Question Repository for the Survey of Working Arrangements and Attitudes

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Survey waves included in this version:

May 2020 to September 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
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 $89,999
   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 accommodation
   e. Construction, agriculture or mining
   f. School or university
   g. Hospital or other healthcare

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
   i. 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
   b. $10,000 to $19,999
   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
20. What is your race or ethnicity?
   a. Black or African American
   b. Hispanic (of any race)
   c. Asian
   d. Native American or Alaska Native
   e. Native Hawaiian or Pacific Islander
   f. White (non-hispanic)
   g. Other, or prefer not to say

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

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

22. If you are working from home under COVID, do you have your own room to work in?
   a. Yes, my bedroom
   b. Yes, another room that is not my bedroom
   c. No, I share a room when I am working
   d. Not applicable, I am not working from home
23. After COVID, in 2021 and later, how would you feel about the option to work from home 2 or 3 days a week?
   a. Incredibly positive, as good as a pay rise of more than 20%
   b. Strongly positive, as good as a pay rise of 10% to 20% or more
   c. Moderately positive, as good as a pay rise of 1% to 9%
   d. Neutral
   e. Moderately negative, as bad as a pay cut of 1% to 9%
   f. Strongly negative, as bad as a pay cut of 10% to 20%
   g. Incredibly negative, as bad as a pay cut of more than 20%

24. Do you currently live with a partner or other adults?
   a. No.
   b. Yes, with a spouse, domestic partner, or adult children
   c. Yes, with roommates or other relatives

25. Do you live with any children under the age of 18?
   a. No
   b. Yes, the youngest is still in pre-school or primary school
   c. Yes, the youngest is in elementary school
   d. Yes, the youngest is in middle school
   e. Yes, the youngest is in high school

26. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? [Show if currently working from home]
   a. Better – I am more efficient at home than I was working on the business premises
   b. About the same – I’m equally efficient in both places
   c. Slightly less efficient now – my efficiency is 5-15% lower at home, as compared to working on the business premises before the pandemic.
   d. Somewhat less efficient now – my efficiency is 20-40% lower at home, as compared to working on the business premises before the pandemic.
   e. Much less efficient now – my efficiency is at least 40% lower at home, as compared to working on the business premises before the pandemic.

27. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? [Show if currently working from home]
a. Hugely better – I am 20%+ more productive than I expected
b. Substantially better – I am 10% to 19% more productive than I expected
c. Better – I am 1% to 9% more productive than I expected
d. About the same
e. Worse – I am 1% to 9% less productive than I expected
f. Substantially Worse – I am 10% to 19% less productive than I expected
g. Hugely Worse – I am 20%+ less productive than I expected

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

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

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

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

27. Do you live with any children under the age of 18?
   a. No
   b. Yes, the youngest is still in pre-school or primary school
   c. Yes, the youngest is in elementary school
   d. Yes, the youngest is in middle school
   e. Yes, the youngest is in high school

28. How does your efficiency working from home during the COVID-19 pandemic compare to your effectiveness working on business premises before the pandemic? [Show if have WFH experience during COVID (Q4)]
   a. Better – I am more efficient at home than I was working on the business premises
   b. About the same – I’m equally efficient in both places
   c. Worse - I am less efficient at home than I was working business premises

29. How much more efficient have you been working from home during the COVID-19 pandemic than on business premises before the COVID-19 pandemic? [Show if more efficient at home during COVID than on business premises pre-COVID (Q28)]
   a. Under 5% more efficient
   b. 5 to 15% more efficient
   c. 15 to 25% more efficient
   d. 25 to 35% more efficient
   e. Over 35% more efficient

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

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

31. Compared to your expectations before COVID (in 2019), how has working from home turned out for you? [Show if currently working from home during COVID (Q3)]
   a. Hugely better – I am 20%+ more productive than I expected  
b. Substantially better – I am 10% to 19% more productive than I expected  
c. Better – I am 1% to 9% more productive than I expected  
d. About the same  
e. Worse – I am 1% to 9% less productive than I expected  
f. Substantially Worse – I am 10% to 19% less productive than I expected  
g. Hugely Worse – I am 20%+ less productive than I expected

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

33. How much money have you and your employer invested in equipment or infrastructure to help you work from home more efficiently – computers, internet connection, furniture, etc.? [Show if have WFH experience during COVID (Q4)]
34. What percentage of this expenditure has been reimbursed or paid by your employer? If your expenditures have been zero (0), please choose zero. [Show if have WFH experience during COVID (Q4)]

<table>
<thead>
<tr>
<th>Percentage reimbursed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

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
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
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

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

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*

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropout</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
### 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
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
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.

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Dropdown</td>
</tr>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
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<td>Child 4</td>
<td>2</td>
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<td>Child 5</td>
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<td>17</td>
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<td>18+</td>
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</tbody>
</table>

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 10% 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 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 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?
### Question 33

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 200</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ hours</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20000</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ ______</td>
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<td></td>
</tr>
</tbody>
</table>

[ **Q34 logic: Show if Q33 answer > 0** ]

### Question 34

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

<table>
<thead>
<tr>
<th>Slider</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Increment: 1</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>

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% |

### Question 35

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

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Require valid zip code

- **Min length**: 5
- **Max length**: 5

Set `state_resi_2020` to From ZIP

### Question 36

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

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Require valid zip code

- **Min length**: 5
- **Max length**: 5

Set `state_resi_current` to From ZIP

### Question 37

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

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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"** ]

### Question 38

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

d) 4 days [TAG: 4]
e) 5+ days [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
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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
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<tr>
<td>b) Working on a second or new secondary job</td>
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<td>c) Childcare</td>
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<tr>
<td>d) Home improvement, chores, or shopping</td>
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<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
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<tr>
<td>f) Exercise or outdoor leisure</td>
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</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Agriculture, Forestry, Fishing, or Hunting</td>
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<tr>
<td>b) Arts, Entertainment or Recreation</td>
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<tr>
<td>c) Banking, Finance, or Insurance</td>
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<td>d) Construction</td>
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<td>e) Education</td>
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<td>f) Health Care and Social Assistance</td>
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<tr>
<td>g) Hospitality and Food Services</td>
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<tr>
<td>h) Information Services, including Publishing or Media</td>
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<tr>
<td>i) Manufacturing</td>
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<tr>
<td>j) Mining, Quarrying or Oil and Gas Extraction</td>
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<tr>
<td>k) Professional, Technical or Business Services</td>
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<tr>
<td>l) Real Estate or Rental and Leasing Services</td>
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<td>m) Retail Trade</td>
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<td>n) Transportation or Warehousing</td>
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<td>o) Utilities</td>
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<td>p) Wholesale Trade</td>
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<tr>
<td>q) Government, including all federal and state</td>
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<tr>
<td>r) Other (please specify) [text input]</td>
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What is your occupation?

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

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

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*
<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropout</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
</tr>
<tr>
<td>Child 5</td>
<td>3</td>
</tr>
<tr>
<td>Child 6</td>
<td>4</td>
</tr>
<tr>
<td>Child 7</td>
<td>5</td>
</tr>
<tr>
<td>Child 8</td>
<td>6</td>
</tr>
</tbody>
</table>

[ 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?

   ![Image of a dropdown menu with options from 0 to 18+]

   [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".]

<table>
<thead>
<tr>
<th>Combination</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td>___________ hours</td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td>Min: 0</td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td>Max: 100</td>
</tr>
</tbody>
</table>

[ 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".]

<table>
<thead>
<tr>
<th>Combination</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td>___________ hours</td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td>Min: 0</td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td>Max: 100</td>
</tr>
</tbody>
</table>
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
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

[ Q29 logic: Show if Q28 selected choice is "Better -- I am more 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

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

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.?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20000</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ ______</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ Q34 logic: Show if Q33 answer > 0 ]

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

<table>
<thead>
<tr>
<th>Slider</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Increment: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slider defaults to 37</td>
<td>0% ─────●───── 100%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Require valid zip code</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Min length: 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Max length: 5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Set state_resi_2020 to From ZIP

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

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Require valid zip code</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Min length: 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Max length: 5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Set state_resi_current to From ZIP

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

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Require valid zip code</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Min length: 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Max length: 5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Require valid zip code</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Min length: 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Max length: 5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
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

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)?
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

- 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]

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)

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)

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

   *Multiple choice | Required | Vertical | Single-select*
   
a) Less than $10,000 [TAG: 5] [TERM]
b) $10,000 to $19,999 [TAG: 15] [TERM]
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**

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Child 2</td>
<td>1</td>
</tr>
<tr>
<td>Child 3</td>
<td>2</td>
</tr>
<tr>
<td>Child 4</td>
<td>3</td>
</tr>
<tr>
<td>Child 5</td>
<td>4</td>
</tr>
<tr>
<td>Child 6</td>
<td>5</td>
</tr>
<tr>
<td>Child 7</td>
<td>6</td>
</tr>
<tr>
<td>Child 8</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>8</td>
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<td>9</td>
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<td>10</td>
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<td></td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

[ 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**

<table>
<thead>
<tr>
<th>You</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>______ hours</td>
</tr>
<tr>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td>Max: 100</td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td></td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td></td>
</tr>
</tbody>
</table>

[ 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**

<table>
<thead>
<tr>
<th>You</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>______ hours</td>
</tr>
<tr>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td>Max: 100</td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td></td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td></td>
</tr>
</tbody>
</table>
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
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
   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
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

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”

[ 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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) LOWEST: My likelihood of earning $\text{lowest}$ thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) LOW: My likelihood of earning $\text{low}$ thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) MIDDLE: My likelihood of earning $\text{middle}$ thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) HIGH: My likelihood of earning $\text{high}$ thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) HIGHEST: My likelihood of earning $\text{highest}$ thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

63. Why take this survey?

Multiple choice | Required | Vertical | Multi-select | Randomize |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Interest</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Like rewards</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Money</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Game benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Pass time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Other [text input]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**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]

---

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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]

d) 4 days [TAG: 4]
e) 5+ days [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?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Decimals: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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)?**

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Decimals: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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
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.
<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
</tr>
<tr>
<td>Child 5</td>
<td>3</td>
</tr>
<tr>
<td>Child 6</td>
<td>4</td>
</tr>
<tr>
<td>Child 7</td>
<td>5</td>
</tr>
<tr>
<td>Child 8</td>
<td>6</td>
</tr>
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<td>7</td>
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<td></td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

[ 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".]

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td></td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td></td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td>Number input</td>
</tr>
<tr>
<td></td>
<td>hours</td>
</tr>
<tr>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td>Max: 100</td>
</tr>
</tbody>
</table>

[ 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".]

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td></td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td></td>
</tr>
</tbody>
</table>
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 10% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

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

Multiple choice | Required | Vertical | Single-select

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

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

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?

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

<table>
<thead>
<tr>
<th>Scenarios</th>
<th>Annual earnings, before tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>The <strong>LOWEST</strong> possible amount would be roughly</td>
<td>Number input</td>
</tr>
<tr>
<td>A <strong>LOW</strong> amount would be roughly</td>
<td>$ ______,000</td>
</tr>
<tr>
<td>A <strong>MIDDLE</strong> amount would be roughly</td>
<td>Min: 0</td>
</tr>
<tr>
<td>A <strong>HIGH</strong> amount would be roughly</td>
<td>Max: 1000</td>
</tr>
<tr>
<td>The <strong>HIGHEST</strong> possible amount would be roughly</td>
<td>Prefer not to answer</td>
</tr>
</tbody>
</table>

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.

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

$lowest $low $middle $high $highest

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) LOWEST: My likelihood of earning $lowest thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) LOW: My likelihood of earning $low thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) MIDDLE: My likelihood of earning $middle thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) HIGH: My likelihood of earning $high thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) HIGHEST: My likelihood of earning $highest thousand in 2021 is:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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
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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
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<td></td>
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<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
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<tr>
<td>d) Home improvement, chores, or shopping</td>
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<td></td>
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<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
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<tr>
<td>f) Exercise or outdoor leisure</td>
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</tr>
</tbody>
</table>

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

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

What is your occupation?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Armed forces</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Construction and extraction (e.g. mining)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Farming, fishing, and forestry</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Management, business and financial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Office and administrative support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Production</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>g) Professional and related</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) Sales and related</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Service</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
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

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*

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
<th>Dropdown</th>
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<tbody>
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<td></td>
<td>11</td>
</tr>
</tbody>
</table>
[ 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".]

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Number input</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td></td>
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</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td></td>
<td></td>
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<td>100</td>
</tr>
</tbody>
</table>

[ 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".]

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Number input</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td></td>
<td></td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>

[ 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
- Working primarily from home
- Working primarily on business premises
- 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
- No
- 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
- 100% -- I can do all my job's tasks efficiently from home
- 85% to 95% -- I can do almost all my job's tasks efficiently from home
- 75% to 85% -- I can do most of my job's tasks efficiently from home
- 60% to 75% -- I can do many of my job's tasks efficiently from home
- 40% to 60% -- I can only do about half of my job's tasks efficiently from home
- 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
- Yes
- No
- 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
- Provided training in how to work remotely
- Supplied or paid for equipment that improves your ability to work from home
- Covered the cost of adding/upgrading your home internet
- Allowed you to engage with customers/clients/suppliers remotely
- Modified your job duties to improve your ability to work remotely
- Allowed greater flexibility as to which times or days you work
<table>
<thead>
<tr>
<th>Question</th>
<th>Description</th>
<th>Options</th>
<th>Logic</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>How does your efficiency working from home <em>during the COVID-19 pandemic</em> compare to your efficiency working on business premises <em>before the pandemic</em>?</td>
<td>Multiple choice</td>
<td>Market survey respondents are asked to select one of the three options: Better -- I am more efficient at home than I was working on business premises; About the same -- I'm equally efficient in both places; Worse -- I am less efficient at home than I was working on business premises. The logic is: if Q28 selected choice is &quot;Better -- I am more efficient at home than I was working on business premises&quot; then Q29 logic is shown.</td>
</tr>
<tr>
<td>29</td>
<td>How much <em>more efficient</em> have you been working from home <em>during the COVID-19 pandemic</em> than on business premises <em>before the COVID-19 pandemic</em>?</td>
<td>Multiple choice</td>
<td>Market survey respondents are asked to select one of the six options: Under 5% more efficient; 5% to 10% more efficient; 10% to 15% more efficient; 15% to 25% more efficient; 25% to 35% more efficient; Over 35% more efficient. The logic is: if Q28 selected choice is &quot;Better -- I am more efficient at home than I was working on business premises&quot; then Q29 logic is shown.</td>
</tr>
<tr>
<td>30</td>
<td>How much <em>less efficient</em> have you been working from home <em>during the COVID-19 pandemic</em> than on business premises <em>before the COVID-19 pandemic</em>?</td>
<td>Multiple choice</td>
<td>Market survey respondents are asked to select one of the six options: Under 5% less efficient; 5% to 10% less efficient; 10% to 15% less efficient; 15% to 25% less efficient; 25% to 35% less efficient; Over 35% less efficient. The logic is: if Q28 selected choice is &quot;Worse -- I am less efficient at home than I was working on business premises&quot; then Q30 logic is shown.</td>
</tr>
<tr>
<td>78</td>
<td>Is <em>time saved by not commuting</em> part of your <em>extra efficiency when working from home</em>?</td>
<td>Multiple choice</td>
<td>Market survey respondents are asked to select one of the two options: Yes; No. The logic is: if Q28 selected choice is &quot;Better -- I am more efficient at home than I was working on business premises&quot; and Q78 selected choice is &quot;Yes&quot; then Q72 logic is shown.</td>
</tr>
</tbody>
</table>
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, 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)

<table>
<thead>
<tr>
<th>Scenarios</th>
<th>Annual earnings, before tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>The LOWEST possible amount would be roughly</td>
<td>Number input $________,000</td>
</tr>
<tr>
<td>A LOW amount would be roughly</td>
<td>Min: 0</td>
</tr>
<tr>
<td>A MIDDLE amount would be roughly</td>
<td>Max: 1000</td>
</tr>
<tr>
<td>A HIGH amount would be roughly</td>
<td></td>
</tr>
<tr>
<td>The HIGHEST possible amount would be roughly</td>
<td>Prefer not to answer</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td></td>
</tr>
</tbody>
</table>

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
   
   Reuse choices from Q65 left column items with write-ins for ‘other’

<table>
<thead>
<tr>
<th>Scenarios</th>
<th>Your Original Answer</th>
<th>Annual earnings, before tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reuse choices from Q65 left column items with write-ins for ‘other’</td>
<td>Display only Complex logic</td>
<td>Number input $________,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Min: 0</td>
</tr>
</tbody>
</table>
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 $\text{\textit{lowest}}$ thousand in 2021 is:

b) LOW: My likelihood of earning $\text{\textit{low}}$ thousand in 2021 is:

c) MIDDLE: My likelihood of earning $\text{\textit{middle}}$ thousand in 2021 is:

d) HIGH: My likelihood of earning $\text{\textit{high}}$ thousand in 2021 is:

e) HIGHEST: My likelihood of earning $\text{\textit{highest}}$ 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

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]
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?
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
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
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.*
### [ 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".*

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Child 1</strong></td>
<td><strong>Dropdown</strong></td>
</tr>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
</tr>
<tr>
<td>Child 5</td>
<td>3</td>
</tr>
<tr>
<td>Child 6</td>
<td>4</td>
</tr>
<tr>
<td>Child 7</td>
<td>5</td>
</tr>
<tr>
<td>Child 8</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
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<td>8</td>
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<td>15</td>
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<td></td>
<td>16</td>
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<tr>
<td></td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

### [ 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".*

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You</td>
<td><strong>Number input</strong> hours</td>
</tr>
<tr>
<td>Your spouse or domestic partner</td>
<td>Min: 0 Max: 100</td>
</tr>
<tr>
<td>Others (e.g. grandparents, babysitters, etc.)</td>
<td>Min: 0 Max: 100</td>
</tr>
</tbody>
</table>
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  

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  

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
[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

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

---

Worked from home

[Q28 logic: Show 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

- Better -- I am more efficient at home than I was working on business premises
- About the same -- I'm equally efficient in both places
- 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

- Under 5% more efficient
- 5% to 10% more efficient
- 10% to 15% more efficient
- 15% to 25% more efficient
- 25% to 35% more efficient
- 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

- Under 5% less efficient
- 5% to 15% less efficient
- 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”

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)

<table>
<thead>
<tr>
<th>Scenarios</th>
<th>Annual earnings, before tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>The LOWEST possible amount would be roughly</td>
<td>Number input $_______,000</td>
</tr>
<tr>
<td>An LOW amount would be roughly</td>
<td>Min: 0</td>
</tr>
<tr>
<td>A MIDDLE amount would be roughly</td>
<td>Max: 1000</td>
</tr>
<tr>
<td>A HIGH amount would be roughly</td>
<td></td>
</tr>
<tr>
<td>The HIGHEST possible amount would be roughly</td>
<td></td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td></td>
</tr>
</tbody>
</table>
[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
--- | ---

<table>
<thead>
<tr>
<th>Scenarios</th>
<th>Your Original Answer</th>
<th>Annual earnings, before tax</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reuse choices from Q65 left column items with write-ins for ‘other’</td>
<td>Display only Complex logic</td>
<td>Number input $\text{_____ ,000}$</td>
</tr>
<tr>
<td>$\text{lowest}$</td>
<td>$\text{low}$</td>
<td>$\text{middle}$</td>
</tr>
<tr>
<td>$\text{high}$</td>
<td>$\text{highest}$</td>
<td></td>
</tr>
</tbody>
</table>

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 $\text{lowest}$ thousand in 2021 is:

b) LOW: My likelihood of earning $\text{low}$ thousand in 2021 is:

c) MIDDLE: My likelihood of earning $\text{middle}$ thousand in 2021 is:

d) HIGH: My likelihood of earning $\text{high}$ thousand in 2021 is:

e) HIGHEST: My likelihood of earning $\text{highest}$ 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)."

