Question Repository for the Survey of Working Arrangements and Attitudes

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Survey waves included in this version:

May 2020 to February 2023

Interested researchers may also download the questionnaires for individual waves from www.WFHResearch.com

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Questions and Response Options

SWAA May 2020

1. How old are you?
   a. Under 20 >> TERMINATE
   b. 20-29
   c. 30-39
   d. 40-49
   e. 50-64
   f. 65+ >> TERMINATE

2. Could you do your job working from home?
   a. Completely, I would be 100%+ as efficient at home as at work
   b. Mostly, I would be 80% to 90% as efficient at home as at work
   c. Partly, I would be 50% to 70% as efficient at home as at work
   d. Barely, I would be less than 50% as efficient at home as at work
   e. No, I could not perform my job at home

3. In 2019 (before COVID) how often did you have a paid day working from home?
   a. Never
   b. Rarely, less than once per month
   c. Once or twice per month
   d. 1 day per week
   e. 2 days per week
   f. 3 days per week
   g. 4 days per week
   h. 5+ days per week

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

4. Currently (this week) what is your work status?
   a. Working on my business premises
   b. Working from home
   c. Still employed and paid, but not working
   d. Unemployed, but expect to be recalled to my previous job
   e. Unemployed, and do not expect to be recalled to my previous job
   f. Not working, and not looking for work

5. In 2021+ (after COVID) how often would you like to have paid work days at home?
    a. Never
    b. Rarely, less than once per month
    c. Once or twice per month
    d. 1 day per week
    e. 2 days per week
    f. 3 days per week
    g. 4 days per week
    h. 5+ days per week

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

7. Would you be comfortable returning to your previous workplace once the lock down ends
    a. Yes, completely comfortable
    b. Yes, but somewhat uneasy
    c. No, probably not
    d. No, definitely not, I would rather lose my job than return

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

9. How long was your typical commute to work
    a. Less than 10 minutes
    b. 10 to 20 minutes
    c. 20 to 30 minutes
    d. 30 to 40 minutes
    e. 40 to 60 minutes

f. 60 to 90 minutes
g. 90+ minutes

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

11. What Industry do you work in on your current job? If not currently working, then please use report the Industry of your most recent job.
a. Agriculture, Forestry, Fishing or Hunting
b. Arts, Entertainment or Recreation
c. Banking, Finance or Insurance
d. Construction
e. Education
f. Health Care or Social Assistance
g. Hotel, Accommodation, Restaurant or Food Services
h. Information Services, including Publishing or Media
i. Manufacturing
j. Mining, Quarrying or Oil and Gas Extraction
k. Professional, Technical or Business Services
l. Real Estate or Rental and Leasing Services
m. Retail Trade
n. Transportation or Warehousing
o. Utilities
p. Wholesale Trade
q. Government, including all federal and state
r. Other _____

12. What is the Occupation of your current job? If you are not currently working, then please use report the Occupation of your most recent job.
a. Armed Forces
b. Construction and Extraction occupations
c. Farming, Fishing and Forestry occupations
d. Installation, Maintenance and Repair occupations
e. Management, Business and Financial occupations
f. Office and Administrative Support occupations
g. Production occupations

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

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

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

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

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

15. What was your income in 2019?

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

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

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

17. What is your gender?

a. Female
b. Male

18. What is your highest level of education?

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

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

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

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

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

Questions and Response Options

SWAA July 2020

1. How old are you?
   a. Under 20 >> TERMINATE
   b. 20-29
   c. 30-39
   d. 40-49
   e. 50-64
   f. 65+ >> TERMINATE

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

How efficiently could you do your job from home?	❑

3. In 2019 (before COVID) how often did you have a paid day working from home?
   a. Never
   b. About once or twice per month
   c. 1 day per week
   d. 2 days per week
   e. 3 days per week
   f. 4 days per week
   g. 5+ days per week

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

4. Currently (this week) what is your work status?
   a. Working on my business premises
   b. Working from home
   c. Still employed and paid, but not working
   d. Unemployed

e. Not working, and not looking for work

5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?
   a. Never
   b. About once or twice per month
   c. 1 day per week
   d. 2 days per week
   e. 3 days per week
   f. 4 days per week
   g. 5+ days per week

6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?
   a. Never
   b. About once or twice per month
   c. 1 day per week
   d. 2 days per week
   e. 3 days per week
   f. 4 days per week
   g. 5+ days per week
   h. My employer has not discussed this matter with me or announced a policy about it
   i. I have no employer

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

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

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

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

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

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

13. Before COVID how did you typically commute to work?
    a. Car
    b. Subway
    c. Train
    d. Bus
    e. Walk
    f. Bicycle
    1. Taxi/Ride-Share

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

15. In what industry is your current job? If not currently working, then please report the industry of your most recent job.
    a. Agriculture, Forestry, Fishing or Hunting
    b. Arts, Entertainment or Recreation
    c. Banking, Finance or Insurance
    d. Construction
    e. Education
    f. Health Care
    g. Social Assistance
    h. Hotel, Lodging
    i. Restaurant or Food Services
    j. Information Services, including Publishing or Media
    k. Manufacturing
    l. Mining, Quarrying or Oil and Gas Extraction
    m. Professional, Technical or Business Services
    n. Real Estate or Rental and Leasing Services
    o. Retail Trade
    p. Transportation or Warehousing
    q. Utilities
    r. Wholesale Trade
    s. Government, including all federal and state
    t. Other _____

16. What is the occupation of your current job? If you are not currently working, then please

report the occupation of your most recent job.

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

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

a. Less than $10,000 >> TERMINATE
b. $10,000 to $19,999 >> TERMINATE
c. $20,000 to $29,999
d. $30,000 to $39,999
e. $40,000 to $49,999
f. $50,000 to $59,999
g. $60,000 to $69,999
h. $70,000 to $79,999
i. $80,000 to $99,999
j. $100,000 to $124,999
k. $125,000 to $149,999
l. $150,000 to $199,999
m. $200,000 to $250,999
n. $500,000 +

18. What is your gender?

a. Female
b. Male
c. Other/Prefer not to say _____

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

a. Less than high-school
b. High-school diploma or GED certificate
c. 1 to 3-years of college
d. 4-year college degree

e. Masters or Professional Degree
f. PhD

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

21. How reliable is your internet connection?
a. Perfect, the internet works 100% of the time
b. Good, the internet works 90% of the time
c. Moderate, the internet works 70% to 80% of the time
d. Poor, the internet works less than 70% of the time
e. None, I have no internet connection at home

21. How much would your efficiency working from home increase if you had perfect high-speed internet? [Show if currently working from home]
a. None, my internet is already fast enough that it improving it would not help
b. A little, improving my internet would increase my working from home efficiency by about 5%
c. Somewhat, improving my internet would increase my working from home efficiency by about 10%
d. Substantially, improving my internet would increase my working from home efficiency by about 20%
e. Massively, improving my internet would increase my working from home efficiency by 30% or more

22. If you are working from home under COVID, do you have your own room to work in?
a. Yes, my bedroom
b. Yes, another room that is not my bedroom
c. No, I share a room when I am working
d. Not applicable, I am not working from home

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

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

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

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

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

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

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

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

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

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

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

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

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

Percentage reimbursed	❑

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

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

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

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

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

a. Hugely improved – the perception of WFH has improved among almost all the people I know
b. Substantially improved – the perception of WFH has improved among most but not all of the people I know
c. Slightly improved – the perception of WFH has improved among some people I now but not most
d. No change
e. Slightly worsened – the perception of WFH has worsened among some, but not most, people I know
f. Substantially worsened – the perception of WFH has worsened among most, but not all, people I know
g. Hugely worsened -- the perception of WFH has worsened among almost all the people I know

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

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

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

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

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

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

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

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

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

Questions and Response Options

SWAA August 2020

1. How old are you?
   a. Under 20 >> TERMINATE
   b. 20-29
   c. 30-39
   d. 40-49
   e. 50-64
   f. 65+ >> TERMINATE

2. In 2019 (before COVID) how often did you have a paid day working from home?
   a. Never
   b. About once or twice per month
   c. 1 day per week
   d. 2 days per week
   e. 3 days per week
   f. 4 days per week
   g. 5+ days per week

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

3. Currently (this week) what is your work status?
   a. Working on my business premises
   b. Working from home
   c. Still employed and paid, but not working
   d. Unemployed
   e. Not working, and not looking for work

4. During the COVID-19 pandemic have you at any point worked primarily from home, for example due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?
   a. Yes
   b. No

5. After COVID, in 2021 and later, how often would you like to have paid workdays at home?
   a. Never
   b. About once or twice per month
   c. 1 day per week
   d. 2 days per week
   e. 3 days per week
   f. 4 days per week
   g. 5+ days per week

6. After COVID, in 2021 and later, how often is your employer planning for you to work full days at home?
   a. Never
   b. About once or twice per month
   c. 1 day per week
   d. 2 days per week
   e. 3 days per week
   f. 4 days per week
   g. 5+ days per week
   h. My employer has not discussed this matter with me or announced a policy about it
   i. I have no employer

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

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

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

employed?

