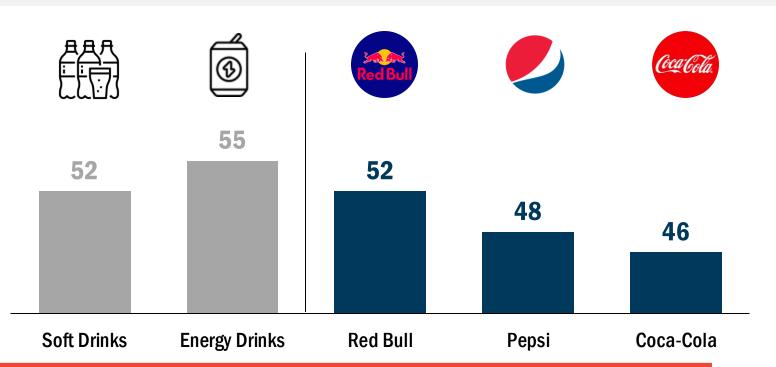
If you're in the beverage business over 50% of people that purchase your category purchase a brand because it has a PURPOSE they relate to.

GenPulse<sup>™</sup> May 2021



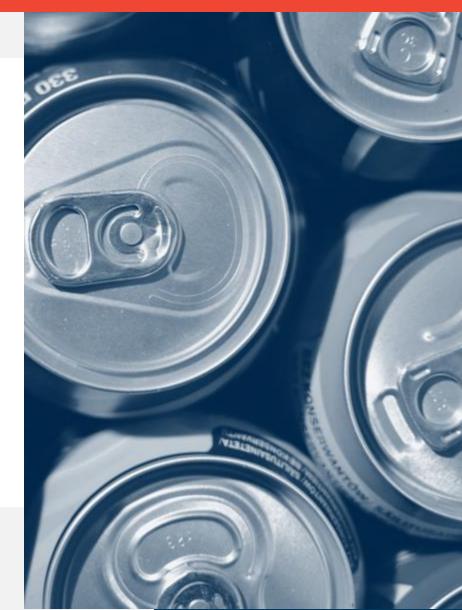


### **Energy and Soft Drink Brand Purchasers**



People that purchase Energy Drinks are more influenced by PURPOSE than Coke or Pepsi consumers. Know what connects with your consumer and consider this in partnerships, associations and activations...

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### **Apparel**

#### Purchase because a brand has a PURPOSEI RELATETO



63% of people that purchase Athletics apparel purchase a brand because of a PURPOSE they relate to. If you're in Women's footware or a retailer looking to recruit and engage athletes – think of your messages, display strategies and partnerships.

GenPulse™ May 2021





### **Athletic Apparel Brand Purchasers**

#### Purchase because a brand has a PURPOSEI RELATETO



Athletic apparel purchasers are among the most influenced by PURPOSE. Use of PURPOSE would be a way to effectively recruit. Heightened when you're focused on Fitness.

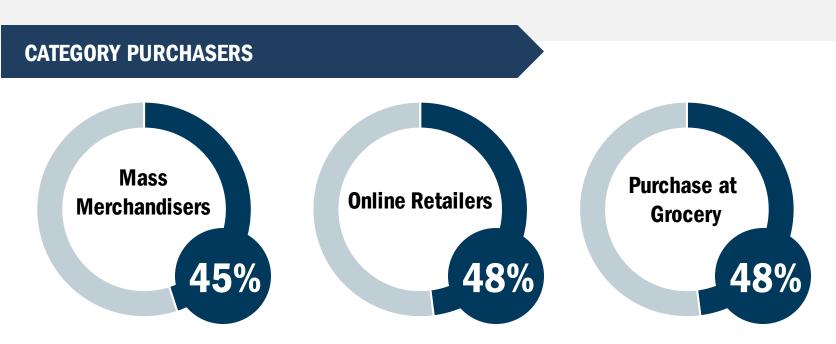
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### **Retailers**

#### Purchase because a brand has a PURPOSE I RELATETO



Categories where purchasers are the majority of the population will show influence consistent with the national average but if you dig deeper you'll find the insight you need to make strong decisions.

