

Questions and Responses

SWAA August 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

1. How old are you?

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

- a) Under 20 **[TERMINATE]**
- b) 20 - 29
- c) 30 - 39
- d) 40 - 49
- e) 50 - 64
- f) 65 to 70
- g) Over 70 **[TERMINATE]**

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

2. **Last week** what was your work status?

Q_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

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

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)?

Q_all_days | 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 worked last week. How many **full paid working days** did you **work from home** last week?

Q_wfh_days | 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]

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-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked from home	Worked at employer or client site
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked from home	Worked at employer or client site

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been **looking for work during the last 4 weeks?**

Q_looking_14w | Multiple choice | Required | Vertical | Single-select | Randomize

- a) Yes
- b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_14m is Yes

Set random_worries_question to select each question 50% of time

[Q251 logic: Show 50% of time]

251. Have **worries about catching COVID or other infectious diseases** affected the type of jobs you are looking for? Please select all that apply.

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

- a) Yes, I avoid jobs with high infection risk
- b) Yes, I require higher pay for jobs with high infection risk
- c) Yes, I require higher benefits for jobs with high infection risk
- d) Yes, I prefer jobs allowing me to work from home
- e) No

[Q291 logic: Show 50% of time]

291. Have **worries about catching COVID or other infectious diseases** affected the type of jobs you are looking for? Please select all that apply.

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

- a) No
- b) Yes, I avoid jobs with high infection risk
- c) Yes, I require higher pay for jobs with high infection risk
- d) Yes, I require higher benefits for jobs with high infection risk
- e) Yes, I prefer jobs allowing me to work from home

Set random_jobsearch_question to select each question 50% of time

[Q252 logic: Show 50% of time]

252. Which of the following best describes your job search?

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

- a) I am **only** considering jobs allowing me to work from home
- b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

- c) No preference about working from home

[Q293 logic: Show 50% of time]

293. Which of the following best describes your job search?

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

- a) No preference about working from home
- b) I am **only** considering jobs allowing me to work from home
- c) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set random_covid_question to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

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

- a) Yes, the **main reason**
- b) Yes, a **secondary reason**
- c) No

[Q282 logic: Show other 50% of time]

282. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

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

- a) No
- b) Yes, the **main reason**
- c) Yes, a **secondary reason**

Set random_searchwork_question to select each question 50% of time

[Q253 logic: Show 50% of time]

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

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

- a) Yes, **definitely**
- b) Yes, **possibly**
- c) No

[Q290 logic: Show 50% of time]

290. Would you start seeking work if you were guaranteed to find a job allowing you to work

from home?

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

- a) No
- b) Yes, **definitely**
- c) Yes, **possibly**

Set wfh_last_week to Q207 choices by row some choice is "Worked from home"

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"

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

Q_current_employment | 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 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 (after the start the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Q_staff_size | 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 (after the start 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 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?

Q_total_workers | 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 OR if wfh_last_week (if indicated at least 1 day wfh last week)

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

287. **As the pandemic ends**, 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

286. **As the pandemic ends**, how often **is your employer planning** for you to work full days at home?

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

- a) Never
- b) About once or twice per month
- c) 1 day per week [TAG: weekly_wfh]
- d) 2 days per week [TAG: weekly_wfh]
- e) 3 days per week [TAG: weekly_wfh]
- f) 4 days per week [TAG: weekly_wfh]
- g) 5+ days per week [TAG: weekly_wfh]
- h) My employer has not discussed this matter with me or announced a policy about it
- i) I have no employer

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) **as the pandemic ends**.

Are you **already following your employer's** plan?

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

- a) Yes
- b) No, some or all of the plan is **not yet implemented**

221. In how many big cities with more than 500,000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention**. Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

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** did you **work for pay last week**?

