

Questions and Responses

SWAA May 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

- a) Under 20 **[TERMINATE]**
- b) 20 - 29
- c) 30 - 39
- d) 40 - 49
- e) 50 - 64
- f) 65+ **[TERMINATE]**

2. **Currently (this week)** what is your work status?

Multiple choice | Required | Vertical | Single-select

- a) Working for pay, whether on business premises or working from home
- b) Still employed and paid, but not working
- c) Unemployed, looking for work
- d) Unemployed, awaiting recall to my old job
- e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

- a) 1 day **[TAG: 1]**
- b) 2 days **[TAG: 2]**

- c) 3 days [TAG: 3]
- d) 4 days [TAG: 4]
- e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many **full paid working days** are you **working from home** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:

"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) **None**, all my paid working days were on business premises [TAG: 0]
- b) **1 full paid day** working from home [TAG: 1]
- c) **2 full paid days** working from home [TAG: 2]
- d) **3 full paid days** working from home [TAG: 3]
- e) **4 full paid days** working from home [TAG: 4]
- f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

- a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
- b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
- c) I am **self-employed** and run my own business
- d) I earn most of my income as an **independent contractor, freelancer, or gig worker**.

6. **During the COVID-19 pandemic** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

- a) Yes
- b) No <Skip if already indicated some 1 or more wfh days this week>

7. **After COVID, in 2022 and later**, how often would you **like to** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

- a) Never
- b) About once or twice per month
- c) 1 day per week
- d) 2 days per week
- e) 3 days per week
- f) 4 days per week

- g) 5+ days per week

Set random_group to:
50% group1 50% group2

8. **After COVID, in 2022 and later**, how often **is your employer planning** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

- a) Never
 - b) About once or twice per month
 - c) 1 day per week
 - d) 2 days per week
 - e) 3 days per week
 - f) 4 days per week
 - g) 5+ days per week
 - h) My employer has not discussed this matter with me or announced a policy about it
 - i) I have no employer
9. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many **hours per week** are you **working for pay in late April (now)**?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In **2019 (before COVID)** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. **During the COVID-19 pandemic**, while you have been working from home, how are you now spending the **time you have saved by not commuting**?

Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

- a) Working on your current or primary job
- b) Working on a second or new secondary job
- c) Childcare
- d) Home improvement, chores, or shopping
- e) Leisure indoors (e.g. reading, watching TV and movies)
- f) Exercise or outdoor leisure

13. In what industry is your **current** job? If not currently working, then please report the industry of your **most recent** job

Multiple choice | Required | Vertical | Single-select

- a) Agriculture, Forestry, Fishing, or Hunting
- b) Arts, Entertainment or Recreation
- c) Banking, Finance, or Insurance
- d) Construction
- e) Education
- f) Health Care and Social Assistance
- g) Hospitality and Food Services
- h) Information Services, including Publishing or Media
- i) Manufacturing
- j) Mining, Quarrying or Oil and Gas Extraction
- k) Professional, Technical or Business Services
- l) Real Estate or Rental and Leasing Services
- m) Retail Trade
- n) Transportation or Warehousing
- o) Utilities
- p) Wholesale Trade
- q) Government, including all federal and state
- r) Other (please specify) [\[text input\]](#)

14. What is your **occupation**?

Multiple choice | Required | Vertical | Single-select

- a) Armed forces
- b) Construction and extraction (e.g. mining)
- c) Farming, fishing, and forestry
- d) Installation, Maintenance and Repair
- e) Management, business and financial
- f) Office and administrative support
- g) Production
- h) Professional and related
- i) Sales and related
- j) Service
- k) Transportation and material moving
- l) Other (please specify) [\[text input\]](#)

15. How much did you earn by working **in 2019**?

Multiple choice | Required | Vertical | Single-select

- a) Less than \$5,000 [\[TAG: 4\]](#) **[TERMINATE]**
- b) \$5,000 to \$10,000 [\[TAG: 7.5\]](#) **[TERMINATE]**
- c) \$10,000 to \$19,999 [\[TAG: 15\]](#)
- d) \$20,000 to \$29,999 [\[TAG: 25\]](#)
- e) \$30,000 to \$39,999 [\[TAG: 35\]](#)
- f) \$40,000 to \$49,999 [\[TAG: 45\]](#)
- g) \$50,000 to \$59,999 [\[TAG: 55\]](#)
- h) \$60,000 to \$69,999 [\[TAG: 65\]](#)
- i) \$70,000 to \$79,999 [\[TAG: 75\]](#)

- j) \$80,000 to \$99,999 [TAG: 90]
- k) \$100,000 to \$124,999 [TAG: 113]
- l) \$125,000 to 149,999 [TAG: 138]
- m) \$150,000 to \$199,999 [TAG: 175]
- n) \$200,000 to \$499,999 [TAG: 225]
- o) \$500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

- a) Female
- b) Male
- c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

- a) Less than high-school diploma
- b) High-school diploma or GED certificate
- c) 1 to 3-years of college
- d) 4-year college degree
- e) Masters or Professional Degree
- f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

- a) Black or African American
- b) Hispanic (of any race)
- c) Asian
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (non-Hispanic)
- g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

- a) Perfect, the internet works 100% of the time
- b) Good, the internet works 90% of the time
- c) Moderate, the internet works 70% to 80% of the time
- d) Poor, the internet works less than 70% of the time
- e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

- a) Yes, my bedroom
- b) Yes, another room that is not my bedroom
- c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have **not** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your **own room to work in**?

