Questions and Responses

SWAA January 2023

Objective: Survey of Working Arrangement and Attitudes
Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)
Industry: Work & Employment
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

<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>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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_l4w** | Multiple choice | Required | Vertical | Single-select | Randomize
  - a) Yes
  - b) No

### Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:

- a) Yes, I avoid jobs with high infection risk [TAG: 1]
- b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
- c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
- d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
- e) No [TAG: 5]

Set jobsearch_changes_order to:

- order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

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**
  - Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:

- a) I am only considering jobs allowing me to work from home [TAG: 1]
- b) I prefer jobs allowing me to work from home, but this is not a deal breaker [TAG: 2]
- c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:

- order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

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

- **Multiple choice | Required | Vertical | Single-select**
  - Dynamic choices: jobsearch_wfh_options

### NILF

show block if Q2 selected choice is "Not working, and not looking for work"
Set `reasons_notlooking_section` to select "original" or "detailed" sections 50%/50%

**Reasons for not looking: original version**

Show 50% of time

Set `notlooking_reasons` to:

- a) Yes, the **main reason** [TAG: 1]
- b) Yes, a **secondary reason** [TAG: 2]
- c) No [TAG: 3]

Set `notlooking_reasons_order` to:

- order shown to respondent based on numerical tag of options in

  `notlooking_reasons_order` e.g. 321 or 123

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

Q: `covid_not_looking` | Multiple choice | Required | Vertical | Single-select

**Dynamic choices**: `notlooking_reasons`

**Reasons for not looking: new (more detailed) version**

Show 50% of time

Set `reasons_not_working` to:

- a) I am retired [TAG: 1]
- b) I am a full-time student [TAG: 2]
- c) I worry about catching COVID or other infectious diseases [TAG: 3]
- d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
- e) My health makes it hard to work [TAG: 5]
- g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
- h) I don’t need to work, and I prefer not to [TAG: 8]
- i) Other reason (please specify) [text input] [TAG: 9]

Set `reasons_notworking_order` to order of `reasons_not_working`

372. What is the **main reason** you are **not currently working and not seeking work**?

Q: `primary_not_working` | Multiple choice | Required | Vertical | Single-select

**Dynamic choices**: `reasons_not_working`

373. What is the **second most important reason** you are **not currently working and not seeking work**?

Q: `secondary_not_working` | Multiple choice | Required | Vertical | Single-select

**Dynamic choices**: `reasons_not_working with primary reason removed (unless "Other" was primary reason) + None`

Set `start_looking_wfh` to:
a) Yes, definitely [TAG: 1]
b) Yes, possibly [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
- order shown to respondent based on numerical tag of options in `start_looking_wfh` e.g. 321 or 123

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

   Dynamic choices: `start_looking_wfh`

Set `worried_covid_other` to:
- a) More worried about COVID [TAG: 1]
- b) More worried about other infectious diseases [TAG: 2]
- c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[ Q374 logic: Display if: `-Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases" ]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

   Multiple choice | Required | Vertical | Single-select

   Dynamic choices: `worried_covid_other`

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"
404. What year did you start your own business?

Multiple choice | Required |Vertical | Single-select

    a) Before 2017
    b) 2017
    c) 2018
    d) 2019
    e) 2020
    f) 2021
    g) 2022
    h) 2023

[ Q406 logic: Show if Q404 selected choice is "2020" ]

406. In what month of 2020 did you start your own business?

Multiple choice | Required | Vertical | Single-select

    a) January 2020
    b) February 2020
    c) March 2020
    d) April 2020
    e) May 2020
    f) June 2020
    g) July 2020
    h) August 2020
    i) September 2020
    j) October 2020
    k) November 2020
    l) December 2020

370. In what year did your business hire its first employee?

Number | Required | Min: 1950 | Max: 2023
Allow skipping with checkbox labeled: “My business has never had any employees”

355. How many people does your business currently employ (excluding yourself)?

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

_______ employees

[ Q371 logic: Show if Q355 answer > 50 ]

371. You responded that your firm has Q_num_employees employees? Is that correct?

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

    a) Yes, that is correct
    b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100
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

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

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

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

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

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

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
  e) 500 to 4999 employees
  f) 5000+ employees

352. When did your employer hire its first employee (at any location)?

Multiple choice | Required | Vertical | Single-select

a) 2023  
b) 2022  
c) 2021  
d) 2020  
e) 2019  
f) 2018  
g) 2017  
h) 2016  
i) 2011 to 2015  
j) 2006 to 2010  
k) Before 2006

[ Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations" ]

354. When did your employer start operations at the location you are assigned to?

Multiple choice | Required | Vertical | Single-select

a) 2023  
b) 2022  
c) 2021  
d) 2020  
e) 2019  
f) 2018  
g) 2017  
h) 2016  
i) 2011 to 2015  
j) 2006 to 2010  
k) Before 2006  
l) Does not apply -- I'm not assigned to a particular location

[ Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations" ]