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

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

12. Before COVID how did you typically commute to work?
    a. Car
    b. Subway
    c. Train
    d. Bus
    e. Walk
    f. Bicycle
    g. Taxi/Ride-Share

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

    a. Working on your current or primary job
    b. Working on a second or new secondary job
    c. Childcare

d. Home improvement, chores, or shopping
e. Leisure indoors (e.g. reading, watching TV and movies)
f. Exercise or outdoor leisure

14. In 2019, before COVID, where was your residence located?
a. Large city, e.g. New York, Miami or San Francisco
b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
e. Rural, more than a one-hour drive from any city or large town

15. In 2019, before COVID, where was your current or most recent job located? (If you worked primarily from home in 2019, please give the location of your residence)
a. Large city, e.g. New York, Miami or San Francisco
b. Suburb of a large city, e.g. Westchester County NY, Biscayne FL or Pacifica CA
c. Small city or town, e.g. Naples FL, Manhattan KS or Bakersfield CA
d. Exurb, beyond suburbs, but within a one-hour drive of a city or large town
e. Rural, more than a one-hour drive from any city or large town

16. In what industry is your current job? If not currently working, then please report the industry of your most recent job.
a. Agriculture, Forestry, Fishing or Hunting
b. Arts, Entertainment or Recreation
c. Banking, Finance or Insurance
d. Construction
e. Education
f. Health Care
g. Social Assistance
h. Hotel, Lodging
i. Restaurant or Food Services
j. Information Services, including Publishing or Media
k. Manufacturing
l. Mining, Quarrying or Oil and Gas Extraction
m. Professional, Technical or Business Services
n. Real Estate or Rental and Leasing Services
o. Retail Trade
p. Transportation or Warehousing
q. Utilities
r. Wholesale Trade
s. Government, including all federal and state

t. Other _____

17. How much did you earn by working in 2019?
    a. Less than $10,000 >> TERMINATE
    b. $10,000 to $19,999 >> TERMINATE
    c. $20,000 to $29,999
    d. $30,000 to $39,999
    e. $40,000 to $49,999
    f. $50,000 to $59,999
    g. $60,000 to $69,999
    h. $70,000 to $79,999
    i. $80,000 to $99,999
    j. $100,000 to $124,999
    k. $125,000 to $149,999
    l. $150,000 to $199,999
    m. $200,000 to $499,999
    1. $500,000 +

18. What is your gender?
    a. Female
    b. Male
    c. Other/Prefer not to say _____

19. What is the highest level of education you have completed?
    a. Less than high-school diploma
    b. High-school diploma or GED certificate
    c. 1 to 3-years of college
    d. 4-year college degree
    e. Masters or Professional Degree
    f. PhD

20. What is your race or ethnicity?
    a. Black or African American
    b. Hispanic (of any race)
    c. Asian
    d. Native American or Alaska Native
    e. Native Hawaiian or Pacific Islander
    f. White (non-hispanic)

g. Other, or prefer not to say

21. How reliable is your internet connection?
   a. Perfect, the internet works 100% of the time
   b. Good, the internet works 90% of the time
   c. Moderate, the internet works 70% to 80% of the time
   d. Poor, the internet works less than 70% of the time
   e. None, I have no internet connection at home

22. How much would your efficiency working from home increase if you had perfect high-speed internet? [Show if currently working from home during COVID and internet connection is not 100% reliable]
   a. None, my internet is already fast enough
   b. A little, my efficiency would increase about 5%
   c. Somewhat, my efficiency would increase about 10%
   d. Substantially, my efficiency would increase about 20%
   e. Massively, my efficiency would increase by 30% or more

23. If you are working from home under COVID, do you have your own room to work in?
   a. Yes, my bedroom
   b. Yes, another room that is not my bedroom
   c. No, I share a room when I am working
   d. Not applicable, I am not working from home

24. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?
   a. Positive - I would view it as a benefit or extra pay
   b. Neutral
   c. Negative - I would view it as a cost or a pay cut

25. How much of a pay raise (as a percent of your current pay) would you value as much as the option to work from home 2 or 3 days a week? [Show if feel positive about the option to work from home 2 or 3 days a week (Q24)]
   a. Less than a 5% pay raise
   b. A 5 to 15% pay raise
   c. A 25 to 35% pay raise

d. More than a 35% pay raise

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Percentage reimbursed	❑

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

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

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

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

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

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

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

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

changed among people you know?

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

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

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

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

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

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

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

Questions and Response Options

SWAA September 2020

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

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

Geography: United States

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

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

   a) Yes
   b) No

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home"]

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

Multiple choice | Required | Vertical | Single-select

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

f) Bicycle
g) Taxi/Ride-Share

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

Multiple choice | Required | Vertical | Single-select

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

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

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

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

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your gender?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

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

Combination | Required

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

f) Over 35% less efficient

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

Slider | Required | Min: 0 | Max: 100

Default to 37

0% ———●——— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Multi-line

Require valid zipcode, just as earlier questions

Questions and Response Options

SWAA October 2020

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

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

Geography: United States

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

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

   a) Yes
   b) No

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working on my business premises", "Working from home"]

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

Multiple choice | Required | Vertical | Single-select

a) Car
b) Subway
c) Train

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

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

Multiple choice | Required | Vertical | Single-select

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

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

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities

p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only

provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

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

54. Consider your ***current*** or ***most recent*** job. Are you able to do that job from home (at least partially)?
(For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.)

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

Worked from home
show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

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

0% ——●—— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zipc

Min length: 5
Max length: 5

Set `state_resi_future` to From ZIP

Questions and Response Options

SWAA November 2020

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

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

Geography: United States

Sample size: Target N=2502; Maximum N=2502

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

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

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home"]

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) 10
b) 9

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

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

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)

c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

Slider defaults to 37

0% ———●——— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zipc

Min length: 5
Max length: 5

Set `state_resi_future` to From ZIP

63. Why take this survey?

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

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

Questions and Response Options

SWAA December 2020

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

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

Geography: United States

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

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

Set `selected_path` to:
randomly select one of two paths -A -B

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

show block if Q3 selected choice is "Working, whether on business premises or working from home"
58. How many full days are you working this week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

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

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week

d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is any of "Working, whether on business premises or working from home"]

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

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

_____ hours

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media

i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

Slider defaults to 37

0% ——●—— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

[Q42 logic: Show for Path A]

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

Multiple choice | Required | Vertical | Single-select

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

[Q67 logic: Show for path B]

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_future` to From ZIP

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

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

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

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

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "**My original answer was correct**"

Set `twenty_income` to Q66 or Q71 answer

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

Combination | Required

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

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

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

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

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

Combination | Required

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

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

$lowest
$low
$middle
$high
$highest

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

Allocation | Required | Total: 100

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

63. Why take this survey?

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

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

Questions and Response Options

SWAA January 2021

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

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

Geography: United States

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

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

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

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

_____ hours

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services

m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate

c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

You Your spouse or domestic partner	**Number input** _____ hours

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home
show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

Slider defaults to 37

0% ——●—— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_future` to From ZIP

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

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

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

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

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "**My original answer was correct**"

Set `twenty_income` to Q66 or Q71 answer

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

Combination | Required

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

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

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

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

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

Combination | Required

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

$lowest
$low
$middle
$high
$highest

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

Allocation | Required | Total: 100

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

63. Why take this survey?

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

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

Questions and Response Options

SWAA February 2021

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

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

Geography: United States

Sample size: Target N=3250; Maximum N=3250

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

[Q57 logic: Show if route_a]

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

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

[Q77 logic: Show if route_b]

77. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from business premises*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from business premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

76. ***Currently (this week)***, are you engaging in any ***self-employment, contract work, or gig work for pay?***
[Self-employment includes work on your own small business or own farm.]

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Management, business and financial
e) Office and administrative support
f) Production
g) Professional and related
h) Sales and related
i) Service

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

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

	12 13 14 15 16 17 18+

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

75. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

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

72. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

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

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

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

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

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

Multiple choice | Required | Vertical | Single-select

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis

d) No return to pre-COVID activities, as I will continue to social distance

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

Number | Required | Min: 0 | Max: 1000

$ _____ ,000

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

Skip if prefer not to answer for 2020 earnings

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

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

Number | Required | Min: 0 | Max: 1000

$ _____ ,000

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

Set twenty_income to Q66 or Q71 answer

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

Combination | Required

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

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

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

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

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

Combination | Required

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

		Max: 1000 **Skip label:** My original response was correct

$lowest
$low
$middle
$high
$highest

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

Allocation | Required | Total: 100

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

63. Why take this survey?

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

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

Questions and Response Options

SWAA March 2021

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

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

Geography: United States

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

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

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

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to creating a group of 25% and 75% of respondents

[Q6 logic: showing to 75% of respondents]

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

Multiple choice | Required | Vertical | Single-select

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

[Q86 logic: showing to 25% of respondents]

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

[Q10 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home"]

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities

p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

Worked five days a week
show if they worked 5+ days a week
83. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?*** *Multiple choice | Required | Vertical | Single-select* a) Working 5 days a week on my employer's premises

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

You Your spouse or domestic partner	**Number input** _____ hours

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Yes

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

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

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

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Provided training in how to work remotely
b) Supplied or paid for equipment that improves your ability to work from home
c) Covered the cost of adding/upgrading your home internet
d) Allowed you to engage with customers/clients/suppliers remotely
e) Modified your job duties to improve your ability to work remotely
f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient

d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

[Q78 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

78. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q72 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" AND Q78 selected choice is "Yes"]

72. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q73 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

73. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

31. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

36. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

37. ***In 2019, before COVID,*** in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

[Q38 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home"]

38. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

67. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change

e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

43. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

64. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

[Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25]

69. Your answer of $Q66_answer,000 implies you will earn **more than *4 times as much*** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "**My original answer was correct**"

Set twenty_income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to ***earn by working in 2021, on a before-tax basis****?*

Combination | Required

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The ***LOWEST*** possible amount would be roughly A ***LOW*** amount would be roughly A ***MIDDLE*** amount would be roughly A ***HIGH*** amount would be roughly The ***HIGHEST*** possible amount would be roughly Prefer not to answer	**Number input** $ _____ ,000 Min: 0 Max: 1000

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25]

70. Your answer implies your earnings in 2021 will in some case(s) be ***more than 4 times higher or lower*** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items with write-ins for 'other'	**Display only** Complex logic	**Number input** $ _____ ,000 Min: 0 Max: 1000 **Skip label:** My original response was correct

