



New HRCI Survey: Most Companies Are Not Ready for Political Talk at Work

New whitepaper explores political conflict in the workplace and how companies can prepare

ALEXANDRIA, VA (April 28, 2025) – In an increasingly polarized America, more than half of HR professionals say they are not prepared to address politically charged discussions in the workplace, according to a [new whitepaper by HRCI](#) that explores how to address political conversations in the office.

HRCI, the premier international credentialing and learning community for human resources professionals, surveyed more than 7,200 HR professionals to determine how companies address politics in the workplace. A majority (55%) say they are somewhat, minimally, or not at all prepared to handle politically charged discussions at work. Almost half (49%) said they do nothing specific to address such conversations.

HR expert **Dr. Amy Dufrane**, CEO of HRCI, said that simply ignoring politics is not the answer.

“Managers and HR professionals are uneasy about how to handle political conversations in the office, and that’s understandable,” Dufrane said. “But these conversations are going to take place. Politics is a part of everyone’s life, and it is going to come up at work. It is important for companies to be prepared to handle conflict and disruption in the workplace, whether that is caused by politics or anything else.”

The whitepaper showed that many HR professionals are already experiencing disruption.

- 74% said political differences among employees are making it harder to carry out HR responsibilities.
- 59% said tension over political issues has impacted relationships with clients or customers.
- 15% said differing political views have caused an employee to leave.
- 28% said political polarization has impacted their organization’s ability to hire.

Dufrane says the answer is to create a culture that encourages respect and values each employee's perspective.

"Polarizing views are not unique to politics or religion—they can even surround work itself," she said. "The goal should be to create a culture that allows individuals to express themselves authentically—and diplomatically—without fear of retribution."

Dufrane is available for interviews. To schedule an interview or for more information, please contact Teresa Gaines at gaines@thestorylinecompany.com or (571) 435-7155.

About HRCI

[HRCI](#) is the premier credentialing and learning community for the human resource profession. For 50 years, HRCI has set the global standard for HR expertise and excellence through its commitment to developing and advancing those in the people business. HRCI helps HR professionals and businesses achieve new competencies that drive results by creating and offering world-class learning and by administering eight global individual certifications and three organizational certifications. Today, more than 500,000 HR professionals in 150+ countries have achieved HRCI certification as a mark of high professional distinction.

About Dr. Dufrane

Amy Dufrane is a dynamic global leader in human resources and workplace management. As CEO of HRCI, a leading provider of learning and credentialing for HR professionals and their organizations, she brings decades of experience in human capital management and employee wellness to interviews and media appearances. Dufrane helps set the standard for HR, serving as the international secretariat for global HR standards through ISO, the International Organization for Standardization. Her numerous honors include the Global Impact Award of Distinction from the Bowman Foundation for Workplace Equity and Mental Wellness and the Globee Award for Women in Business. For the past four years, she has been named one of the top 100 HR Tech Influencers by HR Executive magazine. Under her leadership, HRCI was named a 2024 Top Workplace by The Washington Post and the 2023 ISA Business of the Year.