

# **Question Repository for the Survey of Working Arrangements and Attitudes**

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Survey waves included in this version:

May 2020 to October 2021

Interested researchers may also download the questionnaires for individual waves from  
[www.WFHResearch.com](http://www.WFHResearch.com)

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## Questions and Response Options

SWAA May 2020

1. How old are you?

- a. Under 20 >> TERMINATE
- b. 20-29
- c. 30-39
- d. 40-49
- e. 50-64
- f. 65+ >> TERMINATE

2. Could you do your job working from home?

- a. Completely, I would be 100%+ as efficient at home as at work
- b. Mostly, I would be 80% to 90% as efficient at home as at work
- c. Partly, I would be 50% to 70% as efficient at home as at work
- d. Barely, I would be less than 50% as efficient at home as at work
- e. No, I could not perform my job at home

3. In 2019 (before COVID) how often did you have a paid day working from home?

- a. Never
- b. Rarely, less than once per month
- c. Once or twice per month
- d. 1 day per week
- e. 2 days per week
- f. 3 days per week
- g. 4 days per week
- h. 5+ days per week

*Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.*

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

- a. Working on my business premises
- b. Working from home
- c. Still employed and paid, but not working
- d. Unemployed, but expect to be recalled to my previous job
- e. Unemployed, and do not expect to be recalled to my previous job
- f. Not working, and not looking for work

5. In 2021+ (after COVID) how often would you like to have paid work days at home?
- Never
  - Rarely, less than once per month
  - Once or twice per month
  - 1 day per week
  - 2 days per week
  - 3 days per week
  - 4 days per week
  - 5+ days per week
6. In 2019 (before COVID) where did you mostly work (when not at home)?
- Business premises in a high-rise building, 10+ floors
  - Business premises in a moderate-rise building, 3-9 floors
  - Business premises in a low-rise building, 1 or 2 floors
  - In a shared office space, e.g. WeWork
  - At the client's site
  - In a public space, e.g. café or library
7. Would you be comfortable returning to your previous workplace once the lock down ends
- Yes, completely comfortable
  - Yes, but somewhat uneasy
  - No, probably not
  - No, definitely not, I would rather lose my job than return
8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?
- Business premises in a high-rise building, 10+ floors
  - Business premises in a moderate-rise building, 3-9 floors
  - Business premises in a low-rise building, 1 or 2 floors
  - In a shared office space, e.g. WeWork
  - At the client's site
  - In a public space, e.g. café or library
9. How long was your typical commute to work
- Less than 10 minutes
  - 10 to 20 minutes
  - 20 to 30 minutes
  - 30 to 40 minutes
  - 40 to 60 minutes

- f. 60 to 90 minutes
- g. 90+ minutes

10. What type of area do you live in?

- a. City center, e.g. Manhattan, Central Miami or San Francisco
- b. City suburb, e.g. Brooklyn NY, Biscayne FL or Pacifica CA
- c. Town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, outside of suburbs, but within 1 hour drive of a city or large town
- e. Rural, more than 1 hour drive from any city or large town

11. What Industry do you work in on your current job? If not currently working, then please use report the Industry of your most recent job.

- a. Agriculture, Forestry, Fishing or Hunting
- b. Arts, Entertainment or Recreation
- c. Banking, Finance or Insurance
- d. Construction
- e. Education
- f. Health Care or Social Assistance
- g. Hotel, Accommodation, Restaurant or 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 \_\_\_\_\_

12. What is the Occupation of your current job? If you are not currently working, then please use report the Occupation of your most recent job.

- a. Armed Forces
- b. Construction and Extraction occupations
- c. Farming, Fishing and Forestry occupations
- d. Installation, Maintenance and Repair occupations
- e. Management, Business and Financial occupations
- f. Office and Administrative Support occupations
- g. Production occupations

- h. Professional and related occupations
- i. Sales and related occupations
- j. Service occupations
- k. Transportation and Material Moving occupations
- l. Other \_\_\_\_\_

13. Internet: how effectively could you work from home online given your current internet connection?

- a. Perfect, I could work 100% of the time without interruption
- b. Good, I could work about 90% of the time without interruption
- c. Moderate, I could about 70% to 80% of the time without interruption
- d. Terrible, I could work 10% to 50% of the time without interruption
- e. None, I could not work at my home online

14. Which is the most important factor for you when choosing to work at home or on the business premises?

- a. At home - avoid commuting
- b. At home – it is quiet so I can concentrate
- c. At home – I get to spend more time with my children and family
- d. At work – I like to work with my colleagues and team
- e. At work – I am more likely to get promoted
- f. At work – I like to socialize with my colleagues and team

15. What was your income in 2019?

- a. Less than \$10,000 >> **TERMINATE**
- b. \$10,000 to \$19,999 >> **TERMINATE**
- c. \$20,000 to \$29,999
- d. \$30,000 to \$39,999
- e. \$40,000 to \$49,999
- f. \$50,000 to \$59,999
- g. \$60,000 to \$69,999
- h. \$70,000 to \$79,999
- i. \$80,000 to \$99,999
- j. \$100,000 to \$124,999
- k. \$125,000 to \$149,999
- l. \$150,000 to \$199,999
- m. \$200,000 to \$250,999
- n. \$250,000 +

What type of facility best describes where you work in (or were working before the lockdown)?

- a. Office
- b. Factory or warehouse
- c. Retail or entertainment
- d. Food or accomodation
- e. Construction, agriculture or mining
- f. School or university
- g. Hospital or other healtcare

17. What is your gender?

- a. Female
- b. Male

18. What is your highest level of education?

- a. Less than high-school graduation
- b. High-school graduation
- c. 1 to 3-years of college
- d. 4 years of college degree
- e. Masters or Professional Degree
- f. PhD

19. If you are working from home under COVID do you have your own room to work in?

- a. Yes, my bedroom
- b. Yes, another room which is not my bedroom
- c. No, I have to share a room when I am working

20. In 2021+ (after COVID) how would you feel about working at home full time (5 days a week?)

- a. Very positive, as good as getting a pay increase of 10% or more
- b. Moderately positive, as good as getting a pay increase of 1% to 9%
- c. Neutral
- d. Moderately negative, as bad as getting a pay cut of 1% to 9%
- e. Very negative, as bad as getting a pay cut of 10% or more

## Questions and Response Options

SWAA July 2020

1. How old are you?

- a. Under 20 >> TERMINATE
- b. 20-29
- c. 30-39
- d. 40-49
- e. 50-64
- f. 65+ >> TERMINATE

2. How efficiently could you do your job from home? Please use the slider to select a value between 0 and 200%. For example, 0 means you can't do your job at home, and 80% means you are 80% percent as efficient at home as at your business premises. If you are above 100% this means you are more efficient at home, for example 150% means you are 50% more efficient at home.

How efficiently could you do your job from home?	<input type="text"/>

3. In 2019 (before COVID) how often did you have a paid day working from home?

- 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

*Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.*

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

- a. Working on my business premises
- b. Working from home
- c. Still employed and paid, but not working
- d. Unemployed

- e. Not working, and not looking for work

5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?

- 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

6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?

- 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

7. In 2019 (before COVID) where did you mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g., WeWork
- e. At the client's site
- f. In a public space, e.g. café or library

8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?

- a. Business premises in a high-rise building, 10+ floors
- b. Business premises in a moderate-rise building, 3-9 floors
- c. Business premises in a low-rise building, 1 or 2 floors
- d. In a shared office space, e.g. WeWork
- e. At the client's site
- f. In a public space, e.g. café or library



9. In 2019 (before COVID), approximately how many hours a week did you work when employed?

10. If you were employed in April, how many hours per week did you work for pay? If you were not employed in April, please type 0 (zero).

11. If you are employed in June (now), how many hours per week do you work for pay? If you are not employed please type 0 (zero).

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

13. Before COVID how did you typically commute to work?
- Car
  - Subway
  - Train
  - Bus
  - Walk
  - Bicycle
  - Taxi/Ride-Share
14. Where is your residence located?
- Large city, e.g. New York, Miami or San Francisco
  - Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
  - Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
  - Exurb, beyond suburbs, but within a one-hour drive of a city or large town
  - Rural, more than a one-hour drive from any city or large town
15. In what industry is your current job? If not currently working, then please report the industry of your most recent job.
- Agriculture, Forestry, Fishing or Hunting
  - Arts, Entertainment or Recreation
  - Banking, Finance or Insurance
  - Construction
  - Education
  - Health Care
  - Social Assistance
  - Hotel, Lodging
  - Restaurant or Food Services
  - Information Services, including Publishing or Media
  - Manufacturing
  - Mining, Quarrying or Oil and Gas Extraction
  - Professional, Technical or Business Services
  - Real Estate or Rental and Leasing Services
  - Retail Trade
  - Transportation or Warehousing
  - Utilities
  - Wholesale Trade
  - Government, including all federal and state
  - Other \_\_\_\_\_
16. What is the occupation of your current job? If you are not currently working, then please

report the occupation of your most recent job.

- a. Armed Forces
- b. Construction and Extraction occupations
- c. Farming, Fishing and Forestry occupations
- d. Installation, Maintenance and Repair occupations
- e. Management, Business and Financial occupations
- f. Office and Administrative Support occupations
- g. Production occupations
- h. Professional and related occupations
- i. Sales and related occupations
- j. Personal Service occupations
- k. Transportation and Material Moving occupations
- l. Other \_\_\_\_\_

17. How much did you earn by working in 2019?

- a. Less than \$10,000 >> **TERMINATE**
- b. \$10,000 to \$19,999 >> **TERMINATE**
- c. \$20,000 to \$29,999
- d. \$30,000 to \$39,999
- e. \$40,000 to \$49,999
- f. \$50,000 to \$59,999
- g. \$60,000 to \$69,999
- h. \$70,000 to \$79,999
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- j. \$100,000 to \$124,999
- k. \$125,000 to \$149,999
- l. \$150,000 to \$199,999
- m. \$200,000 to \$250,999
- n. \$500,000 +

18. What is your gender?

- a. Female
- b. Male
- c. Other/Prefer not to say \_\_\_\_\_

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

- a. Less than high-school
- 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

20. What is your race or ethnicity?

- 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

21. How reliable is your internet connection?

- 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

21. How much would your efficiency working from home increase if you had perfect high-speed internet? **[Show if currently working from home]**

- a. None, my internet is already fast enough that it improving it would not help
- b. A little, improving my internet would increase my working from home efficiency by about 5%
- c. Somewhat, improving my internet would increase my working from home efficiency by about 10%
- d. Substantially, improving my internet would increase my working from home efficiency by about 20%
- e. Massively, improving my internet would increase my working from home efficiency by 30% or more

22. If you are working from home under COVID, do you have your own room to work in?

- a. Yes, my bedroom
- b. Yes, another room that is not my bedroom
- c. No, I share a room when I am working
- d. Not applicable, I am not working from home

23. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?

- a. Incredibly positive, as good as a pay rise of more than 20%
- b. Strongly positive, as good as a pay rise of 10% to 20% or more
- c. Moderately positive, as good as a pay rise of 1% to 9%
- d. Neutral
- e. Moderately negative, as bad as a pay cut of 1% to 9%
- f. Strongly negative, as bad as a pay cut of 10% to 20%
- g. Incredibly negative, as bad as a pay cut of more than 20%

24. Do you currently live with a partner or other adults?

- a. No.
- b. Yes, with a spouse, domestic partner, or adult children
- c. Yes, with roommates or other relatives

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

- a. No
- b. Yes, the youngest is still in pre-school or primary school
- c. Yes, the youngest is in elementary school
- d. Yes, the youngest is in middle school
- e. Yes, the youngest is in high school

26. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? **[Show if currently working from home]**

- a. Better – I am more efficient at home than I was working on the business premises
- b. About the same – I'm equally efficient in both places
- c. Slightly less efficient now – my efficiency is 5-15% lower at home, as compared to working on the business premises before the pandemic.
- d. Somewhat less efficient now – my efficiency is 20-40% lower at home, as compared to working on the business premises before the pandemic.
- e. Much less efficient now – my efficiency is at least 40% lower at home, as compared to working on the business premises before the pandemic.

27. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? **[Show if currently working from home]**

- a. Hugely better – I am 20%+ more productive than I expected
- b. Substantially better – I am 10% to 19% more productive than I expected
- c. Better – I am 1% to 9% more productive than I expected
- d. About the same
- e. Worse – I am 1% to 9% less productive than I expected
- f. Substantially Worse – I am 10% to 19% less productive than I expected
- g. Hugely Worse – I am 20%+ less productive than I expected

28. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work? [\[Show if currently working from home\]](#)

29. How much money have you and your employer invested in equipment or infrastructure to help you work from home more efficiently – computers, internet connection, furniture, etc.? [\[Show if currently working from home\]](#)

30. What percentage of this expenditure has been reimbursed or paid by your employer? If your expenditures have been zero (0), please choose zero. [\[Show if currently working from home\]](#)

Percentage reimbursed	<input type="text"/>

31. What's the ZIP code of your residential address?

32. In 2019, when you worked at your employer's business premises, roughly how much money did you spend during a typical day on food and drinks (e.g., lunch, coffee, snacks, etc)?

33. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week on shopping near work (e.g., gift or clothes shopping during your lunch break or after work)?

34. In 2019, when you worked at your employer's business premises, roughly how much money did you spend in a typical week in bars, restaurants and other entertainment venues that are near to your workplace?

35. Before COVID-19, “working from home” was sometimes seen as “shirking from home.” Since the COVID pandemic began, how have perceptions about working from home (WFH) changed among people you know?

- a. Hugely improved – the perception of WFH has improved among almost all 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 the people I know

36. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

- 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

37. What factors influence whether you work from home or on your employer’s business premises?

38. How have your working hours changed due to working from home during COVID? (For example, are you now working more in the evenings or weekends due to working from home?)