$lowest
$low
$middle
$high
$highest

66. Please assign ***percentage likelihoods*** to the possible earnings amounts you just provided for ***2021:***

Allocation | Required | Total: 100

a) LOWEST: **My likelihood of earning $lowest thousand in 2021 is:**
b) LOW: **My likelihood of earning $low thousand in 2021 is:**
c) MIDDLE: **My likelihood of earning $middle thousand in 2021 is:**
d) HIGH: **My likelihood of earning $high thousand in 2021 is:**
e) HIGHEST: **My likelihood of earning $highest thousand in 2021 is:**

63. Why take this survey?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Interest
b) Like rewards
c) Money
d) Game benefits
e) Pass time
f) Other [text input]

Questions and Responses

SWAA April 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=2500; Maximum N=2500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q6 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

6. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

7. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

8. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

9. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

10. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q11 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

11. How many ***hours per week*** are you ***working for pay in late April (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

12. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q13 logic: Show if Q7 selected choice is "Yes"]

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

14. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

15. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Management, business and financial
e) Office and administrative support
f) Production
g) Professional and related
h) Sales and related
i) Service
j) Transportation and material moving
k) Other (please specify) [text input]

16. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]

k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

17. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

19. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

20. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q21 logic: Show if Q7 selected choice is "Yes"]

21. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom

b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q22 logic: Show if Q7 selected choice is "No"]

22. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

23. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q24 logic: Show if Q23 selected choice is "Working 5 days a week on my employer's premises"]

24. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q25 logic: Show if Q23 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

25. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Consider your ***current*** or ***most recent*** job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

Employed and paid

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is any of "I am a wage and salary employee, and my main job accounts for most of my earnings", "I am a wage and salary employee who also earns a lot of extra income from side jobs"

33. You said you are either working for pay or still employed and paid but not working this week.
When did you start working for your current employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) March 2020 or later -- that is, **after** the arrival of the COVID-19
b) **Before** March 2020 and the arrival of COVID-19

show block if Q33 selected choice is "Before March 2020 and the arrival of COVID-19"

34. Has your employer hired anyone new into your team ***during the COVID pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I primarily work individually, not with a team of co-workers

show block if Q34 selected choice is "Yes"

35. Do any of the new employees brought into your team ***during the COVID pandemic*** work ***almost entirely from home***, rarely or never meeting other team members in person?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

show block if Q35 selected choice is "Yes"

36. Consider the ***new employees*** brought into your team ***during the COVID pandemic*** who work ***almost entirely from home.***
Has it been easier or harder to integrate these new employees into your team than it was before COVID?

Multiple choice | Required | Vertical | Single-select

a) It has been easier
b) No impact
c) It has been harder

[Q96 logic: Show if Q36 selected choice is "It has been easier"]

96. How much less time does it take to integrate ***new employees who work almost entirely from home*** into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes _____ fewer weeks

[Q97 logic: Show if Q36 selected choice is "It has been harder"]

97. How much more time does it take to integrate ***new employees who work almost entirely from home*** into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes _____ more weeks

show block if Q33 selected choice is "March 2020 or later -- that is, after the arrival of the COVID-19"

37. Has the COVID pandemic affected your ability to adapt to your new job?

Multiple choice | Required | Vertical | Single-select

a) It has made it easier
b) No effect
c) It has made it harder

[Q38 logic: Show if Q37 selected choice is "It has made it easier"]

38. How much easier has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me _____ fewer weeks

[Q39 logic: Show if Q37 selected choice is "It has made it harder"]

39. How much harder has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me _____ more weeks

Worked from home

show block if Q7 selected choice is "Yes"

40. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q41 logic: Show if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

41. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q42 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

42. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"

43. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q44 logic: Show if Q43 selected choice is "Yes"]

44. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q45 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

45. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

46. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

48. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q50 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

50. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

51. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

52. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: “Prefer not to answer”

[Q98 logic: Show for group 2]

98. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Questions and Responses

SWAA May 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in late April (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, Maintenance and Repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

25. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

26. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q27 logic: Show if Q26 selected choice is "Yes"]

27. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q28 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

28. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q29 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

29. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

30. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

31. Consider your current or most recent job. Approximately how much of your job involves ***in person face-to-face interaction with other people,*** *for example co-workers, customers, or clients?*

Slider | Required | Min: 0 | Max: 100

Set slider default to 63

0% -- My job involves no interaction ———●——— 100% -- My job only involves interaction

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient

b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection

e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know

f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Set `random_promo_questions` to:
50% show block 1 50% show block 2

Random path to show Q55 first

Show for 50% of respondents

show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working", "Unemployed, awaiting recall to my old job"

43. If you were to ***work from home <u>one more day per week than your co-workers</u>***, 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

[Q44 logic: Show if Q43 selected choice is "It would reduce my chance of a promotion"]

44. How much of a reduction in your chance of a promotion would ***<u>working from home one more day per week than your co-workers</u>*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q45 logic: Show if Q43 selected choice is "It would increase my chance of a promotion"]

45. How much of an increase in your chance of a promotion would ***<u>working from home one more day per week than your co-workers</u>*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

46. If you were to work from home ***5+ days a week and your co-workers work on the business premises 5+ days a week***, how might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

Randomize order Q55/Q101

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q47 logic: Show if Q46 selected choice is "It would reduce my chance of a promotion"]

47. How much of a reduction in your chance of a promotion would ***working from home 5+ days a week while your co-workers work on the business premises 5+ days a week*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q48 logic: Show if Q46 selected choice is "It would increase my chance of a promotion"]

48. How much of an increase in your chance of a promotion would ***working from home 5+ days a week while your co-workers work on the business premises 5+ days a week*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

Random path to show Q101 first
Show for 50% of respondents
show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home", "Unemployed, awaiting recall to my old job"

49. If you were to ***work from home <u>one more day per week than your co-workers</u>***, how might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q50 logic: Show if Q49 selected choice is "It would reduce my chance of a promotion"]

50. How much of a reduction in your chance of a promotion would ***<u>working from home one more day per week than your co-workers</u>*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q51 logic: Show if Q49 selected choice is "It would increase my chance of a promotion"]

51. How much of an increase in your chance of a promotion would ***working from home one more day per week than your co-workers*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

[Q52 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

52. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

[Q53 logic: show for 50%]

53. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all workers.
b) Yes, except for workers with medical exemptions.
c) Yes, when the job involves working in close proximity to others.
d) No, but employers should encourage workers to get vaccinated.
e) No, employers should let workers make their own decisions about vaccination.

[Q54 logic: Show for other 50%]

54. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes.
b) Yes, except for those with medical exemptions.
c) Yes, for jobs that involve working in close proximity to others.
d) No, but my employer should encourage workers to get vaccinated.
e) No, my employer should let workers make their own decisions about vaccination.

[Q55 logic: Show for group1]

55. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000

Allow skipping with checkbox labeled: “Prefer not to answer”

[Q56 logic: Show for group 2]

56. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Questions and Responses

SWAA June 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
3. How many full days are you working this week (whether at home or on business premises)? *Multiple choice | Required | Vertical | Single-select* a) 1 day [TAG: 1] b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-June (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

25. If you could ***work from home <u>two</u> days of the week***, which days would you prefer?

Multiple choice | Required | Vertical | Multi-select | Choose 2 options

a) Mondays
b) Tuesdays
c) Wednesdays
d) Thursdays
e) Fridays
f) No preference

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **<u>only provide details for as many children as you *actually* live with.</u>** 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 Child 2 Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	**Dropdown** 0 1 2 3 4 5 6 7 8 9 10 11 12 13

	14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform <u>all</u> of my job
b) Yes, to perform <u>part</u> of my job
c) No

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with

d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change

e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Employed block

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

Set `employed_question_shown` to ...

[Q43 logic: Show for 1/3 of employed respondents]

43. You stated that you are currently employed.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q44 logic: Show for 1/3 of employed respondents]

44. You stated that you are currently working for pay.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q45 logic: Show for 1/3 of employed respondents]

45. You stated that you are currently working for pay.

Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 4+ days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

Unemployed block

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

Set `unemployed_question_shown` to ...

[Q46 logic: Show for 1/3 of unemployed respondents]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q47 logic: Show for 1/3 of unemployed respondents]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q48 logic: Show for 1/3 of unemployed respondents]

48. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 4+ days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer

b) No effect
c) I'd be **less likely** to consider the offer

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting on August 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by August 1st.
c) I would quit my job on or before August 1st, regardless of whether I got another job.

50. How does the efficiency of ***video calls for one-on-one and small group meetings (up to 4 people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over videocall for work

51. How does the efficiency of ***video calls for medium sized group meetings (5 to 9 people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over videocall for work

52. How does the efficiency of ***video calls for large group meetings (10 or more people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient

f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over videocall for work

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Questions and Responses

SWAA July 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
3. How many full days are you working this week (whether at home or on business premises)? *Multiple choice | Required | Vertical | Single-select* a) 1 day [TAG: 1] b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-July (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-

speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most

d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Employed block

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

Set `employed_question_shown` to ...

[Q43 logic: Show for 1/2 of employed respondents]

43. You stated that you are currently employed.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q44 logic: Show for 1/2 of employed respondents]

44. You stated that you are currently employed.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

130. What plans does ***your employer*** have for ***working arrangements of full-time employees after COVID***, in 2022 or later?