Multiple choice | Required | Vertical | Single-select

- a) Yes, my bedroom
- b) Yes, another room that is not my bedroom
- c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. **Assuming it doesn't matter for your pay**, which working arrangements would you prefer **after COVID is under control**?

Multiple choice | Required | Vertical | Single-select

- a) Working 5 days a week on my employer's premises
- b) Working 3 days a week on my employer's premises and 2 days at home
- c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much **extra pay** would it take for you to prefer working **3 days a week on your employer's premises and 2 days at home** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra
- f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much **extra pay** would it take for you to prefer working **5 days a week on your employer's premises** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

- a) Less than 5% extra
- b) 5% to 10% extra
- c) 10% to 15% extra
- d) 15% to 25% extra
- e) 25% to 35% extra

| |
|------------------------|
| f) More than 35% extra |
|------------------------|

25. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

- a) No
- b) Yes, with a spouse or domestic partner
- c) Yes, with one or more adult children or other relatives
- d) Yes, with roommates

26. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[Q27 logic: Show if Q26 selected choice is "Yes"]

27. Please provide the age of each child under 18 who you live with.

Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you actually live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

| | Dropdown |
|---------|----------|
| Child 1 | 0 |
| Child 2 | 1 |
| Child 3 | 2 |
| Child 4 | 3 |
| Child 5 | 4 |
| Child 6 | 5 |
| Child 7 | 6 |
| Child 8 | 7 |
| | 8 |
| | 9 |
| | 10 |
| | 11 |
| | 12 |
| | 13 |
| | 14 |
| | 15 |
| | 16 |
| | 17 |
| | 18+ |

[Q28 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

28. What is your *spouse or domestic partner's* **current** working status?

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

[Q29 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

29. What was your **spouse or domestic partner's working status before COVID (in 2019)?**

Multiple choice | Required | Vertical | Single-select

- a) Working primarily from home
- b) Working primarily on business premises
- c) Not working

30. Do you need to be **physically present on business premises** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

- a) Yes, to perform all of my job
- b) Yes, to perform part of my job
- c) No

31. Consider your current or most recent job. Approximately how much of your job involves **in person face-to-face interaction with other people**, for example co-workers, customers, or clients?

Slider | Required | Min: 0 | Max: 100

Set slider default to 63

0% -- My job involves no interaction —————●————— 100% -- My job only involves interaction

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home **during the COVID-19 pandemic** compare to your efficiency working on business premises **before the pandemic**?

Multiple choice | Required | Vertical | Single-select

- a) Better -- I am **more** efficient at home than I was working on business premises
- b) About the same -- I'm equally efficient in both places
- c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much **more efficient** have you been working from home **during the COVID-19 pandemic** than on business premises **before the COVID-19 pandemic**?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% more efficient

- b) 5% to 10% more efficient
- c) 10% to 15% more efficient
- d) 15% to 25% more efficient
- e) 25% to 35% more efficient
- f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much **less efficient** have you been working from home **during the COVID-19 pandemic** than on business premises **before the COVID-19 pandemic**?

Multiple choice | Required | Vertical | Single-select

- a) Under 5% less efficient
- b) 5% to 15% less efficient
- c) 5% to 10% less efficient
- d) 15% to 25% less efficient
- e) 25% to 35% less efficient
- f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is **time saved by not commuting** part of your **extra efficiency when working from home**?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your **extra efficiency when working from home** is due to the **time you save by not commuting**?

[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●———— All, 100%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you **less efficient** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

- a) I don't have a quiet room to work in
- b) I am frequently interrupted by my kids
- c) I am frequently interrupted by my partner or other adults I live with
- d) I don't have an adequate internet connection

- e) I don't have adequate equipment to work from home
- f) My job involves many tasks that cannot be done remotely
- g) Other, please specify [\[text input\]](#)

38. Compared to your expectations **before COVID (in 2019)** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

- a) Hugely better -- I am 20%+ more productive than I expected
- b) Substantially better -- I am to 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am to 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your **current** residential address?

Text input | Required | Single line

[Require valid zip code](#)

Min length: 5

Max length: 5

[Set state_resi_current to From ZIP](#)

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your **current** job's business premises?