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

6a) I am a **wage and salary employee**, and my **main job** accounts for most of my earnings
6b) I am a **wage and salary employee** who also earns a lot of **extra income from side jobs**
6c) I am **self-employed** and run my own business
6d) 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

7a) Yes
7b) 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*

8a) Never
8b) About once or twice per month
8c) 1 day per week
8d) 2 days per week
8e) 3 days per week
8f) 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]
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
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

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

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

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

<table>
<thead>
<tr>
<th>Child 1</th>
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<td>18+</td>
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</tbody>
</table>

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

29. What is your spouse or domestic partner’s current working status?

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?
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" ]

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" ]

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

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" ]

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?
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%

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
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

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”
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]
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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
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

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

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
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.

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[ 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?
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

[ Q29 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes" ]

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

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
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

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 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

[ 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 **working from home one more day per week than your co-workers** 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 **working from home one more day per week than your co-workers** cause?

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

______ % higher chance of a promotion
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" ]

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" ]

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

If you were to work from home one more day per week than your co-workers, how might this affect your chance of a promotion in the next 3 years?

Multiple choice | Required | Vertical | Single-select

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[ Q50 logic: Show if Q49 selected choice is "It would reduce my chance of a promotion" ]

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
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

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 ...

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.

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.

55. Approximately how much did you earn by working in 2020, on a before-tax basis?  
   Number | Required | Min: 0 | Max: 1000
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]
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
25. If you could **work from home two days of the week**, which days would you prefer?

   *Multiple choice | Required | Vertical | Multi-select | Choose 2 options*
   
   a) Mondays  
   b) Tuesdays  
   c) Wednesdays  
   d) Thursdays  
   e) Fridays  
   f) No preference

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

   *Multiple choice | Required | Vertical | Multi-select*
   
   a) No  
   b) Yes, with a spouse or domestic partner  
   c) Yes, with one or more adult children or other relatives  
   d) Yes, with roommates

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

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

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

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

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

   *Combination | Required*  

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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

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

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

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
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

35. Is time saved by not commuting part of your extra efficiency when working from home?
   Multiple choice | Required | Vertical | Single-select
   a) Yes  
   b) No

36. How much of your extra efficiency when working from home is due to the time you save by not commuting?
   [Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]
   Slider | Required | Min: 0 | Max: 100
   None, 0% ─────●───── All, 100%

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
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

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

h) Not applicable -- I don’t have meetings over videocall for work

[ Q53 logic: Show for group 1 ]

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]
3 days [TAG: 3]
4 days [TAG: 4]
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
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

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

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

24. How much extra pay would it take for you to prefer working 5 days a week on your employer’s premises after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
26. Do you currently live with a partner or other adults? (Please check all that apply)
   
   Multiple choice | Required | Vertical | Multi-select
   
   a) No
   b) Yes, with a spouse or domestic partner
   c) Yes, with one or more adult children or other relatives
   d) Yes, with roommates

27. Do you live with any children under the age of 18?
   
   Multiple choice | Required | Vertical | Single-select
   
   a) No
   b) Yes

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

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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropdown</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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</tr>
<tr>
<td></td>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18+</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

29. What is your spouse or domestic partner’s current working status?
30. What was your spouse or domestic partner's working status before COVID (in 2019)?

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" ]

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

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?
### Question 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]

[ 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" ]

### Question 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

[ 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" ]