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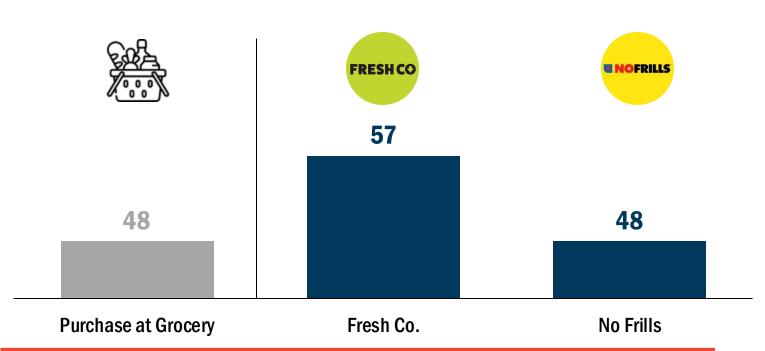
# SHOP

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### **Discount Grocery Brand Purchasers**





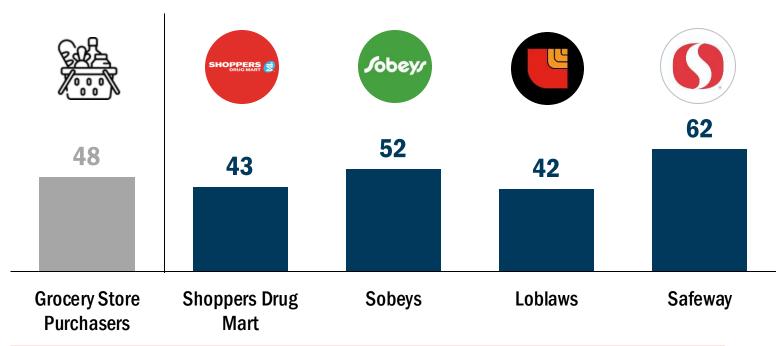
FreshCo customers are highly influenced by PURPOSE – consider your end aisle displays, partnerships, flyers ads to maximize your revenue potential.

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### **Grocery Brand Purchasers**



BIG opportunity for Safeway to focus on brands with PURPOSE to drive revenue and ROI. Give your customers what they want front and center and accelerate your own PURPOSE.

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# RETAIN RECRUIT ACCELERATE

Know Your Purchaser to Engage Know Your Competitors Purchaser to Recruit Focus on What Matters Activate It to Drive Growth





### Trust Quality Easy to Deal With Value

**Simplicity** Water conservation Aspiration **Mental health** Innovation What's YOUR PURPOSE? **Gender Equality Supporting Local Promote Happiness** 

**Style** 

IMI NEXTWAVE



## SECTION 3 Pricing & Brands that Stand Out



# Can Brands with PURPOSE defend against TPR and/or charge a Premium?



### The majority will NOT PAY MORE – but consider your category. 4 in 10 will consider a premium of 10-20%, a portion over 20%.

		*		
I would pay ' <b>no more'/</b> don't care	55%	56%	61%	64%
Willing to pay more	45%	44%	39%	36%
1-9%	14%	18%	16%	9%
10-19%	16%	14%	11%	15%
20%+	15%	<b>12</b> %	<b>12</b> %	<b>12</b> %

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## Remember this is claimed...there a big gaps in behavior and attitude so know your category and its' pricing elasticity



ATTITUDE SAY Believe Climate Change is a major issue today Purchase brands in the P 12 months that are helping eliminate climate change (once+)

support a cause today'

that are helping eliminate climate<br/>change (once+)36%Purchase brands weekly<br/>that are<br/>helping eliminate Climate Change9%