Text input | Required | Single line

[Require valid zip code](#)

Min length: 5

Max length: 5

[Set state_job_curr to From ZIP](#)

41. Since the COVID pandemic began, **how have perceptions about working from home (WFH) changed among people you know?**

Multiple choice | Required | Vertical | Single-select

- a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
- b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
- c) Slightly improved -- the perception of WFH has improved among some people I know but not most
- d) No change
- e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know

- f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
- g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once **most of the population has been vaccinated** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

- a) Complete return to pre-COVID activities
- b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
- c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
- d) No return to pre-COVID activities, as I will continue to social distance

Set `random_promo_questions` to:

50% show block 1 50% show block 2

| |
|--|
| Random path to show Q55 first |
| Show for 50% of respondents |
| show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working", "Unemployed, awaiting recall to my old job" |
| <p>43. If you were to <u>work from home one more day per week than your co-workers</u>, how might this affect your <u>chance of a promotion in the next 3 years?</u></p> <p><i>Multiple choice Required Vertical Single-select</i></p> <ul style="list-style-type: none"> a) It would reduce my chance of a promotion b) No effect c) It would increase my chance of a promotion <p>[Q44 logic: Show if Q43 selected choice is "It would reduce my chance of a promotion"]</p> <p>44. How much of a reduction in your chance of a promotion would <u>working from home one more day per week than your co-workers</u> cause?</p> <p><i>Number Required Min: 0 Max: 100</i></p> <p>_____ % lower chance of a promotion</p> <p>[Q45 logic: Show if Q43 selected choice is "It would increase my chance of a promotion"]</p> <p>45. How much of an increase in your chance of a promotion would <u>working from home one more day per week than your co-workers</u> cause?</p> <p><i>Number Required Min: 0 Max: 100</i></p> <p>_____ % higher chance of a promotion</p> |

46. If you were to work from home **5+ days a week and your co-workers work on the business premises 5+ days a week**, how might this affect your **chance of a promotion in the next 3 years?**

Multiple choice | Required | Vertical | Single-select

Randomize order Q55/Q101

- a) It would reduce my chance of a promotion
- b) No effect
- c) It would increase my chance of a promotion

[Q47 logic: Show if Q46 selected choice is "It would reduce my chance of a promotion"]

47. How much of a reduction in your chance of a promotion would **working from home 5+ days a week while your co-workers work on the business premises 5+ days a week** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q48 logic: Show if Q46 selected choice is "It would increase my chance of a promotion"]

48. How much of an increase in your chance of a promotion would **working from home 5+ days a week while your co-workers work on the business premises 5+ days a week** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

Random path to show Q101 first

Show for 50% of respondents

show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home", "Unemployed, awaiting recall to my old job"

49. If you were to **work from home one more day per week than your co-workers**, how might this affect your **chance of a promotion in the next 3 years?**

Multiple choice | Required | Vertical | Single-select

- a) It would reduce my chance of a promotion
- b) No effect
- c) It would increase my chance of a promotion

[Q50 logic: Show if Q49 selected choice is "It would reduce my chance of a promotion"]

50. How much of a reduction in your chance of a promotion would **working from home one more day per week than your co-workers** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q51 logic: Show if Q49 selected choice is "It would increase my chance of a promotion"]

51. How much of an increase in your chance of a promotion would **working from home one more day per week than your co-workers** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

[Q52 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

52. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) My employer has not announced a policy about this

Set random_vaccine_return to ...

[Q53 logic: show for 50%]

53. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes, for all workers.
- b) Yes, except for workers with medical exemptions.
- c) Yes, when the job involves working in close proximity to others.
- d) No, but employers should encourage workers to get vaccinated.
- e) No, employers should let workers make their own decisions about vaccination.

[Q54 logic: Show for other 50%]

54. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

- a) Yes.
- b) Yes, except for those with medical exemptions.
- c) Yes, for jobs that involve working in close proximity to others.
- d) No, but my employer should encourage workers to get vaccinated.
- e) No, my employer should let workers make their own decisions about vaccination.

[Q55 logic: Show for group1]

55. Approximately how much did you **earn by working in 2020, on a before-tax basis?**

Number | Required | Min: 0 | Max: 1000

\$ _____ ,000

Allow skipping with checkbox labeled: "Prefer not to answer"

[Q56 logic: Show for group 2]

56. Approximately how much did you **earn by working in 2020, on a before-tax basis?**

Multiple choice | Required | Vertical | Single-select

- a) Less than \$5,000 [TAG: 4]
- b) \$5,000 to \$10,000 [TAG: 7.5]
- c) \$10,000 to \$19,999 [TAG: 15]
- d) \$20,000 to \$29,999 [TAG: 25]
- e) \$30,000 to \$39,999 [TAG: 35]
- f) \$40,000 to \$49,999 [TAG: 45]
- g) \$50,000 to \$59,999 [TAG: 55]
- h) \$60,000 to \$69,999 [TAG: 65]
- i) \$70,000 to \$79,999 [TAG: 75]
- j) \$80,000 to \$99,999 [TAG: 90]
- k) \$100,000 to \$124,999 [TAG: 113]
- l) \$125,000 to 149,999 [TAG: 138]
- m) \$150,000 to \$199,999 [TAG: 175]
- n) \$200,000 to \$499,999 [TAG: 225]
- o) \$500,000+ [TAG: 500]
- p) Prefer not to answer