### Question 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

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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
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?
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

```text
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 | Number input |
   | Time commuting back from work | minutes |
   | | Min: 0 | Max: 240 |

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

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

   Allocation | Required | Randomize | Total: 100
   a) Working on your current or primary job
   b) Working on a second or new secondary job
   c) Childcare
   d) Home improvement, chores, or shopping
   e) Leisure indoors (e.g. reading, watching TV and movies)
   f) Exercise or outdoor leisure

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

   Multiple choice | Required | Vertical | Single-select
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 support
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
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

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

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

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
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

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[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
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

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

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

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*?
**pandemic** than on business premises before the COVID-19 pandemic?

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

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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*

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<td>b)</td>
<td>About the same -- I'm equally efficient in both places</td>
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<td>c)</td>
<td>Worse -- I am <strong>less</strong> efficient at home than working on business premises</td>
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[ 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*

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[ 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*

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</table>

show if indicates more efficient working at home

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

37. Apart from saving time by not commuting, why are you more efficient when working from home? Please select all that apply.

37. Why are you less efficient when working from home? Please select all that apply.

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

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”

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
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?

150. Approximately, what percentage of your co-workers are men?

151. Approximately, what is the average age of your coworkers?

152. Approximately what percentage of your co-workers are 20 to 29 years old?

[ Q152 logic: Show if Q1 selected choice is "20 - 29" ]

[ 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) Navajo

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
165. Do you speak Arabic?

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

166. Do you speak German?

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

167. Do you speak French?

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

168. Do you speak Portuguese?

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

169. Do you speak Creole?

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

170. Do you speak Navaho?

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

171. Do you speak the other non-English language your co-workers speak?
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

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
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

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

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*

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>_____ mbps</td>
</tr>
</tbody>
</table>

*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]
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
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, lock downs and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lock downs 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 lock downs or because it was unsafe or otherwise not possible to work on business premises?
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

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

Set `random_group to:`

50% group1 50% group2

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

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>__________ minutes</td>
<td>Min: 0</td>
</tr>
</tbody>
</table>

[ 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

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

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

| 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_video call_question` to ...

[ Q50 logic: Show for 1/3 of respondents ]

50. How does the efficiency of video calls for one-on-one and small group meetings (up to 4 people) compare to the efficiency of in-person meetings?
   
   Multiple choice | Required | Vertical | Single-select
   a) Hugely better -- 50+% more efficient
   b) Substantially better -- 20 to 50% more efficient
   c) Better -- up to 20% more efficient
   d) About the same
   e) Worse -- up to 20% less efficient
   f) Substantially worse -- 20 to 50% less efficient
   g) Hugely worse -- 50+% less efficient
   h) Not applicable -- I don’t have meetings over video call for work

[ Q51 logic: Show for 1/3 of respondents ]

51. How does the efficiency of video calls for medium sized group meetings (5 to 9 people) compare to the efficiency of in-person meetings?
   
   Multiple choice | Required | Vertical | Single-select
   a) Hugely better -- 50+% more efficient
   b) Substantially better -- 20 to 50% more efficient
   c) Better -- up to 20% more efficient
   d) About the same
   e) Worse -- up to 20% less efficient
   f) Substantially worse -- 20 to 50% less efficient
   g) Hugely worse -- 50+% less efficient
   h) Not applicable -- I don’t have meetings over video call for work

[ Q52 logic: Show for 1/3 of respondents ]
52. How does the efficiency of video calls for large group meetings (10 or more people) compare to the efficiency of in-person meetings?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) Not applicable -- I don’t have meetings over video call for work

Worked from home

show block if Q6 selected choice is "Yes"

Set random_covid_wording to 50/50 random selection of block

Show for 50% of respondents

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

Multiple choice | Required | Vertical | Single-select

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

[ Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises" ]

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

Multiple choice | Required | Vertical | Single-select

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

[ Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises" ]

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

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
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

[ 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) Meal times, 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 |

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

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
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?
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
Do you 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?
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?

<table>
<thead>
<tr>
<th>Total number of restaurants/dining places near my employer’s worksite</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of restaurants/dining places near my employer’s worksite that I enjoy eating lunch at</td>
<td>Number of restaurants/dining places</td>
</tr>
</tbody>
</table>

Skip label: More than 20

143. Where have you been while you’ve filled out this survey?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) At home</td>
<td>b) At work</td>
<td>c) A commercial establishment</td>
<td>d) Commuting or in transit</td>
</tr>
<tr>
<td>e) Russian sauna</td>
<td>f) Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>Number of mbps</td>
</tr>
</tbody>
</table>

Decimal places: 2
Min: 0
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]
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

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

[ Q204 logic: Show if Q203 selected choice is "Yes" ]

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 those days and work from home on the others
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

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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

\textit{Multiple choice | Required | Vertical | Single-select}

\begin{itemize}
  \item a) Yes, my bedroom
  \item b) Yes, another room that is not my bedroom
  \item c) No, I share a room when I am working
\end{itemize}

\[\text{Q21 logic: Show if Q6 selected choice is "No"}\]

22. \textit{Assuming it doesn't matter for your pay}, which working arrangements would you \textit{prefer after COVID is under control}?

\textit{Multiple choice | Required | Vertical | Single-select}

\begin{itemize}
  \item a) Working 5 days a week on my employer’s premises
  \item b) Working 3 days a week on my employer’s premises and 2 days at home
  \item c) I don’t prefer one over the other
\end{itemize}

\[\text{Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"}\]

23. How much \textit{extra pay} would it take for you to prefer working \textit{3 days a week on your employer's premises and 2 days at home} after COVID is under control?

\textit{Multiple choice | Required | Vertical | Single-select}

\begin{itemize}
  \item a) Less than 5% extra
  \item b) 5% to 10% extra
  \item c) 10% to 15% extra
  \item d) 15% to 25% extra
  \item e) 25% to 35% extra
  \item f) More than 35% extra
\end{itemize}

\[\text{Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"}\]

24. How much \textit{extra pay} would it take for you to prefer working \textit{5 days a week on your employer's premises} after COVID is under control?

\textit{Multiple choice | Required | Vertical | Single-select}

\begin{itemize}
  \item a) Less than 5% extra
  \item b) 5% to 10% extra
  \item c) 10% to 15% extra
  \item d) 15% to 25% extra
  \item e) 25% to 35% extra
\end{itemize}
26. Do you currently live with a partner or other adults? (Please check all that apply)
   *Multiple choice | Required | Vertical | Multi-select*
   a) No
   b) Yes, with a spouse or domestic partner
   c) Yes, with one or more adult children or other relatives
   d) Yes, with roommates

27. Do you live with any children under the age of 18?
   *Multiple choice | Required | Vertical | Single-select*
   a) No
   b) Yes

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

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

   *Combination | Required*

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropout</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td></td>
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<td>13</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18+</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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.

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ times per week</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ times per week</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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
   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 10% 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
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?
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/leave 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/leave 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?
   
<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
   
   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?
   
<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
   
   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?
   
<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
   
   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?
   
<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
   
   Allow skipping with checkbox labeled: “I have no co-workers”

156. Approximately what percentage of your coworkers are:

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Black or African American?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Hispanic or of Latin American descent (of any race)?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Asian?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Native American or Alaska Native?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Native Hawaiian or Pacific Islander?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) White (not Hispanic or of Latin American descent)?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Other?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

179. Approximately what percent of your coworkers share your religious views?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 0% to 9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 10% to 19%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 20% to 29%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 30% to 39%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 40% to 49%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 50% to 59%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) 60% to 69%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
[ 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

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

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

[ 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

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

   Multiple choice | Required | Vertical | Multi-select

   a) Yes, it pushed us to implement or expand our digital sales strategy
   b) Yes, it pushed us to digitize our supply or internal management processes
   c) Yes, it made recruiting talent easier due to remote work
   d) Yes significant increase in demand/business/sales
   e) Yes significant decrease in demand/business/sales
   f) Yes, some other reason [text input]
   g) No

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

   Multiple choice | Required | Vertical | Multi-select

   a) Yes, lockdowns and social distancing directly generated the market for my business
   b) Yes, I started my business after losing my job due to lockdowns and social distancing
   c) Yes, it pushed us to implement or expand our digital sales strategy
   d) Yes, it pushed us to digitize our supply or internal management processes
   e) Yes, it made recruiting talent easier due to remote work
   f) Yes, some other reason [text input]
   g) No

[ 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

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

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

[ Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]
10. How many hours per week are you working for pay in mid-November (now)?
   Number | Required | Min: 0 | Max: 100 | Decimals: 1
   _______ hours

138. How long do you usually spend commuting to and from work (in minutes)?
   If you are not currently commuting to work due to the pandemic, please answer based on
   your commute time in 2019 (before COVID).
   Combination | Required | Randomize

| Time commuting to work | Number input _______ minutes |
| Time commuting back from work | Min: 0 |
| | Max: 240 |

218. How much time do you spend on grooming and getting ready for work when:
   Combination | Required
   You commute to your employer's or client's worksite?
   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
211. **Last week**, when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

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

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

12. **During the COVID-19 pandemic**, while you have been working from home, how are you now spending the time you have saved by not commuting?

Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
13. In what industry is your current job? If not currently working, then please report the industry of your most recent job

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

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

14. What is your occupation?

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

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

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

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

- a) Less than $5,000 [TAG: 4] [TERMINATE]
- b) $5,000 to $10,000 [TAG: 7.5] [TERMINATE]
- c) $10,000 to $19,999 [TAG: 15]
- d) $20,000 to $29,999 [TAG: 25]
- e) $30,000 to $39,999 [TAG: 35]
- f) $40,000 to $49,999 [TAG: 45]
- g) $50,000 to $59,999 [TAG: 55]
- h) $60,000 to $69,999 [TAG: 65]
- i) $70,000 to $79,999 [TAG: 75]
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
26. Do you currently live with a partner or other adults? (Please check all that apply)
   
   Multiple choice | Required | Vertical | Multi-select
   
   a) No
   b) Yes, with a spouse or domestic partner
   c) Yes, with one or more adult children or other relatives
   d) Yes, with roommates

27. Do you live with any children under the age of 18?
   
   Multiple choice | Required | Vertical | Single-select
   
   a) No
   b) Yes

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

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

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

   Combination | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropout</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<td>8</td>
<td>9</td>
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<td>11</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18+</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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" ]

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** in the **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
213. **After COVID, in 2022 or later**, what percentage of your **total working time** would you **like to** spend at the following locations?

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

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

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

[ Q217 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site" ]

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

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

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you worked last week. How many days did you **work on your employer's premises last week**?

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

[ Q146 logic: Show 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
36. How much of your extra efficiency when working from home is due to the time you save by not commuting?

(Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.)

Slider | Required | Min: 0 | Max: 100

None, 0% ─────●───── All, 100%

137. Apart from saving time by not commuting, why are you more efficient when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

37. Why are you less efficient when working from home? Please select all that apply.

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

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Horizontal</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 0 - not at all</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) 6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) 7</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) 8</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) 9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k) 10 - very much</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

200. Have you quit or voluntarily left a job in the past 6 months?

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

[ Q206 logic: Show if Q200 selected choice is "Yes" ]

206. When did you quit/leave that job?  
(If you quit/leaved more than one job in the past 6 months, please answer for the most recent one.)

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Earlier this month (November)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Last month (October)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) September</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) August</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) July</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) June</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) May</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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/leaved more than one job in the past 6 months, please answer based on the most recent one.)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Required</th>
<th>Randomize</th>
<th>Rank 3 options</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
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<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
a) Because my ability to work from home on that job was being cut back.
b) To **take a job** that let me work from home.
c) To **look for a job** that would let me work from home.
d) I moved to a new area (for reasons other than a job offer).
e) To take a job with better pay, benefits or hours.
f) To care for relatives or children.
g) Because I can support myself on public assistance.
h) To start my own business.
i) The job was temporary or seasonal.
j) Because I retired.
k) To become a full-time student.
l) Fear of COVID infection or exposure
m) Other, please specify [text input]

[ Q53 logic: Show for group1 ]

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

   Number | Required | Min: 0 | Max: 1000

   $ ______,000
   Allow skipping with checkbox labeled: “Prefer not to answer”

[ Q54 logic: Show for group 2 ]

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

   Multiple choice | Required | Vertical | Single-select

   a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]  
c) $10,000 to $19,999 [TAG: 15]  
d) $20,000 to $29,999 [TAG: 25]  
e) $30,000 to $39,999 [TAG: 35]  
f) $40,000 to $49,999 [TAG: 45]  
g) $50,000 to $59,999 [TAG: 55]  
h) $60,000 to $69,999 [TAG: 65]  
i) $70,000 to $79,999 [TAG: 75]  
j) $80,000 to $99,999 [TAG: 90]  
k) $100,000 to $124,999 [TAG: 113]  
l) $125,000 to 149,999 [TAG: 138]  
m) $150,000 to $199,999 [TAG: 175]  
n) $200,000 to $499,999 [TAG: 225]  
o) $500,000+ [TAG: 500]  
p) Prefer not to answer

143. Where have you been while you've filled out this survey?

   Multiple choice | Required | Vertical | Single-select

   a) At home
   b) At work
   c) A commercial establishment
   d) Commuting or in transit
199. What year were you born?
Number | Required | Min: 1955 | Max: 2002

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?
Number | Required | Min: 0 | Max: 100
______ % of total working time
[ Q216 logic: Show if Q215 answer < 100 ]

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

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

126.
Combination | Required

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

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

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
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
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

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

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
128. Which of the following would you prefer?

- Being able to choose which days you work from home (if any)
- Your employer sets a policy that determines who works from home on which days

219. If your employer requires you to work on premises 3 days a week, which would you prefer:

- Each person chooses which 3 days to work on premises
- Your employer sets the same 3 days for everyone to work on premises

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?

- Yes
- 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

202. Will your manager work from home on the same days as you after the pandemic is over?

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting to work</td>
<td>Number input</td>
<td>minutes</td>
</tr>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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?

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

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

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

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

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)?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Dropdown</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Before 6:00am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 6:00am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 6:30am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 7:00am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 7:30am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 8:00am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) 8:30am</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) 9:00am</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

[ 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" ]

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

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

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

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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropout</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
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<tr>
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<td>11</td>
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</tr>
<tr>
<td></td>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18+</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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
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

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.)

213. *After COVID, in 2022 or later*, what percentage of your total working time would you *like to* spend at the following locations?
<table>
<thead>
<tr>
<th>Location</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Your home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Your employer's worksite</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Client or customer's worksite</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Friend or family member's home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Co-working space</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Public space (cafe, library, etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) I don't plan to work in 2022</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

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

[ 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?

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

[ 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?

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

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]

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

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
146. How much *less efficient* are you working from home than on business premises?

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

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

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

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

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

- a) Yes
- b) No

[ Q35 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*?

*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*
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*

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>_____ mbps</td>
</tr>
</tbody>
</table>

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]
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*

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

   Set \text{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..."
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
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
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

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

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>______ minutes</td>
</tr>
</tbody>
</table>
| Min: 0 | Max: 240

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

Combination | Required

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td>______ minutes</td>
</tr>
</tbody>
</table>
| Min: 0 | Max: 90
228. Which of the following would you do each morning when you travel to work?

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shower/bathe</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brush teeth</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use deodorant</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Put on makeup</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shave</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wear fresh clothes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Set an alarm to wake up</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

229. Which of the following would you do each morning when you work from home?

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shower/bathe</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
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</tr>
<tr>
<td>Shave</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Wear fresh clothes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Set an alarm to wake up</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

Dynamic choices: `commuting_trip_types`

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

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

   Multiple choice | Required | Dropdown | Single-select

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

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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropdown</td>
<td>0</td>
</tr>
</tbody>
</table>
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

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
White
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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Your home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Your employer’s worksite</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Client or customer’s worksite</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Friend or family member’s home [TAG: third party]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Co-working space [TAG: third party]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Public space (cafe, library, etc.) [TAG: third party]</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Time commuting to the friend or family member’s home</th>
<th>Number input minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from the friend or family member’s home</td>
<td>Min: 0 Max: 120</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Time commuting to the co-working space</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from the co-working space</td>
<td>minutes</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Time commuting to the public space (cafe, library, etc.)</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from the public space (cafe, library, etc.)</td>
<td>minutes</td>
</tr>
</tbody>
</table>

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
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) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

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

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

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[ Q35 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
37. Why are you **less efficient** when working from home? Please select all that apply.

- I don't have a quiet room to work in
- I am frequently interrupted by my kids
- I am frequently interrupted by my partner or other adults I live with
- I don't have an adequate internet connection
- My home computer is not good enough
- I need specialized equipment to do my job
- My job involves many tasks that cannot be done remotely
- Other, please specify [text input]

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

- Hugely better -- I am 20%+ more productive than I expected
- Substantially better -- I am to 10% to 20% more productive than I expected
- Better -- I am 1% to 10% more productive than I expected
- About the same as I expected
- Worse -- I am 1% to 10% less productive than I expected
- Substantially worse -- I am to 10% to 20% less productive than I expected
- Hugely worse -- I am 20%+ less productive than I expected

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

Require valid zip code

- Min length: 5
- Max length: 5

Set `state_resi_current` to From ZIP

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

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

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

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

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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I need to have in-person face-to-face interactions with clients, customers, or patients</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) I need to have in-person face-to-face interactions with colleagues</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) I need to interact physically with a machine or equipment at my employer's worksite</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Other (please specify) [text input]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

[ Q230 logic: QUESTION HIDDEN ]

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Strong Democrat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Not very strong Democrat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Independent, close to Democrat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Independent (Neither Party)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Not very strong Republican</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Strong Republican</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Other party</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) Don't know or rather not say</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I am only considering jobs allowing me to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) I prefer jobs allowing me to work from home, but this is not a deal breaker</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) No preference about working from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes, the main reason</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, a secondary reason</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I am a wage and salary employee, and my main job accounts for most of my earnings</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) I am a wage and salary employee who also earns a lot of extra income from side jobs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) I am self-employed and run my own business</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) I earn most of my income as an independent contractor, freelancer, or gig worker.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Self-employed
show block if Q2 selected choice is any of "Working for pay, whether on business premises or..."
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)

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