Multiple choice | Required | Vertical | Single-select

a) Fully on-site: full-time employees will work full time on business premises
b) Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises
c) Fully remote: full-time employees will work full-time from home or other remote location
d) My employer has not discussed this matter with me or announced a policy about it
e) Other (please specify) [text input]

[Q127 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

127. Who decides which days and how many days employees work remotely?

Multiple choice | Required | Vertical | Single-select

a) Fully decentralized: **each employee** sets their own schedule, as long as they perform their job
b) Team level: **each team** decides its schedule of workdays on business premises, but the schedule is common across team members
c) Company-determined **common** schedule: **everyone** has the same schedule of workdays on business premises (e.g. Monday, Tuesday, and Thursday)
d) Company-determined **varying** schedule: the company prescribes a schedule that **differs among employees**, e.g. some teams on business premises on Tuesdays and Thursdays, while others must do Mondays and Wednesdays
e) My employer has not discussed this matter with me or announced a policy about it
f) Some other plan, please specify [text input]

[Q129 logic: Show if Q130 selected choice is any of "Fully on-site: full-time employees will work full time on business premises", "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

129. When does ***your employer*** anticipate that most of their full-time employees will return to working ***one or more days per week on business premises?***

Multiple choice | Required | Vertical | Single-select

a) They are already doing so
b) July 2021
c) August 2021
d) September 2021
e) October to December 2021
f) January to March 2022
g) After March 2022

[Q131 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

131. Consider a ***typical employee of the firm you work for*** who is currently working primarily from home.
After COVID, in 2022 and later, how many days a week will ***that typical employee*** work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Never
b) Once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this with me or announced a policy about this

128. Which of the following would you prefer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Being able to choose which days you work from home (if any)
b) Your employer sets a policy that determines who works from home on which days

Unemployed block

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

Set `unemployed_question_shown` to ...

[Q46 logic: Show for 1/2 of unemployed respondents]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q47 logic: Show for 1/2 of unemployed respondents]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
c) I would quit my job on or before September 1st, regardless of whether I got another job.

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

132. ***When you return to work in person***, and you are introduced to somebody will you:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

133. ***Before COVID (in 2019),*** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 1000

SWAA August 2021

Notes: Mid-way through survey collection we updated Q172, Q173, Q174, and Q176, respectively as Q179, Q180, Q177, Q178. The old version of each question was hidden from respondents after the updates went into place. We introduced Q132 and Q133 (previously asked in the July 20221 wave)

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members

c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes, some other reason [text input]
e) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer ***announced new plans about working from home*** after the pandemic ends, in ***2022 or later?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. ***Before the latest announcement,*** how often did your employer ***plan for you to work from home after COVID, in 2022 and later?***

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer had not discussed this or announced a policy prior to that announcement

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-August (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]

n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform <u>all</u> of my job
b) Yes, to perform <u>part</u> of my job
c) No

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_covid_wording` to ...

Show for 75% of respondents

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***<u>less efficient</u>*** have you been working from home ***during the COVID-19***

pandemic than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show for 25% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show if indicates more efficient working at home

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: show if less efficient working at home]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%

d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know

g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
c) I would quit my job on or before September 1st, regardless of whether I got another job.

[Q70 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

70. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

[Q68 logic: Show for other 50%]

68. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) Yes, except for those with medical or religious exemptions
c) Yes, for jobs that involve working in close proximity to others
d) No, but my employer should encourage workers to get vaccinated
e) No, my employer should let workers make their own decisions about vaccination

[Q69 logic: show for 50%]

69. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all workers.
b) Yes, except for workers with medical or religious exemptions.
c) Yes, when the job involves working in close proximity to others.
d) No, but employers should encourage workers to get vaccinated.
e) No, employers should let workers make their own decisions about vaccination.

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Employed block
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"
[Q148 logic: Skip if Q_staff_size answer is] 148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much
l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

Number | Required | Min: 0 | Max: 100

_____ %

151. Approximately, what is the average age of your coworkers?

Number | Required | Min: 18 | Max: 85

[Q152 logic: Show if Q1 selected choice is "20 - 29"]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

[Q153 logic: Show if Q1 selected choice is "30 - 39"]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q154 logic: Show if Q1 selected choice is "40 - 49"]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q155 logic: Show if Q1 selected choice is "50 - 64"]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

156. Approximately what percentage of your coworkers are:

Allocation | Required | Randomize | Total: 100

a) Black or African American?
b) Hispanic or of Latin American descent (of any race)?
c) Asian?
d) Native American or Alaska Native?
e) Native Hawaiian or Pacific Islander?
f) White (not Hispanic or of Latin American descent)?
g) Other?

157. Do people at your place of work converse in a language ***other than English?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No, they only converse in English

Co-workers speak another language

show block if Q157 selected choice is "Yes"

158. What percentage of your co-workers converse in a language other than English?

Slider | Required | Min: 0 | Max: 100

———●——— %

159. What is the main language, aside from English, that your co-workers use at work?

Multiple choice | Required | Dropdown | Single-select | Randomize

a) Spanish

b) Chinese
c) Vietnamese
d) Filipino
e) Tagalog
f) Arabic
g) German
h) French
i) Portuguese
j) Creole
k) Navaho
l) Other [text input]

[Q160 logic: Show if Q159 selected choice is "Spanish"]

160. Do you speak Spanish?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q161 logic: Show if Q159 selected choice is "Chinese"]

161. Do you speak Chinese?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q162 logic: Show if Q159 selected choice is "Vietnamese"]

162. Do you speak Vietnamese?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q163 logic: Show if Q159 selected choice is "Filipino"]

163. Do you speak Filipino?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q164 logic: Show if Q159 selected choice is "Tagalog"]

164. Do you speak Tagalog?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q165 logic: Show if Q159 selected choice is "Arabic"]

165. Do you speak Arabic?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q166 logic: Show if Q159 selected choice is "German"]

166. Do you speak German?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q167 logic: Show if Q159 selected choice is "French"]

167. Do you speak French?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q168 logic: Show if Q159 selected choice is "Portuguese"]

168. Do you speak Portuguese?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q169 logic: Show if Q159 selected choice is "Creole"]

169. Do you speak Creole?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q170 logic: Show if Q159 selected choice is "Navaho"]

170. Do you speak Navaho?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q171 logic: Show if Q159 selected choice is "Other"]

171. Do you speak the other non-English language your co-workers speak?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q172 logic: QUESTION HIDDEN]

172. Approximately what percent of your coworkers share your religious views?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “Don't know or prefer not to answer”

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

[Q173 logic: QUESTION HIDDEN]

173. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

Slider | Required | Min: 0 | Max: 10

Not at all ———●——— Completely

Allow skipping with checkbox labeled: “Don't know or prefer not to answer”

180. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

Multiple choice | Required | Horizontal | Single-select

a) 0 - Not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9

k) 10 - Completely
l) I don't know
m) Prefer not to answer

[Q174 logic: QUESTION HIDDEN]

174. Do your religious practices include dietary restrictions?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q176 logic: QUESTION HIDDEN]

176. What percent of your coworkers hold political views that are similar to yours?

Number | Required | Min: 0 | Max: 100

_____ %
Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

132. ***When you return to work in person***, and you are introduced to somebody will you:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

133. ***Before COVID (in 2019),*** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA September 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
3. How many full days are you working this week (whether at home or on business premises)? *Multiple choice | Required | Vertical | Single-select* a) 1 day [TAG: 1] b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members

e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer ***announced new plans about working from home*** after the pandemic ends, in ***2022 or later?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. ***Before the latest announcement,*** how often did your employer ***plan for you to work from home after COVID, in 2022 and later?***

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer had not discussed this or announced a policy prior to that announcement

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-September (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]

n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

194. Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra

c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform <u>all</u> of my job
b) Yes, to perform <u>part</u> of my job
c) No

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

_____ %

>10% of tasks require collaboration

show block if Q186 answer ≥ 10

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

_____ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

%

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____ %

191. Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

Set `random_videocall_question` to ...

[Q50 logic: Show for 1/3 of respondents]

50. How does the efficiency of ***video calls for <u>one-on-one</u> and <u>small group</u> meetings (up to 4 people)*** compare to the efficiency of ***<u>in-person</u> meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% <u>more</u> efficient
b) Substantially better -- 20 to 50% <u>more</u> efficient
c) Better -- up to 20% <u>more</u> efficient
d) About the same
e) Worse -- up to 20% <u>less</u> efficient
f) Substantially worse -- 20 to 50% <u>less</u> efficient
g) Hugely worse -- 50+% <u>less</u> efficient
h) **<u>Not applicable</u>** -- I don't have meetings over video call for work

[Q51 logic: Show for 1/3 of respondents]

51. How does the efficiency of ***video calls for <u>medium sized group</u> meetings (5 to 9 people)*** compare to the efficiency of ***<u>in-person</u> meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% <u>more</u> efficient
b) Substantially better -- 20 to 50% <u>more</u> efficient
c) Better -- up to 20% <u>more</u> efficient
d) About the same
e) Worse -- up to 20% <u>less</u> efficient
f) Substantially worse -- 20 to 50% <u>less</u> efficient
g) Hugely worse -- 50+% <u>less</u> efficient
h) **<u>Not applicable</u>** -- I don't have meetings over video call for work

[Q52 logic: Show for 1/3 of respondents]

52. How does the efficiency of ***video calls for large group meetings (10 or more people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over video call for work

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_covid_wording` to 50/50 random selection of block

Show for 50% of respondents

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient

c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show for 50% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show if indicates more efficient working at home

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: show if less efficient working at home]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

183. When you work from home, ***does your employer use surveillance software to monitor when and how much time you spend working?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I don't know

show block if Q183 selected choice is "Yes"

195. ***Do you know the name/producer of the surveillance software*** your employer uses to monitor when and how much time you spend working?

Multiple choice | Required | Vertical | Single-select

a) Yes, I know the name
b) No

[Q193 logic: Show if Q195 selected choice is "Yes, I know the name"]

193. What is the name/producer of the surveillance software your employer uses?

Text input | Required | Single line

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
c) I would quit my job on or before November 1st, regardless of whether I got another job.