[Show if currently working from home]



- a. No change – I work the same hours as I did before COVID
- b. A little – my hours now overlap 90% with my working hours before COVID
- c. Moderately – my hours overlap about 60% or 80% with my working hours before COVID
- d. Heavily – my hours overlap 50% or less with my working hours before COVID

39. Since the COVID-19 pandemic began in March, have any employers told you the following?  
(Check any that apply)

- a. We are rescinding our offer of employment to you in light of the pandemic.
- b. We are postponing your employment start date due to the pandemic.
- c. We would like to hire you, but we can't until it's safe to work on our premises.
- d. You are hired and can start working from home. Once it's safe, you can work on our premises.
- e. We aren't recruiting right now. Please contact us again once the pandemic is under control
- f. We are recruiting and interviewing now, but we won't be making any hiring decisions until it's safe to return to the workplace.

40. What impact has working from home had on the ability to make new full-time hires in your employer's business?

- a. Substantially harder – WFH has reduced full time hires by more than 50%
- b. Harder – WFH has reduced full-time hires by 10% to 50%
- c. Slightly harder – WFH has reduced full-time hires by 1% to 9%
- d. No impact
- e. Slightly easier – WFH has increased full-times hires by 1% to 9%
- f. Easier – WFH has increased full-time hires by 10% to 50%
- g. Substantially easier – WFH has increased full-time hires by more than 50%
- h. Not applicable – I have no current employer

## Questions and Response Options

SWAA August 2020

1. How old are you?

- a. Under 20 >> TERMINATE
- b. 20-29
- c. 30-39
- d. 40-49
- e. 50-64
- f. 65+ >> TERMINATE

2. In 2019 (before COVID) how often did you have a paid day working from home?

- 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

*Note: Answers to this question seemed to suggest too high a share of paid days worked from home pre-COVID, so our paper and analysis instead use the 2017-2018 American Time Use Survey to quantify pre-COVID WFH.*

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

- a. Working on my business premises
- b. Working from home
- c. Still employed and paid, but not working
- d. Unemployed
- e. Not working, and not looking for work

4. 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?

- a. Yes
- b. No

5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?
- 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

6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?
- 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

7. In 2019 (before COVID) where did you mostly work (when not at home)?
- a. Business premises in a high-rise building, 10+ floors
  - b. Business premises in a moderate-rise building, 3-9 floors
  - c. Business premises in a low-rise building, 1 or 2 floors
  - d. In a shared office space, e.g., WeWork
  - e. At the client's site
  - f. In a public space, e.g. café or library

8. In 2021+ (after COVID) where would you like to mostly work (when not at home)?
- a. Business premises in a high-rise building, 10+ floors
  - b. Business premises in a moderate-rise building, 3-9 floors
  - c. Business premises in a low-rise building, 1 or 2 floors
  - d. In a shared office space, e.g. WeWork
  - e. At the client's site
  - f. In a public space, e.g. café or library

9. In 2019 (before COVID), approximately how many hours a week did you work when

employed?

10. How many hours per week are you working for pay in August (now)? **[Show if currently working]**

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

12. Before COVID how did you typically commute to work?

- a. Car
- b. Subway
- c. Train
- d. Bus
- e. Walk
- f. Bicycle
- g. Taxi/Ride-Share

13. During the COVID-19 pandemic, while you have been working from home, how are you spending the time you have saved by not commuting? Please check all that apply. **[Show if worked from home at some point during COVID]**

- 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

14. In 2019, before COVID, where was your residence located?

- a. Large city, e.g. New York, Miami or San Francisco
- b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
- c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- e. Rural, more than a one-hour drive from any city or large town

15. In 2019, before COVID, where was your current or most recent job located? (If you worked primarily from home in 2019, please give the location of your residence)

- a. Large city, e.g. New York, Miami or San Francisco
- b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
- c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
- d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
- e. Rural, more than a one-hour drive from any city or large town

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

- a. Agriculture, Forestry, Fishing or Hunting
- b. Arts, Entertainment or Recreation
- c. Banking, Finance or Insurance
- d. Construction
- e. Education
- f. Health Care
- g. Social Assistance
- h. Hotel, Lodging
- i. Restaurant or Food Services
- j. Information Services, including Publishing or Media
- k. Manufacturing
- l. Mining, Quarrying or Oil and Gas Extraction
- m. Professional, Technical or Business Services
- n. Real Estate or Rental and Leasing Services
- o. Retail Trade
- p. Transportation or Warehousing
- q. Utilities
- r. Wholesale Trade
- s. Government, including all federal and state

t. Other \_\_\_\_\_

17. How much did you earn by working in 2019?

- a. Less than \$10,000 >> **TERMINATE**
- b. \$10,000 to \$19,999 >> **TERMINATE**
- c. \$20,000 to \$29,999
- d. \$30,000 to \$39,999
- e. \$40,000 to \$49,999
- f. \$50,000 to \$59,999
- g. \$60,000 to \$69,999
- h. \$70,000 to \$79,999
- i. \$80,000 to \$99,999
- j. \$100,000 to \$124,999
- k. \$125,000 to \$149,999
- l. \$150,000 to \$199,999
- m. \$200,000 to \$499,999
- 1. \$500,000 +

18. What is your gender?

- a. Female
- b. Male
- c. Other/Prefer not to say \_\_\_\_\_

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

- 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

20. What is your race or ethnicity?

- 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

21. How reliable is your internet connection?

- 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

22. How much would your efficiency working from home increase if you had perfect high-speed internet? [Show if currently working from home during COVID and internet connection is not 100% reliable]

- a. None, my internet is already fast enough
- b. A little, my efficiency would increase about 5%
- c. Somewhat, my efficiency would increase about 10%
- d. Substantially, my efficiency would increase about 20%
- e. Massively, my efficiency would increase by 30% or more

23. If you are working from home under COVID, do you have your own room to work in?

- a. Yes, my bedroom
- b. Yes, another room that is not my bedroom
- c. No, I share a room when I am working
- d. Not applicable, I am not working from home

24. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?

- a. Positive - I would view it as a benefit or extra pay
- b. Neutral
- c. Negative - I would view it as a cost or a pay cut

25. How much of a pay raise (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week? [Show if feel positive about the option to work from home 2 or 3 days a week (Q24)]

- a. Less than a 5% pay raise
- b. A 5 to 15% pay raise
- c. A 25 to 35% pay raise

- d. More than a 35% pay raise

26. How much of a pay cut (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week? [Show if feel negative about the option to work from home 2 or 3 days a week (Q24)]

- a. Less than a 5% pay cut
- b. A 5 to 15% pay cut
- c. A 25 to 35% pay cut
- d. More than a 35% pay cut

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

- a. No
- b. Yes, the youngest is still in pre-school or primary school
- c. Yes, the youngest is in elementary school
- d. Yes, the youngest is in middle school
- e. Yes, the youngest is in high school

28. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? [Show if have WFH experience during COVID (Q4)]

- a. Better – I am more efficient at home than I was working on the 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 business premises

29. How much more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic? [Show if more efficient at home during COVID than on business premises pre-COVID (Q28)]

- a. Under 5% more efficient
- b. 5 to 15% more efficient
- c. 15 to 25% more efficient
- d. 25 to 35% more efficient
- e. Over 35% more efficient

30. How much less efficient have you been working from home during the COVID-19 pandemic



than on business premises before the COVID-19 pandemic? [Show if less efficient at home during COVID than on business premises pre-COVID (Q28)]

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

31. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? [Show if currently working from home during COVID (Q3)]

- a. Hugely better – I am 20%+ more productive than I expected
- b. Substantially better – I am 10% to 19% more productive than I expected
- c. Better – I am 1% to 9% more productive than I expected
- d. About the same
- e. Worse – I am 1% to 9% less productive than I expected
- f. Substantially Worse – I am 10% to 19% less productive than I expected
- g. Hugely Worse – I am 20%+ less productive than I expected

32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work? [Show if have WFH experience during COVID (Q4)]

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home more efficiently – computers, internet connection, furniture, etc.? [Show if have WFH experience during COVID (Q4)]

34. What percentage of this expenditure has been reimbursed or paid by your employer? If your expenditures have been zero (0), please choose zero. [Show if have WFH experience during COVID (Q4)]

Percentage reimbursed	<input type="checkbox"/>

35. What's the ZIP code of your residential address in February 2020?

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

37. In 2019, before COVID, in what ZIP code was your job located?

38. What is the ZIP code of your current job's business premises? [Show if currently working from home OR working on business premises (Q3)]

39. In 2019, when you worked at your employer’s business premises, roughly how much money did you spend during a typical day on food and drinks (e.g., lunch, coffee, snacks, etc)?

40. In 2019, when you worked at your employer’s business premises, roughly how much money did you spend in a typical week on shopping near work (e.g., gift or clothes shopping during your lunch break or after work)?

41. In 2019, when you worked at your employer’s business premises, roughly how much money did you spend in a typical week in bars, restaurants and other entertainment venues that are near to your workplace?

42. Before COVID-19, “working from home” was sometimes seen as “shirking from home.” Since the COVID pandemic began, how have perceptions about working from home (WFH)

changed among people you know?

1. Hugely improved – the perception of WFH has improved among almost all (90 to 100%) the people I know
2. Substantially improved – the perception of WFH has improved among most but not all of the people I know
3. Slightly improved – the perception of WFH has improved among some people I know but not most
4. No change
5. Slightly worsened – the perception of WFH has worsened among some, but not most, people I know
6. Substantially worsened – the perception of WFH has worsened among most, but not all, people I know
7. Hugely worsened -- the perception of WFH has worsened among almost all (90 to 100%) the people I know

43. If a COVID vaccine is discovered and made widely available, which of the following would best fit your views on social distancing?

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

44. Since the start of the COVID-19 pandemic, have you moved or made specific plans to move to a new area? (If you moved to a new residence within the same area/city/town please respond “No.” If, say, you moved from Manhattan to a suburb or town outside NYC please say “Yes”.)

1. Yes, I moved or made specific plans to move temporarily
2. Yes, I moved or made specific plans to move permanently
3. No, I have not moved or made any plans to move

45. After your move, where will your new residence be located? [Show if moved or made specific plans to move, temporarily or permanently (Q44)]

1. Large city, e.g. New York, Miami, or San Francisco
2. Suburb or a large city, e.g. Westchester County, NY, Biscayne, FL or Pacifica, CA
3. Small city or town, e.g. Naples, FL, Manhattan, KS, or Bakersfield, CA
4. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
5. Rural, more than a one-hour drive from any city or large town

## Questions and Response Options

### SWAA September 2020

**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)

**Geography:** United States

**Sample size:** Target N=2500; Maximum N=2600

### 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]**

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

*Multiple choice | Required | Vertical | Single-select*

- a) Working on my business premises
- b) Working from home
- c) Still employed and paid, but not working
- d) Unemployed
- e) Not working, and not looking for work

4. **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*

- a) Yes
- b) No

5. **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

6. **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 Q3 selected choice is any of "Working on my business premises", "Working from home" ]

10. How many **hours per week** are you **working for pay in late September to early October (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

12. **Before COVID** how did you typically commute to work?

Multiple choice | Required | Vertical | Single-select

- a) Car
- b) Subway
- c) Train
- d) Bus
- e) Walk

- f) Bicycle
- g) Taxi/Ride-Share

50. Think back to **2019 (before COVID)** when you used to commute to work. What fraction of your daily commute would you say was *personal time or leisure*, and how much was it a *chore*?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% leisure
- b) 80% leisure, 20% a chore
- c) 60% leisure, 40% a chore
- d) 40% leisure, 60% a chore
- e) 20% leisure, 80% a chore
- f) 100% a chore
- g) Not applicable -- I worked from home full time in 2019

[ Q13 logic: Show if Q3 selected choice is "Working from home" ]

13. **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 | 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

16. 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
- g) Social Assistance
- h) Hotel, Lodging
- i) Restaurant or Food Services
- j) Information Services, including Publishing or Media
- k) Manufacturing
- l) Mining, Quarrying or Oil and Gas Extraction
- m) Professional, Technical or Business Services
- n) Real Estate or Rental and Leasing Services
- o) Retail Trade
- p) Transportation or Warehousing
- q) Utilities

- r) Wholesale Trade
- s) Government, including all federal and state
- t) Other [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 **[TERMINATE]**
- b) \$10,000 to \$19,999 **[TERMINATE]**
- c) \$20,000 to \$29,999
- d) \$30,000 to \$39,999
- e) \$40,000 to \$49,999
- f) \$50,000 to \$59,999
- g) \$60,000 to \$69,999
- h) \$70,000 to \$79,999
- i) \$80,000 to \$99,999
- j) \$100,000 to \$124,999
- k) \$125,000 to 149,999
- l) \$150,000 to \$199,999
- m) \$200,000 to \$499,999
- n) \$500,000+

18. What is your gender?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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

21. 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

[ Q22 logic: Show if Q3 selected choice is "Working from home" AND Q21 selected choice is not "Perfect, the internet works 100% of the time" ]

22. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

*Multiple choice | Required | Vertical | Single-select*

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

[ Q23 logic: Show if Q3 selected choice is "Working from home" OR Q4 selected choice is "Yes" ]

23. While you are 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

24. **After COVID, in 2022 and later**, how would you feel about working from home **2 or 3 days** a week?

*Multiple choice | Required | Vertical | Single-select*

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[ Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay" ]

25. How much of a **pay raise** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut" ]

26. How much of a **pay cut** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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*

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5

Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

### Worked from home

show block if Q4 selected choice is "Yes"

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

31. 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 10% to 19% more productive than I expected
- c) Better -- I am 1% to 9% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 9% less productive than I expected
- f) Substantially worse -- I am 10% to 19% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

*Number | Required | Min: 0 | Max: 200*

\_\_\_\_\_ hours

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively -- computers, internet connection, furniture, etc.?