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DO

56%

# Is anyone standing out right now?





## Lots of room to grow when it comes to stated Brands with PURPOSE - Unaided

Unaided – Brands, products, services you think of as a 'Brand with PURPOSE n=600 Canada/USA/UK

👙 USA		🚺 Canada		🕀 UK	
None	28%	None	31%	None	25%
TELE	6%	(connection)	11%	<b>É</b>	9%
Fired	6%	TESLA (conservation)	11%		
		Fird	<b>7</b> %		
			<b>7%</b>		



### **Fundamentals + PURPOSE = Purchase**

# **Quality. Trust. Price. Ease + PURPOSE**

MUST HAVES: STRONG FUNDAMENTALS

REASON FOR BEING



# Pick your PURPOSE and live it!

## INTEGRATE IT IN EVERYTHING YOU DO



"If you don't see my designs, I'm like a tree in the forest.
I'm only as good as you know me to be.
If I'm not out there I don't exist."
-Kenneth Cole



### What does all this mean?

### WHAT'S THE DEFINITION OF PURPOSE?

It's your GOAL, AIM, REASON FOR BEING.

It can be easily confused with giving back and cause but it's bigger than that...unless you are a cause or a charity.

### **DOES IT DRIVE PURCHASE?**

A PURPOSE that they know about and relate to is a driver of purchase for approx. ½ of Canadians. Consider that on a Global scale.

It will also vary in importance by category and brand BUT knowing that over 40% of people are influenced means there's room for all brands to activate PURPOSE to accelerate.

Your PURPOSE must be known to do anything!

### **IS IT IMPORTANT?**

A stated PURPOSE is important BUT not more important than the fundamentals of Quality, Trust Value and Ease of Use.



### What does all this mean?

### **DOES IT DRIVE PROFIT?**

Buying because a brand has a PURPOSE you relate to and being willing to pay more are two very different things.

Majority don't care and won't pay more, however some "claim" that it's worth \$'s. Truly understand your price elasticity and how far you can go.

It's not one size fits all. Find creative ways to show value.

### **HOW DO YOU PLAY WITHIN IT?**

Focus on a PURPOSE that your target relates to AND that aligns with your business. Too many messages mean nothing.

Be focused, TALK ABOUT IT and live it.

KEEP IN MIND THAT PEOPLE WILL KEEP YOU HONEST SO DON'T PRETEND THAT YOU'RE FOCUSED ON PURPOSE.