[Q70 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

70. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

68. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) Yes, except for those with medical or religious exemptions
c) Yes, for jobs that involve working in close proximity to others
d) No, but my employer should encourage workers to get vaccinated
e) No, my employer should let workers make their own decisions about vaccination

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Employed block
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"
[Q148 logic: Skip if Q_staff_size answer is] 148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much
l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

Number | Required | Min: 0 | Max: 100

_____ %

151. Approximately, what is the average age of your coworkers?

Number | Required | Min: 18 | Max: 85

Allow skipping with checkbox labeled: "**I have no co-workers**"

[Q152 logic: Show if Q1 selected choice is "20 - 29"]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "**I have no co-workers**"

[Q153 logic: Show if Q1 selected choice is "30 - 39"]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q154 logic: Show if Q1 selected choice is "40 - 49"]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q155 logic: Show if Q1 selected choice is "50 - 64"]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

156. Approximately what percentage of your coworkers are:

Allocation | Required | Randomize | Total: 100

a) Black or African American?
b) Hispanic or of Latin American descent (of any race)?
c) Asian?
d) Native American or Alaska Native?
e) Native Hawaiian or Pacific Islander?
f) White (not Hispanic or of Latin American descent)?
g) Other?

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

180. Aside from those who share your religious views, do you feel that your other coworkers

respect your religious views?

Multiple choice | Required | Horizontal | Single-select

a) 0 - Not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - Completely
l) I don't know
m) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

182. On a scale of 0 to 10, ***how much do you enjoy wearing business or other work attire when you work on business premises?***

Multiple choice | Required | Vertical | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much
l) Not applicable

181. Roughly how many restaurants and other dining places are near your employer's worksite?

At how many of them, do you enjoy eating lunch?

Combination | Required

Total number of restaurants/dining places near my employer's worksite Number of restaurants/dining places near my employer's worksite that **I enjoy eating lunch at**	**Number input** _____ restaurants/dining places Min: 0 Max: 20 **Skip label:** More than 20

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0

	Max: 550

Questions and Responses

SWAA October 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members

e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer ***announced new plans about working from home*** after the pandemic ends, in ***2022 or later?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. ***Before the latest announcement,*** how often did your employer ***plan for you to work from home after COVID, in 2022 and later?***

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer had not discussed this or announced a policy prior to that announcement

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

202. Will your manager work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my manager

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

Show if Any selection for Q147 OR any selection other than "No staff but myself" for Q_staff_size

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If ***your coworkers start coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from

home on the others
c) Come into my employer's place of business on the same days as my coworkers

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-October (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

117. ***Before COVID*** how did you typically commute to work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Car
b) Subway
c) Train
d) Bus
e) Walk
f) Bicycle
g) Taxi/Ride-Share

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

_____ %

>10% of tasks require collaboration

show block if Q186 answer ≥ 10

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

_____ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____ %

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____ %

191. Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select

a) Green
b) Purple

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you are working this week. How many days are you ***working on your employer's premises this week ?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I'm **working 1 day** at my employer's premises [TAG: 1]
c) I'm **working 2 days** at my employer's premises [TAG: 2]
d) I'm **working 3 days** at my employer's premises [TAG: 3]
e) I'm **working 4 days** at my employer's premises [TAG: 4]
f) I'm **working 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_covid_wording` to 50/50 random selection of block

Show for 25% of respondents

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises

b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show for 75% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient

e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show if indicates more efficient working at home

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: show if less efficient working at home]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on December 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
c) I would quit my job on or before December 1st, regardless of whether I got another job.

[Q197 logic: Show if Q8 selected choice is none of "5+ days per week", "I have no employer"]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much

200. Have you *quit or voluntarily left* a job in the past 6 months?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. ***When*** did you quit/leave that job?
(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

a) Earlier this month (October)
b) Last month (September)
c) August
d) July
e) June
f) May
g) April

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. ***Why*** did you voluntarily quit/leave that job? Please select **up to 3 reasons.**
(If you quit/left more than one job in the past 6 months, please **answer based on the most recent one.**)

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose up to 3 options

a) Because my ability to work from home on that job was being cut back.
b) To **take a job** that let me work from home.
c) To **look for a job** that would let me work from home.
d) I moved to a new area (for reasons other than a job offer).
e) To take a job with better pay, benefits or hours.
f) To care for relatives or children.
g) Because I can support myself on public assistance.
h) To start my own business.
i) The job was temporary or seasonal.
j) Because I retired.

k) To become a full-time student.
l) Other, please specify [text input]

[Q70 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

70. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

68. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) Yes, except for those with medical or religious exemptions
c) Yes, for jobs that involve working in close proximity to others
d) No, but my employer should encourage workers to get vaccinated
e) No, my employer should let workers make their own decisions about vaccination

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: “Prefer not to answer”

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]

n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Employed block

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"

[Q148 logic: Skip if Q_staff_size answer is "No staff other than myself"]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much
l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

Number | Required | Min: 0 | Max: 100

_____ %

[Q152 logic: Show if Q1 selected choice is "20 - 29"]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "**I have no co-workers**"

[Q153 logic: Show if Q1 selected choice is "30 - 39"]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

[Q154 logic: Show if Q1 selected choice is "40 - 49"]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

[Q155 logic: Show if Q1 selected choice is "50 - 64"]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

156. Approximately what percentage of your coworkers are:

Allocation | Required | Randomize | Total: 100

a) Black or African American?
b) Hispanic or of Latin American descent (of any race)?
c) Asian?
d) Native American or Alaska Native?
e) Native Hawaiian or Pacific Islander?
f) White (not Hispanic or of Latin American descent)?
g) Other?

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%

h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

182. On a scale of 0 to 10, ***how much do you enjoy wearing business or other work attire when you work on business premises?***

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8

j) 9
k) 10 - very much
l) Not applicable

[Q196 logic: Show if Q6 selected choice is "Yes"]

196. On a scale of 0 to 10, ***how much do you agree*** with the following statement? *"While working from home I am less stressed because I don't feel like I am constantly under supervision."*

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

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]

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?

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

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***

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed
show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is 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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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

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

[Q211 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"]

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

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

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

[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?

Allocation | Required | Total: 100

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

f) Public space (cafe, library, etc.)

213. ***After COVID, in 2022 or later,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Total: 100

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
f) Public space (cafe, library, etc
g) I don't plan to work in 2022

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?

Allocation | Required | Total: 100

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
f) Public space (cafe, library, etc
g) I don't plant to work in 2022

[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

a) Yes
b) No

[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'm **working 1 day** at my employer's premises [TAG: 1]
c) I'm **working 2 days** at my employer's premises [TAG: 2]

d) I'm **working 3 days** at my employer's premises [TAG: 3]
e) I'm **working 4 days** at my employer's premises [TAG: 4]
f) I'm **working 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home

turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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"

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

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA December 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]

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?

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

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed
show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5

selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week 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>

Set `random_group_future` to:
50% group1 50% group2

[Q7 logic: Show if random_group_future is group1]

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

[Q223 logic: Show if random_group_future is group2]

223. ***After 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

[Q8 logic: Show if random_group_future is group1]

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 [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

[Q222 logic: Show if random_group_future is group2]

222. ***After the pandemic ends,*** 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 [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

[Q127 logic: Show if selects an option tagged as "weekly_wfh" in Q_2022_WFH/Q_end_WFH]

127. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

a) **Each employee** sets their own home workdays
b) **Teams** decide their schedule of home workdays
c) **My employer** sets one **common** home workday schedule
d) **My employer** determines a home workday schedule that **differs** **across people or teams**
e) My employer has not discussed this matter with me or announced a policy about it

show block if Q6 selected choice is "Yes"
Set `random_group_wfh_preference` to: 50% group 1 50% group 2

[Q128 logic: Show for group1 (random_group_wfh_preference)]

128. Which of the following would you prefer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Being able to choose which days you work from home (if any)
b) Your employer sets a policy that determines who works from home on which days

[Q219 logic: Show for group2 (random_group_wfh_preference)]

219. If your employer **requires you to work on premises 3 days a week**, which would you ***prefer:***

Multiple choice | Required | Vertical | Single-select

a) Each person chooses which 3 days to work on premises
b) Your employer sets the same 3 days for everyone to work on premises

[Q224 logic: Show if Q6 selected choice is "Yes"]

224. If your employer **requires you to work on premises 3 days a week,** which 3 days would you choose?

Multiple choice | Required | Vertical | Multi-select | Choose 3 options

a) Monday
b) Tuesday
c) Wednesday
d) Thursday
e) Friday

[Q220 logic: Show if Q6 selected choice is "Yes"]

220. ***In 2022 and later,*** will your employer allow you to **work from anywhere** (e.g. from Hawaii *without the expectation of coming into work*) **for one month** each year?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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

Show if partial WFH (works 1-4 days per week WFH)

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 if Any selection for Q_total_workers 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*** 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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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

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

[Q211 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"]

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
m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
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]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner

c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

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

[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?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)

[Q213 logic: Show if random_group_future is group1]

213. ***After COVID, in 2022 or later,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q225 logic: Show if random_group_future is group2]

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q214 logic: Show if random_group_future is group1]

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?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plant to work in 2022

[Q226 logic: Show if random_group_future is group2]

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plant to work in 2022

[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. On the days that you work at your employer's worksite, do you have ***the option*** to work at more than one site operated by **that employer**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[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"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient

e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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 February 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 February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

[Q197 logic: Show if answered 5+ days per week OR I have no employer for Q_2022_WFH/Q_end_WFH]

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 (December)
b) Last month (November)
c) October
d) September
e) August
f) July
g) June

[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]

Set `random_group_2021_earnings` to:
50% group1 50% group2

[Q53 logic: Show for group1 (random_group_2021_earnings)]

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 (random_group_2021_earnings)]

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
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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"

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 | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions 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

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA January 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

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=7500; Maximum N=7500

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]

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?