*Number | Required | Min: 0 | Max: 20000*

\$ \_\_\_\_\_

[ Q34 logic: Show if Q33 answer > 0 ]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

*Slider | Required | Min: 0 | Max: 100*

Default to 37

0% —————●————— 100%

35. What was the ZIP code of your residential address in February 2020?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set state\_resi\_2020 to From ZIP

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set state\_job\_2019 to From ZIP

[ Q38 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home" ]

38. 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

39. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical day** on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$ \_\_\_\_\_

40. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

41. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." 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

43. If a COVID vaccine is discovered and made widely available, 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 way of things like riding the subway or getting into a crowded elevator
- c) Partial return to pre-COVID activities, but I would be way 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

[ Q48 logic: Show if Q43 selected choice is not "Complete return to pre-COVID activities" ]

48. You have stated that you **would not return completely to pre-COVID activities**, if a COVID vaccine is discovered and made widely available. What **reasons** are behind your answer? Please check all that apply

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

- a) I am concerned about the **effectiveness or safety** of a COVID vaccine
- b) I am concerned about other potential diseases
- c) I have gotten used to social distancing, using e-commerce, and avoiding in-person goods and services
- d) Other (please describe) [\[text input\]](#)

44. **Since the start of the COVID-19 pandemic**, have you moved or made specific plans to move **to a new area**? (If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes.")

*Multiple choice | Required | Vertical | Single-select*

- a) Yes, I moved or made specific plans to move **temporarily**
- b) Yes, I moved or made specific plans to move **permanently**
- c) No, I have not moved or made any plans to move

[ Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently" ]

47. You have indicated that you've made specific plans to move during the pandemic. After your move, in what zipcode are you planning your residence to be located?

*Text input | Required | Multi-line*

Require valid zipcode, just as earlier questions

## Questions and Response Options

### SWAA October 2020

**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=2500; Maximum N=2500

### 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]**

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

*Multiple choice | Required | Vertical | Single-select*

- a) Working on my business premises
- b) Working from home
- c) Still employed and paid, but not working
- d) Unemployed
- e) Not working, and not looking for work

4. **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*

- a) Yes
- b) No



5. **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

6. **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 Q3 selected choice is any of "Working on my business premises", "Working from home" ]

10. How many **hours per week** are you **working for pay in late September to early October (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

12. **Before COVID** how did you typically commute to work?

*Multiple choice | Required | Vertical | Single-select*

- a) Car
- b) Subway
- c) Train

- d) Bus
- e) Walk
- f) Bicycle
- g) Taxi/Ride-Share

50. Think back to **2019 (before COVID)** when you used to commute to work. What fraction of your daily commute would you say was *personal time or leisure*, and how much was it a *chore*?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% leisure
- b) 80% leisure, 20% a chore
- c) 60% leisure, 40% a chore
- d) 40% leisure, 60% a chore
- e) 20% leisure, 80% a chore
- f) 100% a chore
- g) Not applicable -- I worked from home full time in 2019

[ Q13 logic: Show if Q3 selected choice is "Working from home" ]

13. **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 | 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

16. 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) [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 **[TERMINATE]**
- b) \$10,000 to \$19,999 **[TERMINATE]**
- c) \$20,000 to \$29,999
- d) \$30,000 to \$39,999
- e) \$40,000 to \$49,999
- f) \$50,000 to \$59,999
- g) \$60,000 to \$69,999
- h) \$70,000 to \$79,999
- i) \$80,000 to \$99,999
- j) \$100,000 to \$124,999
- k) \$125,000 to 149,999
- l) \$150,000 to \$199,999
- m) \$200,000 to \$499,999
- n) \$500,000+

18. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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**

21. 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

[ Q22 logic: Show if Q3 selected choice is "Working from home" AND Q21 selected choice is not "Perfect, the internet works 100% of the time" ]

22. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

*Multiple choice | Required | Vertical | Single-select*

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

[ Q23 logic: Show if Q3 selected choice is "Working from home" OR Q4 selected choice is "Yes" ]

23. While you are 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

24. **After COVID, in 2022 and later**, how would you feel about working from home **2 or 3 days** a week?

*Multiple choice | Required | Vertical | Single-select*

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral

- c) Negative -- I would view it as a cost or a pay cut

[ Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay" ]

25. How much of a **pay raise** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut" ]

26. How much of a **pay cut** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

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

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

Could we add some code to prevent them from selecting both "No" and one of the "Yes" responses (i.e. as a response logic check)?

- 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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*

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

54. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

(For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.)

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q55 logic: Show if Q54 selected choice is "Yes" ]

55. You have indicated that you are able to do your **current** or **most recent** job from home (at least partially). How efficiently are you able to work from home on that job?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85 to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75 to 85% -- I can do most of my job's tasks efficiently from home
- d) 60 to 75% -- I can do many of my job's tasks efficiently from home
- e) 40 to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

<b>Worked from home</b>
show block if Q4 selected choice is "Yes"

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

31. 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 10% to 19% more productive than I expected
- c) Better -- I am 1% to 9% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 9% less productive than I expected
- f) Substantially worse -- I am 10% to 19% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

Number | Required | Min: 0 | Max: 200

\_\_\_\_\_ hours

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively -- computers, internet connection, furniture, etc.?

Number | Required | Min: 0 | Max: 20000

\$ \_\_\_\_\_

[ Q34 logic: Show if Q33 answer > 0 ]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

Slider | Required | Min: 0 | Max: 100 | Increment: 1

Can we please set the slider default to 37? (We've done this in the previous waves but I understand it requires a bit more effort at the backend)

0% —————●————— 100%

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set state\_resi\_2020 to From ZIP

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set state\_job\_2019 to From ZIP

[ Q38 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home" ]

38. 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

39. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical day** on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$ \_\_\_\_\_

40. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

41. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." 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
43. If a COVID vaccine is discovered and made widely available, 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 way of things like riding the subway or getting into a crowded elevator
- c) Partial return to pre-COVID activities, but I would be way 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

[ Q48 logic: Show if Q43 selected choice is not "Complete return to pre-COVID activities" ]

48. You have stated that you **would not return completely to pre-COVID activities**, if a COVID vaccine is discovered and made widely available. What **reasons** are behind your answer? Please check all that apply

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

- a) I am concerned about the **effectiveness** of a COVID vaccine
- b) I am concerned about the **safety** of a COVID vaccine
- c) I am concerned that not enough people will **take the COVID vaccine**, so COVID infections and transmission will persist
- d) I am concerned about other potential diseases
- e) I have gotten used to social distancing, using e-commerce, and avoiding in-person goods and services
- f) Other (please describe) [\[text input\]](#)

44. **Since the start of the COVID-19 pandemic**, have you moved or made specific plans to move **to a new area**? (If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes.")

*Multiple choice | Required | Vertical | Single-select*

- a) Yes, I moved or made specific plans to move **temporarily**
- b) Yes, I moved or made specific plans to move **permanently**
- c) No, I have not moved or made any plans to move

[ Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently" ]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

*Text input | Required | Single line*

[Require valid zipc](#)

**Min length: 5**

**Max length: 5**

[Set state\\_resi\\_future to From ZIP](#)

## Questions and Response Options

### SWAA November 2020

**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=2502; Maximum N=2502

### 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]**

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

*Multiple choice | Required | Vertical | Single-select*

- a) Working, 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 Q3 selected choice is "Working, whether on business premises or working from home"

58. 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]

57. 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]

4. **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*

- a) Yes
- b) No

5. **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

6. **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 Q3 selected choice is any of "Working, whether on business premises or working from home" ]

10. How many **hours per week** are you **working for pay in late October (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

12. **Before COVID** how did you typically commute to work?

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

- a) Car
- b) Subway
- c) Train
- d) Bus
- e) Walk
- f) Bicycle
- g) Taxi/Ride-Share

50. Think back to **2019 (before COVID)** when you used to commute to work. What fraction of your daily commute would you say was *personal time or leisure*, and how much was it a *chore*?

Multiple choice | Required | Vertical | Single-select

- a) 100% leisure
- b) 80% leisure, 20% a chore
- c) 60% leisure, 40% a chore
- d) 40% leisure, 60% a chore
- e) 20% leisure, 80% a chore
- f) 100% a chore
- g) Not applicable -- I worked from home full time in 2019

56. Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.  
If the top step is 10 and the bottom step is 0, **on which step of the ladder do you feel you personally stand at the present time?**

Multiple choice | Required | Vertical | Single-select

- a) 10
- b) 9

- c) 8
- d) 7
- e) 6
- f) 5
- g) 4
- h) 3
- i) 2
- j) 1
- k) 0

[ Q13 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home" ]

13. **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

16. 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) [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 **[TERMINATE]**
- b) \$10,000 to \$19,999 **[TERMINATE]**
- c) \$20,000 to \$29,999
- d) \$30,000 to \$39,999
- e) \$40,000 to \$49,999
- f) \$50,000 to \$59,999
- g) \$60,000 to \$69,999
- h) \$70,000 to \$79,999
- i) \$80,000 to \$99,999
- j) \$100,000 to \$124,999
- k) \$125,000 to 149,999
- l) \$150,000 to \$199,999
- m) \$200,000 to \$499,999
- n) \$500,000+

18. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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**

21. 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

show block if Q3 selected choice is "Working, whether on business premises or working from home"

[ Q22 logic: Show if Q57 selected choice is not "None, all my paid working days were on business premises" AND Q21 selected choice is not "Perfect, the internet works 100% of the time" ]

22. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

*Multiple choice | Required | Vertical | Single-select*

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

[ Q23 logic: Show if Q4 selected choice is "Yes" ]

23. 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

24. **After COVID, in 2022 and later**, how would you feel about working from home **2 or 3 days** a week?

*Multiple choice | Required | Vertical | Single-select*

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut



[ Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay" ]

25. How much of a **pay raise** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut" ]

26. How much of a **pay cut** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

53. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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*

--	--

Child 1	<b>Dropdown</b>
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[ Q61 logic: Show if Q27 selected choice is "Yes" ]

61. **Currently**, how many hours of childcare each week are provided by each of the following categories of people?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

*Combination | Required*

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min:</u> 0
	<u>Max:</u> 100

[ Q62 logic: Show if Q27 selected choice is "Yes" ]

62. **Prior to COVID (in 2019)**, how many hours of childcare each week were provided by each of the following categories of people.  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

*Combination | Required*

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours
Others (e.g. grandparents, babysitters, etc.)	<u>Min:</u> 0
	<u>Max:</u> 100

54. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

*[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]*

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

**[ Q55 logic: Show if Q54 selected choice is "Yes" ]**

55. You have indicated that you are able to do your **current** or **most recent** job from home (at least partially). How efficiently are you able to work from home on that job?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85 to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75 to 85% -- I can do most of my job's tasks efficiently from home
- d) 60 to 75% -- I can do many of my job's tasks efficiently from home
- e) 40 to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. **Since the beginning of the COVID-19 pandemic in March 2020**, has your employer taken steps to **improve your ability to work from home**?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Not applicable -- I have no employer

**[ Q60 logic: Show if Q59 selected choice is "Yes" ]**

60. Which of the following steps has your employer taken to **improve your ability to work from home**? Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

#### **Worked from home**

**show block if Q4 selected choice is "Yes"**

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

31. 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 10% to 19% more productive than I expected
- c) Better -- I am 1% to 9% more productive than I expected
- d) About the same
- e) Worse -- I am 1% to 9% less productive than I expected
- f) Substantially worse -- I am 10% to 19% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

*Number | Required | Min: 0 | Max: 200*

\_\_\_\_\_ hours

33. How much money have you and your employer invested in equipment or infrastructure to

help you work from home effectively -- computers, internet connection, furniture, etc.?

*Number | Required | Min: 0 | Max: 20000*

\$ \_\_\_\_\_

[ Q34 logic: Show if Q33 answer > 0 ]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

*Slider | Required | Min: 0 | Max: 100 | Increment: 1*

Slider defaults to 37

0% —————●————— 100%

35. What was the ZIP code of your residential address in February 2020?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set `state_resi_2020` to From ZIP

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set `state_job_2019` to From ZIP

[ Q38 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home" ]

38. 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

39. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical day** on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$ \_\_\_\_\_

40. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

41. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." 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

43. If a COVID vaccine is discovered and made widely available, 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

[ Q48 logic: Show if Q43 selected choice is not "Complete return to pre-COVID activities" ]

48. You have stated that you **would not return completely to pre-COVID activities**, if a COVID vaccine is discovered and made widely available. What **reasons** are behind your answer? Please check all that apply

Multiple choice | Required | Vertical | Multi-select

- a) I am concerned about the **effectiveness** of a COVID vaccine
- b) I am concerned about the **safety** of a COVID vaccine
- c) I am concerned that not enough people will **take the COVID vaccine**, so COVID infections and transmission will persist
- d) I am concerned about other potential diseases
- e) I have gotten used to social distancing, using e-commerce, and avoiding in-person goods and services
- f) Other (please describe) [\[text input\]](#)

44. **Since the start of the COVID-19 pandemic**, have you moved or made specific plans to move **away from your current city or town**?