356. When did your employer start operations at the location you are assigned to?

Multiple choice | Required | Vertical | Single-select

a) 2023  
b) 2022  
c) 2021  
d) 2020  
e) 2019
375. In what year did you start working for your current employer?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1950</th>
<th>Max: 2023</th>
</tr>
</thead>
</table>

Management questions

415. Do you **directly manage or supervise** other employees in your organization?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, but only rarely</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely" ]

416. How many employees do you **directly manage or supervise**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ employees under my direct management</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>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)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td>&lt;Skip if already indicated some 1 or more wfh days this week&gt;</td>
</tr>
</tbody>
</table>

287. **As the pandemic ends**, how often would you **like to** have paid workdays at home?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Never</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) About once or twice per month</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 1 day per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 2 days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 3 days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 4 days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) 5+ days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Q_end_WFH_new</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
</table>
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

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 |

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/or 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, 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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dynamic choices:</strong> commuting_trip_types</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dynamic choices:</strong> commuting_trip_types</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Worked last week |
| show block 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" |

378. Last week, how many times did you travel from your home to work at each of the following locations?

<table>
<thead>
<tr>
<th>Q_work_locations</th>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of trips</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Your employer's worksite</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Client or customer's worksite</td>
<td></td>
</tr>
<tr>
<td>Public space (cafe, library, etc.)</td>
<td></td>
</tr>
<tr>
<td>Co-working space</td>
<td></td>
</tr>
<tr>
<td>Friend or family member's home (that is NOT your primary residence)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Worked at a third location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Show if has worked in public space, co-working space or friend/family home</td>
</tr>
</tbody>
</table>

| Set primary_work_location to Select most used nonstandard work location in the past week |

379. How long did it take you to travel to the primary_work_location that you worked at most recently?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 90</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ minutes</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

380. Approximately what time of day did you travel to the primary_work_location that you worked at most recently?
worked at most recently?

Multiple choice | Required | Dropdown | Single-select

a) Before 7:00am  
b) 7:00am - 7:59am  
c) 8:00am - 8:59am  
d) 9:00am - 9:59am  
e) 10:00am - 10:59am  
f) 11:00am - 11:59am  
g) 12:00pm - 12:59pm  
h) 1:00pm - 1:59pm  
i) 2:00pm - 2:59pm  
j) 3:00pm - 3:59pm  
k) 4:00pm or later

381. How many times per week **would you like to** travel to work at each of the following locations?

Combination | Required | Randomize

<table>
<thead>
<tr>
<th>Location</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your employer's worksite</td>
<td>Min: 0</td>
</tr>
<tr>
<td>Client or customer's worksite</td>
<td>Max: 10</td>
</tr>
<tr>
<td>Friend or family member's home (that is <strong>NOT</strong> your primary residence)</td>
<td></td>
</tr>
<tr>
<td>Co-working space</td>
<td></td>
</tr>
<tr>
<td>Public space (cafe, library, etc.)</td>
<td></td>
</tr>
</tbody>
</table>

[ 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]

54. Approximately how much did you earn by working in 2022, 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*
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**

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

**Male or female**

*show block if Q16 selected choice is any of "Female", "Male"

**Female fertility**

*show block if Q16 selected choice is "Female"

385. Have you **given birth** to any children in **2015 or later**?

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

- a) Yes
- b) No

[ Q390 logic: Show if Q385 selected choice is "Yes" ]

390. How many children have you **given birth to in 2015 or later**?

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

- a) 1 [TAG: 1]
- b) 2 [TAG: 2]
- c) 3 [TAG: 3]
- d) 4 [TAG: 4]
- e) 5 [TAG: 5]
- f) 6 [TAG: 6]

**Male fertility**

*show block if Q16 selected choice is "Male*
386. Are you the biological father of any children born in 2015 or later?

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

a) Yes
b) No

[ Q387 logic: Show if Q386 selected choice is "Yes" ]

387. How many children born in 2015 or later are you the biological father of?

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

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

388. In what year was that child born?

Combination | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

[ Q395 logic: Show if birthed/fathered more than 1 child ]

395. In what year were those children born?

Combination | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

396. How many biological children do you have in total?

Number | Required | Min: 0 | Max: 20
397. Are you currently expecting a baby?

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

a) Yes
b) No

Doesn’t currently have children
display block if Q396 answer is 0

398. Do you plan to have your own (biological) children someday?

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

a) Yes
b) No
c) Don’t know

[ Q400 logic: Show if Q398 selected choice is "Yes" ]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

______ total children

[ Q402 logic: Show if Q398 selected choice is "Yes" ]

402. At what age at the latest would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

______ years old

Currently has children
display block if Q396 answer > 0

399. Do you plan to have another (biological) child someday?

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

a) Yes
b) No
c) Don’t know

[ Q401 logic: Show if Q399 selected choice is "Yes" ]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

______ more children

[ Q403 logic: Show if Q399 selected choice is "Yes" ]
403. At what age at the latest would you plan to have another child?
Number | Required | Min: 20 | Max: 60
______ years old