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

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed
show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5

selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week 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>

223. ***After 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

222. ***After the pandemic ends,*** 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 [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

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH
Set `random_scheduling_question` to randomly show one of the two questions in this block

BLOCK HIDDEN

127. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

a) **Each employee** sets their own home workdays
b) **Teams** decide their schedule of home workdays
c) **My employer** sets one **common** home workday schedule
d) **My employer** determines a home workday schedule that **differs across people or teams**
e) My employer has not discussed this matter with me or announced a policy about it

227. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

a) **My employer** determines a home workday schedule that **differs across people or teams**
b) **Each employee** sets their own home workdays
c) **Teams** decide their schedule of home workdays
d) **My employer** sets one **common** home workday schedule
e) My employer has not discussed this matter with me or announced a policy about it

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

[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

[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

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Once per week or more
b) Once or twice a month
c) Rarely or never

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

228. Which of the following would you do each morning when you travel to work?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

229. Which of the following would you do each morning when you work from home?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

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

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

[Q211 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"]

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
m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
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]

15. How much did you earn by working ***in 2019, 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]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week
22. ***Assuming it <u>doesn't matter for your pay</u>,*** which working arrangements would you prefer ***after COVID is under control?*** *Multiple choice | Required | Vertical | Single-select* a) Working 5 days a week on my employer's premises b) Working 3 days a week on my employer's premises and 2 days at home c) I don't prefer one over the other **[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]**

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2	**Dropdown** 0

Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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 <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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

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"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting *to and from* the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home***	**Number input**
Time commuting back from the ***friend or family member's home***	_____ minutes
	Min: 0
	Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting *to and from* the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting *to and from* the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plant to work in 2022

[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. On the days that you work at your employer's worksite, do you have ***the option*** to work at more than one site operated by **that employer**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[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"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home

g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) 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 turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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 March 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 February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

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 (December)
b) Last month (November)
c) October
d) September
e) August
f) July
g) June

[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]

Set `random_group_2021_earnings` to:
50% group1 50% group2

[Q53 logic: Show for group1 (random_group_2021_earnings)]

53. Approximately how much did 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 (random_group_2021_earnings)]

54. Approximately how much did 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
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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"

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 | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q230 logic: QUESTION HIDDEN]

230. 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) Not very strong Republican
f) Strong Republican
g) Other party
h) Don't know or rather not say

[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

[Q231 logic: QUESTION HIDDEN]

231. 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 (Neither Party)
d) Independent, close to Democrat
e) Not very strong Democrat
f) Strong Democrat
g) Other party
h) 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

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA February 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States of America

Sample size: Target N=7500; Maximum N=7500

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]
   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?

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

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***

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?***

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

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

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

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

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

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

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5

selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week 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>

223. ***After 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

222. ***After the pandemic ends,*** 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 [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

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH
Set `random_scheduling_question` to randomly show one of the two questions in this block

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

[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

[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

244. Would you like your co-workers to come into work on the same days as you?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Once per week or more
b) Once or twice a month
c) Rarely or never

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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 at employer or client site", "Worked from home"]

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

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

[Q211 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"]

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
m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
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]

15. How much did you earn by working ***in 2019, 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]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week
22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you

prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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

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"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting *to and from* the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home***	**Number input**
Time commuting back from the ***friend or family member's home***	minutes

	Min: 0 Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting *to and from* the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting *to and from* the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)

g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[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. On the days that you work at your employer's worksite, do you have ***the option*** to work at more than one site operated by **that employer**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[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"
144. How does your efficiency working from home compare to your efficiency working on business premises? *Multiple choice | Required | Vertical | Single-select*

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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 | 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%

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home

turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

245. Which of the following would make your job ***more efficient?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Your coworkers **come into work on the same days** to interact in person
b) Each of your coworkers **decides individually when they come into work**
c) No difference

246. Which of the following would you ***prefer?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Your coworkers **come into work on the same days** to interact in person
b) Each of your coworkers **decides individually when they come into work**
c) No preference

254. When you are ***working on your employer's premises,*** how would you like to hold ***small meetings with your coworkers?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) In person, all in the same room
b) On video call, e.g. Zoom from individual offices
c) No preference

247. What are the ***top 3 benefits*** of ***working from home?***

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) Other

248. What are the ***top 3 benefits*** of working on your employer's ***business premises?***

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

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 April 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 February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

54. Approximately how much did 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
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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"

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 | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite

d) Other (please specify) [text input]

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

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA March 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

2. ***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

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

[If Q260 answer is not 7, TERMINATE]

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

Show if group_l4w_telework is group1

[Q259 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"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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]
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?

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	Worked ***from***	Worked at ***employer or client***

	hours	***home***	***site***

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

261. How many full-time jobs do you currently have?

Multiple choice | Required | Vertical | Single-select

a) 1
b) 2
c) 3 or more

[Q262 logic: Show if Q261 selected choice is any of "2", "3 or more"]

262. Do any of your employers know you have another full-time job?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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?***

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

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

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

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

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

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

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers

e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week 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>

223. ***After 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

222. ***After the pandemic ends,*** 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 [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

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH

Set `random_scheduling_question` to randomly show one of the two questions in this block

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

[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

[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

244. Would you like your co-workers to come into work on the same days as you?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Once per week or more
b) Once or twice a month
c) Rarely or never

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 <u>to and from</u> 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 <u>Min</u>: 0 <u>Max</u>: 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? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 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. ***<u>In 2019</u>*** 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 at employer or client site", "Worked from home"]

209. ***<u>Last week</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

258. On a scale of 0 to 4, how ***concerned are you about getting <u>infected</u>*** with a serious illness (e.g. COVID-19) ***each time*** you use the following ***modes of transportation?***

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	0	1	2	3	4

	(not at all concerned)				(serious concern that causes me to avoid this mode if possible)
Car					
Taxi/Rideshare					
Bus					
Subway					
Commuter Train					
Bicycle / Walk					

257. How frequently do you use the following modes of transportation for **non-work trips** (e.g. shopping, socializing, recreation)?

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	5+ times per week	2 to 4 times per week	Once per week	Rarely or never
Car				
Taxi/Rideshare				
Public Transit				
Bicycle				
Walk				

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
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

[Q15 logic: Show for group1 (25% of time)]

15. How much did you earn by working ***in 2019, on a before-tax basis?***

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]

[Q54 logic: Show for group2 (75% of time)]

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

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]
p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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

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"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting between *your home* and the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home***	**Number input**
Time commuting back from the ***friend or family member's home***	minutes

	Min: 0 Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting between *your home* and the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting between *your home* and the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)

g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[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"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient

c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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 | 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%

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

247. What are the ***top 3 benefits*** of ***working from home?***

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) Other

248. What are the ***top 3 benefits*** of working on your employer's ***business premises?***

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

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know

b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on May 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 February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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"

256. What percentage of your total working time do you usually spend on tasks that **cannot** be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q256 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

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

Show if group_l4w_telework is group2

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA April 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

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?

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

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

Show if group_l4w_telework is group1

[Q259 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"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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]
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?

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***

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

261. How many ***paid full-time jobs*** do you currently have?

Multiple choice | Required | Vertical | Single-select

a) 1
b) 2
c) 3 or more

[Q262 logic: Show if Q261 selected choice is any of "2", "3 or more"]

262. Do any of your employers know you have another ***paid full-time job?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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?***

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

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

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

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

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

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

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?

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 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if 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 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>

223. ***After 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

222. ***After the pandemic ends,*** 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 [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

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

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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 at employer or client site", "Worked from home"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

258. On a scale of 0 to 4, how ***concerned are you about getting infected*** with a serious illness (e.g. COVID-19) ***each time*** you use the following ***modes of transportation?***

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	N/A (Rarely or never use this mode)	0 (not at all concerned)	1	2	3	4 (serious concern that causes me to avoid this mode if possible)
Car						
Taxi/Rideshare						
Bus						
Subway						
Commuter Train						
Bicycle / Walk						

257. How frequently do you use the following modes of transportation for **non-work trips** (e.g. shopping, socializing, recreation)?

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	5+ times per week	2 to 4 times per week	Once per week	Rarely or never
Car				
Taxi/Rideshare				
Public Transit				
Bicycle				
Walk				

[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***?

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]
p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) 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

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your***

employer's premises and 2 days at home after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2

Child 5 Child 6 Child 7 Child 8	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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 <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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

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"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting between *your home* and the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home*** Time commuting back from the ***friend or family member's home***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting between *your home* and the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting between *your home* and the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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

f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[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"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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 | 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%

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

247. What are the ***top 3 benefits*** of ***working from home?***

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) Other

248. What are the ***top 3 benefits*** of working on your employer's ***business premises?***

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

264. If your employer said you ***need to come to work in person two days a week***, **which would you *prefer?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Come in on Tuesday and Thursday with all of my colleagues
b) Choose the days I come in, but with only about half of my colleagues in on any given day

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most

d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on June 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 February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

268. What device are you using to answer this survey?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Desktop computer
b) Laptop computer
c) Tablet or iPad
d) Smartphone
e) Other

[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

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"

256. What percentage of your total working time do you usually spend on tasks that **cannot** be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q256 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

263. In the past week, ***how often did you wear a face mask*** in the following situations?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Never/Rarely	Occasionally	Mostly	Always	Not relevant for me
Indoors at work					
Outdoors for leisure					
When driving in your own car					
In your own house					
Indoors for leisure					

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

Show if group_l4w_telework is group2

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	**Number input**

Upload speed	_____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA May 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

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]**

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?

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

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

Show if group_l4w_telework is group1

[Q259 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"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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]
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?

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***

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?***

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

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

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

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

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

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

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?

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 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy

b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if 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 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>

223. ***After 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

222. ***After the pandemic ends,*** 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 [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

[Q271 logic: Show if Q222 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"]

271. You said your employer is planning for you to work ***one or more full days at home each week after 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 for a prospective job via:

Combination | Required

an **online** interview? an **in-person** interview?	**Number input** _____ hours Min: 0 Max: 8

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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 at employer or client site", "Worked from home"]

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***?