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

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 ]
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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

**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%).
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
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

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
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.

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
</tr>
<tr>
<td>Child 5</td>
<td>3</td>
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<tr>
<td>Child 6</td>
<td>4</td>
</tr>
<tr>
<td>Child 7</td>
<td>5</td>
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<td>Child 8</td>
<td>6</td>
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<td>16</td>
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<td></td>
<td>17</td>
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<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

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

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

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
   Time commuting back from the friend or family member's home
   Number input minutes
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 | Number input ______ minutes |
| Time commuting back from the co-working space | 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.) | Number input ______ minutes |
| Time commuting back from the public space (cafe, library, etc.) | 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?

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

[ Q217 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site" ]

217. 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?

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

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you worked last week. How many days did you work on your employer's premises last week?

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

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?

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

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) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

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

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

325
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
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

do 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

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

327
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?
140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant increase in demand/business/sales
e) Yes significant decrease in demand/business/sales
f) Yes, some other reason [text input]
g) No

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

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

[ 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?
138. How long do you usually spend commuting to and from work (in minutes)?
   If you are not currently commuting to work due to the pandemic, please answer based on your commute time in 2019 (before COVID).

   **Combination** | **Required** | **Randomize**

   | Time commuting to work | Number input | _____ minutes |
   | Time commuting back from work | | Min: 0 |
   |                           |                           | Max: 240 |

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

   **Combination** | **Required**

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

**Set commuting_trip_types to:**
   a) Drive alone
   b) Carpool
   c) Public transit (train, bus, ferry)
   d) Bicycle
   e) Walking
   f) Taxi / 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 | 0 | 1 | 2 | 3 | 4 |
257. How frequently do you use the following modes of transportation for **non-work trips** (e.g. shopping, socializing, recreation)?

<table>
<thead>
<tr>
<th>Mode</th>
<th>5+ times per week</th>
<th>2 to 4 times per week</th>
<th>Once per week</th>
<th>Rarely or never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Car</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taxi/Rideshare</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bus</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Subway</td>
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</tr>
<tr>
<td>Commuter Train</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bicycle / Walk</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?**
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.

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
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<td>18+</td>
</tr>
</tbody>
</table>

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

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

   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  
Time commuting back from the friend or family member's home  
Number input minutes
### Co-working 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

### 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

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.)
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?

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

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you worked last week. How many days did you work on your employer's premises last week?

Multiple choice | Required | Vertical | Single-select
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

[ 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*
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
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

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

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

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

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
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
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

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

218. How much time do you spend on grooming and/or getting ready for work when:
   Combination | Required

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td>minutes</td>
</tr>
<tr>
<td>Min: 0</td>
<td>Max: 90</td>
</tr>
</tbody>
</table>

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?

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

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

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

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

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?

<table>
<thead>
<tr>
<th>Mode</th>
<th>N/A (Rarely or never use this mode)</th>
<th>0 (not at all concerned)</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4 (serious concern that causes me to avoid this mode if possible)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Car</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Taxi/Rideshare</td>
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<tr>
<td>Bus</td>
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<td>Subway</td>
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<tr>
<td>Commuter</td>
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<tr>
<td>Train</td>
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<tr>
<td>Bicycle / Walk</td>
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</tr>
</tbody>
</table>

257. How frequently do you use the following modes of transportation for non-work trips (e.g. shopping, socializing, recreation)?

<table>
<thead>
<tr>
<th>Mode</th>
<th>5+ times per week</th>
<th>2 to 4 times per week</th>
<th>Once per week</th>
<th>Rarely or never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Car</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taxi/Rideshare</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Transit</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Bicycle</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Walk</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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**
employee'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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropdown</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>
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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Your home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Your employer's worksite</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Client or customer's worksite</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Friend or family member's home [TAG: third party]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Co-working space [TAG: third party]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Public space (cafe, library, etc.) [TAG: third party]</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>Time commuting to the <strong>friend or family member's home</strong></th>
<th>Number input minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting <strong>back from</strong> the <strong>friend or family member's home</strong></td>
<td>Min: 0 Max: 120</td>
</tr>
</tbody>
</table>

**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 | Number input | ___ minutes |
   | Time commuting back from the co-working space | 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.) | Number input | ___ minutes |
   | Time commuting back from the public space (cafe, library, etc.) | 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)?
199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

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

<table>
<thead>
<tr>
<th>Indoors at work</th>
<th>Never/Rarely</th>
<th>Occasionally</th>
<th>Mostly</th>
<th>Always</th>
<th>Not relevant for me</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outdoors for leisure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When driving in your own car</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In your own house</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indoors for leisure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

[ Q238 logic: Show 50% of the time ]
238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

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

[ Q239 logic: Show 50% of the time ]

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

Multiple choice | Required | Vertical | Single-select

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

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
<table>
<thead>
<tr>
<th>Upload speed</th>
<th>____ mbps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decimal places: 2</td>
<td></td>
</tr>
<tr>
<td>Min: 0</td>
<td></td>
</tr>
<tr>
<td>Max: 550</td>
<td></td>
</tr>
</tbody>
</table>
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

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

**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
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  
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

[ 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*
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

<table>
<thead>
<tr>
<th>Number input</th>
<th>______ hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>an online interview?</td>
<td>Min: 0 Max: 8</td>
</tr>
<tr>
<td>an in-person interview?</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting to work</td>
</tr>
<tr>
<td>Time commuting back from work</td>
</tr>
<tr>
<td>Min: 0 Max: 240</td>
</tr>
</tbody>
</table>

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

Combination | Required

<table>
<thead>
<tr>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>You commute to your employer's or client's worksite?</td>
</tr>
<tr>
<td>You work from home?</td>
</tr>
<tr>
<td>Min: 0 Max: 90</td>
</tr>
</tbody>
</table>

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?

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

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

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

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

[ 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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>
| 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

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

<table>
<thead>
<tr>
<th>Worked five days a week</th>
</tr>
</thead>
<tbody>
<tr>
<td>show if they worked 5+ days a week</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
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<tr>
<td>Child 5</td>
<td>3</td>
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<td>Child 6</td>
<td>4</td>
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<td>Child 7</td>
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<td>Child 8</td>
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<td>16</td>
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<tr>
<td></td>
<td>17</td>
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<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

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

29. What is your spouse or domestic partner’s current working status?

Multiple choice | Required | Vertical | Single-select
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

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

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]

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 10% 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

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
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
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

<table>
<thead>
<tr>
<th>Did you come into work?</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did your employer want you to come into work?</td>
<td>1 day</td>
</tr>
</tbody>
</table>

| | 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?
In the past week, **how often did you wear a face mask** in the following situations?

<table>
<thead>
<tr>
<th>Never/Rarely</th>
<th>Occasionally</th>
<th>Mostly</th>
<th>Always</th>
<th>Not relevant for me</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indoors at work</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outdoors for leisure</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When driving in your own car</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In your own house</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indoors for leisure</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**[ Q238 logic: Show 50% of the time ]**

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

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

**[ Q239 logic: Show 50% of the time ]**

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

- **Multiple choice | Required | Vertical | Single-select**
  - a) Strong Republican
  - b) Not very strong Republican
  - c) Independent, close to Republican
  - d) Independent (Neither Party)
  - e) Independent, close to Democrat
  - f) Not very strong Democrat
  - g) Strong Democrat
  - h) Other party
  - i) Don't know or rather not say
255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

[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"]

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

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

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

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

Text input | Optional | Multi-line
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

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

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

Unemployed
show block if Q2 selected choice is any of "Unemployed, looking for work", "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

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

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

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

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

NILF

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?

- Yes, the main reason
- Yes, a secondary reason
- 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?

- No
- Yes, the main reason
- 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?

- Yes, definitely
- Yes, possibly
- 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?

- 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 (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
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

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

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
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

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
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?

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Exercise or outdoor leisure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
</tr>
<tr>
<td>Child 5</td>
<td>3</td>
</tr>
<tr>
<td>Child 6</td>
<td>4</td>
</tr>
<tr>
<td>Child 7</td>
<td>5</td>
</tr>
<tr>
<td>Child 8</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
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<tr>
<td></td>
<td>8</td>
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<td>9</td>
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<td>10</td>
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<td>11</td>
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<td>12</td>
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<td>13</td>
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<td></td>
<td>14</td>
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<tr>
<td></td>
<td>15</td>
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<tr>
<td></td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

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

29. What is your *spouse or domestic partner’s current working status?*

*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

399
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

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]

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
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?

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

225. **After the pandemic ends**, what percentage of your total working time would you **like to** spend at the following locations?

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

284. **As the pandemic ends**, what percentage of your total working time would you **like to** spend at the following locations?

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

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 10% less efficient
- **c)** 5% to 10% less efficient
- **d)** 15% to 25% less efficient
- **e)** 25% to 35% less efficient
- **f)** Over 35% less efficient

[Q146 logic: Show if Q144 selected choice is "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
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 Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

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

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")

<table>
<thead>
<tr>
<th>Question</th>
<th>Instruction</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>278. Last week, did you come into work as many days as your employer wanted you to come in?</td>
<td>Multiple choice</td>
<td>Required</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Question</th>
<th>Instruction</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>279. Last week, how many days:</td>
<td>Combination</td>
<td>Required</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Did you come into work?</th>
<th>Did your employer want you to come into work?</th>
<th>dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>1 day</td>
</tr>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>2 days</td>
</tr>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>3 days</td>
</tr>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>4 days</td>
</tr>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>5 days</td>
</tr>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>6 days</td>
</tr>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>7 days</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>Instruction</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>280. How has your employer responded to employees who work on business premises fewer days than requested?</td>
<td>Please select all that apply.</td>
<td>a) Nothing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>b) Verbal reprimand</td>
</tr>
<tr>
<td></td>
<td></td>
<td>c) Negative performance review</td>
</tr>
<tr>
<td></td>
<td></td>
<td>d) Reduction in pay or bonus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>e) Threat to terminate if it continues</td>
</tr>
<tr>
<td></td>
<td></td>
<td>f) Termination</td>
</tr>
<tr>
<td></td>
<td></td>
<td>g) Other [text input]</td>
</tr>
<tr>
<td></td>
<td></td>
<td>h) I don’t know</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>Instruction</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>281. How would your employer react if you consistently failed to complete work on time?</td>
<td>Please select all that apply.</td>
<td>a) Nothing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>b) Verbal reprimand</td>
</tr>
<tr>
<td></td>
<td></td>
<td>c) Negative performance review</td>
</tr>
<tr>
<td></td>
<td></td>
<td>d) Reduction in pay or bonus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>e) Threat to terminate if it continues</td>
</tr>
<tr>
<td></td>
<td></td>
<td>f) Termination</td>
</tr>
</tbody>
</table>
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

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

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>______ mbps</td>
</tr>
</tbody>
</table>

Decimal places: 2
Min: 0
Max: 550

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

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

<table>
<thead>
<tr>
<th>Option</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day</td>
<td>[TAG: 1]</td>
</tr>
<tr>
<td>b) 2 days</td>
<td>[TAG: 2]</td>
</tr>
<tr>
<td>c) 3 days</td>
<td>[TAG: 3]</td>
</tr>
<tr>
<td>d) 4 days</td>
<td>[TAG: 4]</td>
</tr>
<tr>
<td>e) 5+ days</td>
<td>[TAG: 5]</td>
</tr>
</tbody>
</table>

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)."

<table>
<thead>
<tr>
<th>Option</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, all my paid working days were on business premises</td>
<td>[TAG: 0]</td>
</tr>
<tr>
<td>b) 1 full paid day working from home</td>
<td>[TAG: 1]</td>
</tr>
<tr>
<td>c) 2 full paid days working from home</td>
<td>[TAG: 2]</td>
</tr>
<tr>
<td>d) 3 full paid days working from home</td>
<td>[TAG: 3]</td>
</tr>
<tr>
<td>e) 4 full paid days working from home</td>
<td>[TAG: 4]</td>
</tr>
<tr>
<td>f) 5+ full paid days working from home</td>
<td>[TAG: 5]</td>
</tr>
</tbody>
</table>

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

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

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

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?

Choose one multiple-choice option:

- 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.

Choose one multiple-choice option:

- 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.

Choose one multiple-choice option:

- 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?

Choose one multiple-choice option:

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

<table>
<thead>
<tr>
<th>Q_current_employment</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) I am a wage and salary employee, and my main job accounts for most of my earnings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) I am a wage and salary employee who also earns a lot of extra income from side jobs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) I am self-employed and run my own business</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) I earn most of my income as an independent contractor, freelancer, or gig worker.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Before March 2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) On or after March 2020 (after the start the COVID-19 pandemic)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Q_staff_size</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) No staff other than myself</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Less than 10 staff members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 10 to 49 staff members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 50 to 99 staff members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 100+ staff members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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.

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes, it pushed us to implement or expand our digital sales strategy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, it pushed us to digitize our supply or internal management processes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, it made recruiting talent easier due to remote work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Yes significant increase in demand/business-sales</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Yes significant decrease in demand/business-sales</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Yes, some other reason [text input]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) No</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Q_end_WFH_new</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Never</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) About once or twice per month</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 1 day per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 2 days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 3 days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 4 days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) 5+ days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) My employer has not discussed this matter with me or announced a policy about it</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) I have no employer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No, some or all of the plan is not yet implemented</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>an online interview?</th>
<th>Number input</th>
<th>hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>an in-person interview?</td>
<td>________</td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Max: 8</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>________</td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

218. How much time do you spend on grooming and/or getting ready for work when:
Combination | Required

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td>________</td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Max: 90</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

**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" ]

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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

**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

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

**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**?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
</table>
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)
Section 2

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worked five days a week</td>
<td>show if they worked 5+ days a week</td>
</tr>
</tbody>
</table>
| 22. **Assuming it doesn’t matter for your pay,** which working arrangements would you prefer *after COVID is under control?* | 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 |
| 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? | 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 |
| 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? | 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) | a) No  
   b) Yes, with a spouse or domestic partner  
   c) Yes, with one or more adult children or other relatives  
   d) Yes, with roommates |
27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No  
b) Yes

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

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

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

Combination | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropout</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18+</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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
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

[ Q36 logic: Show if Q35 selected choice is "Yes" ]

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

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
49. How would you respond if your employer announced that all employees must return to the workplace 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
<table>
<thead>
<tr>
<th>Question</th>
<th>Choices</th>
</tr>
</thead>
</table>
| 240. Who sets your work-from-home schedule? | 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 |
| 242. What type of work-from-home schedule does your manager or employer set? | a) A common schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)  
  b) Schedules differ across people and work teams |
| 281. How would your employer react if you consistently failed to complete work on time? | 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 |
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)

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

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 | Moderately | Neither | Moderately | Very |
inaccurate | inaccurately | accurate | inaccurate | 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 |

<table>
<thead>
<tr>
<th>Very inaccurate</th>
<th>Moderately inaccurate</th>
<th>Neither accurate nor inaccurate</th>
<th>Moderately accurate</th>
<th>Very accurate</th>
</tr>
</thead>
<tbody>
<tr>
<td>I don't talk a lot</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not interested in abstract ideas</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I often forget to put things back in their proper place</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I seldom feel blue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am not really interested in others</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 |

<table>
<thead>
<tr>
<th>Very inaccurate</th>
<th>Moderately inaccurate</th>
<th>Neither accurate nor inaccurate</th>
<th>Moderately accurate</th>
<th>Very accurate</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel others’ emotions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I get upset easily</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I get chores done right away</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I do not have a good imagination</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I keep in the background</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 |

<table>
<thead>
<tr>
<th>Very</th>
<th>Moderately</th>
<th>Neither accurate</th>
<th>Moderately</th>
<th>Very</th>
</tr>
</thead>
</table>
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)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Chances for advancement</td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Work is important and gives a feeling of accomplishment</td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>No danger of being fired</td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>High income</td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>Working hours are short, lots of free time</td>
<td></td>
</tr>
</tbody>
</table>

[ 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)

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Family</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Friends</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>Work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>Politics</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>Leisure time</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f)</td>
<td>Religion/spirituality</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

303. Please rank (drag and drop) the following items by how important they are in your life
(1=most important, 6=least important)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Family</td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Friends</td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>Work</td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>Politics</td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>Leisure time</td>
<td></td>
</tr>
<tr>
<td>f)</td>
<td>Religion/spirituality</td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

Text input | Optional | Multi-line
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

<table>
<thead>
<tr>
<th>Q293 logic: Show 50% of time</th>
</tr>
</thead>
<tbody>
<tr>
<td>293. Which of the following best describes your job search?</td>
</tr>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) No preference about working from home</td>
</tr>
<tr>
<td>b) I am only considering jobs allowing me to work from home</td>
</tr>
<tr>
<td>c) I prefer jobs allowing me to work from home, but this is <strong>not a deal breaker</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Q249 logic: Show 50% of time</th>
</tr>
</thead>
<tbody>
<tr>
<td>249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?</td>
</tr>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) Yes, the <strong>main reason</strong></td>
</tr>
<tr>
<td>b) Yes, a <strong>secondary reason</strong></td>
</tr>
<tr>
<td>c) No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q282 logic: Show other 50% of time</th>
</tr>
</thead>
<tbody>
<tr>
<td>282. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?</td>
</tr>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) No</td>
</tr>
<tr>
<td>b) Yes, the <strong>main reason</strong></td>
</tr>
<tr>
<td>c) Yes, a <strong>secondary reason</strong></td>
</tr>
</tbody>
</table>

Set `random_searchwork_question` to select each question 50% of time

<table>
<thead>
<tr>
<th>Q253 logic: Show 50% of time</th>
</tr>
</thead>
<tbody>
<tr>
<td>253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?</td>
</tr>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) Yes, <strong>definitely</strong></td>
</tr>
<tr>
<td>b) Yes, <strong>possibly</strong></td>
</tr>
<tr>
<td>c) No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q290 logic: Show 50% of time</th>
</tr>
</thead>
<tbody>
<tr>
<td>290. Would you start seeking work if you were guaranteed to find a job allowing you to work</td>
</tr>
</tbody>
</table>
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
### Q141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes, lockdowns and social distancing directly generated the market for my business</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, I started my business after losing my job due to lockdowns and social distancing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, it pushed us to implement or expand our digital sales strategy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Yes, it pushed us to digitize our supply or internal management processes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Yes, it made recruiting talent easier due to remote work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Yes, some other reason [text input]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) No</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Q147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

<table>
<thead>
<tr>
<th>Q_total_workers</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Less than 10 workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 10 to 49 workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 50 to 99 workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 100 to 499 workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 500+ workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Never</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) About once or twice per month</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