#### IMI **NEXT**WAVE<sup>™</sup> CONTENT SERIES

## Have questions? Please reach out

Vanessa Toperczer <u>vtoperczer@consultimi.com</u>. 647-464-4193





### CONTENT SERIES



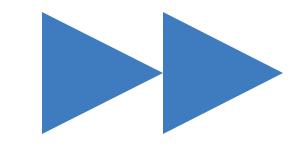


Vanessa Toperczer



**Michelle Seemann** 

### **Audience Questions upon Registration**

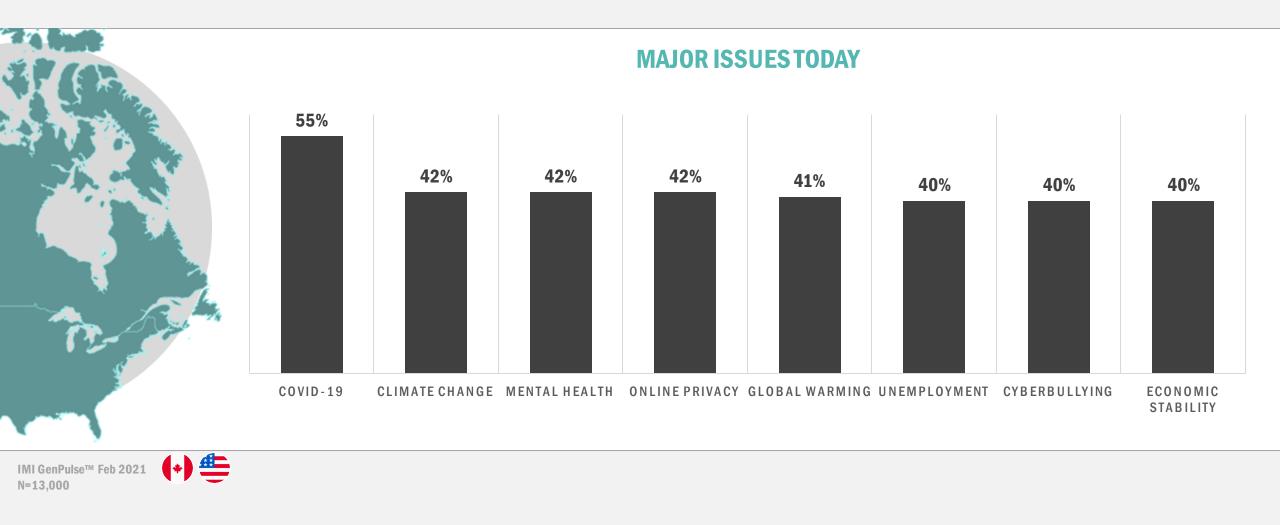


### **Audience Questions**

1. Is there a charity / cause / social movement that is best for 2022-25?



## Major Issues Today: COVID-19 is the top issue today in North America with Mental Health, Environment, and Privacy in the top 6 as well.





### There are many that are important to people right now...



323	Donating Money To Fight Climate Change	176
231	Donating Money To Sustainability Efforts	169
217	Support Causes That Support Victims of Violence or Racism	169
217	Support Heart Disease Causes	169
217	Raise Money For A Local Charity	167
	Support Causes That Support Those Who Have Been Sexually Harassed or Assaulted	159
	Support Causes That Support Local Community Issues	153
	Help Raise Awareness For Mental Health	149
-	Support International Aided Causes	149
	Support Causes That Support Equal Rights	149
	Rally Against Climate Change	148
	Support Education Based Causes	141
189	Support Causes that Support Children	139
189	Support BlackLivesMatter	136
182	Donate To A Local Charity	135
181	Support Causes That Support Those With Disabilities	133
178	Support Cancer Research	132
	231 217 217 217 210 209 207 204 202 195 189 189 189 182 181	<ul> <li>231 Donating Money To Sustainability Efforts</li> <li>217 Support Causes That Support Victims of Violence or Racism</li> <li>217 Support Heart Disease Causes</li> <li>217 Raise Money For A Local Charity</li> <li>210 Support Causes That Support Those Who Have Been Sexually Harassed or Assaulted</li> <li>209 Support Causes That Support Local Community Issues</li> <li>201 Help Raise Awareness For Mental Health</li> <li>202 Support International Aided Causes</li> <li>203 Support Causes That Support Equal Rights</li> <li>204 Support Causes That Support Equal Rights</li> <li>205 Rally Against Climate Change</li> <li>206 Support Causes that Support Children</li> <li>207 Support BlackLivesMatter</li> <li>208 Support Causes That Support Children</li> <li>209 Support Causes That Support Children</li> <li>201 Support Causes That Support Children</li> <li>202 Rally Against Climate Change</li> <li>203 Support Causes that Support Children</li> <li>204 Support Causes That Support Children</li> <li>205 Support Causes That Support Children</li> <li>206 Support Causes That Support Children</li> <li>207 Support BlackLivesMatter</li> <li>208 Support Causes That Support Those With Disabilities</li> </ul>