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]
p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) 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

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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"
144. How does your efficiency working from home compare to your efficiency working on

business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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 | 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) 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]

264. If your employer said you ***need to come to work in person two days a week***, **which would you *prefer?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Come in on Tuesday and Thursday with all of my colleagues
b) Choose the days I come in, but with only about half of my colleagues in on any given day

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on July 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 February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

Working and not self employed

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q5 selected choice is any of "I am a wage and salary employee, and my main job accounts for most of my earnings", "I am a wage and salary employee who also earns a lot of extra income from side jobs" AND Q222 selected choice is not "I have no employer"

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? Did your employer want you to come into work?	**Dropdown** 1 day 2 days 3 days 4 days 5 days 6 days 7 days

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 | Single-select | Randomize

a) No response
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

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"

273. During a typical workday, ***how many coworkers, customers, and clients do you engage in person or by video?***

Multiple choice | Required | Dropdown | Single-select

a) 0
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10
l) More than 10

274. What percentage of your typical workday do you spend ***meeting or talking to people?***

Number | Required | Min: 0 | Max: 100

_____ %

275. What percentage of your typical workday do you spend ***in meetings that include coworkers?***

Number | Required | Min: 0 | Max: 100

_____ %

133. ***Before COVID (in 2019),*** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

276. ***Currently***, when you are introduced to somebody at work, what do you do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

263. In the past week, ***how often did you wear a face mask*** in the following situations?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Never/Rarely	Occasionally	Mostly	Always	Not relevant for me
Indoors at work					
Outdoors for leisure					
When driving in your own car					
In your own house					
Indoors for leisure					

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

Show if group_l4w_telework is group2

[Q255 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"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA June 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

Sample size: Target N=7500; Maximum N=7500

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 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?

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)?

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?

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***

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?***

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 `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?

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?

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?

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>

Set `random_wfh_wording` to:
50% of time select old path 50% of time select new path

[Q223 logic: Show for old path]

223. ***After 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

[Q287 logic: Show for new path]

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

[Q222 logic: Show for old path]

222. ***After the pandemic ends,*** 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 [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

[Q286 logic: Show for new path]

286. ***As the pandemic ends,*** 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 [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

Show for old path

[Q271 logic: Show if Q222 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"]

271. You said your employer has told you how often they are planning for you to work from home (or not) ***after 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**

Show for new path

[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

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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?

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 at employer or client site", "Worked from home"]

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***?

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?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) 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

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner

c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	**Dropdown** 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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

[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?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

[Q226 logic: Show for old path]

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q283 logic: Show for new path]

283. ***As the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q225 logic: Show for old path]

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q284 logic: Show for new path]

284. ***As the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

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
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[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"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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 | 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?

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

[Q42 logic: Show for old path]

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 Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

[Q288 logic: Show for new path]

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 August 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 August 1st.
c) I would quit my job on or before August 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_old OR Q_end_WFH_new is not "I have no employer")

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? Did your employer want you to come into work?	**Dropdown** 1 day 2 days 3 days 4 days 5 days 6 days 7 days

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

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

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"

289. During a typical workday, ***how many coworkers, customers, and clients do you engage in person or by video?***

Multiple choice | Required | Vertical | Single-select

a) None
b) 1 to 10
c) 11 to 50
d) 51 to 100
e) 101 to 500
f) 500 or more

274. What percentage of your typical workday do you spend ***meeting or talking to people?***

Number | Required | Min: 0 | Max: 100

_____ %

275. What percentage of your typical workday do you spend ***in meetings that include coworkers?***

Number | Required | Min: 0 | Max: 100

_____ %

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

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA July 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***

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 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

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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?

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

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than

working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more 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 | 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 September 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 September 1st.
c) I would quit my job on or before September 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"

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? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

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

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]

Set `random_big5` to show "Big 5" block for 50% of respondents

Big 5 etc

Show for 50% of respondents

296. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

`Q_big5_1` | Matrix | Required | Group by: Row | Single-select | Randomize rows

	Very inaccurate	Moderately inaccurate	Neither accurate nor inaccurate	Moderately accurate	Very accurate
I have a vivid imagination					
I sympathize with others' feelings					
I make a mess of things					
I am the life of the party					
I have frequent mood swings					

Set `qc_big5_1` to flag true if straightlines Q_big5_1

297. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_2 | Matrix | Required | Group by: Row | Single-select | Randomize rows

	Very inaccurate	Moderately inaccurate	Neither accurate nor inaccurate	Moderately accurate	Very accurate
I don't talk a lot					
I am not interested in abstract ideas					
I often forget to put things back in their proper place					
I seldom feel blue					
I am not really interested in others					

Set qc_big5_2 to flag true if straightlines Q_big5_2

[Q304 logic: Show if qc_big5_1 and qc_big5_2 both true (straightlined both questions)]

304. You picked the same answer for ***all choices*** in the previous two questions.
Are you sure about your answers to those questions?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

298. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_3 | Matrix | Required | Group by: Row | Single-select

	Very inaccurate	Moderately inaccurate	Neither accurate nor inaccurate	Moderately accurate	Very accurate
I feel others' emotions					
I get upset easily					
I get chores done right away					
I do not have a good imagination					
I keep in the background					

Set qc_big5_3 to flag true if straightlines Q_big5_3

299. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_4 | Matrix | Required | Group by: Row | Single-select

	Very	Moderately	Neither accurate	Moderately	Very

	inaccurate	inaccurate	nor inaccurate	accurate	accurate
I have difficulty understanding abstract ideas					
I am relaxed most of the time					
I am not interested in other people's problems					
I talk to a lot of different people at parties					
I like order					

Set `qc_big5_4` to flag true if straightlines Q_big5_4

[Quality terminate if straightlines ALL of the 4 "Big 5" matrix questions, QC remove]

300. Please rank (drag and drop) the following job attributes by how important they are to you (1=most important, 5=least important)

Rank | Required | Randomize

a) Chances for advancement
b) Work is important and gives a feeling of accomplishment
c) No danger of being fired
d) High income
e) Working hours are short, lots of free time

[Q301 logic: QUESTION HIDDEN]

301. Please rank (drag and drop) the following items by how important they are in your life (1=most important, 6=least important)

Multiple choice | Required | Vertical | Single-select | Randomize

a) Family
b) Friends
c) Work
d) Politics
e) Leisure time
f) Religion/spirituality

303. Please rank (drag and drop) the following items by how important they are in your life (1=most important, 6=least important)

Rank | Required | Randomize

a) Family
b) Friends
c) Work
d) Politics
e) Leisure time
f) Religion/spirituality

302. Please indicate the extent to which you agree or disagree with the following statement:

I am willing to work harder than I have to in order to help the firm or organization I work for succeed.

Multiple choice | Required | Horizontal | Single-select

a) Strongly agree
b) Agree
c) Neither agree nor disagree
d) Disagree
e) Strongly disagree

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

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_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 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

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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?

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:
a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no wfh increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

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 ***pay cut*** would you value the same as working ***no wfh increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no wfh increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:
a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's***

premises

c) ***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

	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

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

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA September 2022

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: Canada, 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_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 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?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

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 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) Fewer 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) Fewer 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

138. How long do you usually spend ***commuting <u>to and from</u> 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 <u>Min</u>: 0 <u>Max</u>: 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? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 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. ***<u>In 2019</u>*** 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. ***<u>Last week</u>*** 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]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the ***tech sector?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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:

a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no_wfh_increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

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 ***pay cut*** would you value the same as working ***no_wfh_increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no_wfh_increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***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
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, 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

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 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

Set `random_endcovid_question` to:
75% select Q288 25% select Q349

[Q288 logic: Show 75% of time]

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

[Q349 logic: Show 25% of time]

349. ***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) No return to pre-COVID activities, as I will continue to social distance
b) 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
c) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
d) Complete return to pre-COVID activities

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2022?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
c) I would quit my job on or before November 1st, regardless of whether I got another job.

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

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? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

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]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive

b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been <u>infected</u> at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

340. Have you been hospitalized to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q340 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing

h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA October 2022

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

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_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]
f) Child-care responsibilities [TAG: 6]
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"

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)

355. How many people does your business 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

_____ locations

370. When did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2022

[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

show block 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."

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 your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) 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) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006
k) 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 <u>you are assigned to</u>?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

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

138. How long do you usually spend ***commuting <u>to and from</u> 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 <u>Min</u>: 0 <u>Max</u>: 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? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 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. ***<u>In 2019</u>*** 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. ***<u>Last week</u>*** 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]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the ***tech sector?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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 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:

a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no_wfh_increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

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 ***pay cut*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set all_wfh_decrease to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***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"

363. Supposing you kept a five-day workweek, ***how many days would you ideally like to work from home, and how many days on business premises?***

Allocation | Required | Total: 5

a) Ideal amount of **work on business premises**
b) Ideal amount of **work from home**

368. Do you ***currently have*** the ***ideal working arrangement*** you specified in the previous question?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage ***pay cut*** would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

At ideal number of days

show block if Q368 selected choice is "Yes"

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

325. What percentage ***pay cut*** would you value the same as working **some_wfh_change**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

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

[Q357 logic: Show if Q27 selected choice is "Yes"]

357. Please provide the year of birth for 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 born	**Dropdown**
Child 2 born	2022
Child 3 born	2021
Child 4 born	2020
Child 5 born	2019
Child 6 born	2018
Child 7 born	2017
Child 8 born	2016
	2015
	2014
	2013
	2012
	2011
	2010
	2009
	2008
	2007
	2006
	2005
	2004
	2003

[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

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%

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 December 1, 2022?

Multiple choice | Required | Vertical | Single-select | Randomize

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.