</table>
a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[ **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?

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Decimals: 1</th>
</tr>
</thead>
</table>
| ______ 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**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Decimals: 1</th>
</tr>
</thead>
</table>
| ______ hours
Has working from home made it **easier or harder to interview for prospective new jobs?**

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

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

<table>
<thead>
<tr>
<th>Online interview?</th>
<th>In-person interview?</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>hours</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Min: 0 Max: 8</td>
</tr>
</tbody>
</table>

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).**

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0 Max: 240</td>
</tr>
</tbody>
</table>

How much time do you spend on grooming and/or getting ready for work when:

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td>Min: 0 Max: 90</td>
</tr>
</tbody>
</table>

Set `commuting_trip_types` to:

- a) Drive alone
- b) Carpool
- c) Public transit (train, bus, ferry)
- d) Bicycle
e) Walking  
f) Taxi, Uber, Lyft or other ride-hailing services  
g) Did not commute to work

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

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

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

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

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

[ 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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>
| **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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
</table>
| **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 |
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*
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
### 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
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

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

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

Combination | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Child 7</th>
<th>Child 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropout</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

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

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

Preseneteism: 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?
cause?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ % lower chance of a promotion</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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*

<table>
<thead>
<tr>
<th>Did you come into work?</th>
<th>Did your employer want you to come into work?</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>0 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 day</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7 days</td>
</tr>
</tbody>
</table>

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
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

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)
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

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

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

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Upload speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>mbps</td>
</tr>
</tbody>
</table>

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

3. How many full days did you work last week (whether at home or on business premises)?

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

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

4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

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

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

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

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

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

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

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

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

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

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

Q_looking_l4w | Multiple choice | Required | Vertical | Single

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?

<table>
<thead>
<tr>
<th>Q_total_workers</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Fewer than 10 workers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>10 to 49 workers</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>c)</td>
<td>50 to 99 workers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>100 to 499 workers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>500+ workers</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

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

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Never</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>About once or twice per month</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>1 day per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>2 days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>3 days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f)</td>
<td>4 days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g)</td>
<td>5+ days per week [TAG: weekly_wfh]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h)</td>
<td>My employer has not discussed this matter with me or announced a policy about it</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i)</td>
<td>I have no employer</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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? | Number input | Min: 0 |
| an **in-person** interview? | _____ 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).

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting to work</td>
<td>Number input</td>
<td>_____ minutes</td>
</tr>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You commute to your employer's or client's worksite?</td>
<td>Number input</td>
</tr>
<tr>
<td>You work from home?</td>
<td>Min: 0</td>
</tr>
</tbody>
</table>

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 |
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**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay cut</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay raise</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 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 | Multi-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**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay cut</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay raise</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner

c) Yes, with one or more adult children or other relatives

d) Yes, with roommates

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

Multiple choice | Required | Vertical | Single-select

   a) No
   b) Yes

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

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

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

Combination | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2</td>
<td>0</td>
</tr>
<tr>
<td>Child 3</td>
<td>1</td>
</tr>
<tr>
<td>Child 4</td>
<td>2</td>
</tr>
<tr>
<td>Child 5</td>
<td>3</td>
</tr>
<tr>
<td>Child 6</td>
<td>4</td>
</tr>
<tr>
<td>Child 7</td>
<td>5</td>
</tr>
<tr>
<td>Child 8</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
</tr>
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<td>8</td>
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<td>9</td>
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<td>15</td>
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<tr>
<td></td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>18+</td>
</tr>
</tbody>
</table>

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

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

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
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

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]
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
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

<table>
<thead>
<tr>
<th>Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week</th>
</tr>
</thead>
</table>

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" |
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

<table>
<thead>
<tr>
<th>Did you come into work?</th>
<th>Did your employer want you to come into work?</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did you come into work?</td>
<td>Did your employer want you to come into work?</td>
<td>0 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 day</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3 days</td>
</tr>
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<td></td>
<td></td>
<td>4 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7 days</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Choice</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Continue to work from home on those days</td>
</tr>
<tr>
<td>b)</td>
<td>Come into my employer’s place of business on some of those days and work from home on the others</td>
</tr>
<tr>
<td>c)</td>
<td>Come into my employer’s place of business on the same days as my coworkers</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Choice</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Nothing</td>
</tr>
<tr>
<td>b)</td>
<td>Verbal reprimand</td>
</tr>
<tr>
<td>c)</td>
<td>Negative performance review</td>
</tr>
<tr>
<td>d)</td>
<td>Reduction in pay or bonus</td>
</tr>
<tr>
<td>e)</td>
<td>Threat to terminate if it continues</td>
</tr>
<tr>
<td>f)</td>
<td>Termination</td>
</tr>
<tr>
<td>g)</td>
<td>Other [text input]</td>
</tr>
<tr>
<td>h)</td>
<td>I don’t know</td>
</tr>
</tbody>
</table>

[ 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**

<table>
<thead>
<tr>
<th>Choice</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Office</td>
</tr>
<tr>
<td>b)</td>
<td>Factory or warehouse</td>
</tr>
<tr>
<td>c)</td>
<td>Retail or entertainment</td>
</tr>
<tr>
<td>d)</td>
<td>Food or accommodation</td>
</tr>
<tr>
<td>e)</td>
<td>Construction, agriculture, or mining</td>
</tr>
<tr>
<td>f)</td>
<td>School or university</td>
</tr>
<tr>
<td>g)</td>
<td>Hospital or other healthcare</td>
</tr>
</tbody>
</table>

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

[ Q239 logic: Show 50% of the time ]

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

[ 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" ]

338. Have you had a positive diagnosis for COVID-19?

[ Q_covid_test_pos ]

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?

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

**Had COVID**

Show if tested positive or believed to have been infected by covid

340. Have you been hospitalized to treat COVID-19?

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

[ Q341 logic: Show if Q340 selected choice is "Yes" ]

341. How many days were you hospitalized to treat COVID-19?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>_______</td>
<td>_______</td>
<td>_______</td>
<td>_______</td>
</tr>
</tbody>
</table>

343. Did you have any symptoms lasting 3 months or longer that you did not have prior to having coronavirus or COVID-19?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Prefer not to say</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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.

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Tiredness or fatigue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as &quot;brain fog&quot;)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Difficulty breathing or shortness of breath</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Joint or muscle pain</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Fast-beating or pounding heart (also known as &quot;heart palpitations&quot;)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Chest pain</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Dizziness on standing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>mbps</td>
</tr>
<tr>
<td></td>
<td>Decimal places: 2</td>
</tr>
<tr>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td>Max: 550</td>
</tr>
</tbody>
</table>
277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line
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
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
---
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"

---

d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work
Unemployed
show block if Q2 selected choice is any of "Unemployed, looking for work", "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"
### Reasons for not looking: original version

Show 50% of time

Set `notlooking_reasons` to:

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

Set `notlooking_reasons_order` to:

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

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

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

**Dynamic choices:** `notlooking_reasons`

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

Show 50% of time

Set `reasons_not_working` to:

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

Set `reasons_notworking_order` to order of `reasons_not_working`

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

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

**Dynamic choices:** `reasons_not_working`

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

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

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

Set `start_looking_wfh` to:
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)

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"

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)

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

<table>
<thead>
<tr>
<th>Q353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>**Multiple choice</td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td>a) Only 1 location</td>
</tr>
<tr>
<td>b) 2 to 4 locations</td>
</tr>
<tr>
<td>c) 4 to 9 locations</td>
</tr>
<tr>
<td>d) 10 to 99 locations</td>
</tr>
<tr>
<td>e) 100+ locations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q351. Counting all of its locations, how many employees work for your primary employer?</th>
</tr>
</thead>
<tbody>
<tr>
<td>**Multiple choice</td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td>a) Fewer than 10 employees</td>
</tr>
<tr>
<td>b) 10 to 49 employees</td>
</tr>
<tr>
<td>c) 50 to 99 employees</td>
</tr>
<tr>
<td>d) 100 to 499 employees</td>
</tr>
<tr>
<td>e) 500 to 4999 employees</td>
</tr>
<tr>
<td>f) 5000+ employees</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q352. When did your employer hire its first employee (at any location)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>**Multiple choice</td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td>a) 2022</td>
</tr>
<tr>
<td>b) 2021</td>
</tr>
<tr>
<td>c) 2020</td>
</tr>
<tr>
<td>d) 2019</td>
</tr>
<tr>
<td>e) 2018</td>
</tr>
<tr>
<td>f) 2017</td>
</tr>
<tr>
<td>g) 2016</td>
</tr>
<tr>
<td>h) 2011 to 2015</td>
</tr>
<tr>
<td>i) 2006 to 2010</td>
</tr>
<tr>
<td>j) Before 2006</td>
</tr>
</tbody>
</table>

[ 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" ]

| Q354. When did your employer start operations at the location you are assigned to? |
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
- 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" ]

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
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 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)**.

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting <strong>to work</strong></td>
<td>Number input</td>
<td>minutes</td>
</tr>
<tr>
<td>Time commuting <strong>back from work</strong></td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You commute to your employer's or client's worksite?</td>
<td>Number input</td>
</tr>
<tr>
<td>You work from home?</td>
<td>Min: 0</td>
</tr>
</tbody>
</table>

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

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

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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?

5. 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

<table>
<thead>
<tr>
<th>Worked five days a week</th>
</tr>
</thead>
<tbody>
<tr>
<td>show if they worked 5+ days a week (based on days_worked)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Not currently WFH</th>
</tr>
</thead>
<tbody>
<tr>
<td>show block if Q207 choices by row no choice is “Worked from home”</td>
</tr>
</tbody>
</table>
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
317. What percentage pay raise would you value the same as working all wfh decrease?

Number | Required | Min: 0 | Max: 50

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

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

325. What percentage pay cut would you value the same as working some wfh change?

Number | Required | Min: 0 | Max: 50

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

Multiple choice | Required | Vertical | Multi-select
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

<table>
<thead>
<tr>
<th>Child 1 born</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 2 born</td>
<td>2022</td>
</tr>
<tr>
<td>Child 3 born</td>
<td>2021</td>
</tr>
<tr>
<td>Child 4 born</td>
<td>2020</td>
</tr>
<tr>
<td>Child 5 born</td>
<td>2019</td>
</tr>
<tr>
<td>Child 6 born</td>
<td>2018</td>
</tr>
<tr>
<td>Child 7 born</td>
<td>2017</td>
</tr>
<tr>
<td>Child 8 born</td>
<td>2016</td>
</tr>
<tr>
<td></td>
<td>2015</td>
</tr>
<tr>
<td></td>
<td>2014</td>
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<td>2008</td>
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<td>2007</td>
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<td></td>
<td>2006</td>
</tr>
<tr>
<td></td>
<td>2005</td>
</tr>
<tr>
<td></td>
<td>2004</td>
</tr>
<tr>
<td></td>
<td>2003</td>
</tr>
</tbody>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_wfh_efficiency1</td>
<td>Better -- I am <strong>more</strong> efficient at home than working on business premises</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>About the same -- I'm equally efficient in both places</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Worse -- I am <strong>less</strong> efficient at home than working on business premises</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ Q336 logic: Show 50% of time ]

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_wfh_efficiency2</td>
<td>Worse -- I am <strong>less</strong> efficient at home than working on business premises</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>About the same -- I'm equally efficient in both places</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Better -- I am <strong>more</strong> efficient at home than working on business premises</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Under 5% more efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5% to 10% more efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>10% to 15% more efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>15% to 25% more efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>25% to 35% more efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Over 35% more efficient</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Under 5% less efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5% to 10% less efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>10% to 15% less efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>15% to 25% less efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>25% to 35% less efficient</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Over 35% less efficient</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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**?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>No</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

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

<table>
<thead>
<tr>
<th>Did you come into work?</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did your employer want you to come into work?</td>
<td>0 days</td>
</tr>
<tr>
<td></td>
<td>1 day</td>
</tr>
<tr>
<td></td>
<td>2 days</td>
</tr>
<tr>
<td></td>
<td>3 days</td>
</tr>
<tr>
<td></td>
<td>4 days</td>
</tr>
<tr>
<td></td>
<td>5 days</td>
</tr>
<tr>
<td></td>
<td>6 days</td>
</tr>
<tr>
<td></td>
<td>7 days</td>
</tr>
</tbody>
</table>

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
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
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

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

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

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

Text input | Optional | Multi-line
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?

\[ Number \mid Required \mid Min: 0 \mid Max: 1000000 \]

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)?

\[ Q_{\text{all\_days}} \mid \text{Multiple choice} \mid \text{Required} \mid \text{Vertical} \mid \text{Single-select} \]

- 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?

\[ Q_{\text{wfh\_days}} \mid \text{Multiple choice} \mid \text{Required} \mid \text{Vertical} \mid \text{Single-select} \]

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?

\[ \text{Matrix} \mid \text{Required} \mid \text{Group by: Row} \mid \text{Single-select} \mid \text{Randomize cols} \]

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

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

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

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
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?  

<table>
<thead>
<tr>
<th>Dynamic choices:</th>
<th>notlooking_reasons</th>
</tr>
</thead>
</table>

### Reasons for not looking: new (more detailed) version  
Show 50% of time  

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

Set `reasons_notworking_order` to order of `reasons_not_working`  

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

<table>
<thead>
<tr>
<th>Dynamic choices:</th>
<th>reasons_not_working</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Dynamic choices:</th>
<th>reasons_not_working with primary reason removed (unless &quot;Other&quot; was primary reason) + None</th>
</tr>
</thead>
</table>

Set `start_looking_wfh` to:
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 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"

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?
### 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
- 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" ]**

### 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

### 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?
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

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>minutes</td>
</tr>
</tbody>
</table>

Min: 0
Max: 240

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

Combination | Required

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td>minutes</td>
</tr>
</tbody>
</table>

Min: 0
Max: 90

Set commuting_trip_types to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle  
e) Walking  
f) Taxi, Uber, Lyft or other ride-hailing services  
g) Did not commute to work

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

**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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

**Dynamic choices:** commuting_trip_types

<table>
<thead>
<tr>
<th>Worked last week</th>
</tr>
</thead>
<tbody>
<tr>
<td>show block if Q2 selected choice is &quot;Working for pay, whether on business premises or working from home&quot; OR Q207 columns selected in any row includes any of &quot;Worked from home&quot;, &quot;Worked at employer or client site&quot;</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Q_work_locations</th>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
</table>

| 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 of trips |

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

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

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 90</th>
</tr>
</thead>
</table>

______ 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**
Before 7:00am
7:00am - 7:59am
8:00am - 8:59am
9:00am - 9:59am
10:00am - 10:59am
11:00am - 11:59am
12:00pm - 12:59pm
1:00pm - 1:59pm
2:00pm - 2:59pm
3:00pm - 3:59pm
4:00pm or later

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

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

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Exercise or outdoor leisure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Agriculture, Forestry, Fishing, or Hunting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Arts, Entertainment or Recreation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Banking, Finance, or Insurance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Construction</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Health Care and Social Assistance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Hospitality and Food Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) Information Services, including Publishing or Media</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Manufacturing</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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]
16. What is your sex?

\[ Q_{gender} \mid \text{Multiple choice} \mid \text{Required} \mid \text{Vertical} \mid \text{Single-select} \]

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

18. What is your race or ethnicity?

\[ Q_{race} \mid \text{Multiple choice} \mid \text{Required} \mid \text{Vertical} \mid \text{Single-select} \mid \text{Randomize} \]

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?

\[ \text{Multiple choice} \mid \text{Required} \mid \text{Vertical} \mid \text{Single-select} \mid \text{Randomize} \]

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 \( \text{pay cut} \) would you value the same as working \( no\_wfh\_increase \)?

\[ \text{Number} \mid \text{Required} \mid \text{Min: 0} \mid \text{Max: 50} \]

\[ \underline{\hspace{1cm}} \% \text{ pay cut} \]
308. What percentage **pay raise** would you value the same as working **no wfh increase**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay raise</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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

**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?**

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 5</th>
</tr>
</thead>
</table>
| 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**?

<table>
<thead>
<tr>
<th>Q_female_children</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5 [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 6 [TAG: 6]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Male fertility**

*Show block if Q16 selected choice is "Male"*

386. Are you the biological father of any children **born in 2015 or later**?

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

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

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

<table>
<thead>
<tr>
<th>Q_male_children</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5 [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 6 [TAG: 6]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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*

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2022</td>
</tr>
</tbody>
</table>

[ Q395 logic: Show if birthed/fathered more than 1 child ]
395. In what year were those children born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Number input</td>
</tr>
<tr>
<td>Child 2</td>
<td>Min: 2015</td>
</tr>
<tr>
<td>Child 3</td>
<td>Max: 2022</td>
</tr>
<tr>
<td>Child 4</td>
<td></td>
</tr>
<tr>
<td>Child 5</td>
<td></td>
</tr>
<tr>
<td>Child 6</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
<th>Randomize cols</th>
</tr>
</thead>
</table>

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

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

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working primarily from home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working primarily on business premises</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Not working, full time student</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Not working, other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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)?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working primarily from home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working primarily on business premises</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Not working, full time student</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Not working, other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Did you come into work?</th>
<th>Did your employer want you to come into work?</th>
<th>Dropdown</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>0 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 day</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7 days</td>
</tr>
</tbody>
</table>

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  

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shower/bathe</td>
<td></td>
</tr>
<tr>
<td>Brush teeth</td>
<td></td>
</tr>
<tr>
<td>Use deodorant</td>
<td></td>
</tr>
<tr>
<td>Put on makeup</td>
<td></td>
</tr>
<tr>
<td>Shave</td>
<td></td>
</tr>
<tr>
<td>Wear fresh clothes</td>
<td></td>
</tr>
<tr>
<td>Set an alarm to wake up</td>
<td></td>
</tr>
</tbody>
</table>

228. Which of the following would you do each morning when you travel to work?  

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

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shower/bathe</td>
<td></td>
</tr>
<tr>
<td>Brush teeth</td>
<td></td>
</tr>
<tr>
<td>Use deodorant</td>
<td></td>
</tr>
<tr>
<td>Put on makeup</td>
<td></td>
</tr>
<tr>
<td>Shave</td>
<td></td>
</tr>
<tr>
<td>Wear fresh clothes</td>
<td></td>
</tr>
<tr>
<td>Set an alarm to wake up</td>
<td></td>
</tr>
</tbody>
</table>

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]
338. Have you had a positive diagnosis for COVID-19?

\[Q_{\text{covid\_test\_pos}}\]

- 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?

\[Q_{\text{covid\_infected}}\]

- 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) Don't know or 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

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>______ mbps</td>
</tr>
</tbody>
</table>

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)?

<table>
<thead>
<tr>
<th>Q_all_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day</td>
<td>[TAG: 1]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 days</td>
<td>[TAG: 2]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 days</td>
<td>[TAG: 3]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 days</td>
<td>[TAG: 4]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5+ days</td>
<td>[TAG: 5]</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

<table>
<thead>
<tr>
<th>Q_wfh_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, all my paid working days were on business premises [TAG: 0]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 1 full paid day working from home [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 2 full paid days working from home [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 3 full paid days working from home [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 4 full paid days working from home [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 5+ full paid days working from home [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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**?

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

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

**Dynamic choices:** notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

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

Set reasons_notworking_order to order of reasons_not_working

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

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

**Dynamic choices:** reasons_not_working

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

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

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

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

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

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

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

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

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

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

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

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

**Dynamic choices:** worried_covid_other

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

**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"`

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]
141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select
---|---|---|---
a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

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

Multiple choice | Required | Vertical | Single-select
---|---|---|---
a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

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

Multiple choice | Required | Vertical | Single-select
---|---|---|---
a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

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

Multiple choice | Required | Vertical | Single-select
---|---|---|---
a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
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

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 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).

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting to work</td>
<td>Number input</td>
<td>minutes</td>
</tr>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You commute to your employer's or client's worksite?</td>
<td>Number input</td>
</tr>
<tr>
<td>You work from home?</td>
<td>Min: 0</td>
</tr>
</tbody>
</table>

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?

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?

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?
### 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*?
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?**

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Ideal amount of <strong>work on business premises</strong></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Ideal amount of <strong>work from home</strong></td>
<td></td>
</tr>
</tbody>
</table>

368. Do you **currently have** the **ideal working arrangement** you specified in the previous question?

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

[ 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?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay cut</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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`?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>% pay cut</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Yes, with a spouse or domestic partner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>Yes, with one or more adult children or other relatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>Yes, with roommates</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Male or female
show block if Q16 selected choice is any of "Female", "Male"

### Female fertility
show block if Q16 selected choice is "Female"

<table>
<thead>
<tr>
