Questions and Responses

SWAA November 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. Last week what was 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 did you work last 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]
4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

Multiple choice | Required | Vertical | Single
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]

207. For each day last week, did you work a full day (6 or more hours), and if so where?

Matrix | Required | Group by: Row | Single

<table>
<thead>
<tr>
<th>Day of the week</th>
<th>Did not work 6 or more hours</th>
<th>Worked from home</th>
<th>Worked at employer or client site</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
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<td>Tuesday</td>
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<td>Wednesday</td>
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<tr>
<td>Sunday</td>
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<td></td>
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</tr>
</tbody>
</table>

[ 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

   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  
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  
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 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-November**(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 **to work** | **Number input** | ______ minutes |
    | Time commuting **back from work** | | Min: 0 |
    | | | Max: 240 |

218. How much time do you spend on grooming and getting ready for work when:

    **Combination | Required**

    | You commute to your employer’s or client’s worksite? | **Number input** | ______ minutes |
    | You work from home? | | Min: 0 |
    | | | Max: 90 |

    **Set commuting_trip_types to:**
    
    a) Drive alone  
    b) Carpool  
    c) Public transit (train, bus, ferry)  
    d) Bicycle  
    e) Walking  
    f) Taxi / Ridehailing  
    g) Did not commute to work

208. **In 2019** what percentage of your commuting trips used the following modes?

    **Allocation | Required | Total: 100**

    Dynamic choices: commuting_trip_types

    [ Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site" ]

209. **Last week** what percentage of your commuting trips used the following modes?

    **Allocation | Required | Total: 100**

    Dynamic choices: commuting_trip_types

210. **In 2019 (before COVID),** when you traveled to your employer’s worksite, approximately what time did you leave for work (e.g. 8:30am)?

    **Multiple choice | Required | Dropdown | Single-select**
211. **Last week**, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

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

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

- a) Before 6:00am
- b) 6:00am
- c) 6:30am
- d) 7:00am
- e) 7:30am
- f) 8:00am
- g) 8:30am
- h) 9:00am
- i) 9:30am
- j) 10:00am
- k) 10:30am
- l) After 10:30am

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

g) Other, or prefer not to say

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
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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropdow</td>
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<td>16</td>
<td>17</td>
<td>18+</td>
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</tbody>
</table>

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

a) Working primarily from home  
b) Working primarily on business premises  
c) Not working, full time student  
d) Not working, other

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

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

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

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.

a) Magenta  
b) Green  
c) Purple  
d) Blue  
e) Black  
f) White  
g) Brown

[ Q212 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site" ]

212. What percentage of your total working time **last week** did you spend at the following locations?

a) Your home  
b) Your employer's worksite  
c) Client or customer's worksite  
d) Friend or family member's home  
e) Co-working space
213. **After COVID, in 2022 or later**, what percentage of your total working time would you *like to* spend at the following locations?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Your home</td>
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<td></td>
</tr>
<tr>
<td>b) Your employer's worksite</td>
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<td></td>
</tr>
<tr>
<td>c) Client or customer's worksite</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Friend or family member's home</td>
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<tr>
<td>e) Co-working space</td>
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<tr>
<td>f) Public space (cafe, library, etc)</td>
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<tr>
<td>g) I don't plan to work in 2022</td>
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<td></td>
</tr>
</tbody>
</table>

214. **After COVID, in 2022 or later**, what percentage of your total working time *do you (and your employer) plan for you to* spend at the following locations?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Your home</td>
<td></td>
<td></td>
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<tr>
<td>b) Your employer's worksite</td>
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<td></td>
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<tr>
<td>c) Client or customer's worksite</td>
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<tr>
<td>d) Friend or family member's home</td>
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<tr>
<td>e) Co-working space</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Public space (cafe, library, etc)</td>
<td></td>
<td></td>
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<tr>
<td>g) I don't plan to work in 2022</td>
<td></td>
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</tr>
</tbody>
</table>

[ Q217 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" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site" ]

217. Do you currently have the option to work at more than one employer worksite?

Multiple choice | Required | Vertical | Single-select
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
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<td></td>
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</tr>
</tbody>
</table>

[ 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 worked last week. How many days did you *work on your employer's premises last week*?

Multiple choice | Required | Vertical | Single-select
<table>
<thead>
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<th></th>
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</thead>
<tbody>
<tr>
<td>a) None [TAG: 0]</td>
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<td></td>
</tr>
<tr>
<td>b) I'm working 1 day at my employer's premises [TAG: 1]</td>
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<tr>
<td>c) I'm working 2 days at my employer's premises [TAG: 2]</td>
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<td>d)</td>
<td>I'm <strong>working 3 days</strong> at my <strong>employer's premises</strong></td>
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<tr>
<td>e)</td>
<td>I'm <strong>working 4 days</strong> at my <strong>employer's premises</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f)</td>
<td>I'm <strong>working 5+ days</strong> at my <strong>employer's premises</strong></td>
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</tr>
</tbody>
</table>

**Worked from home**

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

[ Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than 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
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]

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]

38. Compared to your expectations **before COVID (in 2019)** how has working from home...
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

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 January 1, 2022?

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 | Randomize

   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 (November)
   b) Last month (October)
   c) September
   d) August
   e) July
   f) June
   g) May

[ Q201 logic: Show if Q200 selected choice is "Yes" ]

201. Why did you voluntarily quit/leave that job? Please pick up to 3 reasons and rank them.

   (If you quit/left more than one job in the past 6 months, please answer based on the most recent one.)

   Rank | Required | Randomize | Rank 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) Fear of COVID infection or exposure
m) Other, please specify [text input]

[ Q53 logic: Show for group1 ]

53. Approximately how much will you earn by working in 2021, 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 will you earn by working in 2021, 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

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
199. What year were you born?
Number | Required | Min: 1955 | Max: 2002

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?
Number | Required | Min: 0 | Max: 100
______ % of total working time

[ Q216 logic: Show if Q215 answer < 100 ]

216. Why can't you work remotely 100% of the time?
Multiple choice | Required | Vertical | Single-select
a) I need to have **in-person face-to-face** meetings with clients, customers, or patients
b) I need to collaborate **in-person face-to-face** with colleagues
c) I need to **interact physically** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

134.
Custom | Optional
Text with hyperlink to speedtest.net

126.
Combination | Required

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