#### **OVER INDEX AGAINSTALL CAUSE, CHARITY, MOVEMENTS**

#### The important thing is to focus, engage and demonstrate...but don't pretend

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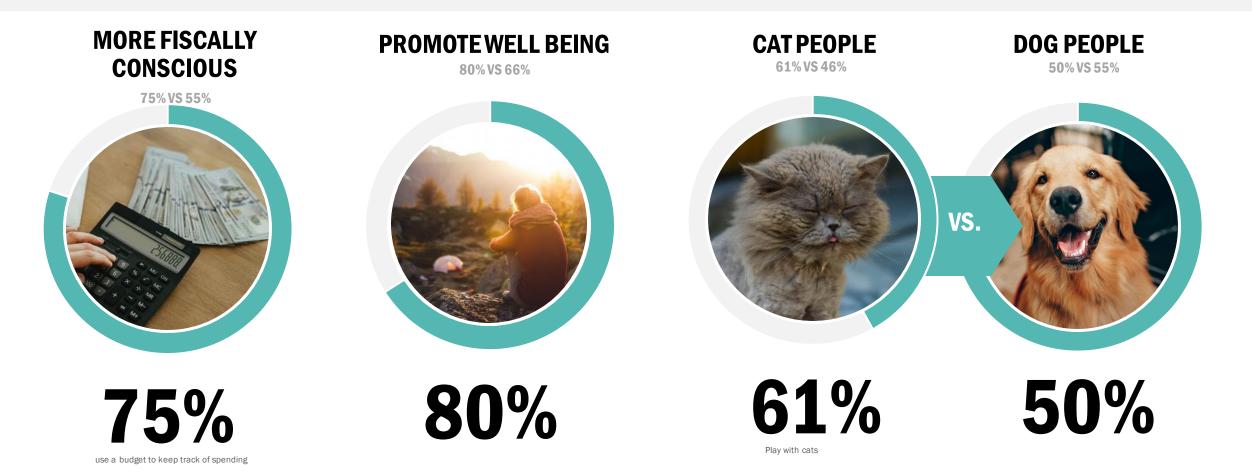


- 1. Is there a charity / cause / social movement that is best for 2022-25?
- 2. What differentiates people that buy due to a PURPOSE if anything?





#### People that buy a brand because they relate to their PURPOSE are...



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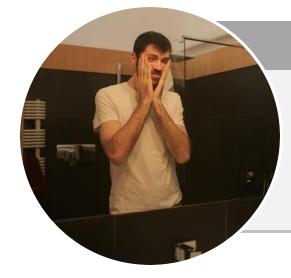
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### People that buy a brand because they relate to their PURPOSE are...

#### **MORE SOCIALLY CONSCIOUS**

Help raise awareness for Mental Health 59% vs 40% Help build awareness for equal rights 71% vs. 33% Volunteer for a Charity 52% vs. 29% Donate to a local Charity 71% vs. 53%





#### **BECAUSE THEY ARE MORE AFFECTED**

Small Business Owners 57% vs 44% (not a small business owner) Called a Mental Health hotline in the past 12 months 32% vs. 13% Talked with a Psychiatrist 38% vs. 17% Talked to a social worker 31% vs. 19% Discussed Anxiety / Depression 61% vs. 42%

GenPulse<sup>™</sup> May 2021

\*



- 1. Is there a charity / cause / social movement that is best for 2022-25?
- 2. What differentiates people that buy due to a PURPOSE if anything?
- 3. Any differences with COVID?





Acceleration of Local ...which could be your PURPOSE. We've also seen the rise of cause across the board including the Environment and Mental Health.



#### **PURPOSE I RELATE TO**



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(\*)

- 1. Is there a charity / cause / social movement that is best for 2022-25?
- 2. What differentiates people that buy due to a PURPOSE if anything?
- 3. Any differences with COVID?
- 4. Really curious to know about Sustainability in the context of PURPOSE. Are consumers interested in companies that are taking active steps to deliver a more sustainable business model (specifically with regards to climate change).
- 5. Are consumers willing to forego convenience and pressure companies to make changes?