<th>385. Have you <em>given birth</em> to any children in <strong>2015 or later?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_female_birthed</td>
</tr>
<tr>
<td>a) Yes</td>
</tr>
<tr>
<td>b) No</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>390. How many children have you <em>given birth to in 2015 or later?</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_female_children</td>
</tr>
<tr>
<td>a) 1 [TAG: 1]</td>
</tr>
<tr>
<td>b) 2 [TAG: 2]</td>
</tr>
<tr>
<td>c) 3 [TAG: 3]</td>
</tr>
<tr>
<td>d) 4 [TAG: 4]</td>
</tr>
<tr>
<td>e) 5 [TAG: 5]</td>
</tr>
<tr>
<td>f) 6 [TAG: 6]</td>
</tr>
</tbody>
</table>

### Male fertility
show block if Q16 selected choice is "Male"

<table>
<thead>
<tr>
<th>386. Are you the biological father of any children <em>born in 2015 or later?</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_male_fathered</td>
</tr>
<tr>
<td>a) Yes</td>
</tr>
<tr>
<td>b) No</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>387. How many children <em>born in 2015 or later</em> are you the biological father of?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_male_children</td>
</tr>
<tr>
<td>a) 1 [TAG: 1]</td>
</tr>
<tr>
<td>b) 2 [TAG: 2]</td>
</tr>
<tr>
<td>c) 3 [TAG: 3]</td>
</tr>
<tr>
<td>d) 4 [TAG: 4]</td>
</tr>
<tr>
<td>e) 5 [TAG: 5]</td>
</tr>
<tr>
<td>f) 6 [TAG: 6]</td>
</tr>
</tbody>
</table>

### 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
388. In what year was that child born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td><strong>Number input</strong></td>
</tr>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2022</td>
</tr>
</tbody>
</table>

395. In what year were those children born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td><strong>Number input</strong></td>
</tr>
<tr>
<td>Child 2</td>
<td>Min: 2015</td>
</tr>
<tr>
<td>Child 3</td>
<td>Max: 2022</td>
</tr>
<tr>
<td>Child 4</td>
<td></td>
</tr>
<tr>
<td>Child 5</td>
<td></td>
</tr>
<tr>
<td>Child 6</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>______</td>
<td></td>
<td>______</td>
</tr>
</tbody>
</table>

397. Are you currently expecting a baby?

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

398. Would you like to have your own (biological) children someday?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Don't know</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

400. How many biological children would you like to have in total?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>______</td>
<td>______</td>
<td>______</td>
</tr>
</tbody>
</table>
402. At what age **at the latest** would you like to have your first child?

Number | Required | Min: 20 | Max: 60

______ years old

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

401. How many more biological children would you like to have in total?

Number | Required | Min: 1 | Max: 20

______ more children

403. At what age **at the latest** 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*

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

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" ]
29. What is your spouse or domestic partner's current working status?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

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

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

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you worked last week. How many days did you work on your employer's premises last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) None [TAG: 0]
b) I worked 1 day at my employer's premises [TAG: 1]
c) I worked 2 days at my employer's premises [TAG: 2]
d) I worked 3 days at my employer's premises [TAG: 3]
e) I worked 4 days at my employer's premises [TAG: 4]
f) I worked 5+ days at my employer's premises [TAG: 5]
Set random_efficiency_question to select one of the efficiency questions 50/50

<table>
<thead>
<tr>
<th>Q144 logic: Show 50% of time</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>144. How does your efficiency working from home compare to your efficiency working on business premises?</td>
<td></td>
</tr>
<tr>
<td>Q_wfh_efficiency1</td>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) Better -- I am more efficient at home than working on business premises</td>
<td></td>
</tr>
<tr>
<td>b) About the same -- I'm equally efficient in both places</td>
<td></td>
</tr>
<tr>
<td>c) Worse -- I am less efficient at home than working on business premises</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q336 logic: Show 50% of time</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>336. How does your efficiency working from home compare to your efficiency working on business premises?</td>
<td></td>
</tr>
<tr>
<td>Q_wfh_efficiency2</td>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) Worse -- I am less efficient at home than working on business premises</td>
<td></td>
</tr>
<tr>
<td>b) About the same -- I'm equally efficient in both places</td>
<td></td>
</tr>
<tr>
<td>c) Better -- I am more efficient at home than working on business premises</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q145 logic: Show if &quot;Better&quot; selected in Q_wfh_efficiency1 or Q_wfh_efficiency2</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>145. How much more efficient are you working from home than on business premises?</td>
<td></td>
</tr>
<tr>
<td>Multiple choice</td>
<td>Required</td>
</tr>
<tr>
<td>a) Under 5% more efficient</td>
<td></td>
</tr>
<tr>
<td>b) 5% to 10% more efficient</td>
<td></td>
</tr>
<tr>
<td>c) 10% to 15% more efficient</td>
<td></td>
</tr>
<tr>
<td>d) 15% to 25% more efficient</td>
<td></td>
</tr>
<tr>
<td>e) 25% to 35% more efficient</td>
<td></td>
</tr>
<tr>
<td>f) Over 35% more efficient</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q146 logic: Show if &quot;Worse&quot; selected in Q_wfh_efficiency1 or Q_wfh_efficiency2</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>146. How much less efficient are you working from home than on business premises?</td>
<td></td>
</tr>
<tr>
<td>Multiple choice</td>
<td>Required</td>
</tr>
<tr>
<td>a) Under 5% less efficient</td>
<td></td>
</tr>
<tr>
<td>b) 5% to 10% less efficient</td>
<td></td>
</tr>
<tr>
<td>c) 10% to 15% less efficient</td>
<td></td>
</tr>
<tr>
<td>d) 15% to 25% less efficient</td>
<td></td>
</tr>
<tr>
<td>e) 25% to 35% less efficient</td>
<td></td>
</tr>
<tr>
<td>f) Over 35% less efficient</td>
<td></td>
</tr>
</tbody>
</table>

Show if “Better” selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

<table>
<thead>
<tr>
<th>35. Is time saved by not commuting part of your extra efficiency when working from</th>
<th></th>
</tr>
</thead>
</table>
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: 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)
15. How much did you earn by working in 2019, on a before-tax basis?

<table>
<thead>
<tr>
<th>Q_income_2019</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Less than $5,000 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) $5,000 to $10,000 [TAG: 7.5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) $10,000 to $19,999 [TAG: 15]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) $20,000 to $29,999 [TAG: 25]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) $30,000 to $39,999 [TAG: 35]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) $40,000 to $49,999 [TAG: 45]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) $50,000 to $59,999 [TAG: 55]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) $60,000 to $69,999 [TAG: 65]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) $70,000 to $79,999 [TAG: 75]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) $80,000 to $99,999 [TAG: 90]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k) $100,000 to $124,999 [TAG: 113]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l) $125,000 to $149,999 [TAG: 138]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m) $150,000 to $199,999 [TAG: 175]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n) $200,000 to $499,999 [TAG: 225]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o) $500,000+ [TAG: 500]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 |                      |           |          |               |
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

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*  

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

134.  
*Custom | Optional*  

Text with hyperlink to speedtest.net

126.  
*Combination | Required*  

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

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

<table>
<thead>
<tr>
<th>Q_all_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 days [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 days [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 days [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5+ days [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. How many full days did you work last week (whether at home or on business premises)?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, all my paid working days were on business premises [TAG: 0]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 1 full paid day working from home [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 2 full paid days working from home [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 3 full paid days working from home [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 4 full paid days working from home [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 5+ full paid days working from home [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, all my paid working days were on business premises [TAG: 0]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 1 full paid day working from home [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 2 full paid days working from home [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 3 full paid days working from home [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 4 full paid days working from home [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 5+ full paid days working from home [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Matrix | Required | Group by: Row | Single-select | Randomize cols |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Day of the week</td>
<td>Did not work 6 or more hours</td>
<td>Worked from home</td>
<td>Worked at employer or client site</td>
<td></td>
</tr>
<tr>
<td>Monday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sunday</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"
## 250. Even though you expect to be called back to work, have you been looking for work during the last 4 weeks?

- [Q_looking_l4w] Multiple choice | Required | Vertical | Single-select | Randomize

  a) Yes
  b) No

### Searching

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

Set worries_jobsearch_changes to:

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

Set jobsearch_changes_order to:

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

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

- Multiple choice | Required | Vertical | Multi-select

  Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:

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

Set jobsearch_wfh_order to:

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

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

- Multiple choice | Required | Vertical | Single-select

  Dynamic choices: jobsearch_wfh_options

NILF

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

### Reasons for not looking: original version

Show 50% of time

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

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

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

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

**Dynamic choices:** `notlooking_reasons`

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

Show 50% of time

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

Set `reasons_notworking_order` to order of `reasons_not_working`

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

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

**Dynamic choices:** `reasons_not_working`

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

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

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

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

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

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

*Multiple choice | Required | Vertical | Single-select

**Dynamic choices:** `start_looking_wfh`

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

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

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

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

*Multiple choice | Required | Vertical | Single-select

**Dynamic choices:** `worried_covid_other`

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

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

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

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

a) I am a **wage and salary employee**, and my **main job** accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of **extra income from side jobs**
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker**.

**Self-employed**
show block if Q5 selected choice is "I am self-employed and run my own business"
404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 1950 | Max: 2023

Allow skipping with checkbox labeled: “My business has never had any employees”

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

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

_______ employees

[ Q371 logic: Show if Q355 answer > 50 ]

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

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

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

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

Number | Required | Min: 1 | Max: 100
140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

a) Yes, it pushed us to implement or expand our digital sales strategy  
b) Yes, it pushed us to digitize our supply or internal management processes  
c) Yes, it made recruiting talent easier due to remote work  
d) Yes significant **increase** in demand/business/sales  
e) Yes significant **decrease** in demand/business/sales  
f) Yes, some other reason [text input]  
g) No

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

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

a) Yes, lockdowns and social distancing directly generated the market for my business  
b) Yes, I started my business after losing my job due to lockdowns and social distancing  
c) Yes, it pushed us to implement or expand our digital sales strategy  
d) Yes, it pushed us to digitize our supply or internal management processes  
e) Yes, it made recruiting talent easier due to remote work  
f) Yes, some other reason [text input]  
g) No

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

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

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

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

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

a) Fewer than 10 employees  
b) 10 to 49 employees  
c) 50 to 99 employees
352. When did your employer hire its first employee (at any location)?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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).  

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
<th>Time commuting to work</th>
<th>Number input</th>
<th>Time commuting back from work</th>
<th>Number input</th>
<th>Min: 0</th>
<th>Max: 240</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
<th>Min: 0</th>
<th>Max: 90</th>
</tr>
</thead>
<tbody>
<tr>
<td>--------------</td>
<td>----------</td>
<td>-----------------------------------------------------</td>
<td>--------------</td>
<td>--------</td>
<td>---------</td>
</tr>
</tbody>
</table>

Set commuting_trip_types to:  

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

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

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

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

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

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

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

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

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

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

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

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

380. Approximately what time of day did you travel to the primary_work_location that you
381. How many times per week would you like to travel to work at each of the following locations?

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

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Exercise or outdoor leisure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

14. What is your **occupation**?

Multiple choice | Required | Vertical | Single-select

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

54. Approximately how much did you **earn by working in 2022, on a before-tax basis**?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

- a) Less than $5,000 [TAG: 4]
- b) $5,000 to $10,000 [TAG: 7.5]
- c) $10,000 to $19,999 [TAG: 15]
- d) $20,000 to $29,999 [TAG: 25]
- e) $30,000 to $39,999 [TAG: 35]
- f) $40,000 to $49,999 [TAG: 45]
- g) $50,000 to $59,999 [TAG: 55]
- h) $60,000 to $69,999 [TAG: 65]
- i) $70,000 to $79,999 [TAG: 75]
- j) $80,000 to $99,999 [TAG: 90]
- k) $100,000 to $124,999 [TAG: 113]
- l) $125,000 to $149,999 [TAG: 138]
- m) $150,000 to $199,999 [TAG: 175]
- n) $200,000 to $499,999 [TAG: 225]
- o) $500,000+ [TAG: 500]

16. What is your **sex**?

Q_gender | Multiple choice | Required | Vertical | Single-select
18. What is your race or ethnicity?

   Q_race | Multiple choice | Required | Vertical | Single-select | Randomize
   
   a) Asian
   b) Black or African American
   c) Hispanic or Latin American descent (of any race)
   d) Native American or Alaska Native
   e) Native Hawaiian or Pacific Islander
   f) White (without Hispanic or Latin American descent)
   g) Other, or prefer not to say

Section 2

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

   Multiple choice | Required | Vertical | Multi-select

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

Male or female

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

Female fertility

show block if Q16 selected choice is "Female"

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

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

   a) Yes
   b) No

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

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

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

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

Male fertility

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

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

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

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

<table>
<thead>
<tr>
<th>Q_male_children</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5 [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 6 [TAG: 6]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

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

395. In what year were those children born?

Combination | Required

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

<table>
<thead>
<tr>
<th>Child 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number input</td>
</tr>
<tr>
<td>Min: 2015</td>
</tr>
<tr>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Child 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number input</td>
</tr>
<tr>
<td>Min: 2015</td>
</tr>
<tr>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Child 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number input</td>
</tr>
<tr>
<td>Min: 2015</td>
</tr>
<tr>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Child 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number input</td>
</tr>
<tr>
<td>Min: 2015</td>
</tr>
<tr>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Child 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number input</td>
</tr>
<tr>
<td>Min: 2015</td>
</tr>
<tr>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

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

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

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

a) Yes
b) No

Doesn’t currently have children

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

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

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

a) Yes
b) No
c) Don’t know

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

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

Number | Required | Min: 1 | Max: 20

______ more children

[ Q403 logic: Show if Q399 selected choice is "Yes" ]
403. At what age at the latest would you plan to have another child?

Number | Required | Min: 20 | Max: 60

___ years old

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

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
<th>Randomize cols</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowered my desire for children</td>
<td>Not a factor</td>
<td>Increased my desire for children</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My own ability to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housing costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to health insurance/care</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My partner's ability to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My own career prospects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My partner's career prospects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax benefits or credits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Childcare costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health reasons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

Multiple choice | Required | Vertical | Single-select

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

[ Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"

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

Multiple choice | Required | Vertical | Single-select

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

198. What color is grass?
   The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

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

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

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you worked last week. How many days did you work on your employer's premises last week?

Multiple choice | Required | Vertical | Single - select

If this answer is greater than the answer in Q_all_days, error reads:  
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) None [TAG: 0]  
b) I worked 1 day at my employer's premises [TAG: 1]  
c) I worked 2 days at my employer's premises [TAG: 2]  
d) I worked 3 days at my employer's premises [TAG: 3]  
e) I worked 4 days at my employer's premises [TAG: 4]  
f) I worked 5+ days at my employer's premises [TAG: 5]

Worked from home  
show block if Q6 selected choice is "Yes"

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

[ Q144 logic: Show 50% of time ]

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

Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select

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

[ Q336 logic: Show 50% of time ]

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

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

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

[ Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2 ]
145. How much **more efficient** are you working from home than on business premises?

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

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

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much **less efficient** are you working from home than on business premises?

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

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

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

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

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

- a) Yes
- b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your **extra efficiency when working from home** is due to the **time you save by not commuting**?

*[Please pick a number between 0 and 100%, where 0 means **none** of your extra efficiency is due to time saved from your commute, and 100 means **all** of your extra efficiency is due to time saved from your commute.]*

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

- None, 0% ● All, 100%

19. How reliable is your internet connection?

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

- a) Perfect, the internet works 100% of the time
- b) Good, the internet works 90% of the time
- c) Moderate, the internet works 70% to 80% of the time
- d) Poor, the internet works less than 70% of the time
- e) None, I have no internet connection at home
[ 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 on (showing your face)?

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

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

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

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>camera_engagement_opts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Impact of having your camera on</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Small meetings (2 to 4 people)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medium meetings (5 to 10 people)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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)**?

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

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**?

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

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

[ Q238 logic: Show 50% of the time ]

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Strong Democrat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Not very strong Democrat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Independent, close to Democrat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Independent (Neither Party)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Independent, close to Republican</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Not very strong Republican</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Strong Republican</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
h) Other party
i) Don't know or rather not say

[ Q239 logic: Show 50% of the time ]

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

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

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

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

*Q_income_2019 | Multiple choice | Required | Vertical | Single-select*

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to $149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

409. How tall are you?

*Combination | Required*

<table>
<thead>
<tr>
<th>Your height</th>
<th>Number input</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>_____ feet</td>
<td>_____ inches</td>
<td></td>
</tr>
</tbody>
</table>

Min: 3
Max: 8
Min: 0
Max: 12

134.

*Custom | Optional*

Text with hyperlink to speedtest.net
126. 

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

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

Text input | Optional | Multi-line
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 [TERMINATE]
   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
260. What is $3 + 4$?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

*Q_all_days* | Multiple choice | Required | Vertical | Single-select
  a) 1 day [TAG: 1]
  b) 2 days [TAG: 2]
  c) 3 days [TAG: 3]
  d) 4 days [TAG: 4]
  e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many *full paid working days* did you *work from home* last week?

*Q_wfh_days* | Multiple choice | Required | Vertical | Single-select
  If this answer is greater than the previous answer, error reads: "The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."
  a) None, all my paid working days were on business premises [TAG: 0]
  b) 1 full paid day working from home [TAG: 1]
  c) 2 full paid days working from home [TAG: 2]
  d) 3 full paid days working from home [TAG: 3]
  e) 4 full paid days working from home [TAG: 4]
  f) 5+ full paid days working from home [TAG: 5]

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

*Matrix* | Required | Group by: Row | Single-select | Randomize cols

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

Set *days_worked* to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"
Unemployed
show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

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

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

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

 a) Yes
 b) No

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

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

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

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

Multiple choice | Required | Vertical | Multi-select

 Dynamic choices: worries_jobsearch_changes

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

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

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

Multiple choice | Required | Vertical | Single-select

 Dynamic choices: jobsearch_wfh_options

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

**Reasons for not looking: original version**

Show 50% of time

Set `notlooking_reasons` to:

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

Set `notlooking_reasons_order` to:

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

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

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

**Dynamic choices:** `notlooking_reasons`

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

Show 50% of time

Set `reasons_not_working` to:

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

Set `reasons_notworking_order` to order of `reasons_not_working`

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

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

**Dynamic choices:** `reasons_not_working`

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

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

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

Set `start_looking_wfh` to:
**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"**

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

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

a) I am a **wage and salary employee**, and my **main job** accounts for most of my earnings  
b) I am a **wage and salary employee** who also earns a lot of **extra income from side jobs**  
c) I am **self-employed** and run my own business  
d) I earn most of my income as an **independent contractor, freelancer, or gig worker**.

**Self-employed**

show block if Q5 selected choice is "I am self-employed and run my own business"
404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 1950 | Max: 2023

Allow skipping with checkbox labeled: “My business has never had any employees”

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

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

_______ employees

[ Q371 logic: Show if Q355 answer > 50 ]

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

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

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

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

Number | Required | Min: 1 | Max: 100
140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select
---|---|---|---
a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant increase in demand/business/sales
e) Yes significant decrease in demand/business/sales
f) Yes, some other reason [text input]
g) No

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select
---|---|---|---
a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

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

Multiple choice | Required | Vertical | Single-select
---|---|---|---
a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

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

Multiple choice | Required | Vertical | Single-select
---|---|---|---
a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
<table>
<thead>
<tr>
<th></th>
<th>100 to 499 employees</th>
<th>e) 500 to 4999 employees</th>
<th>f) 5000+ employees</th>
</tr>
</thead>
</table>

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

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

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

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

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

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

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

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

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

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

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

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

418. Are you hired through a **temp agency**, or **directly by the firm** you work at?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes, through a temp agency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No, I'm directly hired by the firm I work at</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Management questions**

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

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

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

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 50</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

_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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auto skip if already indicated some 1 or more wfh days this week OR if wfh_last_week (if indicated at least 1 day wfh last week)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td>Skip if already indicated some 1 or more wfh days this week&gt;</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Never</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) About once or twice per month</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 1 day per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 2 days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 3 days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 4 days per week</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
286. **As the pandemic ends**, 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 [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*
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

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

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

395. In what year were those children born?

- **Combination** | Required

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
<tr>
<td>Child 2</td>
<td>Number input</td>
</tr>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
<tr>
<td>Child 3</td>
<td>Number input</td>
</tr>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
<tr>
<td>Child 4</td>
<td>Number input</td>
</tr>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
<tr>
<td>Child 5</td>
<td>Number input</td>
</tr>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
<tr>
<td>Child 6</td>
<td>Number input</td>
</tr>
<tr>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

417. How many biological children have you had in your life?

- **Number** | Required | Min: 0 | Max: 20
397. Are you currently expecting a baby?
   Multiple choice | Required | Vertical | Single-select | Randomize
   a) Yes
   b) No