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

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? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

Set `random_employer_responseQs` to:
50% see Q280 + Q281 50% see Q359 + Q361

Show 50% of time

280. How has your employer responded to employees who *consistently* ***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

Show 50% of time

Set `consequences_list` to:
a) Nothing [TAG: 1]
b) Verbal reprimand [TAG: 2]
c) Negative performance review [TAG: 3]
d) Reduction in pay or bonus [TAG: 4]
e) Threat to terminate if it continues [TAG: 5]
f) Termination [TAG: 6]
g) Other [text input] [TAG: 7]

Set `consequences_order` to order of consequences list shown (either 1234567 or 6543217)

359. Which consequence would be ***most likely*** if you ***consistently worked on business premises fewer days than your employer requested?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: consequences_list

361. Which consequence would be most likely if you ***consistently failed to complete work on time?***

Multiple choice | Required | Vertical | Single-select | Choose at least 1 option

Dynamic choices: consequences_list

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

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]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive
b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been infected at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing
h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA November 2022

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=1500; Maximum N=1500

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_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]
f) Child-care responsibilities [TAG: 6]
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"

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)

355. How many people does your business 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

_____ locations

370. When did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2022

[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

show block 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."

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) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) 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) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006
k) 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 <u>you are assigned to</u>?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

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

Work from home now or in future plans

show block if Q207 columns selected in any row includes "Worked from home" OR 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"

Set wfh_change_opts to:
a) They will probably **increase** ↑ my working from home days [TAG: 1]
b) No [TAG: 2]
c) They will probably **decrease** ↓ my working from home days [TAG: 3]

Set wfh_change_order to order of wfh_change_opts displayed

377. Do you think your employer will ***change your number of work from home days*** if the economy enters a recession?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: wfh_change_opts

[Q383 logic: Show if Q377 selected choice is increase]

383. How much will your employer **increase** your working from home days?

Multiple choice | Required | Vertical | Single-select

a) 1 day per week
b) 2 days per week
c) 3 days per week
d) 4 days per week
e) 5 days per week

[Q384 logic: Show if Q377 selected choice is decrease]

384. How much will your employer **decrease** your working from home days?

Multiple choice | Required | Vertical | Single-select

a) 1 day per week
b) 2 days per week
c) 3 days per week
d) 4 days per week
e) 5 days per week

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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?

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

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?**

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite Client or customer's worksite Public space (cafe, library, etc.) Co-working space Friend or family member's home (that is **NOT** your primary residence)	**Number input** Min: 0 Max: 10

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

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?

Number | Required | Min: 0 | Max: 90

_____ minutes

380. Approximately what time of day did you travel to the primary_work_location that you 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

Your employer's worksite Client or customer's worksite Friend or family member's home (that is **NOT** your primary residence) Co-working space Public space (cafe, library, etc.)	**Number input** Min: 0 Max: 10

[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]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the ***tech sector?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

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 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:
a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no wfh increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

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 ***pay cut*** would you value the same as working ***no wfh increase?***

Number | Required | Min: 0 | Max: 50

% pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no wfh increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:

a) ***3 days per week from home*** *and* ***2 days per week on your employer's premises***
b) ***4 days per week from home*** *and* ***1 day per week on your employer's premises***
c) ***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"

363. Supposing you kept a five-day workweek, ***how many days would you ideally like to work from home, and how many days on business premises?***

Allocation | Required | Total: 5

a) Ideal amount of **work on business premises**
b) Ideal amount of **work from home**

368. Do you ***currently have*** the ***ideal working arrangement*** you specified in the previous question?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage ***pay cut*** would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

At ideal number of days

show block if Q368 selected choice is "Yes"

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

325. What percentage ***pay cut*** would you value the same as working **`some_wfh_change`**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

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 <u>in 2015 or later?</u>***

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 <u>2015 or later?</u>***

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 ***<u>born in 2015 or later</u>*** 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]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** <u>Min</u>: 2015 <u>Max</u>: 2022

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2022

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	Lowered my desire for children	Not a factor	**Increased** my desire for children
My own ability to work from home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from home			
My own career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			

[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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

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_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

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

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? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

Set `random_employer_responseQs` to:
50% see Q280 + Q281 50% see Q359 + Q361

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

229. Which of the following would you do each morning when you work from home?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

228. Which of the following would you do each morning when you travel to work?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

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]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive
b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been <u>infected</u> at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing
h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No
c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA December 2022

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

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***

WFH and recession

show block if Q2 selected choice is "Working for pay, whether on business premises or working

from home"

407. If the economy enters a recession, do you think it will affect how many ***full days per week*** ***you work from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q410 logic: Show if Q407 selected choice is "Yes"]

410. Okay, how many ***full days per week*** do you expect to ***work from home*** ***if the economy enters a recession?***

Multiple choice | Required | Vertical | Single-select

a) None
b) 1 full day per week
c) 2 full days per week
d) 3 full days per week
e) 4 full days per week
f) 5+ full days per week

[Q408 logic: QUESTION HIDDEN. SUPERSEDED BY QUESTION 410 ABOVE]

408. Okay, how many ***full days per week*** do you expect to ***work from home*** ***if the economy enters a recession?***

Multiple choice | Required | Vertical | Single-select

a) 1 full day per week
b) 2 full days per week
c) 3 full days per week
d) 4 full days per week
e) 5+ full days per week

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_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]
f) Child-care responsibilities [TAG: 6]
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

[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: 2022

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

_____ locations

[Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "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 Q404 selected choice is any of "2020", "2021", "2022"]

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

show block 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."

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) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016

h) 2011 to 2015
i) 2006 to 2010
j) 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) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006
k) 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) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

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

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 <u>to and from</u> 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 <u>Min</u>: 0 <u>Max</u>: 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? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 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. ***<u>In 2019</u>*** 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. ***<u>Last week</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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 **<u>to work</u> at each of the following locations?**

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite Client or customer's worksite Public space (cafe, library, etc.) Co-working space Friend or family member's home (that is **NOT** your primary residence)	**Number input** Min: 0 Max: 10

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

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?

Number | Required | Min: 0 | Max: 90

_____ minutes

380. Approximately what time of day did you travel to the `primary_work_location` that you 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

Your employer's worksite Client or customer's worksite Friend or family member's home (that is **NOT** your primary residence) Co-working space Public space (cafe, library, etc.)	**Number input** Min: 0 Max: 10

[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 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: a) ***1 day per week from home*** b) ***3 days per week from home*** c) ***entirely from home***

306. How would you feel about working ***no_wfh_increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

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 ***pay cut*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***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"

363. Supposing you kept a five-day workweek, ***how many days would you ideally like to work from home, and how many days on business premises?***

Allocation | Required | Total: 5

a) Ideal amount of **work on business premises**
b) Ideal amount of **work from home**

368. Do you ***currently have*** the ***ideal working arrangement*** you specified in the previous question?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage ***pay cut*** would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

At ideal number of days

show block if Q368 selected choice is "Yes"

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

325. What percentage ***pay cut*** would you value the same as working **`some_wfh_change`**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

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]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2022

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2022

396. How many biological children do you have in total?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q396 answer is 0

398. Would you like 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 would you like 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 <u>latest</u>*** would you like to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q396 answer > 0

399. Would you like 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 would you like 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 <u>latest</u>*** would you like 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?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			

[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 <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> 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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

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_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

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

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]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive
b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been infected at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing
h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to say

409. How tall are you?

Combination | Required

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

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

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_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]
f) Child-care responsibilities [TAG: 6]
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

_____ locations

[Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "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 Q404 selected choice is any of "2020", "2021", "2022", "2023"]

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

show block 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."

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

f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[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***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

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

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 Time commuting back from work	**Number input** _____ minutes 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? You work from home?	**Number input** _____ minutes 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?

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

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?**

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite Client or customer's worksite Public space (cafe, library, etc.) Co-working space Friend or family member's home (that is **NOT** your primary residence)	**Number input** Min: 0 Max: 10

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

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?

Number | Required | Min: 0 | Max: 90

_____ minutes

380. Approximately what time of day did you travel to the primary_work_location that you

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

Your employer's worksite	**Number input**
Client or customer's worksite	Min: 0
Friend or family member's home (that is **NOT** your primary residence)	Max: 10
Co-working space	
Public space (cafe, library, etc.)	

[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

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

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]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2023

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2023

396. How many biological children do you have in total?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show 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

show 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 <u>latest</u>*** 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?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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 <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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 <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> 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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

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_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

199. What year were you born?

Number | Required | Min: 1955 | Max: 2003

Working or WFH at some point during COVID - for video call questions
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" OR Q6 selected choice is "Yes"

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 <u>on</u> (showing your face)?***

Matrix | Required | Group by: Row | Single-select

	camera_on_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

Set `camera_engagement_opts` to:

a) Very negatively (engagement <u>down</u> >50%)
b) Negatively (engagement <u>down</u> 10 to 40%)
c) No impact
d) Positively (engagement <u>up</u> 10 to 40%)
e) Very positively (engagement <u>up</u> >50%)
f) Does not apply

412. During ***work meetings*** on Teams, Zoom, Webex, or other video-conferencing platforms, how does ***having your camera <u>on</u> (showing your face) impact your <u>engagement</u>?***

Matrix | Required | Group by: Row | Single-select

Impact of having your camera ***<u>on</u>***	camera_engagement_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						

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

	camera_on_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

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

Impact of having their camera ***on***	camera_engagement_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

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

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA February 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

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_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]
f) Child-care responsibilities [TAG: 6]
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

_____ locations

[Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "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 Q404 selected choice is any of "2020", "2021", "2022", "2023"]

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

show block 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."

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

f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a ***temp agency***, or ***directly by the firm*** you work at?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, through a temp agency
b) No, I'm directly hired by the firm I work at

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[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***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

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

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 Time commuting back from work	**Number input** _____ minutes 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**

You work from home?	_____ minutes 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?

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]

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

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

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]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2023

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2023

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 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

show block if Q417 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 <u>latest</u>*** 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?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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 <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
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"

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. While working from home, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

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

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

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_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

199. What year were you born?

Number | Required | Min: 1955 | Max: 2003

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

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line