*[If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes."]*

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move **temporarily**
- b) Yes, I moved or made specific plans to move **permanently**
- c) No, I have not moved or made any plans to move

[ Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently" ]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

Text input | Required | Single line

Require valid zipc

Min length: 5

Max length: 5

Set state\_resi\_future to From ZIP

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [\[text input\]](#)

## Questions and Response Options

### SWAA December 2020

**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

Set `selected_path` to:

randomly select one of two paths -A -B

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]**

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

*Multiple choice | Required | Vertical | Single-select*

- a) Working, 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 Q3 selected choice is "Working, whether on business premises or working from home"

58. 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]

57. 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]

4. **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

Can we automatically fill in the variable for this question as a "Yes" but still skip it for those who answered they were WFH in Q59? Not a big deal if not

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

5. **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

6. **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 Q3 selected choice is any of "Working, whether on business premises or working from home" ]

10. How many **hours per week** are you **working for pay in mid-December (now)**?

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

\_\_\_\_\_ hours

56. Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

If the top step is 10 and the bottom step is 0, **on which step of the ladder do you feel you personally stand at the present time?**

*Multiple choice | Required | Vertical | Single-select*

- a) 10
- b) 9
- c) 8
- d) 7
- e) 6
- f) 5
- g) 4
- h) 3
- i) 2
- j) 1
- k) 0

16. 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) [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 [\[TAG: 5\]](#) **[TERMINATE]**
- b) \$10,000 to \$19,999 [\[TAG: 15\]](#) **[TERMINATE]**
- c) \$20,000 to \$29,999 [\[TAG: 25\]](#)
- d) \$30,000 to \$39,999 [\[TAG: 35\]](#)
- e) \$40,000 to \$49,999 [\[TAG: 45\]](#)
- f) \$50,000 to \$59,999 [\[TAG: 55\]](#)
- g) \$60,000 to \$69,999 [\[TAG: 65\]](#)
- h) \$70,000 to \$79,999 [\[TAG: 75\]](#)
- i) \$80,000 to \$99,999 [\[TAG: 90\]](#)
- j) \$100,000 to \$124,999 [\[TAG: 113\]](#)
- k) \$125,000 to 149,999 [\[TAG: 138\]](#)
- l) \$150,000 to \$199,999 [\[TAG: 175\]](#)
- m) \$200,000 to \$499,999 [\[TAG: 225\]](#)
- n) \$500,000+ [\[TAG: 500\]](#)

18. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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**

21. 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

[ Q23 logic: Show if Q4 selected choice is "Yes" ]

23. 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

[ Q68 logic: Show if Q4 selected choice is "No" ]

68. 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

24. **After COVID, in 2022 and later**, how would you feel about working from home **2 or 3 days** a week?

*Multiple choice | Required | Vertical | Single-select*

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[ Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay" ]

25. How much of a **pay raise** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut" ]

26. How much of a **pay cut** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

53. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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*

Child 1	<b>Dropdown</b>
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[ Q61 logic: Show if Q27 selected choice is "Yes" ]

61. **Currently**, how many hours of childcare each week are provided by each of the following categories of people?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

*Combination | Required*

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours
Others (e.g. grandparents, babysitters, etc.)	Min: 0
	Max: 100

[ Q62 logic: Show if Q27 selected choice is "Yes" ]

62. **Prior to COVID (in 2019)**, how many hours of childcare each week were provided by each of the following categories of people.  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You Your spouse or domestic partner Others (e.g. grandparents, babysitters, etc.)	<b>Number input</b> _____ hours Min: 0 Max: 100
---	--

54. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

*[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]*

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes

[ Q55 logic: Show if Q54 selected choice is "Yes" ]

55. You have indicated that you are able to do your **current** or **most recent** job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. **Since the beginning of the COVID-19 pandemic in March 2020**, has your employer taken steps to **improve your ability to work from home**?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No
- c) Not applicable -- I have no employer

[ Q60 logic: Show if Q59 selected choice is "Yes" ]

60. Which of the following steps has your employer taken to **improve your ability to work from home**? Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

## Worked from home

show block if Q4 selected choice is "Yes"

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

31. 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 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 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected



32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

*Number | Required | Min: 0 | Max: 200*

\_\_\_\_\_ hours

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively -- computers, internet connection, furniture, etc.?

*Number | Required | Min: 0 | Max: 20000*

\$ \_\_\_\_\_

[ Q34 logic: Show if Q33 answer > 0 ]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

*Slider | Required | Min: 0 | Max: 100 | Increment: 1*

Slider defaults to 37

0% ————— 100%

35. What was the ZIP code of your residential address in February 2020?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set state\_resi\_2020 to From ZIP

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set state\_job\_2019 to From ZIP

[ Q38 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home" ]

38. 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

39. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical day** on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$ \_\_\_\_\_

40. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

41. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

[ Q42 logic: Show for Path A ]

42. Before COVID-19, "working from home" was sometimes seen as "shirking from home." 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

[ Q67 logic: Show for path B ]

67. 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
43. If a COVID vaccine is approved and made widely available, 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
44. **Since the start of the COVID-19 pandemic**, have you moved or made specific plans to move **away from your current city or town?**  
[If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes."]

Multiple choice | Required | Vertical | Single-select

- a) Yes, I moved or made specific plans to move **temporarily**
- b) Yes, I moved or made specific plans to move **permanently**
- c) No, I have not moved or made any plans to move

[ Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently" ]

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_future` to From ZIP

64. Approximately how much will 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"

Skip if prefer not to answer for 2020 earnings

[ Q69 logic: Show if the ratio `<Q66 response> / <Q17 income>` is  $\geq 4$  or  $\leq 0.25$  ]

69. Your answer of \$`Q66_answer`,000 implies you will earn **more than 4 times as much** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

\$ \_\_\_\_\_,000

Allow skipping with checkbox labeled: "My original answer was correct"

Set `twenty_income` to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to **earn by working in 2021, on a before-tax basis?**

Combination | Required

Ensure monotonic pricing entry (lowest  $\leq$  low  $\leq$  middle  $\leq$  high  $\leq$  highest)

Scenarios	Annual earnings, before tax
The <b>LOWEST</b> possible amount would be roughly	<b>Number input</b> \$ _____,000 Min: 0 Max: 1000
A <b>LOW</b> amount would be roughly	
A <b>MIDDLE</b> amount would be roughly	
A <b>HIGH</b> amount would be roughly	
The <b>HIGHEST</b> possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income  $\leq 0$  OR Prefer not to answer selected in prior question

[ Q70 logic: Show if any Q67 rows have an `<answer> / <2020_income>` that is  $\geq 4$  or  $\leq 0.25$  ]

70. Your answer implies your earnings in 2021 will in some case(s) be **more than 4 times higher or lower** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items	Display only	Number input

with write-ins for 'other'	Complex logic	\$ _____ ,000 Min: 0 Max: 1000 <b>Skip label:</b> My original response was correct
----------------------------	---------------	---

\$lowest  
 \$low  
 \$middle  
 \$high  
 \$highest

66. Please assign **percentage likelihoods** to the possible earnings amounts you just provided for **2021**:

*Allocation | Required | Total: 100*

- a) LOWEST: My likelihood of earning \$lowest thousand in 2021 is:
- b) LOW: My likelihood of earning \$low thousand in 2021 is:
- c) MIDDLE: My likelihood of earning \$middle thousand in 2021 is:
- d) HIGH: My likelihood of earning \$high thousand in 2021 is:
- e) HIGHEST: My likelihood of earning \$highest thousand in 2021 is:

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [\[text input\]](#)

## Questions and Response Options

### SWAA January 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]**

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

*Multiple choice | Required | Vertical | Single-select*

- a) Working, 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 Q3 selected choice is "Working, whether on business premises or working from home"

58. 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]

57. 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]

4. **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>

5. **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

6. **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 Q3 selected choice is "Working, whether on business premises or working from home" ]

10. How many **hours per week** are you **working for pay in mid-January (now)**?

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

\_\_\_\_\_ hours

56. Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. If the top step is 10 and the bottom step is 0, **on which step of the ladder do you feel you personally stand at the present time?**

*Multiple choice | Required | Vertical | Single-select*

- a) 10
- b) 9
- c) 8
- d) 7
- e) 6
- f) 5
- g) 4
- h) 3
- i) 2
- j) 1
- k) 0

16. 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) [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 [\[TAG: 5\]](#) **[TERMINATE]**
- b) \$10,000 to \$19,999 [\[TAG: 15\]](#) **[TERMINATE]**
- c) \$20,000 to \$29,999 [\[TAG: 25\]](#)
- d) \$30,000 to \$39,999 [\[TAG: 35\]](#)
- e) \$40,000 to \$49,999 [\[TAG: 45\]](#)
- f) \$50,000 to \$59,999 [\[TAG: 55\]](#)
- g) \$60,000 to \$69,999 [\[TAG: 65\]](#)
- h) \$70,000 to \$79,999 [\[TAG: 75\]](#)
- i) \$80,000 to \$99,999 [\[TAG: 90\]](#)
- j) \$100,000 to \$124,999 [\[TAG: 113\]](#)
- k) \$125,000 to 149,999 [\[TAG: 138\]](#)
- l) \$150,000 to \$199,999 [\[TAG: 175\]](#)
- m) \$200,000 to \$499,999 [\[TAG: 225\]](#)
- n) \$500,000+ [\[TAG: 500\]](#)

18. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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**

21. 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

[ Q23 logic: Show if Q4 selected choice is "Yes" ]

23. 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

[ Q68 logic: Show if Q4 selected choice is "No" ]

68. 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

24. **After COVID, in 2022 and later**, how would you feel about working from home **2 or 3 days** a week?

*Multiple choice | Required | Vertical | Single-select*

- a) Positive -- I would view it as a benefit or extra pay

- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[ Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay" ]

25. How much of a **pay raise** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut" ]

26. How much of a **pay cut** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

53. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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

Child 1	<b>Dropdown</b>
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[ Q61 logic: Show if Q27 selected choice is "Yes" ]

61. **Currently**, how many hours of childcare each week are provided by each of the following categories of people?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours
Others (e.g. grandparents, babysitters, etc.)	Min: 0
	Max: 100

[ Q62 logic: Show if Q27 selected choice is "Yes" ]

62. **Prior to COVID (in 2019)**, how many hours of childcare each week were provided by each of the following categories of people.  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours

Others (e.g. grandparents, babysitters, etc.)	Min: 0 Max: 100
---	--------------------

54. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

*[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]*

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

**[ Q55 logic: Show if Q54 selected choice is "Yes" ]**

55. You have indicated that you are able to do your **current** or **most recent** job from home (at least partially). How efficiently are you able to work from home on that job?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. **Since the beginning of the COVID-19 pandemic in March 2020**, has your employer taken steps to **improve your ability to work from home?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Not applicable -- I have no employer

**[ Q60 logic: Show if Q59 selected choice is "Yes" ]**

60. Which of the following steps has your employer taken to **improve your ability to work from home?** Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

<b>Worked from home</b>
show block if Q4 selected choice is "Yes"

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

31. 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 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 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

32. How many hours have you invested in learning how to work from home effectively (e.g., learning how to use video-conferencing software) and creating a suitable space to work?

Number | Required | Min: 0 | Max: 200

\_\_\_\_\_ hours

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home effectively -- computers, internet connection, furniture, etc.?

Number | Required | Min: 0 | Max: 20000

\$ \_\_\_\_\_

[ Q34 logic: Show if Q33 answer > 0 ]

34. What percentage of this expenditure has been reimbursed or paid by your employer?

Slider | Required | Min: 0 | Max: 100 | Increment: 1

Slider defaults to 37

0% ————— 100%

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set state\_resi\_2020 to From ZIP

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set state\_job\_2019 to From ZIP

[ Q38 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home" ]

38. 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

39. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical day** on food and drinks (e.g., lunch, coffee, snacks, etc.)?

Number | Required | Min: 0 | Max: 100

\$ \_\_\_\_\_

40. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** on shopping near work (e.g., gifts or clothes shopping during your lunch break or after work)?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

41. **In 2019**, when you worked at your employer's business premises, roughly how much money did you spend during a **typical week** in bars, restaurants, and other entertainment venues that are near to your workplace?

Number | Required | Min: 0 | Max: 500

\$ \_\_\_\_\_

67. 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
43. If a COVID vaccine becomes widely available, 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

44. **Since the start of the COVID-19 pandemic**, have you moved or made specific plans to move **away from your current city or town?**  
*[If you moved to a new residence within the same area/city/town please respond "No." If, say, you moved from Manhattan to a suburb or town outside NYC please say "Yes."]*

*Multiple choice | Required | Vertical | Single-select*

- a) Yes, I moved or made specific plans to move **temporarily**
- b) Yes, I moved or made specific plans to move **permanently**
- c) No, I have not moved or made any plans to move

**[ Q47 logic: Show if Q44 selected choice is any of "Yes, I moved or made specific plans to move temporarily", "Yes, I moved or made specific plans to move permanently" ]**

47. You have indicated that you've moved or made specific plans to move during the pandemic. After your move, in what ZIP code are you planning your residence to be located?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set `state_resi_future` to From ZIP

64. 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"

Skip if prefer not to answer for 2020 earnings

**[ Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is  $\geq 4$  or  $\leq 0.25$  ]**

69. Your answer of \$`Q66_answer`,000 implies you will earn **more than 4 times as much** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

*Number | Required | Min: 0 | Max: 1000*

\$ \_\_\_\_\_ ,000

Allow skipping with checkbox labeled: "My original answer was correct"

Set `twenty_income` to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to **earn by working in 2021, on a before-tax basis?**

*Combination | Required*

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The <b>LOWEST</b> possible amount would be roughly	<b>Number input</b>
A <b>LOW</b> amount would be roughly	\$ _____ ,000
A <b>MIDDLE</b> amount would be roughly	Min: 0
A <b>HIGH</b> amount would be roughly	Max: 1000
The <b>HIGHEST</b> possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[ Q70 logic: Show if any Q67 rows have an <answer> / <2020\_income> that is >= 4 or <=0.25 ]

70. Your answer implies your earnings in 2021 will in some case(s) be **more than 4 times higher or lower** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

*Combination | Required*

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items with write-ins for 'other'	<b>Display only</b> Complex logic	<b>Number input</b> \$ _____ ,000 Min: 0 Max: 1000 <b>Skip label:</b> My original response was correct

\$lowest  
\$low  
\$middle  
\$high  
\$highest

66. Please assign **percentage likelihoods** to the possible earnings amounts you just provided for **2021**:

*Allocation | Required | Total: 100*

- LOWEST: **My likelihood of earning \$lowest thousand in 2021 is:**
- LOW: **My likelihood of earning \$low thousand in 2021 is:**
- MIDDLE: **My likelihood of earning \$middle thousand in 2021 is:**
- HIGH: **My likelihood of earning \$high thousand in 2021 is:**
- HIGHEST: **My likelihood of earning \$highest thousand in 2021 is:**

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [\[text input\]](#)

## Questions and Response Options

### SWAA February 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=3250; Maximum N=3250

### 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]**

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

*Multiple choice | Required | Vertical | Single-select*

- a) Working, 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 Q3 selected choice is "Working, whether on business premises or working from home"

58. 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]

Set `random_route` to 75% get route a, 25% get route b

[ Q57 logic: Show if route\_a ]

57. 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]

[ Q77 logic: Show if route\_b ]

77. You have indicated that you are working this week. How many **full paid working days** are you **working from business premises** 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 business premises 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 **at home** or otherwise **off** business premises [TAG: 0]
- b) **1 full paid day** working on business premises [TAG: 1]
- c) **2 full paid days** working on business premises [TAG: 2]
- d) **3 full paid days** working on business premises [TAG: 3]
- e) **4 full paid days** working on business premises [TAG: 4]
- f) **5+ full paid days** working on business premises [TAG: 5]

76. **Currently (this week)**, are you engaging in any **self-employment, contract work, or gig work for pay**?