# Among people that 'purchase because of PURPOSE' a brand that supports climate change and sustainability is important



GenPulse<sup>™</sup> May 2021

Among people that 'Purchase a Brand due to it standing for a PURPOSE they relate to'				
Because Its A Brand I Trust	86%			
Product Is Made Locally	86%			
A Brand Due To Positive Online Consumer Reviews	83%			
A Brand That Offered A Limited Time Special Price	79%			
A Brand That Supports Sustainability	67%			
A Brand That Supports Climate Change	53%			

Sustainability is important but caution if they will pay for it...and convenience costs. Find creative ways to bring it to life so it brings value to the customer but also protects your bottom line.



- 1. Is there a charity / cause / social movement that is best for 2022-25?
- 2. What differentiates people that buy due to a PURPOSE if anything?
- 3. Any differences in PURPOSE with COVID?
- 4. Really curious to know about Sustainability in the context of PURPOSE. Are consumers interested in companies that are taking active steps to deliver a more sustainable business model (specifically with regards to climate change).
- 5. Are consumers willing to forego convenience and pressure companies to make changes?
- 6. Does Importance of Environmental Sustainability differ by age or demographic (ie age, income, education, occupation)?





#### **Highest importance is from Millennials**



IMI GenPulse<sup>™</sup> Feb 2021 Canada/ US

PURCHASE BECAUSE/AFTER (+)	Total Pop	<b>Gen-Z</b> (13-24)	Millennial (25-39)	Gen-X (40-55)	Boomer (56-64)
The Products Are Environmentally Friendly	48	48	59	40	47
The Products Support Sustainability	42	50	52	34	36
The Products Support Eliminating Climate Change	33	41	35	33	21

PURCHASE BECAUSE/AFTER 👙	Total Pop	Gen-Z (13-24)	Millennial (25-39)	Gen-X (40-55)	Boomer (56-64)
The Products Are Environmentally Friendly	51	57	64	46	34
The Products Support Sustainability	47	50	<b>62</b>	51	16
The Products Support Eliminating Climate Change	41	36	60	42	20

- 1. Is there a charity / cause / social movement that is best for 2022-25?
- 2. What differentiates people that buy due to a PURPOSE if anything?
- 3. Any differences in PURPOSE with COVID?
- 4. Really curious to know about Sustainability in the context of PURPOSE. Are consumers interested in companies that are taking active steps to deliver a more sustainable business model (specifically with regards to climate change).
- 5. Are consumers willing to forego convenience and pressure companies to make changes?
- 6. Does Importance of Environmental Sustainability differ by age or demographic (ie age, income, education, occupation)?
- 7. How are the mental health issues caused by COVID starting to manifest in society?



#### North Americans that have FELT HAPPY over the past week.



FELT HAPPY' in the past week.

## MEANING 135NN+ North Americans have NOT

North Americans have NOT 'Felt Happy' in the past week.



## Top 10 -**'WORST EVER'**

Stress, feeling anxious, physical fitness level, sleeping well, mental health are at the top of the list for the "worst ever" at any point in peoples lives, globally. All of these symptoms are associated in some way with physical heath.

> Out of what we CAN control; how are people, business and brands doing to help and lessen the load?

Social Unrest (34%)						
Trust in Elected Officials (32%)Respect for one Another (30%)3						
Your Stress Level 4 (27%) Concern about Your Future (26%)		out	5	Feeling Anxious (25%)		
Racism (22%)	Physica Fitness (21%)		el Sleeping 9 Well (22%)		9	Your <b>10</b> Mental Health (22%)
Top 10 Overall : Worst Ever at any point in my life         IMI24 N=7,200 November 2020						



- 1. Is there a charity / cause / social movement that is best for 2022-25?
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- 7. How are the mental health issues caused by COVID starting to manifest in society?
- 8. Is PURPOSE a Buzzword or is it the NEW Normal?



## lt's BOTH

## IT MATTERS TO THOSE THAT YOU DEMONSTRATE IT TO

It's here to stay if you stand for something, accelerate and demonstrate it frequently

It's a buzzword if you just say the word but don't live it





# Thanks for JOINING US!Recovery Wave 3 – June 3rd @ 11:30AM

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