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

_____ hours

Employed and WFH during COVID

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 "Yes"

267. Has working from home made it **easier or harder to interview for prospective new jobs?**

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

- a) Easier
- b) Harder
- c) No difference
- d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. **How much of your workday** does it take to interview **including travel time** for a prospective job via:

Combination | Required

an online interview? an in-person interview?	Number input _____ hours Min: 0 Max: 8
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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> Time commuting <u>back from work</u>	Number input _____ minutes Min: 0 Max: 240
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218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	Number input _____ minutes Min: 0 Max: 90
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Set `commuting_trip_types` to:

- a) Drive alone
- b) Carpool
- c) Public transit (train, bus, ferry)
- d) Bicycle

- e) Walking
- f) Taxi, Uber, Lyft or other ride-hailing services
- 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

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

12. ***Since the start of 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
- g) Sleep

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

Set `earnings_group_shown` to:

25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you **earn by working in 2021, on a before-tax basis**?

Q_income_2021 | 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+ [\[TAG: 500\]](#)

16. What is your sex?

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

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

18. What is your race or ethnicity?

Q_race | 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

Worked five days a week
show if they worked 5+ days a week (based on days_worked)
Not currently WFH
show block if Q207 choices by row no choice is "Worked from home"
Set no_wfh_increase to:
<ul style="list-style-type: none"> a) <u>1 day per week from home</u> b) <u>3 days per week from home</u> c) <u>entirely from home</u>
306. How would you feel about working <u>no wfh increase</u> , with no change in your number of workdays?
<i>Multiple choice Required Vertical Single-select Randomize</i>
<ul style="list-style-type: none"> a) Positive – I would like it b) Neutral c) Negative – I would dislike it
[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]
307. What percentage <u>pay cut</u> would you value the same as working <u>no wfh increase</u> ?
<i>Number Required Min: 0 Max: 50</i>
_____ % <u>pay cut</u>
[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]
308. What percentage <u>pay raise</u> would you value the same as working <u>no wfh increase</u> ?
<i>Number Required Min: 0 Max: 50</i>
_____ % <u>pay raise</u>
All days WFH
show block if Q207 choices by row no choice is "Worked at employer or client site"
Set all_wfh_decrease to:
<ul style="list-style-type: none"> a) <u>3 days per week from home and 2 days per week on your employer's premises</u> b) <u>4 days per week from home and 1 day per week on your employer's</u>

- c) premises
entirely from your employer's premises with no change in your number of workdays

315. How would you feel about working all wfh decrease?

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

- a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]

316. What percentage pay cut would you value the same as working all wfh decrease?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]

317. What percentage pay raise would you value the same as working all wfh decrease?

Number | Required | Min: 0 | Max: 50

_____ % pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

Set some_wfh_change to:

- a) 1 more day per week at home and 1 fewer day at your employer's premises than you currently do
b) 1 fewer day per week at home and 1 more day at your employer's premises than you currently do
c) entirely from home, with no change in your number of workdays
d) entirely from your employer's premises with no change in your number of workdays

324. How would you feel about working some_wfh_change?

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

- a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q325 logic: Show if Q324 selected choice is "Negative - I would dislike it"]

325. What percentage pay cut would you value the same as working some_wfh_change?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q326 logic: Show if Q324 selected choice is "Positive - I would like it"]

326. What percentage **pay raise** would you value the same as working **some_wfh_change**?

Number | Required | Min: 0 | Max: 50

 % pay raise

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

[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, 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"]

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

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 | Randomize

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

[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

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 **worked 1 day** at my employer's premises [TAG: 1]
- c) I **worked 2 days** at my employer's premises [TAG: 2]

- d) I **worked 3 days** at my employer's premises [TAG: 3]
- e) I **worked 4 days** at my employer's premises [TAG: 4]
- f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency1 | 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

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select | Randomize

- 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 "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

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 "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

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 "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

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

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

- 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%

247. What are the **top benefits** of **working from home**? Please choose up to **three**.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

- a) No commute
- b) Less time getting ready for work
- c) Flexibility over when I work
- d) Fewer meetings
- e) Individual quiet time
- f) Spending more time with family and friends
- g) Save on gas and lunch costs
- h) Other [\[text input\]](#)

248. What are the **top benefits** of working on your employer's **business premises**? Please choose up to **three**.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

- a) Face-to-face collaboration
- b) Socializing with co-workers
- c) Face time with my manager
- d) Better equipment
- e) Quiet
- f) Clearer boundaries between work and personal time
- g) Other [\[text input\]](#)

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

Q_zip_resi_curr | 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?