[Self-employment includes work on your own small business or own farm.]

*Multiple choice | Required | Vertical | Single-select | Randomize*

- a) Yes, it is my **primary source of earnings**
- b) Yes, it is a **secondary source of earnings**
- c) No

4. **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>

5. **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

6. **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 Q3 selected choice is "Working, whether on business premises or working from home" ]

10. How many **hours per week** are you **working for pay in mid-February (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

[ Q13 logic: Show if Q4 selected choice is "Yes" ]

13. **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

16. 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) [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service

- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 [\[TAG: 5\]](#) **[TERMINATE]**
- b) \$10,000 to \$19,999 [\[TAG: 15\]](#) **[TERMINATE]**
- c) \$20,000 to \$29,999 [\[TAG: 25\]](#)
- d) \$30,000 to \$39,999 [\[TAG: 35\]](#)
- e) \$40,000 to \$49,999 [\[TAG: 45\]](#)
- f) \$50,000 to \$59,999 [\[TAG: 55\]](#)
- g) \$60,000 to \$69,999 [\[TAG: 65\]](#)
- h) \$70,000 to \$79,999 [\[TAG: 75\]](#)
- i) \$80,000 to \$99,999 [\[TAG: 90\]](#)
- j) \$100,000 to \$124,999 [\[TAG: 113\]](#)
- k) \$125,000 to 149,999 [\[TAG: 138\]](#)
- l) \$150,000 to \$199,999 [\[TAG: 175\]](#)
- m) \$200,000 to \$499,999 [\[TAG: 225\]](#)
- n) \$500,000+ [\[TAG: 500\]](#)

18. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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**



21. 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

[ Q23 logic: Show if Q4 selected choice is "Yes" ]

23. 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

[ Q68 logic: Show if Q4 selected choice is "No" ]

68. 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

24. **After COVID, in 2022 and later**, how would you feel about working from home **2 or 3 days** a week?

*Multiple choice | Required | Vertical | Single-select*

- a) Positive -- I would view it as a benefit or extra pay
- b) Neutral
- c) Negative -- I would view it as a cost or a pay cut

[ Q25 logic: Show if Q24 selected choice is "Positive -- I would view it as a benefit or extra pay" ]

25. How much of a **pay raise** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q26 logic: Show if Q24 selected choice is "Negative -- I would view it as a cost or a pay cut" ]

26. How much of a **pay cut** (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week?

*Multiple choice | Required | Vertical | Single-select*

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

53. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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*

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11

	12
	13
	14
	15
	16
	17
	18+

[ Q61 logic: Show if Q27 selected choice is "Yes" ]

61. **Currently**, how many hours per week of childcare do the following people provide in your household?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You	<b>Number input</b> _____ hours Min: 0 Max: 100
Your spouse or domestic partner	
Others (e.g. grandparents, babysitters, etc.)	

[ Q62 logic: Show if Q27 selected choice is "Yes" ]

62. **Before COVID (in 2019)**, how many hours per week of childcare did the following people provide in your household?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You	<b>Number input</b> _____ hours Min: 0 Max: 100
Your spouse or domestic partner	
Others (e.g. grandparents, babysitters, etc.)	

[ Q74 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

74. 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

[ Q75 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

75. 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

54. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

*[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]*

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

**[ Q55 logic: Show if Q54 selected choice is "Yes" ]**

55. You have indicated that you are able to do your **current** or **most recent** job from home (at least partially). How efficiently are you able to work from home on that job?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. **Since the beginning of the COVID-19 pandemic in March 2020**, has your employer taken steps to **improve your ability to work from home?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Not applicable -- I have no employer

**[ Q60 logic: Show if Q59 selected choice is "Yes" ]**

60. Which of the following steps has your employer taken to **improve your ability to work from home?** Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

## Worked from home

show block if Q4 selected choice is "Yes"

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

[ Q78 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

78. 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

[ Q72 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" AND Q78 selected choice is "Yes" ]

72. 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%

[ Q73 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

73. 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 [\[text input\]](#)

31. 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 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 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

[Require valid zip code](#)

**Min length: 5**

**Max length: 5**

[Set state\\_resi\\_2020 to From ZIP](#)

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set state\_job\_2019 to From ZIP

[ Q38 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home" ]

38. 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

67. 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

43. If a COVID vaccine becomes widely available, 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

64. 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"

Skip if prefer not to answer for 2020 earnings

[ Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is  $\geq 4$  or  $\leq 0.25$  ]

69. Your answer of \$Q66\_answer,000 implies you will earn **more than 4 times as much** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

\$ \_\_\_\_\_,000

Allow skipping with checkbox labeled: "My original answer was correct"

Set twenty\_income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to **earn by working in 2021, on a before-tax basis?**

Combination | Required

Ensure monotonic pricing entry (lowest  $\leq$  low  $\leq$  middle  $\leq$  high  $\leq$  highest)

Scenarios	Annual earnings, before tax
The <b>LOWEST</b> possible amount would be roughly	<b>Number input</b>
A <b>LOW</b> amount would be roughly	\$ _____,000
A <b>MIDDLE</b> amount would be roughly	Min: 0
A <b>HIGH</b> amount would be roughly	Max: 1000
The <b>HIGHEST</b> possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income  $\leq 0$  OR Prefer not to answer selected in prior question

[ Q70 logic: Show if any Q67 rows have an <answer> / <2020\_income> that is  $\geq 4$  or  $\leq 0.25$  ]

70. Your answer implies your earnings in 2021 will in some case(s) be **more than 4 times higher or lower** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items with write-ins for 'other'	<b>Display only</b> Complex logic	<b>Number input</b> \$ _____,000 Min: 0



		Max: 1000 Skip label: My original response was correct
<p>           \$lowest            \$low            \$middle            \$high            \$highest         </p> <p>66. Please assign <b>percentage likelihoods</b> to the possible earnings amounts you just provided for <b>2021</b>:</p> <p><i>Allocation   Required   Total: 100</i></p> <ul style="list-style-type: none"> <li>a) LOWEST: My likelihood of earning \$lowest thousand in 2021 is:</li> <li>b) LOW: My likelihood of earning \$low thousand in 2021 is:</li> <li>c) MIDDLE: My likelihood of earning \$middle thousand in 2021 is:</li> <li>d) HIGH: My likelihood of earning \$high thousand in 2021 is:</li> <li>e) HIGHEST: My likelihood of earning \$highest thousand in 2021 is:</li> </ul>		

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [\[text input\]](#)

## Questions and Response Options

### SWAA March 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=2500; Maximum N=2500

### 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]**

3. **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 Q3 selected choice is "Working for pay, whether on business premises or working from home"

58. 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]

57. 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]

81. You have indicated that you are working this week. How many days are you **commuting to go to work on your employer's premises** this week?

*Multiple choice | Required | Vertical | Single-select*

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

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) **None** [TAG: 0]
- b) I'm **commuting** **1 day** to my employer's premises [TAG: 1]
- c) I'm **commuting** **2 days** to my employer's premises [TAG: 2]
- d) I'm **commuting** **3 days** to my employer's premises [TAG: 3]
- e) I'm **commuting** **4 days** to my employer's premises [TAG: 4]
- f) I'm **commuting** **5+ days** to my employer's premises [TAG: 5]

[ Q80 logic: Show if Q3 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" ]

80. 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**.

4. **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>

5. **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 creating a group of 25% and 75% of respondents

[ Q6 logic: showing to 75% of respondents ]

6. **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

[ Q86 logic: showing to 25% of respondents ]

86. **After COVID, in 2022 and later**, how often **is your employer planning** for you to **commute to work** on their premises?

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 Q3 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 mid-March (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

[ Q13 logic: Show if Q4 selected choice is "Yes" ]

13. **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

16. 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) [\[text input\]](#)

51. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

17. How much did you earn by working in 2019?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than \$10,000 [\[TAG: 5\]](#) **[TERMINATE]**
- b) \$10,000 to \$19,999 [\[TAG: 15\]](#) **[TERMINATE]**
- c) \$20,000 to \$29,999 [\[TAG: 25\]](#)
- d) \$30,000 to \$39,999 [\[TAG: 35\]](#)
- e) \$40,000 to \$49,999 [\[TAG: 45\]](#)
- f) \$50,000 to \$59,999 [\[TAG: 55\]](#)
- g) \$60,000 to \$69,999 [\[TAG: 65\]](#)
- h) \$70,000 to \$79,999 [\[TAG: 75\]](#)
- i) \$80,000 to \$99,999 [\[TAG: 90\]](#)
- j) \$100,000 to \$124,999 [\[TAG: 113\]](#)
- k) \$125,000 to 149,999 [\[TAG: 138\]](#)
- l) \$150,000 to \$199,999 [\[TAG: 175\]](#)
- m) \$200,000 to \$499,999 [\[TAG: 225\]](#)
- n) \$500,000+ [\[TAG: 500\]](#)

18. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

19. 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

20. 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**

21. 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

[ Q23 logic: Show if Q4 selected choice is "Yes" ]

23. 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

[ Q68 logic: Show if Q4 selected choice is "No" ]

68. 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](#)

83. **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

[ Q84 logic: Show if Q83 selected choice is "Working 5 days a week on my employer's premises" ]

84. 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

[ Q85 logic: Show if Q83 selected choice is "Working 3 days a week on my employer's premises and 2 days at home" ]

85. 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

53. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q49 logic: Show if Q27 selected choice is "Yes" ]

49. 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

Child 1	<b>Dropdown</b>
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[ Q61 logic: Show if Q27 selected choice is "Yes" ]

61. **Currently**, how many hours per week of childcare do the following people provide in your household?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours
Others (e.g. grandparents, babysitters, etc.)	Min: 0
	Max: 100

[ Q62 logic: Show if Q27 selected choice is "Yes" ]

62. **Before COVID (in 2019)**, how many hours per week of childcare did the following people provide in your household?  
*[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]*

Combination | Required

You	<b>Number input</b>
Your spouse or domestic partner	_____ hours

Others (e.g. grandparents, babysitters, etc.)	Min: 0 Max: 100
---	--------------------

[ Q74 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

74. 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

[ Q75 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

75. 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

54. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

*[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]*

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q55 logic: Show if Q54 selected choice is "Yes" ]

55. You have indicated that you are able to do your **current** or **most recent** job from home (at least partially). How efficiently are you able to work from home on that job?

*Multiple choice | Required | Vertical | Single-select*

- a) 100% -- I can do all my job's tasks efficiently from home
- b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
- c) 75% to 85% -- I can do most of my job's tasks efficiently from home
- d) 60% to 75% -- I can do many of my job's tasks efficiently from home
- e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. **Since the beginning of the COVID-19 pandemic in March 2020**, has your employer taken steps to **improve your ability to work from home?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes

- b) No
- c) Not applicable -- I have no employer

[ Q60 logic: Show if Q59 selected choice is "Yes" ]

60. Which of the following steps has your employer taken to **improve your ability to work from home**? Please check all that apply.

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

- a) Provided training in how to work remotely
- b) Supplied or paid for equipment that improves your ability to work from home
- c) Covered the cost of adding/upgrading your home internet
- d) Allowed you to engage with customers/clients/suppliers remotely
- e) Modified your job duties to improve your ability to work remotely
- f) Allowed greater flexibility as to which times or days you work

#### Worked from home

show block if Q4 selected choice is "Yes"

28. 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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

29. 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

[ Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

30. 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

[ Q78 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

78. 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

[ Q72 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" AND Q78 selected choice is "Yes" ]

72. 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%

[ Q73 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

73. 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 [\[text input\]](#)

31. 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 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 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

35. What was the ZIP code of your residential address in February 2020?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set `state_resi_2020` to From ZIP

36. 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

37. **In 2019, before COVID**, in what ZIP code was your job located?

*Text input | Required | Single line*

Require valid zip code

**Min length: 5**

**Max length: 5**

Set `state_job_2019` to From ZIP

[ Q38 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home" ]

38. 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

67. 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
43. 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
64. 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"

Skip if prefer not to answer for 2020 earnings

[ Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25 ]

69. Your answer of \$Q66\_answer,000 implies you will earn **more than 4 times as much** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

*Number | Required | Min: 0 | Max: 1000*

\$ \_\_\_\_\_ ,000

Allow skipping with checkbox labeled: "My original answer was correct"

Set twenty\_income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to **earn by working in 2021, on a before-tax basis**?

*Combination | Required*

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The <b>LOWEST</b> possible amount would be roughly	<b>Number input</b>
A <b>LOW</b> amount would be roughly	\$ _____ ,000
A <b>MIDDLE</b> amount would be roughly	Min: 0
A <b>HIGH</b> amount would be roughly	Max: 1000
The <b>HIGHEST</b> possible amount would be roughly	
Prefer not to answer	

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[ Q70 logic: Show if any Q67 rows have an <answer> / <2020\_income> that is >= 4 or <=0.25 ]

70. Your answer implies your earnings in 2021 will in some case(s) be **more than 4 times higher or lower** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

*Combination | Required*

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items with write-ins for 'other'	<b>Display only</b> Complex logic	<b>Number input</b> \$ _____ ,000 Min: 0 Max: 1000 <b>Skip label:</b> My original response was correct

\$lowest  
\$low  
\$middle  
\$high  
\$highest

66. Please assign **percentage likelihoods** to the possible earnings amounts you just provided for **2021**:

*Allocation | Required | Total: 100*

- a) LOWEST: **My likelihood of earning \$lowest thousand in 2021 is:**
- b) LOW: **My likelihood of earning \$low thousand in 2021 is:**
- c) MIDDLE: **My likelihood of earning \$middle thousand in 2021 is:**
- d) HIGH: **My likelihood of earning \$high thousand in 2021 is:**
- e) HIGHEST: **My likelihood of earning \$highest thousand in 2021 is:**

63. Why take this survey?

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

- a) Interest
- b) Like rewards
- c) Money
- d) Game benefits
- e) Pass time
- f) Other [\[text input\]](#)

## Questions and Responses

### SWAA April 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=2500; Maximum N=2500

### 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]

[ Q6 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" ]

6. 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**.