382. Which of the following have factored into your decision whether to have children?

<table>
<thead>
<tr>
<th></th>
<th>Lowered my desire for children</th>
<th>Not a factor</th>
<th>Increased my desire for children</th>
</tr>
</thead>
<tbody>
<tr>
<td>My own ability to work from home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housing costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to health insurance/care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My partner's ability to work from home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My own career prospects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My partner's career prospects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax benefits or credits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Childcare costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health reasons</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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" ]

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
   a) Worse -- I am less efficient at home than working on business premises
   b) About the same -- I'm equally efficient in both places
   c) Better -- I am more 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 10% less efficient
- c) 10% to 15% 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%

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
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

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_curr 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

199. What year were you born?

*Number | Required | Min: 1955 | Max: 2003*
Set `camera_column_order` to randomly select to show columns as-is or reverse ordering

Set `camera_on_opts` to:
- a) Never
- b) Occasionally (10 to 30% of the time)
- c) Sometimes (40 to 60% of the time)
- d) Mostly (70 to 90% of the time)
- e) Always (>90% of the time)
- f) Does not apply

411. During **work meetings** on Teams, Zoom, Webex, or other video-conferencing platforms, how often do you **have your camera on (showing your face)**?

```
<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>camera_on_opts</td>
<td></td>
</tr>
<tr>
<td>Small meetings (2 to 4 people)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medium meetings (5 to 10 people)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Large meetings (10 to 30 people)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Townhall type meetings (&gt;30 people)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
```

Set `camera_engagement_opts` to:
- a) Very negatively (engagement **down** >50%)
- b) Negatively (engagement **down** 10 to 40%)
- c) No impact
- d) Positively (engagement **up** 10 to 40%)
- e) Very positively (engagement **up** >50%)
- f) Does not apply

412. During **work meetings** on Teams, Zoom, Webex, or other video-conferencing platforms, how does **having your camera on (showing your face)** impact your **engagement**?

```
<table>
<thead>
<tr>
<th>Impact of having your camera on</th>
<th>camera_engagement_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small meetings (2 to 4 people)</td>
<td></td>
</tr>
<tr>
<td>Medium meetings (5 to 10 people)</td>
<td></td>
</tr>
</tbody>
</table>
```
Large meetings
(10 to 30 people)
Townhall type meetings
(>30 people)

413. During **work meetings** on Teams, Zoom, Webex, or other video-conferencing platforms, how often do **others in your organization have their camera on (showing their faces)**?

Matrix | Required | Group by: Row | Single-select

<table>
<thead>
<tr>
<th></th>
<th>camera_on_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small meetings</td>
<td></td>
</tr>
<tr>
<td>(2 to 4 people)</td>
<td></td>
</tr>
<tr>
<td>Medium meetings</td>
<td></td>
</tr>
<tr>
<td>(5 to 10 people)</td>
<td></td>
</tr>
<tr>
<td>Large meetings</td>
<td></td>
</tr>
<tr>
<td>(10 to 30 people)</td>
<td></td>
</tr>
<tr>
<td>Townhall type meetings</td>
<td></td>
</tr>
<tr>
<td>(&gt;30 people)</td>
<td></td>
</tr>
</tbody>
</table>

414. During **work meetings** on Teams, Zoom, Webex, or other video-conferencing platforms, how does **having camera on (showing their face) impact the engagement of others in your organization**?

Matrix | Required | Group by: Row | Single-select

<table>
<thead>
<tr>
<th>Impact of having their camera on</th>
<th>camera_engagement_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small meetings</td>
<td></td>
</tr>
<tr>
<td>(2 to 4 people)</td>
<td></td>
</tr>
<tr>
<td>Medium meetings</td>
<td></td>
</tr>
<tr>
<td>(5 to 10 people)</td>
<td></td>
</tr>
<tr>
<td>Large meetings</td>
<td></td>
</tr>
<tr>
<td>(10 to 30 people)</td>
<td></td>
</tr>
<tr>
<td>Townhall type meetings</td>
<td></td>
</tr>
<tr>
<td>(&gt;30 people)</td>
<td></td>
</tr>
</tbody>
</table>

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

15. How much did you earn by working in 2019, on a before-tax basis?

Q_income_2019 | 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]

409. How tall are you?

Combination | Required

<table>
<thead>
<tr>
<th>Your height</th>
<th>Number input feet</th>
<th>Number input inches</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min: 3 Max: 8</td>
<td>Min: 0 Max: 12</td>
</tr>
</tbody>
</table>

134. 

Custom | Optional

Text with hyperlink to speedtest.net
126.

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Download speed</td>
<td>Number input</td>
</tr>
<tr>
<td>Upload speed</td>
<td>______ mbps</td>
</tr>
<tr>
<td></td>
<td>Decimal places: 2</td>
</tr>
<tr>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td>Max: 550</td>
</tr>
</tbody>
</table>

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

Text input | Optional | Multi-line