Q_zip_job_curr | Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

288. **As the COVID-19 pandemic ends**, 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 Uber, Lyft or other ride-hailing services
- 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 October 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 October 1st.
- c) I would quit my job on or before October 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set `random_section` to select random presenteeism section 50/50

Presenteeism: 1 more day than coworkers

Show 50% of time

55. 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

[Q56 logic: Show if Q55 selected choice is "It would reduce my chance of a promotion"]

56. 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

[Q57 logic: Show if Q55 selected choice is "It would increase my chance of a promotion"]

57. 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

Presenteeism: 5 days WFH vs coworkers on business premises

Show 50% of time

60. If you were to work from home **5+ days a week and your co-workers work on 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

[Q58 logic: Show if Q60 selected choice is "It would increase my chance of a promotion"]

58. 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

[Q59 logic: Show if Q60 selected choice is "It would reduce my chance of a promotion"]

59. 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

278. Last week, did you come into work **as many days as your employer wanted you to come in?**
Multiple choice | Required | Vertical | Single-select | Randomize
 a) Yes
 b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. **Last week**, how many days:
Combination | Required
 Require row one answer to be less than or equal to row two

Did you come into work?	Dropdown 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days
Did your employer want you to come into work?	

280. How has your employer responded to employees who **work on business premises fewer days than requested?** Please select all that apply.
Multiple choice | Required | Vertical | Multi-select | Randomize
 a) Nothing
 b) Verbal reprimand
 c) Negative performance review
 d) Reduction in pay or bonus
 e) Threat to terminate if it continues
 f) Termination
 g) Other [\[text input\]](#)
 h) I don't know

Working from home 1+ days per week
 show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q4 selected choice is any of "1 full paid day working from home", "2 full paid days working from home", "3 full paid days working from home", "4 full paid days working from home", "5+ full paid days working from home" OR Q207 columns selected in any row includes "Worked from home"

240. Who sets your work-from-home schedule?

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

- a) I set **my own** work-from-home schedule
- b) My **manager or employer** sets my work-from-home schedule
- c) My employer **has not set a policy** about work-from-home schedules

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

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

- a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
- b) Schedules **differ** across people and work teams

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule?
Please select all that apply:

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

- a) Coordinating with co-workers
- b) Coordinating with my spouse or domestic partner
- c) Coordinating with customers or clients
- d) Commuting when there's less traffic and congestion

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

204. Will **most of your coworkers work** from home on the same days as you after the pandemic is over?

Q_most_wfh_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

281. How would your employer react if you **consistently failed to complete work on time**? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

- a) Nothing
- b) Verbal reprimand
- c) Negative performance review
- d) Reduction in pay or bonus
- e) Threat to terminate if it continues
- f) Termination
- g) Other [\[text input\]](#)
- h) I don't know

[Q270 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"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent

Allow skipping with checkbox labeled: "Not relevant to me"

269. What type of facility best describes where you work (or worked in your most recent job)?

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

- a) Office
- b) Factory or warehouse
- c) Retail or entertainment
- d) Food or accommodation
- e) Construction, agriculture, or mining
- f) School or university
- g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

- a) Strong Democrat
- b) Not very strong Democrat
- c) Independent, close to Democrat
- d) Independent (Neither Party)
- e) Independent, close to Republican
- f) Not very strong Republican
- g) Strong Republican
- h) Other party
- i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

- a) Strong Republican
- b) Not very strong Republican
- c) Independent, close to Republican
- d) Independent (Neither Party)
- e) Independent, close to Democrat
- f) Not very strong Democrat
- g) Strong Democrat
- h) Other party
- i) Don't know or rather not say

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

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

- a) I did not want to be employed at this time
- b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
- c) I am/was caring for children not in school or daycare
- d) I am/was caring for an elderly person
- e) I was concerned about getting or spreading the coronavirus
- f) I am/was sick (not coronavirus related) or disabled
- g) I am retired
- h) I am/was laid off or furloughed due to coronavirus pandemic
- i) My employer went out of business due to the coronavirus pandemic
- j) I do/did not have transportation to work
- k) Other reason [\[text input\]](#)

134.

Custom | Optional

[Text with hyperlink to speedtest.net](https://speedtest.net)

126.

Combination | Required

Download speed Upload speed	Number input _____ mbps <u>Decimal places: 2</u> Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line