7. **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>

8. **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

9. **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

10. In **2019 (before COVID)** approximately how many **hours a week** did you work when employed?

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

\_\_\_\_\_ hours

[ Q11 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

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

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

\_\_\_\_\_ hours

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

Number | Required | Min: 0 | Max: 240

\_\_\_\_\_ minutes

[ Q13 logic: Show if Q7 selected choice is "Yes" ]

13. **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

14. 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) [\[text input\]](#)

15. 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) Management, business and financial
- e) Office and administrative support
- f) Production
- g) Professional and related
- h) Sales and related
- i) Service
- j) Transportation and material moving
- k) Other (please specify) [\[text input\]](#)

16. 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]

17. What is your sex?

*Multiple choice | Required | Vertical | Single-select*

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

18. 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

19. 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**

20. 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

[ Q21 logic: Show if Q7 selected choice is "Yes" ]

21. 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

[ Q22 logic: Show if Q7 selected choice is "No" ]

22. 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

23. **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

[ Q24 logic: Show if Q23 selected choice is "Working 5 days a week on my employer's premises" ]

24. 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

[ Q25 logic: Show if Q23 selected choice is "Working 3 days a week on my employer's premises and 2 days at home" ]

25. 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

26. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q28 logic: Show if Q27 selected choice is "Yes" ]

28. 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*

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

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

29. 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

[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

30. 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

31. Consider your **current** or **most recent** job. Are you able to do that job from home (at least partially)?

*[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]*

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

#### **Employed and paid**

show block 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 Q6 selected choice is any of "I am a wage and salary employee, and my main job accounts for most of my earnings", "I am a wage and salary employee who also earns a lot of extra income from side jobs"

33. You said you are either working for pay or still employed and paid but not working this week.

**When did you start working for your current employer?**

*Multiple choice | Required | Vertical | Single-select | Randomize*

- a) March 2020 or later -- that is, **after** the arrival of the COVID-19
- b) **Before** March 2020 and the arrival of COVID-19

show block if Q33 selected choice is "Before March 2020 and the arrival of COVID-19"

34. Has your employer hired anyone new into your team **during the COVID pandemic?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) I primarily work individually, not with a team of co-workers

show block if Q34 selected choice is "Yes"

35. Do any of the new employees brought into your team **during the COVID pandemic** work **almost entirely from home**, rarely or never meeting other team members in person?

Multiple choice | Required | Vertical | Single-select

- a) Yes
- b) No

show block if Q35 selected choice is "Yes"

36. Consider the **new employees** brought into your team **during the COVID pandemic** who work **almost entirely from home**.  
Has it been easier or harder to integrate these new employees into your team than it was before COVID?

Multiple choice | Required | Vertical | Single-select

- a) It has been easier
- b) No impact
- c) It has been harder

[ Q96 logic: Show if Q36 selected choice is "It has been easier" ]

96. How much less time does it take to integrate **new employees who work almost entirely from home** into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes \_\_\_\_\_ fewer weeks

[ Q97 logic: Show if Q36 selected choice is "It has been harder" ]

97. How much more time does it take to integrate **new employees who work almost entirely from home** into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes \_\_\_\_\_ more weeks

show block if Q33 selected choice is "March 2020 or later -- that is, after the arrival of the COVID-19"

37. Has the COVID pandemic affected your ability to adapt to your new job?

Multiple choice | Required | Vertical | Single-select

- a) It has made it easier
- b) No effect
- c) It has made it harder

[ Q38 logic: Show if Q37 selected choice is "It has made it easier" ]

38. How much easier has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me \_\_\_\_\_ fewer weeks

[ Q39 logic: Show if Q37 selected choice is "It has made it harder" ]



39. How much harder has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me \_\_\_\_\_ more weeks

#### Worked from home

show block if Q7 selected choice is "Yes"

40. 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

[ Q41 logic: Show if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

41. 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

[ Q42 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

42. 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 Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"

43. 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

[ Q44 logic: Show if Q43 selected choice is "Yes" ]

44. 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%

[ Q45 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

45. 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 [\[text input\]](#)

46. 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 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 10% to 20% less productive than I expected
- g) Hugely worse -- I am 20%+ less productive than I expected

48. 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

[ Q50 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

50. 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

51. 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

52. 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

[ Q53 logic: Show for group1 ]

53. 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"

[ Q98 logic: Show for group 2 ]

98. 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

## 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*

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	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

<b>Random path to show Q55 first</b>
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 <b><u>work from home one more day per week than your co-workers</u></b>, how might this affect your <b><u>chance of a promotion in the next 3 years?</u></b></p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <ul style="list-style-type: none"> <li>a) It would reduce my chance of a promotion</li> <li>b) No effect</li> <li>c) It would increase my chance of a promotion</li> </ul> <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 <b><u>working from home one more day per week than your co-workers</u></b> 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 <b><u>working from home one more day per week than your co-workers</u></b> 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

## Questions and Responses

### SWAA June 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 mid-June (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. If you could **work from home two days of the week**, which days would you prefer?

*Multiple choice | Required | Vertical | Multi-select | Choose 2 options*

- a) Mondays
- b) Tuesdays
- c) Wednesdays
- d) Thursdays
- e) Fridays
- f) No preference

26. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q28 logic: Show if Q27 selected choice is "Yes" ]

28. 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*

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
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	12
	13

	14
	15
	16
	17
	18+

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

29. 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

[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

30. 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

31. 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

#### 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 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 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

#### Employed block

show block 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"

Set employed\_question\_shown to ...

#### [ Q43 logic: Show for 1/3 of employed respondents ]

43. You stated that you are currently employed.  
Suppose you got an offer for a **new job with the same pay** as your current job.  
Would you be more or less likely to take the new job **if it let you work from home 1 day a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

#### [ Q44 logic: Show for 1/3 of employed respondents ]

44. You stated that you are currently working for pay.  
Suppose you got an offer for a **new job with the same pay** as your current job.  
Would you be more or less likely to take the new job **if it let you work from home 2 to 3 days a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

#### [ Q45 logic: Show for 1/3 of employed respondents ]

45. You stated that you are currently working for pay.

Suppose you got an offer for a **new job with the same pay** as your current job.  
Would you be more or less likely to take the new job **if it let you work from home 4+ days a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

#### Unemployed block

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

Set unemployed\_question\_shown to ...

#### [ Q46 logic: Show for 1/3 of unemployed respondents ]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).  
Suppose you got a new job offer.  
For a given pay, would you be more or less likely to take the job **if it allowed you to work from home 1 day a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

#### [ Q47 logic: Show for 1/3 of unemployed respondents ]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).  
Suppose you got a new job offer.  
For a given pay, would you be more or less likely to take the job **if it allowed you to work from home 2 to 3 days a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

#### [ Q48 logic: Show for 1/3 of unemployed respondents ]

48. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).  
Suppose you got a new job offer.  
For a given pay, would you be more or less likely to take the job **if it allowed you to work from home 4+ days a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer

- |    |   |
|----|---|
| b) | No effect                                       |
| c) | I'd be <b>less likely</b> to consider the offer |

[ Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week ]

49. How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting on August 1, 2021?

*Multiple choice | Required | Vertical | Single-select*

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by August 1st.
- c) I would quit my job on or before August 1st, regardless of whether I got another job.

50. How does the efficiency of **video calls for one-on-one and small group meetings (up to 4 people)** compare to the efficiency of **in-person meetings**?

*Multiple choice | Required | Vertical | Single-select*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over videocall for work

51. How does the efficiency of **video calls for medium sized group meetings (5 to 9 people)** compare to the efficiency of **in-person meetings**?

*Multiple choice | Required | Vertical | Single-select*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over videocall for work

52. How does the efficiency of **video calls for large group meetings (10 or more people)** compare to the efficiency of **in-person meetings**?

*Multiple choice | Required | Vertical | Single-select*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient

- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over videocall for work

[ Q53 logic: Show for group1 ]

53. 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"

[ Q54 logic: Show for group 2 ]

54. 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



## Questions and Responses

### SWAA July 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 mid-July (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
----	---------------------

26. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q28 logic: Show if Q27 selected choice is "Yes" ]

28. 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*

Child 1	Dropdown
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
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	15
	16
	17
	18+

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

29. 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

[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

30. 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

31. 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

#### 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 [\[text input\]](#)

[ Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" ]

115. How much would your **efficiency working from home** increase if you had perfect high-

speed internet?

*Multiple choice | Required | Vertical | Single-select*

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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 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 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

#### Employed block

show block 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"

Set employed\_question\_shown to ...

[ Q43 logic: Show for 1/2 of employed respondents ]

43. You stated that you are currently employed.  
Suppose you got an offer for a **new job with the same pay** as your current job.  
Would you be more or less likely to take the new job **if it let you work from home 1 day a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

[ Q44 logic: Show for 1/2 of employed respondents ]

44. You stated that you are currently employed.  
Suppose you got an offer for a **new job with the same pay** as your current job.  
Would you be more or less likely to take the new job **if it let you work from home 2 to 3 days a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

130. What plans does **your employer** have for **working arrangements of full-time employees after COVID**, in 2022 or later?

Multiple choice | Required | Vertical | Single-select

- a) Fully on-site: full-time employees will work full time on business premises
- b) Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises
- c) Fully remote: full-time employees will work full-time from home or other remote location
- d) My employer has not discussed this matter with me or announced a policy about it
- e) Other (please specify) [\[text input\]](#)

[ Q127 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises" ]

127. Who decides which days and how many days employees work remotely?

Multiple choice | Required | Vertical | Single-select

- a) Fully decentralized: **each employee** sets their own schedule, as long as they perform their job
- b) Team level: **each team** decides its schedule of workdays on business premises, but the schedule is common across team members
- c) Company-determined **common** schedule: **everyone** has the same schedule of workdays on business premises (e.g. Monday, Tuesday, and Thursday)
- d) Company-determined **varying** schedule: the company prescribes a schedule that **differs among employees**, e.g. some teams on business premises on Tuesdays and Thursdays, while others must do Mondays and Wednesdays
- e) My employer has not discussed this matter with me or announced a policy about it
- f) Some other plan, please specify [\[text input\]](#)

[ Q129 logic: Show if Q130 selected choice is any of "Fully on-site: full-time employees will work full time on business premises", "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises" ]

129. When does **your employer** anticipate that most of their full-time employees will return to working **one or more days per week on business premises**?

Multiple choice | Required | Vertical | Single-select

- a) They are already doing so
- b) July 2021
- c) August 2021
- d) September 2021
- e) October to December 2021
- f) January to March 2022
- g) After March 2022

[ Q131 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises" ]

131. Consider a **typical employee of the firm you work for** who is currently working primarily from home.

**After COVID, in 2022 and later**, how many days a week will **that typical employee** work on business premises?

*Multiple choice | Required | Vertical | Single-select*

- a) Never
- b) 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 with me or announced a policy about this

128. Which of the following would you prefer?

*Multiple choice | Required | Vertical | Single-select | Randomize*

- a) Being able to choose which days you work from home (if any)
- b) Your employer sets a policy that determines who works from home on which days

### Unemployed block

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

Set unemployed\_question\_shown to ...

[ Q46 logic: Show for 1/2 of unemployed respondents ]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).  
Suppose you got a new job offer.  
For a given pay, would you be more or less likely to take the job **if it allowed you to work from home 1 day a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

[ Q47 logic: Show for 1/2 of unemployed respondents ]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).  
Suppose you got a new job offer.  
For a given pay, would you be more or less likely to take the job **if it allowed you to work from home 2 to 3 days a week?**

*Multiple choice | Required | Vertical | Single-select*

- a) I'd be **more likely** to consider the offer
- b) No effect
- c) I'd be **less likely** to consider the offer

[ Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week ]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

*Multiple choice | Required | Vertical | Single-select*

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
- c) I would quit my job on or before September 1st, regardless of whether I got another job.

[ Q53 logic: Show for group1 ]

53. 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"

[ Q54 logic: Show for group 2 ]

54. 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

132. **When you return to work in person**, and you are introduced to somebody will you:

*Multiple choice | Required | Vertical | Single-select*

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [text input]

133. **Before COVID (in 2019)**, when you were introduced to somebody at work what did you do:

*Multiple choice | Required | Vertical | Single-select*

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [\[text input\]](#)

134.

*Custom | Optional*

[Text with hyperlink to speedtest.net](#)

126.

*Combination | Required*

Download speed Upload speed	<b>Number input</b> _____ mbps <u>Decimal places:</u> 2 <u>Min:</u> 0 <u>Max:</u> 1000

## SWAA August 2021

**Notes:** Mid-way through survey collection we updated Q172, Q173, Q174, and Q176, respectively as Q179, Q180, Q177, Q178. The old version of each question was hidden from respondents after the updates went into place. We introduced Q132 and Q133 (previously asked in the July 20221 wave)

**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)

**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*



<ul style="list-style-type: none"> <li>a) 1 day [TAG: 1]</li> <li>b) 2 days [TAG: 2]</li> <li>c) 3 days [TAG: 3]</li> <li>d) 4 days [TAG: 4]</li> <li>e) 5+ days [TAG: 5]</li> </ul>
<p>4. You have indicated that you are working this week. How many <b>full paid working days</b> are you <b><u>working from home</u></b> this week?</p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <p>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)."</p> <ul style="list-style-type: none"> <li>a) <b>None</b>, all my paid working days were on business premises [TAG: 0]</li> <li>b) <b>1 full paid day</b> <u>working from home</u> [TAG: 1]</li> <li>c) <b>2 full paid days</b> <u>working from home</u> [TAG: 2]</li> <li>d) <b>3 full paid days</b> <u>working from home</u> [TAG: 3]</li> <li>e) <b>4 full paid days</b> <u>working from home</u> [TAG: 4]</li> <li>f) <b>5+ full paid days</b> <u>working from home</u> [TAG: 5]</li> </ul>

[ 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**.