Doesn’t currently have children
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 latest would you plan to have another child?

Number | Required | Min: 20 | Max: 60

________ years old

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

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 |
| 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 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"

[ 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

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**

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

134.

**Custom | Optional**

Text with hyperlink to speedtest.net

126.

**Combination | Required**

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

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

**Text input | Optional | Multi-line**
Questions and Responses
SWAA March 2023

Objective: Survey of Working Arrangement and Attitudes

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

Industry: Work & Employment

Geography: United States of America

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

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

Introduction

Screening questions

1. How old are you?

   Q_age | Multiple choice | Required | Vertical | Single-select
   a) Under 20 [TERMINATE]
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 [TERMINATE]

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

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

2. Last week what was your work status?

   Q_work_status | Multiple choice | Required | Vertical | Single-select
   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

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

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

4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

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

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

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

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

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

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

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

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

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

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

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

   a) Yes
   b) No

Searching

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

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

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

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

   Multiple choice | Required | Vertical | Multi-select

   Dynamic choices: worries_jobsearch_changes

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

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

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

   Multiple choice | Required | Vertical | Single-select

   Dynamic choices: jobsearch_wfh_options

NILF

Show block if Q2 selected choice is "Not working, and not looking for work"
Reasons for not looking: original version

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?

**Dynamic choices:** `notlooking_reasons`
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
422. Does all or part of your business operate as a franchise?
   
   Multiple choice | Required | Vertical | Single-select | Randomize
   
   a) Yes
   b) No

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)
   
   Multiple choice | Required | Vertical | Multi-select
   
   a) Personal/family home equity loan
   b) Personal/family savings
   c) Personal credit card carrying balances
   d) Business credit card carrying balances
   e) Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans
   f) Business loan from a bank or financial institution
   g) Business loan from federal, state, or local government
   h) Business loan/investment from family/friends
   i) Equity capital from outside investors (other than family/friends)
   j) Other [text input]
   k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to start or initially acquire your business?

   For example, if the amount is $25,000 please enter ‘25’ below.

   (Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

   Number | Required | Min: 0 | Max: 5000

   $ ______ THOUSAND DOLLARS

427. Has **working from home** impacted your decision to start or keep your business? Please select all that apply.
   
   Multiple choice | Required | Vertical | Multi-select | Randomize
   
   a) Working from home reduces office costs
   b) Working from home allowed me to work on my business while I also worked on my main job
   c) Working from home helps my business access customers remotely
   d) Working from home helps my business recruit talent
   e) Other [text input]
   f) None of the above

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**?

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
</table>
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?

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
</table>

418. Are you hired through a **temp agency**, or **directly by the firm** you work at?

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
</table>
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?

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
</table>
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**?

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
</table>

_______ 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**?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100</th>
<th>Decimals: 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

   ______ hours

138. How long do you usually spend **commuting to and from work (in minutes)**?

   If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID)**.

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
</table>

   | 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:

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
</table>

   | 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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

   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?

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Total: 100</th>
</tr>
</thead>
</table>

   Dynamic choices: `commuting_trip_types`
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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Exercise or outdoor leisure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

14. What is your **occupation**?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Armed forces</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Construction and extraction (e.g. mining)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Farming, fishing, and forestry</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Installation, maintenance and repair</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Management, business and financial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Office and administrative support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Production</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) Professional and related</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Sales and related</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) Service</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Less than $5,000 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) $5,000 to $10,000 [TAG: 7.5]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) $10,000 to $19,999 [TAG: 15]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) $20,000 to $29,999 [TAG: 25]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) $30,000 to $39,999 [TAG: 35]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) $40,000 to $49,999 [TAG: 45]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) $50,000 to $59,999 [TAG: 55]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) $60,000 to $69,999 [TAG: 65]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) $70,000 to $79,999 [TAG: 75]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) $80,000 to $99,999 [TAG: 90]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k) $100,000 to $124,999 [TAG: 113]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l) $125,000 to $149,999 [TAG: 138]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m) $150,000 to $199,999 [TAG: 175]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n) $200,000 to $499,999 [TAG: 225]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o) $500,000+ [TAG: 500]</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

16. What is your sex?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Female</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Male</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Other or prefer not to say</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

18. What is your race or ethnicity?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Black or African American</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Hispanic or Latin American descent (of any race)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Native American or Alaska Native</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Native Hawaiian or Pacific Islander</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) White (without Hispanic or Latin American descent)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Other, or prefer not to say</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section 2

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, with a spouse or domestic partner</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, with one or more adult children or other relatives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Yes, with roommates</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

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

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

395. In what year were those children born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Number input</td>
</tr>
<tr>
<td>Child 2</td>
<td>Min: 2015</td>
</tr>
<tr>
<td>Child 3</td>
<td>Max: 2023</td>
</tr>
<tr>
<td>Child 4</td>
<td></td>
</tr>
<tr>
<td>Child 5</td>
<td></td>
</tr>
<tr>
<td>Child 6</td>
<td></td>
</tr>
</tbody>
</table>

417. How many biological children have you had in your life?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>total children</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

397. Are you currently expecting a baby?

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

Doesn’t currently have children
show block if Q417 answer is 0

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Don’t know</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>total children</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
402. At what age at the latest would you plan to have your first child?  

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 20</th>
<th>Max: 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ years old</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Don’t know</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ more children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

403. At what age at the latest would you plan to have another child?  

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 20</th>
<th>Max: 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ years old</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
<th>Randomize cols</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowered my desire for children</td>
<td>Not a factor</td>
<td>Increased my desire for children</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My own ability to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housing costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to health insurance/care</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My partner's ability to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My own career prospects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My partner's career prospects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax benefits or credits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Childcare costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health reasons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" ]
29. What is your spouse or domestic partner's current working status?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

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

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

[ Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

82. You have indicated that you worked last week. How many days did you work on your employer's premises last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads: "The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) None [TAG: 0]
b) I worked 1 day at my employer's premises [TAG: 1]
c) I worked 2 days at my employer's premises [TAG: 2]
d) I worked 3 days at my employer's premises [TAG: 3]
e) I worked 4 days at my employer's premises [TAG: 4]
f) I worked 5+ days at my employer's premises [TAG: 5]
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

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

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

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

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%

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) Better professional development, learning, and mentoring experience  
   h) Other [text input]

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]
Set \texttt{random\_day\_of\_week} to randomly select a day of the week

426. Last random day of week which of the following did you do:

\begin{itemize}
  \item[a)] Worked from home the \textbf{full day}
  \item[b)] Worked on employer, client, or business premises
  \item[c)] Did not work
\end{itemize}

[ Q425 logic: Show if Q426 selected choice is not "Did not work" ]

425. How many \textit{minutes of your working day} did you spend on each of the following activities \textit{last random day of week}?

\begin{itemize}
  \item Getting mentored
  \item Mentoring others
  \item Discussing your performance with your supervisor
  \item Discussing the performance of employees who you supervise
  \item Formal training
  \item Professional development and learning
\end{itemize}

\begin{tabular}{|l|l|}
\hline
\textbf{Getting mentored} & \textbf{Number input} \\
\textbf{Mentoring others} & \textbf{minutes} \\
\textbf{Discussing your performance with your supervisor} & Min: 0 \\
\textbf{Discussing the performance of employees who you supervise} & Max: 240 \\
\textbf{Formal training} & \textbf{Skip label:} \\
\textbf{Professional development and learning} & \textbf{Number input} \\
\hline
\end{tabular}

19. How reliable is your internet connection?

\begin{itemize}
  \item[a)] Perfect, the internet works 100% of the time
  \item[b)] Good, the internet works 90% of the time
  \item[c)] Moderate, the internet works 70% to 80% of the time
  \item[d)] Poor, the internet works less than 70% of the time
  \item[e)] None, I have no internet connection at home
\end{itemize}

[ 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 \textit{efficiency working from home} increase if you had perfect high-speed internet?

\begin{itemize}
  \item[a)] None, my internet is already fast enough
  \item[b)] A little, my efficiency would increase about 5%
  \item[c)] Somewhat, my efficiency would increase about 10%
  \item[d)] Substantially, my efficiency would increase by 30% or more
\end{itemize}

39. What is the ZIP code of your \textit{current} residential address?

\begin{itemize}
  \item \texttt{Q\_zip\_resi\_curr} | \textit{Text input} | \textit{Required} | \textit{Single line}
\end{itemize}
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
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]

Set limit_opts to:
a) Yes, limited a lot
b) Yes, limited a little
c) No, not limited at all

423. The following items are about activities you might do during a typical day. Does your health currently limit you in these activities?

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

<table>
<thead>
<tr>
<th>limit_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vigorous activities (running, lifting objects, strenuous sport)</td>
</tr>
<tr>
<td>Moderate activities (moving a table, pushing a vacuum cleaner, golf)</td>
</tr>
<tr>
<td>Lifting or carrying groceries</td>
</tr>
<tr>
<td>Climbing several flights of stairs</td>
</tr>
<tr>
<td>Climbing one flight of stairs</td>
</tr>
</tbody>
</table>
Bending, kneeling, or stopping
Walking **more than a mile**
Walking **several blocks**
Walking **one block**
Bathing or dressing yourself

409. How tall are you?

*Combination / Required*

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

134.

*Custom / Optional*

[Text with hyperlink to speedtest.net]

126.

*Combination / Required*

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

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

*Text input / Optional / Multi-line*
Questions and Responses
SWAA April 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
260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

---

e) Not working, and not looking for work

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?

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

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**?

\[ Q_{looking\_l4w} | \text{Multiple choice} | \text{Required} | \text{Vertical} | \text{Single-select} | \text{Randomize} \]

a) Yes  
b) No

**Searching**

Show if: -Q\_work\_status is Unemployed - Looking OR -Q\_looking\_l4m is Yes

Set `worries\_jobsearch\_changes` to:

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

Set `jobsearch\_changes\_order` to:

- order shown to respondent based on numerical tag of options in `worries\_jobsearch\_changes` e.g. 54321 or 12345

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

Multiple choice | Required | Vertical | Multi-select

**Dynamic choices:** `worries\_jobsearch\_changes`

Set `jobsearch\_wfh\_options` to:

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

Set `jobsearch\_wfh\_order` to:

- order shown to respondent based on numerical tag of options in `jobsearch\_wfh\_options` e.g. 321 or 123

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

Multiple choice | Required | Vertical | Single-select

**Dynamic choices:** `jobsearch\_wfh\_options`

**NILF**

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

### Reasons for not looking: original version

Show 50% of time

Set `notlooking_reasons` to:

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

Set `notlooking_reasons_order` to:

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

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

Q\_covid\_not\_looking | Multiple choice | Required | Vertical | Single-select

**Dynamic choices**: `notlooking_reasons`

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

Show 50% of time

Set `reasons_not_working` to:

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

Set `reasons_notworking_order` to order of `reasons_not_working`

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

Q\_primary\_not\_working | Multiple choice | Required | Vertical | Single-select

**Dynamic choices**: `reasons_not_working`

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

Q\_secondary\_not\_working | Multiple choice | Required | Vertical | Single-select

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

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

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

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?  
*Multiple choice | Required | Vertical | Single-select*  
**Dynamic choices:** `start_looking_wfh`

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

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

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

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?  
*Multiple choice | Required | Vertical | Single-select*  
**Dynamic choices:** `worried_covid_other`

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

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*
422. Does all or part of your business operate as a franchise?  
*Multiple choice | Required | Vertical | Single-select | Randomize*
   a) Yes
   b) No

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)  
*Multiple choice | Required | Vertical | Multi-select*
   a) Personal/family home equity loan
   b) Personal/family savings
   c) Personal credit card carrying balances
   d) Business credit card carrying balances
   e) Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans
   f) Business loan from a bank or financial institution
   g) Business loan from federal, state, or local government
   h) Business loan/investment from family/friends
   i) Equity capital from outside investors (other than family/friends)
   j) Other [text input]
   k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to start or initially acquire your business?  
For example, if the amount is $25,000 please enter ‘25’ below.  
(Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)  
*Number | Required | Min: 0 | Max: 5000*
   $ _______ THOUSAND DOLLARS

427. Has working from home impacted your decision to start or keep your business? Please select all that apply.  
*Multiple choice | Required | Vertical | Multi-select | Randomize*
   a) Working from home reduces office costs
   b) Working from home allowed me to work on my business while I also worked on my main job
   c) Working from home helps my business access customers remotely
   d) Working from home helps my business recruit talent
   e) Other [text input]
   f) None of the above
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
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

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, please answer based on your commute time in **2019 (before COVID)**.

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting to work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time commuting back from work</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

   **Number input**
   ______ minutes
   Min: 0
   Max: 240

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>You commute to your employer's or client's worksite?</td>
<td></td>
</tr>
<tr>
<td>You work from home?</td>
<td></td>
</tr>
</tbody>
</table>

   **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
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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Exercise or outdoor leisure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

14. What is your occupation?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Armed forces</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Construction and extraction (e.g. mining)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>c) Farming, fishing, and forestry</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>d) Installation, maintenance and repair</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Management, business and financial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Office and administrative support</td>
<td></td>
<td></td>
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<tr>
<td>g) Production</td>
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<td></td>
<td></td>
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<tr>
<td>h) Professional and related</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Sales and related</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) Service</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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?**

<table>
<thead>
<tr>
<th>Q_income_2021</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Less than $5,000 [TAG: 4]</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>b) $5,000 to $10,000 [TAG: 7.5]</td>
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<tr>
<td>c) $10,000 to $19,999 [TAG: 15]</td>
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<tr>
<td>d) $20,000 to $29,999 [TAG: 25]</td>
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<tr>
<td>e) $30,000 to $39,999 [TAG: 35]</td>
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<tr>
<td>f) $40,000 to $49,999 [TAG: 45]</td>
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<tr>
<td>g) $50,000 to $59,999 [TAG: 55]</td>
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<tr>
<td>h) $60,000 to $69,999 [TAG: 65]</td>
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<tr>
<td>i) $70,000 to $79,999 [TAG: 75]</td>
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<tr>
<td>j) $80,000 to $99,999 [TAG: 90]</td>
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<tr>
<td>k) $100,000 to $124,999 [TAG: 113]</td>
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<tr>
<td>l) $125,000 to $149,999 [TAG: 138]</td>
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<tr>
<td>m) $150,000 to $199,999 [TAG: 175]</td>
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</tr>
<tr>
<td>n) $200,000 to $499,999 [TAG: 225]</td>
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<tr>
<td>o) $500,000+ [TAG: 500]</td>
<td></td>
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</tr>
</tbody>
</table>

16. What is your sex?

<table>
<thead>
<tr>
<th>Q_gender</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Male</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>c) Other or prefer not to say</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

18. What is your race or ethnicity?

<table>
<thead>
<tr>
<th>Q_race</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Black or African American</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Hispanic or Latin American descent (of any race)</td>
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<tr>
<td>d) Native American or Alaska Native</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>e) Native Hawaiian or Pacific Islander</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>f) White (without Hispanic or Latin American descent)</td>
<td></td>
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<td></td>
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<tr>
<td>g) Other, or prefer not to say</td>
<td></td>
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</tr>
</tbody>
</table>

**Section 2**

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, with a spouse or domestic partner</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, with one or more adult children or other relatives</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>d) Yes, with roommates</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

430. Are there children under 18 living in your household?
Multiple choice | Required | Vertical | Single-select

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>a)</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>Yes, 1 child</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>Yes, 2 children</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>Yes, 3 children</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>Yes, 4 or more children</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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**?

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>No</td>
<td></td>
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</tr>
</tbody>
</table>

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

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

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>1 [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b)</td>
<td>2 [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c)</td>
<td>3 [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d)</td>
<td>4 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e)</td>
<td>5 [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f)</td>
<td>6 [TAG: 6]</td>
<td></td>
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</tr>
</tbody>
</table>

**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?
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 latest would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

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

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
<th>Rand</th>
<th>Randomize cols</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowered my desire for children</td>
<td>Not a factor</td>
<td>Increased my desire for children</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My own ability to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housing costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to health insurance/care</td>
<td></td>
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<tr>
<td>My partner's ability to work from home</td>
<td></td>
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</tr>
<tr>
<td>My own career prospects</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>My partner's career prospects</td>
<td></td>
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<tr>
<td>Tax benefits or credits</td>
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<td></td>
</tr>
<tr>
<td>Childcare costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health reasons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

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

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

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?

<table>
<thead>
<tr>
<th>Q_wfh_efficiency2</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Worse -- I am less efficient at home than working on business premises</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) About the same -- I'm equally efficient in both places</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Better -- I am more efficient at home than working on business premises</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Under 5% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 5% to 10% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 10% to 15% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 15% to 25% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 25% to 35% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Over 35% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Under 5% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 5% to 10% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 10% to 15% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 15% to 25% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 25% to 35% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Over 35% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

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

[ 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.]
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) Better professional development, learning, and mentoring experience
- h) Other [text input]

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]

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

Set `random_day_of_week` to randomly select a day of the week (Mon-Fri)

426. Last random day of week which of the following did you do:

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

- a) Worked from home the **full day**
- b) Worked on employer, client, or business premises
- c) Did not work

[ Q425 logic: Show if Q426 selected choice is not "Did not work" ]

425. How many **minutes of your working day** did you spend on each of the following activities **last random day of week**?

*Combination | Required | Randomize*

<table>
<thead>
<tr>
<th>Activity</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Getting mentored</td>
<td></td>
</tr>
<tr>
<td>Mentoring others</td>
<td></td>
</tr>
<tr>
<td>Discussing your performance with your supervisor</td>
<td>Min: 0</td>
</tr>
<tr>
<td>Discussing the performance of employees who you supervise</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>
Formal training
Professional development and learning

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]

Set limit_opts to:
   a) Yes, limited a lot
   b) Yes, limited a little
   c) No, not limited at all

423. The following items are about activities you might do during a typical day. Does your health currently limit you in these activities?

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

<table>
<thead>
<tr>
<th>limit_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

Vigorous activities (running, lifting objects, strenuous sport)
Moderate activities (moving a table, pushing a vacuum cleaner, golf)
Lifting or carrying groceries
Climbing several flights of stairs
Climbing one flight of stairs
Bending, kneeling, or stopping
Walking more than a mile
Walking several blocks
Walking one block
Bathing or dressing yourself

[ Q428 logic: Show if Q423 choices by row for "Walking one block" is any of "yes_a_lot", "yes_a_little" OR Q423 choices by row for "Walking several blocks" is any of "yes_a_lot", "yes_a_little" ]

428. You said you had difficulty walking one or several blocks.

Can you explain why in your own words?

Text input | Required | Multi-line

[ Q429 logic: Show if Q423 choices by row for "Climbing one flight of stairs" is any of "yes_a_lot", "yes_a_little" OR Q423 choices by row for "Climbing several flights of stairs" is any of "yes_a_lot", "yes_a_little" ]

429. You said you had difficulty climbing one or several flights of stairs.

Can you explain why in your own words?
409. How tall are you?

Combination | Required

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

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>mbps</td>
</tr>
<tr>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td>Max: 550</td>
</tr>
</tbody>
</table>

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

Text input | Optional | Multi-line
Questions and Responses
SWAA May 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

Set show_old_questions to randomly select whether to show/hide below block with 75% weight to showing

<table>
<thead>
<tr>
<th>Show if show_old_questions is true</th>
</tr>
</thead>
</table>
| 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
---|---|---|---|---
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
---|---|---|---|---
| Did not work 6 or more hours | Worked from home | Worked at employer or client site |
| Day of the week | | |
| Monday | | |
| Tuesday | | |
| Wednesday | | |
| Thursday | | |
| Friday | | |
| Saturday | | |
| Sunday | | |
| Did not work 6 or more hours | Worked from home | Worked at employer or client site |
435. Do you ever meet with your coworkers in person?

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

a) Never  
b) About once per year  
c) Once per quarter  
d) Once per month  
e) Twice or more per month  
f) I don’t have any coworkers

[Q436 logic: Show if Q435 selected choice is none of "Never", "I don’t have any coworkers"]

436. When you do meet your coworkers, for how long do you meet?

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

a) A few hours  
b) One day  
c) Multiple days  
d) One workweek or more

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\textunderscore primary\textunderscore not\textunderscore working|\textit{Multiple choice} | \textit{Required} | \textit{Vertical} | \textit{Single-select}\

\textbf{Dynamic choices:} reasons_not_working

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

\[Q\textunderscore secondary\textunderscore not\textunderscore working|\textit{Multiple choice} | \textit{Required} | \textit{Vertical} | \textit{Single-select}\

\textbf{Dynamic choices:} reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:
  a) Yes, \textit{definitely} [TAG: 1]
  b) Yes, \textit{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?

\textit{Multiple choice} | \textit{Required} | \textit{Vertical} | \textit{Single-select}\

\textbf{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)
worry about catching COVID or other infectious diseases" OR "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
370. In what year did your business hire its \textit{first employee}?

\begin{table}[h]
\centering
\begin{tabular}{l|l|l|l}
\hline
Number & Required & Min: 1950 & Max: 2023 \\