<p><b>Self-employed</b></p> <p>show block 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 Q5 selected choice is "I am self-employed and run my own business"</p>
<p>139. When did you start your own business?</p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <ul style="list-style-type: none"> <li>a) Before March 2020</li> <li>b) On or after March 2020 (during the COVID-19 pandemic)</li> </ul>
<p>142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?</p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <ul style="list-style-type: none"> <li>a) No staff other than myself</li> <li>b) Less than 10 staff members</li> </ul>

- c) 10 to 49 staff members
- d) 50 to 99 staff members
- e) 100+ staff members

[ Q140 logic: Show if Q139 selected choice is "Before March 2020" ]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes, some other reason [\[text input\]](#)
- e) No

[ Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)" ]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [\[text input\]](#)
- g) No

[ Q147 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 Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker." ]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers

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

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer **announced new plans** about working from home after the pandemic ends, in **2022 or later**?

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

- a) No
- b) Yes

[ Q136 logic: Show if Q135 selected choice is "Yes" ]

136. **Before the latest announcement**, how often did your employer **plan** for you to work from home **after COVID, in 2022 and later**?

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 had not discussed this or announced a policy prior to that announcement

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 mid-August (now)**?

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

\_\_\_\_\_ hours

138. How long do you usually spend **commuting to and from work (in minutes)**?

If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID)**.

Combination | Required | Randomize

Time commuting <u>to</u> work	Number input
Time commuting <u>back from</u> work	_____ minutes
	Min: 0
	Max: 240

[ 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 | Randomize*

- a) Asian
- b) Black or African American
- c) Hispanic or Latin American descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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

26. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q28 logic: Show if Q27 selected choice is "Yes" ]

28. 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*

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

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

29. 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



[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

30. 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

31. 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

**Worked from home**

show block if Q6 selected choice is "Yes"

Set random\_covid\_wording to ...

Show for 75% of respondents

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 for 25% of respondents](#)

144. How does your efficiency working from home compare to your efficiency working on business premises?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises" ]

145. How much **more efficient** are you working from home than on business premises?

*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

[ Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises" ]

146. How much **less efficient** are you working from home than on business premises?

*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 if indicates more efficient working at home](#)

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%

137. Apart from saving time by not commuting, **why are you more efficient when working from home?** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) My home is quieter and has fewer interruptions
- b) I have fewer or shorter meetings when working from home
- c) Mealtimes, chores, and/or childcare are more efficient when I work from home
- d) My internet connection is better at home
- e) I have better equipment at home than at work
- f) I feel less stressed at home
- g) Other, please specify [\[text input\]](#)

[ Q37 logic: show if less efficient working at home ]

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) My home computer is not good enough
- f) I need specialized equipment to do my job
- g) My job involves many tasks that cannot be done remotely
- h) Other, please specify [\[text input\]](#)

[ Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" ]

115. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%

d) Substantially, my efficiency would increase by 30% or more

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 as I expected
- 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

[ Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week ]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

*Multiple choice | Required | Vertical | Single-select*

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
- c) I would quit my job on or before September 1st, regardless of whether I got another job.

[ Q70 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" ]

70. 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 ...

[ Q68 logic: Show for other 50% ]

68. 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 or religious 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

[ Q69 logic: show for 50% ]

69. 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 or religious 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.

[ Q53 logic: Show for group1 ]

53. 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"

[ Q54 logic: Show for group 2 ]

54. 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

**Employed block**

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"

[ Q148 logic: Skip if Q\_staff\_size answer is ]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - I do not enjoy them at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - I do not enjoy them at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - I enjoy them very much
- l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

151. Approximately, what is the average age of your coworkers?

*Number | Required | Min: 18 | Max: 85*

**[ Q152 logic: Show if Q1 selected choice is "20 - 29" ]**

152. Approximately what percentage of your co-workers are 20 to 29 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

**[ Q153 logic: Show if Q1 selected choice is "30 - 39" ]**

153. Approximately what percentage of your co-workers are 30 to 39 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q154 logic: Show if Q1 selected choice is "40 - 49" ]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q155 logic: Show if Q1 selected choice is "50 - 64" ]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

156. Approximately what percentage of your coworkers are:

*Allocation | Required | Randomize | Total: 100*

- a) Black or African American?
- b) Hispanic or of Latin American descent (of any race)?
- c) Asian?
- d) Native American or Alaska Native?
- e) Native Hawaiian or Pacific Islander?
- f) White (not Hispanic or of Latin American descent)?
- g) Other?

157. Do people at your place of work converse in a language **other than English?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No, they only converse in English

#### **Co-workers speak another language**

show block if Q157 selected choice is "Yes"

158. What percentage of your co-workers converse in a language other than English?

*Slider | Required | Min: 0 | Max: 100*

—————●————— %

159. What is the main language, aside from English, that your co-workers use at work?

*Multiple choice | Required | Dropdown | Single-select | Randomize*

- a) Spanish



- b) Chinese
- c) Vietnamese
- d) Filipino
- e) Tagalog
- f) Arabic
- g) German
- h) French
- i) Portuguese
- j) Creole
- k) Navaho
- l) Other [\[text input\]](#)

[ Q160 logic: Show if Q159 selected choice is "Spanish" ]

160. Do you speak Spanish?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q161 logic: Show if Q159 selected choice is "Chinese" ]

161. Do you speak Chinese?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q162 logic: Show if Q159 selected choice is "Vietnamese" ]

162. Do you speak Vietnamese?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q163 logic: Show if Q159 selected choice is "Filipino" ]

163. Do you speak Filipino?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q164 logic: Show if Q159 selected choice is "Tagalog" ]

164. Do you speak Tagalog?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q165 logic: Show if Q159 selected choice is "Arabic" ]

165. Do you speak Arabic?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q166 logic: Show if Q159 selected choice is "German" ]

166. Do you speak German?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q167 logic: Show if Q159 selected choice is "French" ]

167. Do you speak French?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q168 logic: Show if Q159 selected choice is "Portuguese" ]

168. Do you speak Portuguese?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q169 logic: Show if Q159 selected choice is "Creole" ]

169. Do you speak Creole?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q170 logic: Show if Q159 selected choice is "Navaho" ]

170. Do you speak Navaho?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q171 logic: Show if Q159 selected choice is "Other" ]

171. Do you speak the other non-English language your co-workers speak?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

**[ Q172 logic: QUESTION HIDDEN ]**

172. Approximately what percent of your coworkers share your religious views?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

179. Approximately what percent of your coworkers share your religious views?

*Multiple choice | Required | Vertical | Single-select*

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

**[ Q173 logic: QUESTION HIDDEN ]**

173. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

*Slider | Required | Min: 0 | Max: 10*

Not at all —————●————— Completely

Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

180. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - Not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9

- k) 10 - Completely
- l) I don't know
- m) Prefer not to answer

[ Q174 logic: QUESTION HIDDEN ]

174. Do your religious practices include dietary restrictions?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

[ Q175 logic: Show if Q177 selected choice is "Yes" ]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

[ Q176 logic: QUESTION HIDDEN ]

176. What percent of your coworkers hold political views that are similar to yours?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

178. What percent of your coworkers hold political views that are similar to yours?

*Multiple choice | Required | Vertical | Single-select*

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

132. **When you return to work in person**, and you are introduced to somebody will you:

*Multiple choice | Required | Vertical | Single-select*

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [\[text input\]](#)

133. **Before COVID (in 2019)**, when you were introduced to somebody at work what did you do:

*Multiple choice | Required | Vertical | Single-select*

- a) Shake hands
- b) Fist bump
- c) Elbow bump
- d) Not touch (just verbally greet)
- e) Other (please specify) [\[text input\]](#)

143. Where have you been while you've filled out this survey?

*Multiple choice | Required | Vertical | Single-select*

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

134.

*Custom | Optional*

[Text with hyperlink to speedtest.net](#)

126.

*Combination | Required*

Download speed	Number input
Upload speed	_____ mbps
	<u>Decimal places</u> : 2
	Min: 0
	Max: 550

## Questions and Responses

### SWAA September 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]**

<p>c) 3 days [TAG: 3]</p> <p>d) 4 days [TAG: 4]</p> <p>e) 5+ days [TAG: 5]</p>
<p>4. You have indicated that you are working this week. How many <b>full paid working days</b> are you <b><u>working from home</u></b> this week?</p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <p>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)."</p> <p>a) <b>None</b>, all my paid working days were on business premises [TAG: 0]</p> <p>b) <b>1 full paid day</b> <u>working from home</u> [TAG: 1]</p> <p>c) <b>2 full paid days</b> <u>working from home</u> [TAG: 2]</p> <p>d) <b>3 full paid days</b> <u>working from home</u> [TAG: 3]</p> <p>e) <b>4 full paid days</b> <u>working from home</u> [TAG: 4]</p> <p>f) <b>5+ full paid days</b> <u>working from home</u> [TAG: 5]</p>

[ 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**.

<p><b>Self-employed</b></p> <p>show block 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 Q5 selected choice is "I am self-employed and run my own business"</p>
<p>139. When did you start your own business?</p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <p>a) Before March 2020</p> <p>b) On or after March 2020 (during the COVID-19 pandemic)</p>
<p>142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?</p> <p><i>Multiple choice   Required   Vertical   Single-select</i></p> <p>a) No staff other than myself</p> <p>b) Less than 10 staff members</p> <p>c) 10 to 49 staff members</p> <p>d) 50 to 99 staff members</p>

- e) 100+ staff members

[ Q140 logic: Show if Q139 selected choice is "Before March 2020" ]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant **increase** in demand/business/sales
- e) Yes significant **decrease** in demand/business/sales
- f) Yes, some other reason [\[text input\]](#)
- g) No

[ Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)" ]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [\[text input\]](#)
- g) No

[ Q147 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 Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker." ]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers

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

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer **announced new plans** about working from home after the pandemic ends, in **2022 or later**?

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

- a) No
- b) Yes

[ Q136 logic: Show if Q135 selected choice is "Yes" ]

136. **Before the latest announcement**, how often did your employer **plan** for you to work from home **after COVID, in 2022 and later**?

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 had not discussed this or announced a policy prior to that announcement

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 mid-September (now)**?

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

\_\_\_\_\_ hours

138. How long do you usually spend **commuting to and from work (in minutes)**?

If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID)**.

Combination | Required | Randomize

Time commuting <u>to</u> work	Number input _____ minutes Min: 0 Max: 240
Time commuting <u>back from</u> work	

[ 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 | Randomize*

- a) Asian
- b) Black or African American
- c) Hispanic or Latin American descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- g) Other, or prefer not to say

194. Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

## **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

26. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q28 logic: Show if Q27 selected choice is "Yes" ]

28. 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*

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

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

29. 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

[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

30. 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, full time student
- d) Not working, other

31. 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

show block 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"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

**>10% of tasks require collaboration**

show block if Q186 answer  $\geq 10$

187. How many people belong to your main work team?

*Number | Required | Min: 1 | Max: 50*

\_\_\_\_\_ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

189. Currently, what percentage of your normal working day do you spend in video calls?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

191. Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

*Number | Required | Min: 0 | Max: 30*

\_\_\_\_\_ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

*Number | Required | Min: 0 | Max: 30*

\_\_\_\_\_ times per week

[Set random\\_videocall\\_question to ...](#)

[\[ Q50 logic: Show for 1/3 of respondents \]](#)

50. How does the efficiency of **video calls for one-on-one and small group meetings (up to 4 people)** compare to the efficiency of **in-person meetings**?

*Multiple choice | Required | Vertical | Single-select*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over video call for work

[\[ Q51 logic: Show for 1/3 of respondents \]](#)

51. How does the efficiency of **video calls for medium sized group meetings (5 to 9 people)** compare to the efficiency of **in-person meetings**?

*Multiple choice | Required | Vertical | Single-select*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over video call for work

[\[ Q52 logic: Show for 1/3 of respondents \]](#)



52. How does the efficiency of **video calls for large group meetings (10 or more people)** compare to the efficiency of **in-person meetings?**

*Multiple choice | Required | Vertical | Single-select*

- a) Hugely better -- 50+% more efficient
- b) Substantially better -- 20 to 50% more efficient
- c) Better -- up to 20% more efficient
- d) About the same
- e) Worse -- up to 20% less efficient
- f) Substantially worse -- 20 to 50% less efficient
- g) Hugely worse -- 50+% less efficient
- h) **Not applicable** -- I don't have meetings over video call for work

#### Worked from home

show block if Q6 selected choice is "Yes"

Set random\_covid\_wording to 50/50 random selection of block

Show for 50% of respondents

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 for 50% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises" ]

145. How much **more efficient** are you working from home than on business premises?

*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

[ Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises" ]

146. How much **less efficient** are you working from home than on business premises?

*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 if indicates more efficient working at home

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%

137. Apart from saving time by not commuting, **why are you more efficient when working from home?** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

- a) My home is quieter and has fewer interruptions
- b) I have fewer or shorter meetings when working from home
- c) Mealtimes, chores, and/or childcare are more efficient when I work from home
- d) My internet connection is better at home
- e) I have better equipment at home than at work
- f) I feel less stressed at home
- g) Other, please specify [\[text input\]](#)

[ Q37 logic: show if less efficient working at home ]

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) My home computer is not good enough
- f) I need specialized equipment to do my job
- g) My job involves many tasks that cannot be done remotely
- h) Other, please specify [\[text input\]](#)

[ Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" ]

115. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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

183. When you work from home, **does your employer use surveillance software to monitor when and how much time you spend working?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) I don't know

show block if Q183 selected choice is "Yes"

195. **Do you know the name/producer of the surveillance software your employer uses to monitor when and how much time you spend working?**

*Multiple choice | Required | Vertical | Single-select*

- a) Yes, I know the name
- b) No

[ Q193 logic: Show if Q195 selected choice is "Yes, I know the name" ]

193. What is the name/producer of the surveillance software your employer uses?

*Text input | Required | Single line*

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

**[ Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week ]**

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2021?

*Multiple choice | Required | Vertical | Single-select*

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
- c) I would quit my job on or before November 1st, regardless of whether I got another job.

**[ Q70 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" ]**

70. 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 ...

68. 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 or religious 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

[ Q53 logic: Show for group1 ]

53. 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"

[ Q54 logic: Show for group 2 ]

54. 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

#### Employed block

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"

[ Q148 logic: Skip if Q\_staff\_size answer is ]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - I do not enjoy them at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - I do not enjoy them at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - I enjoy them very much
- l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

151. Approximately, what is the average age of your coworkers?

*Number | Required | Min: 18 | Max: 85*

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q152 logic: Show if Q1 selected choice is "20 - 29" ]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q153 logic: Show if Q1 selected choice is "30 - 39" ]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q154 logic: Show if Q1 selected choice is "40 - 49" ]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q155 logic: Show if Q1 selected choice is "50 - 64" ]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

156. Approximately what percentage of your coworkers are:

*Allocation | Required | Randomize | Total: 100*

- a) Black or African American?
- b) Hispanic or of Latin American descent (of any race)?
- c) Asian?
- d) Native American or Alaska Native?
- e) Native Hawaiian or Pacific Islander?
- f) White (not Hispanic or of Latin American descent)?
- g) Other?

179. Approximately what percent of your coworkers share your religious views?

*Multiple choice | Required | Vertical | Single-select*

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

180. Aside from those who share your religious views, do you feel that your other coworkers



respect your religious views?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - Not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - Completely
- l) I don't know
- m) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

[ Q175 logic: Show if Q177 selected choice is "Yes" ]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

*Multiple choice | Required | Vertical | Single-select*

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

182. On a scale of 0 to 10, **how much do you enjoy wearing business or other work attire when you work on business premises?**

*Multiple choice | Required | Vertical | Single-select*

- a) 0 - not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - very much
- l) Not applicable

181. Roughly how many restaurants and other dining places are near your employer's worksite?

At how many of them, do you enjoy eating lunch?

*Combination | Required*

<b>Total number</b> of restaurants/dining places near my employer's worksite Number of restaurants/dining places near my employer's worksite that <b><u>I enjoy eating lunch at</u></b>	<b>Number input</b> _____ restaurants/dining places <u>Min:</u> 0 <u>Max:</u> 20 <b>Skip label:</b> More than 20
--	--

143. Where have you been while you've filled out this survey?

*Multiple choice | Required | Vertical | Single-select*

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

134.

*Custom | Optional*

[Text with hyperlink to speedtest.net](https://www.speedtest.net)

126.

*Combination | Required*

Download speed Upload speed	<b>Number input</b> _____ mbps <u>Decimal places:</u> 2 <u>Min:</u> 0
--------------------------------	--

Max: 550
----------

## Questions and Responses

### SWAA October 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**.

### Self-employed

show block 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 Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

*Multiple choice | Required | Vertical | Single-select*

- a) Before March 2020
- b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

*Multiple choice | Required | Vertical | Single-select*

- a) No staff other than myself
- b) Less than 10 staff members
- c) 10 to 49 staff members
- d) 50 to 99 staff members

- e) 100+ staff members

[ Q140 logic: Show if Q139 selected choice is "Before March 2020" ]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

- a) Yes, it pushed us to implement or expand our digital sales strategy
- b) Yes, it pushed us to digitize our supply or internal management processes
- c) Yes, it made recruiting talent easier due to remote work
- d) Yes significant **increase** in demand/business/sales
- e) Yes significant **decrease** in demand/business/sales
- f) Yes, some other reason [\[text input\]](#)
- g) No

[ Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)" ]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

- a) Yes, lockdowns and social distancing directly generated the market for my business
- b) Yes, I started my business after losing my job due to lockdowns and social distancing
- c) Yes, it pushed us to implement or expand our digital sales strategy
- d) Yes, it pushed us to digitize our supply or internal management processes
- e) Yes, it made recruiting talent easier due to remote work
- f) Yes, some other reason [\[text input\]](#)
- g) No

[ Q147 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 Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker." ]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

*Multiple choice | Required | Vertical | Single-select*

- a) Less than 10 workers
- b) 10 to 49 workers
- c) 50 to 99 workers
- d) 100 to 499 workers
- e) 500+ workers

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

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer **announced new plans** about working from home after the pandemic ends, in **2022 or later**?

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

- a) No
- b) Yes

[ Q136 logic: Show if Q135 selected choice is "Yes" ]

136. **Before the latest announcement**, how often did your employer **plan** for you to work from home **after COVID, in 2022 and later**?

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 had not discussed this or announced a policy prior to that announcement

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

202. Will your manager work from home on the same days as you after the pandemic is over?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) I have no manager

[ Q203 logic: Show if Q202 selected choice is "Yes" ]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

*Multiple choice | Required | Vertical | Single-select*

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from home on the others
- c) Come into my employer's place of business on the same days as my manager

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

Show if Any selection for Q147 OR any selection other than "No staff but myself" for Q\_staff\_size

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q205 logic: Show if Q204 selected choice is "Yes" ]

205. If ***your coworkers start coming into your employer's place of business on some of your work-from-home days***, what will you do?

*Multiple choice | Required | Vertical | Single-select*

- a) Continue to work from home on those days
- b) Come into my employer's place of business on some of those days and work from



home on the others
c) Come into my employer's place of business on the same days as my coworkers

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 mid-October (now)**?

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

\_\_\_\_\_ hours

138. How long do you usually spend **commuting to and from work (in minutes)**?  
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID)**.

*Combination | Required | Randomize*

Time commuting <u>to work</u>	<b>Number input</b> _____ minutes Min: 0 Max: 240
Time commuting <u>back from work</u>	

117. **Before COVID** how did you typically commute to work?

*Multiple choice | Required | Vertical | Single-select | Randomize*

- a) Car
- b) Subway
- c) Train
- d) Bus
- e) Walk
- f) Bicycle
- g) Taxi/Ride-Share

[ 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 | Randomize*

- a) Asian
- b) Black or African American
- c) Hispanic or Latin American descent (of any race)
- d) Native American or Alaska Native
- e) Native Hawaiian or Pacific Islander
- f) White (without Hispanic or Latin American descent)
- 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
----	---------------------

26. 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

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

*Multiple choice | Required | Vertical | Single-select*

- a) No
- b) Yes

[ Q28 logic: Show if Q27 selected choice is "Yes" ]

28. 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*

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

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

29. 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

[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes" ]

30. 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, full time student
- d) Not working, other

31. 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

show block 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"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

\_\_\_\_\_ %

**>10% of tasks require collaboration**

show block if Q186 answer  $\geq 10$

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

\_\_\_\_\_ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

\_\_\_\_\_ %

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

\_\_\_\_\_ %

191. Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

\_\_\_\_\_ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

\_\_\_\_\_ times per week

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select

- a) Green
- b) Purple

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you are working this week. How many days are you **working on your employer's premises this week** ?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q\_all\_days, error reads:

"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

- a) None [TAG: 0]
- b) I'm **working 1 day** at my employer's premises [TAG: 1]
- c) I'm **working 2 days** at my employer's premises [TAG: 2]
- d) I'm **working 3 days** at my employer's premises [TAG: 3]
- e) I'm **working 4 days** at my employer's premises [TAG: 4]
- f) I'm **working 5+ days** at my employer's premises [TAG: 5]

**Worked from home**

show block if Q6 selected choice is "Yes"

Set random\_covid\_wording to 50/50 random selection of block

Show for 25% of respondents

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 for 75% of respondents](#)

144. How does your efficiency working from home compare to your efficiency working on business premises?

*Multiple choice | Required | Vertical | Single-select*

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

[ Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises" ]

145. How much **more efficient** are you working from home than on business premises?

*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

[ Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises" ]

146. How much **less efficient** are you working from home than on business premises?

*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 if indicates more efficient working at home

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%

137. Apart from saving time by not commuting, **why are you more efficient when working from home?** Please select all that apply.

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

- a) My home is quieter and has fewer interruptions
- b) I have fewer or shorter meetings when working from home
- c) Mealtimes, chores, and/or childcare are more efficient when I work from home
- d) My internet connection is better at home
- e) I have better equipment at home than at work
- f) I feel less stressed at home
- g) Other, please specify [\[text input\]](#)

[ Q37 logic: show if less efficient working at home ]

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) My home computer is not good enough
- f) I need specialized equipment to do my job
- g) My job involves many tasks that cannot be done remotely
- h) Other, please specify [\[text input\]](#)

[ Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" ]

115. How much would your **efficiency working from home** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

- a) None, my internet is already fast enough
- b) A little, my efficiency would increase about 5%
- c) Somewhat, my efficiency would increase about 10%
- d) Substantially, my efficiency would increase by 30% or more

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 10% to 20% more productive than I expected
- c) Better -- I am 1% to 10% more productive than I expected
- d) About the same as I expected
- e) Worse -- I am 1% to 10% less productive than I expected
- f) Substantially worse -- I am 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 the COVID-19 pandemic has ended**, 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

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on December 1, 2021?

Multiple choice | Required | Vertical | Single-select

- a) I would comply and return to the worksite
- b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
- c) I would quit my job on or before December 1st, regardless of whether I got another job.

[ Q197 logic: Show if Q8 selected choice is none of "5+ days per week", "I have no employer" ]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - very much

200. Have you *quit or voluntarily left* a job in the past 6 months?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No

[ Q206 logic: Show if Q200 selected choice is "Yes" ]

206. **When** did you quit/leave that job?

(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

*Multiple choice | Required | Vertical | Single-select*

- a) Earlier this month (October)
- b) Last month (September)
- c) August
- d) July
- e) June
- f) May
- g) April

[ Q201 logic: Show if Q200 selected choice is "Yes" ]

201. **Why** did you voluntarily quit/leave that job? Please select **up to 3 reasons**.

(If you quit/left more than one job in the past 6 months, please **answer based on the most recent one.**)

*Multiple choice | Required | Vertical | Multi-select | Randomize | Choose up to 3 options*

- a) Because my ability to work from home on that job was being cut back.
- b) To **take a job** that let me work from home.
- c) To **look for a job** that would let me work from home.
- d) I moved to a new area (for reasons other than a job offer).
- e) To take a job with better pay, benefits or hours.
- f) To care for relatives or children.
- g) Because I can support myself on public assistance.
- h) To start my own business.
- i) The job was temporary or seasonal.
- j) Because I retired.

- k) To become a full-time student.
- l) Other, please specify [\[text input\]](#)

[ Q70 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" ]

70. 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 ...](#)

68. 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 or religious 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

[ Q53 logic: Show for group1 ]

53. 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"](#)

[ Q54 logic: Show for group 2 ]

54. 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

### Employed block

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"

[ Q148 logic: Skip if Q\_staff\_size answer is "No staff other than myself" ]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - I do not enjoy them at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - I do not enjoy them at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - I enjoy them very much
- l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

[ Q152 logic: Show if Q1 selected choice is "20 - 29" ]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q153 logic: Show if Q1 selected choice is "30 - 39" ]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q154 logic: Show if Q1 selected choice is "40 - 49" ]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

[ Q155 logic: Show if Q1 selected choice is "50 - 64" ]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

*Number | Required | Min: 0 | Max: 100*

\_\_\_\_\_ %

Allow skipping with checkbox labeled: "I have no co-workers"

156. Approximately what percentage of your coworkers are:

*Allocation | Required | Randomize | Total: 100*

- a) Black or African American?
- b) Hispanic or of Latin American descent (of any race)?
- c) Asian?
- d) Native American or Alaska Native?
- e) Native Hawaiian or Pacific Islander?
- f) White (not Hispanic or of Latin American descent)?
- g) Other?

179. Approximately what percent of your coworkers share your religious views?

*Multiple choice | Required | Vertical | Single-select*

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%

- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

[ Q175 logic: Show if Q177 selected choice is "Yes" ]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

*Multiple choice | Required | Vertical | Single-select*

- a) Yes
- b) No
- c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

*Multiple choice | Required | Vertical | Single-select*

- a) 0% to 9%
- b) 10% to 19%
- c) 20% to 29%
- d) 30% to 39%
- e) 40% to 49%
- f) 50% to 59%
- g) 60% to 69%
- h) 70% to 79%
- i) 80% to 89%
- j) 90% to 100%
- k) I don't know
- l) Prefer not to answer

182. On a scale of 0 to 10, **how much do you enjoy wearing business or other work attire when you work on business premises?**

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8



- j) 9
- k) 10 - very much
- l) Not applicable

[ Q196 logic: Show if Q6 selected choice is "Yes" ]

196. On a scale of 0 to 10, **how much do you agree** with the following statement?  
*"While working from home I am less stressed because I don't feel like I am constantly under supervision."*

*Multiple choice | Required | Horizontal | Single-select*

- a) 0 - not at all
- b) 1
- c) 2
- d) 3
- e) 4
- f) 5
- g) 6
- h) 7
- i) 8
- j) 9
- k) 10 - very much

143. Where have you been while you've filled out this survey?

*Multiple choice | Required | Vertical | Single-select*

- a) At home
- b) At work
- c) A commercial establishment
- d) Commuting or in transit
- e) Russian sauna
- f) Other

199. What year were you born?

*Number | Required | Min: 1955 | Max: 2002*

134.

*Custom | Optional*

[Text with hyperlink to speedtest.net](https://speedtest.net)

126.

*Combination | Required*

Download speed	<b>Number input</b>
Upload speed	_____ mbps
	<u>Decimal places:</u> 2
	<u>Min:</u> 0
	<u>Max:</u> 550