\hline
\end{tabular}
\end{table}

Allow skipping with checkbox labeled: “My business has never had any employees”

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

\begin{table}[h]
\centering
\begin{tabular}{l|l|l|l}
\hline
Q_num_employees & Number & Required & Min: 0 | Max: 1000 \\
\hline
\end{tabular}
\end{table}

\[ \text{_____ employees} \]

[ Q371 logic: Show if Q355 answer > 50 ]

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

\begin{table}[h]
\centering
\begin{tabular}{l|l|l|l|l}
\hline
Multiple choice & Required & Vertical & Single-select & Randomize \\
\hline
a) & Yes, that is correct & \\
b) & No. The correct number of employees is: [text input] & \\
\hline
\end{tabular}
\end{table}

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

\begin{table}[h]
\centering
\begin{tabular}{l|l|l|l}
\hline
Number & Required & Min: 1 | Max: 100 \\
\hline
\end{tabular}
\end{table}

\[ \text{_____ locations} \]

422. Does all or part of your business operate as a franchise?

\begin{table}[h]
\centering
\begin{tabular}{l|l|l|l|l}
\hline
Multiple choice & Required & Vertical & Single-select & Randomize \\
\hline
a) & Yes & \\
b) & No & \\
\hline
\end{tabular}
\end{table}

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)

\begin{table}[h]
\centering
\begin{tabular}{l|l|l|l|l}
\hline
Multiple choice & Required & Vertical & Multi-select \\
\hline
a) & Personal/family home equity loan & \\
b) & Personal/family savings & \\
c) & Personal credit card carrying balances & \\
d) & Business credit card carrying balances & \\
e) & Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans & \\
f) & Business loan from a bank or financial institution & \\
g) & Business loan from federal, state, or local government & \\
h) & Business loan/investment from family/friends & \\
i) & Equity capital from outside investors (other than family/friends) & \\
j) & Other [text input] & \\
\hline
\end{tabular}
\end{table}
k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to start or initially acquire your business?

For example, if the amount is $25,000 please enter '25' below.

(Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 5000</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ _____ THOUSAND DOLLARS</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

427. Has working from home impacted your decision to start or keep your business? Please select all that apply.

- Working from home reduces office costs
- Working from home allowed me to work on my business while I also worked on my main job
- Working from home helps my business access customers remotely
- Working from home helps my business recruit talent
- Other [text input]
- None of the above

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

- Only 1 location
- 2 to 4 locations
- 4 to 9 locations
- 10 to 99 locations
- 100+ locations

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

- Fewer than 10 employees
- 10 to 49 employees
- 50 to 99 employees
- 100 to 499 employees
- 500 to 4999 employees
- 5000+ employees

352. When did your employer hire its first employee (at any location)?
### Q354: When did your employer start operations at the location you are assigned to?

<table>
<thead>
<tr>
<th>Option</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>2023</td>
</tr>
<tr>
<td>b)</td>
<td>2022</td>
</tr>
<tr>
<td>c)</td>
<td>2021</td>
</tr>
<tr>
<td>d)</td>
<td>2020</td>
</tr>
<tr>
<td>e)</td>
<td>2019</td>
</tr>
<tr>
<td>f)</td>
<td>2018</td>
</tr>
<tr>
<td>g)</td>
<td>2017</td>
</tr>
<tr>
<td>h)</td>
<td>2016</td>
</tr>
<tr>
<td>i)</td>
<td>2011 to 2015</td>
</tr>
<tr>
<td>j)</td>
<td>2006 to 2010</td>
</tr>
<tr>
<td>k)</td>
<td>Before 2006</td>
</tr>
</tbody>
</table>

**[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"]**

### Q356: When did your employer start operations at the location you are assigned to?

<table>
<thead>
<tr>
<th>Option</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>2023</td>
</tr>
<tr>
<td>b)</td>
<td>2022</td>
</tr>
<tr>
<td>c)</td>
<td>2021</td>
</tr>
<tr>
<td>d)</td>
<td>2020</td>
</tr>
<tr>
<td>e)</td>
<td>2019</td>
</tr>
<tr>
<td>f)</td>
<td>2018</td>
</tr>
<tr>
<td>g)</td>
<td>2017</td>
</tr>
<tr>
<td>h)</td>
<td>2016</td>
</tr>
<tr>
<td>i)</td>
<td>2011 to 2015</td>
</tr>
<tr>
<td>j)</td>
<td>2006 to 2010</td>
</tr>
<tr>
<td>k)</td>
<td>Before 2006</td>
</tr>
<tr>
<td>l)</td>
<td>Does not apply -- I'm not assigned to a particular location</td>
</tr>
</tbody>
</table>

**[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"]**
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) Through a temp agency
   b) 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, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

| Time commuting to work | Number input | Min: 0 | Max: 240 |
| Time commuting back from work | minutes |

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

Combination | Required

| You commute to your employer's or client's worksite? | Number input | minutes |
| You work from home? | minutes |
Set `commuting_trip_types` to:
   a) Drive alone
   b) Carpool
   c) Public transit (train, bus, ferry)
   d) Bicycle
   e) Walking
   f) Taxi, Uber, Lyft or other ride-hailing services
   g) Did not commute to work

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

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>
| 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

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

<table>
<thead>
<tr>
<th>Q_race</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Asian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Black or African American</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Hispanic or Latin American descent (of any race)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Native American or Alaska Native</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Native Hawaiian or Pacific Islander</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) White (without Hispanic or Latin American descent)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Other, or prefer not to say</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Section 2

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, with a spouse or domestic partner</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, with one or more adult children or other relatives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Yes, with roommates</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

430. Are there children under 18 living in your household?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Yes, 1 child</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Yes, 2 children</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Yes, 3 children</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Yes, 4 or more children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

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

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

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

<table>
<thead>
<tr>
<th>Q_female_children</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
## Childs

<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Min: 2015</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Max: 2023</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>more children</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

403. At what age **at the latest** would you plan to have another child?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 20</th>
<th>Max: 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>years old</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
<th>Randomize cols</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Lowered my desire for children
- Not a factor
- Increased my desire for children

<table>
<thead>
<tr>
<th>My own ability to work from home</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing costs</td>
</tr>
<tr>
<td>Access to health insurance/care</td>
</tr>
<tr>
<td>My partner's ability to work from home</td>
</tr>
<tr>
<td>My own career prospects</td>
</tr>
<tr>
<td>My partner's career prospects</td>
</tr>
<tr>
<td>Tax benefits or credits</td>
</tr>
<tr>
<td>Childcare costs</td>
</tr>
<tr>
<td>Health reasons</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working primarily from home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working primarily on business premises</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Not working, full time student</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Not working, other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working primarily from home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working primarily on business premises</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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

**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
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

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

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

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%

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
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]

Set random_day_of_week to randomly select a day of the week (Mon-Fri)

426. Last random day of week which of the following did you do:

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

   a) Worked from home the full day
   b) Worked on employer, client, or business premises
   c) Did not work

[ Q425 logic: Show if Q426 selected choice is not "Did not work" ]

425. How many minutes of your working day did you spend on each of the following activities last random day of week?

Combination | Required | Randomize

Getting mentored
Mentoring others
Discussing your performance with your supervisor
Discussing the performance of employees who you supervise
Formal training
Professional development and learning

Number input

431. Did you do any of the following during the workday (while on a break, during lunch, etc.) last random day of week?

Please check all that apply.
Work communications: currently working or 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"

432. Which of the following channels do you use to communicate with others for work purposes? Please select all that apply.

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

- a) Email
- b) Slack
- c) Messaging on your personal phone (text, WhatsApp, etc.)
- d) Zoom
- e) Microsoft Teams
- f) Office phone calls
- g) Home or personal phone calls
- h) None of the above

skip block if Q432 selected choices includes "None of the above"

434. In your current job, how often do you use each of these work-related communications?

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

<table>
<thead>
<tr>
<th></th>
<th>Hourly</th>
<th>Daily</th>
<th>Weekly</th>
<th>Once or twice per month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q432 selected choices with write-ins for ‘other’</td>
<td></td>
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</tbody>
</table>

437. In your current job, how often do you overlook work-related communications on each of the following?

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

<table>
<thead>
<tr>
<th></th>
<th>Often, at least once per week</th>
<th>Sometimes, once or twice per month</th>
<th>Rarely or never</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>
433. In your current job, do you respond to work-related communications after hours or on weekends on any of the following?

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

<table>
<thead>
<tr>
<th>Q432 selected choices with write-ins for 'other'</th>
<th>Daily</th>
<th>Weekly</th>
<th>Monthly</th>
<th>One or twice per year, for emergencies</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q432 selected choices with write-ins for 'other'</td>
<td></td>
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</tr>
</tbody>
</table>

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
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]

Set limit_opts to:
- a) Yes, limited a lot
- b) Yes, limited a little
- c) No, not limited at all

[ Q423 logic: Show if Q1 selected choice is any of "40 - 49", "50 - 64", "65 to 70" ]

423. The following items are about activities you might do during a typical day. Does your health currently limit you in these activities?

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

Vigorous activities (running, lifting objects, strenuous sport)
Moderate activities (moving a table, pushing a vacuum cleaner, golf)
Lifting or carrying groceries
Climbing several flights of stairs
Climbing one flight of stairs
Bending, kneeling, or stopping
Walking **more than a mile**
Walking **several blocks**
Walking **one block**
Bathing or dressing yourself

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]

409. How tall are you?

*Combination | Required*

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

134.

*Custom | Optional*

Text with hyperlink to speedtest.net

126.

*Combination | Required*

<table>
<thead>
<tr>
<th>Download speed</th>
<th><strong>Number input</strong> mbps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td></td>
</tr>
</tbody>
</table>

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 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
260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

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
   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 Q207 columns selected in any row does not include "Worked at employer or client site" AND Q2 selected choice is "Working for pay, whether on business premises or working from home"
435. Do you ever meet with your coworkers *in person*?

_Multiple choice | Required | Vertical | Single-select_

- a) Never
- b) About once per year
- c) Once per quarter
- d) Once per month
- e) Twice or more per month
- f) I don't have any coworkers

[ Q436 logic: Show if Q435 selected choice is none of "Never", "I don't have any coworkers" ]

436. When you do meet your coworkers, for how long do you meet?

_Multiple choice | Required | Vertical | Single-select_

- a) A few hours
- b) One day
- c) Multiple days
- d) One workweek or more

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"

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</table>

**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"

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</table>

**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" ]

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</tbody>
</table>

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

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

Allow skipping with checkbox labeled: “My business has never had any employees”

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

<table>
<thead>
<tr>
<th>Q_num_employees</th>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 1000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q_num_employees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ Q371 logic: Show if Q355 answer > 50 ]

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
</table>
| 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?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
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</table>

422. Does all or part of your business operate as a franchise?

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

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Multi-select</th>
</tr>
</thead>
</table>
| a) Personal/family home equity loan
| b) Personal/family savings
| c) Personal credit card carrying balances
| d) Business credit card carrying balances
| e) Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans
| f) Business loan from a bank or financial institution
| g) Business loan from federal, state, or local government
| h) Business loan/investment from family/friends
| i) Equity capital from outside investors (other than family/friends)
| j) Other [text input]
| k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to
start or initially acquire your business?

For example, if the amount is $25,000 please enter ‘25’ below.

(Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

Number | Required | Min: 0 | Max: 5000
$ ______ THOUSAND DOLLARS

427. Has **working from home** impacted your decision to start or keep your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize
a) Working from home reduces office costs
b) Working from home allowed me to work on my business while I also worked on my main job
c) Working from home helps my business access customers remotely
d) Working from home helps my business recruit talent
e) Other [text input]
f) None of the above

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
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

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) Through a temp agency
b) 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, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time commuting back from work</td>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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

Combination | Required

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td>Min: 0</td>
<td>Max: 90</td>
</tr>
</tbody>
</table>

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
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

430. Are there children under 18 living in your household?

    Multiple choice | Required | Vertical | Single-select
    ---|---|---|---
a) No
b) Yes, 1 child
c) Yes, 2 children
d) Yes, 3 children
e) Yes, 4 or more children

### 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 | Number input
Min: 2015
Max: 2023
417. How many biological children have you had in your life?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ total children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

397. Are you currently expecting a baby?

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

**Doesn't currently have children**

show block if Q417 answer is 0

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Don't know</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ total children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 20</th>
<th>Max: 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ years old</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Currently has children**

show block if Q417 answer > 0

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Don't know</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______ total children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
403. At what age **at the latest** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_______ years old

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

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

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

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

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

**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%

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) Better professional development, learning, and mentoring experience  
h) Other [text input]
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]

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

Set random_day_of_week to randomly select a day of the week (Mon-Fri)

Set random_dow_question to:
50% Q426 50% Q440

[ Q426 logic: Show 50% of time ]

426. Last random day of week which of the following did you do:

   Q_random_dow_1 | Multiple choice | Required | Vertical | Single-select | Randomize

   a) Worked from home the full day
   b) Worked on employer, client, or business premises
   c) Did not work

[ Q440 logic: Show 50% of time ]

440. Last random day of week which of the following did you do:

   Q_random_dow_2 | Multiple choice | Required | Vertical | Single-select | Randomize

   a) Worked from my home the full day
   b) Worked on employer, client, or business premises
   c) Worked at a co-working space
   d) Worked at a public space (e.g. cafe)
   e) Worked at a friend or family member's home (where I don't live)
   f) Did not work

[ Q425 logic: Show if Q_random_dow_1 or Q_random_dow_2 answer IS NOT "Did not work" ]

425. How many minutes of your working day did you spend on each of the following activities last random day of week?

   Combination | Required | Randomize
Getting mentored
Mentoring others
Discussing your performance with your supervisor
Discussing the performance of employees who you supervise
Formal training
Professional development and learning

Number input
______ minutes
Min: 0
Max: 240
Skip label:

431. Did you do any of the following during the workday \textit{(while on a break, during lunch, etc.) last random day of week}\textit{?}

Please check all that apply.

\textit{Multiple choice | Required | Vertical | Multi-select | Randomize}

\begin{itemize}
  \item [a)] Exercise
  \item [b)] Read for leisure
  \item [c)] Play a game on your personal phone or computer
  \item [d)] Chores other than childcare (e.g. cleaning, laundry, walking the dog)
  \item [e)] Childcare
  \item [f)] Personal errands (e.g. a medical appointment, returning a purchase, etc.)
  \item [g)] Drank alcohol
  \item [h)] None of the above
\end{itemize}

19. How reliable is your internet connection?

\textit{Multiple choice | Required | Vertical | Single-select}

\begin{itemize}
  \item [a)] Perfect, the internet works 100\% of the time
  \item [b)] Good, the internet works 90\% of the time
  \item [c)] Moderate, the internet works 70\% to 80\% of the time
  \item [d)] Poor, the internet works less than 70\% of the time
  \item [e)] None, I have no internet connection at home
\end{itemize}

[ 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 \textit{efficiency working from home} increase if you had perfect high-speed internet?

\textit{Multiple choice | Required | Vertical | Single-select}

\begin{itemize}
  \item [a)] None, my internet is already fast enough
  \item [b)] A little, my efficiency would increase about 5\%
  \item [c)] Somewhat, my efficiency would increase about 10\%
  \item [d)] Substantially, my efficiency would increase by 30\% or more
\end{itemize}

39. What is the ZIP code of your \textit{current} residential address?

\textit{Q_zip_resi_curr | Text input | Required | Single line}

Require valid zip code

\begin{itemize}
  \item [Min length]: 5
  \item [Max length]: 5
\end{itemize}

Set state_resi_current to From ZIP
40. What is the ZIP code of your current job's business premises?

\[Q\text{\_zip\_job\_curr}\] Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set \text{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 \text{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]

Set limit_opts to:
---
a) Yes, limited a lot
b) Yes, limited a little
c) No, not limited at all

[ Q423 logic: Show if Q1 selected choice is any of "40 - 49", "50 - 64", "65 to 70" ]

423. The following items are about activities you might do during a typical day. Does your health currently limit you in these activities?

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

<table>
<thead>
<tr>
<th>Limit_opt</th>
<th>Vigorous activities (running, lifting objects, strenuous sport)</th>
<th>Moderate activities (moving a table, pushing a vacuum cleaner, golf)</th>
<th>Lifting or carrying groceries</th>
<th>Climbing several flights of stairs</th>
<th>Climbing one flight of stairs</th>
<th>Bending, kneeling, or stopping</th>
<th>Walking more than a mile</th>
<th>Walking several blocks</th>
<th>Walking one block</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, limited a lot</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes, limited a little</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No, not limited at all</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Bathing or dressing yourself**

134.

*Custom / Optional

Text with hyperlink to speedtest.net

126.

*Combination / Required*

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

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

*Text input / Optional / Multi-line*
Questions and Responses
SWAA July 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=6500; Maximum N=6500

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?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 1000000</th>
</tr>
</thead>
</table>

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)?

<table>
<thead>
<tr>
<th>Q_all_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day</td>
<td>[TAG: 1]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 days</td>
<td>[TAG: 2]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 days</td>
<td>[TAG: 3]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 days</td>
<td>[TAG: 4]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5+ days</td>
<td>[TAG: 5]</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

<table>
<thead>
<tr>
<th>Q_wfh_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, all my paid working days were on business premises [TAG: 0]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 1 full paid day working from home [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 2 full paid days working from home [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 3 full paid days working from home [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 4 full paid days working from home [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 5+ full paid days working from home [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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)."

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

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

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q207 columns selected in any row does not include "Worked at employer or client site"
435. Do you ever meet with your coworkers in person?

Multiple choice | Required | Vertical | Single-select

- a) Never
- b) About once per year
- c) Once per quarter
- d) Once per month
- e) Twice or more per month
- f) I don’t have any coworkers

[ Q436 logic: Show if Q435 selected choice is none of "Never", "I don’t have any coworkers" ]

436. When you do meet your coworkers, for how long do you meet?

Multiple choice | Required | Vertical | Single-select

- a) A few hours
- b) One day
- c) Multiple days
- d) One workweek or more

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?

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

- a) Yes
- b) No

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"

<table>
<thead>
<tr>
<th>Q207 logic: Show if Q2 selected choice is any of &quot;Working for pay, whether on business premises or working from home&quot;, &quot;Still employed and paid, but not working&quot;</th>
</tr>
</thead>
</table>

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 |
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

422. Does all or part of your business operate as a franchise?

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

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)

   *Multiple choice | Required | Vertical | Multi-select
   
   a) Personal/family home equity loan
   b) Personal/family savings
   c) Personal credit card carrying balances
   d) Business credit card carrying balances
   e) Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans
   f) Business loan from a bank or financial institution
   g) Business loan from federal, state, or local government
   h) Business loan/investment from family/friends
   i) Equity capital from outside investors (other than family/friends)
   j) Other [text input]
   k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to
start or initially acquire your business?

For example, if the amount is $25,000 please enter ‘25’ below.

(Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 5000</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ ______ THOUSAND DOLLARS</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

427. Has *working from home* impacted your decision to start or keep your business? Please select all that apply.

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

a) Working from home reduces office costs
b) Working from home allowed me to work on my business while I also worked on my main job
c) Working from home helps my business access customers remotely
d) Working from home helps my business recruit talent
e) Other [text input]
f) None of the above

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
### 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

### 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) Through a temp agency
- b) 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]
218. 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, please answer based on your commute time in 2019 (before COVID).

Combination | Required | Randomize

<table>
<thead>
<tr>
<th>Time commuting to work</th>
<th>Number input</th>
<th>Time commuting back from work</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

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

Combination | Required

<table>
<thead>
<tr>
<th>You commute to your employer's or client's worksite?</th>
<th>Number input</th>
<th>minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>You work from home?</td>
<td></td>
<td>Min: 0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Max: 90</td>
</tr>
</tbody>
</table>

Set commuting_trip_types to:
a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

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

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>
| 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

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

430. Are there children under 18 living in your household?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes, 1 child
- c) Yes, 2 children
- d) Yes, 3 children
- e) Yes, 4 or more children
### Male fertility

*Show block if Q16 selected choice is "Male"*

386. Are you the biological father of any children born in 2015 or later?

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

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

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

<table>
<thead>
<tr>
<th>Q_male_children</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5 [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 6 [TAG: 6]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 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`

Set `child_born_year_opts` to:

| a) 2015  |
| b) 2016  |
| c) 2017  |
| d) 2018  |
| e) 2019  |
| f) 2020  |
| g) 2021  |
| h) 2022  |
| i) 2023  |

[ Q441 logic: Show if birthed/fathered 1 child ]

441. In what year was that child born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Dropdown</td>
</tr>
<tr>
<td></td>
<td>child_born_year_opts</td>
</tr>
</tbody>
</table>

[ Q443 logic: Show if birthed/fathered more than 1 child ]
443. In what year were those children born?
   
<table>
<thead>
<tr>
<th>Child 1</th>
<th>Child 2</th>
<th>Child 3</th>
<th>Child 4</th>
<th>Child 5</th>
<th>Child 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dropdown</td>
<td>Dropdown</td>
<td>child_born_year_opts</td>
<td>child_born_year_opts</td>
<td>child_born_year_opts</td>
<td>child_born_year_opts</td>
</tr>
</tbody>
</table>

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

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

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

a) Yes  
b) No  
c) Don’t know

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

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

*Number | Required | Min: 1 | Max: 20*

________ more children

[ Q403 logic: Show if Q399 selected choice is "Yes" ]

403. At what age *at the latest* would you plan to have another child?

*Number | Required | Min: 20 | Max: 60*

________ years old

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

*Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols*

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

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

29. What is your *spouse or domestic partner’s current working status*?

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

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

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

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
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
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) Better professional development, learning, and mentoring experience
- h) Other [text input]

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]
c) Worked at a co-working space  
d) Worked at a public space (e.g. cafe)  
e) Worked at a friend or family member's home (where I don't live)  
f) Did not work  

[Q425 logic: Show if Q_random_dow_1 or Q_random_dow_2 answer is NOT "Did not work"]

425. How many minutes of your working day did you spend on each of the following activities last random day of week?  

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
<th>Randomize</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Getting mentored</td>
<td></td>
<td></td>
<td>minutes</td>
</tr>
<tr>
<td>Mentoring others</td>
<td></td>
<td></td>
<td>min: 0</td>
</tr>
<tr>
<td>Discussing your performance with your supervisor</td>
<td></td>
<td></td>
<td>max: 240</td>
</tr>
<tr>
<td>Discussing the performance of employees who you supervise</td>
<td></td>
<td></td>
<td>Skip label:</td>
</tr>
<tr>
<td>Formal training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional development and learning</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

431. Did you do any of the following during the workday (while on a break, during lunch, etc.) last random day of week?  

Please check all that apply.  

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

a) Exercise  
b) Read for leisure  
c) Play a game on your personal phone or computer  
d) Chores other than childcare (e.g. cleaning, laundry, walking the dog)  
e) Childcare  
f) Personal errands (e.g. a medical appointment, returning a purchase, etc.)  
g) Drank alcohol  
h) None of the above  

447. How did you split your workday last random day of week?  

Allocation | Required | Randomize | Total: 100  

a) Individual work  
b) Meetings involving 2 to 4 people  
c) Meetings involving 5 or more people  
d) Lunch  
e) Downtime (coffee breaks, games, personal time, chores, etc.)  

448. Were you feeling sick, ill, or injured on any days last week?  

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

a) Yes  
b) No
Felt sick or ill last week

449. On how many workdays did you feel sick, ill or injured last week?

\[ Q\text{\_sick\_workdays} \]

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Dropdown</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 days [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 days [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 days [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5 days [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 6 days [TAG: 6]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) 7 days [TAG: 7]</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

450. Think about the \[ Q\text{\_sick\_workdays} \] answer tag workdays that you felt sick, ill, or injured last week.

On how many of those days did you:

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: number tag from [ Q\text{_sick_workdays} ]</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Go to work anyway?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Work from home?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Not work?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

19. How reliable is your internet connection?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Perfect, the internet works 100% of the time</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Good, the internet works 90% of the time</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Moderate, the internet works 70% to 80% of the time</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Poor, the internet works less than 70% of the time</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) None, I have no internet connection at home</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, my internet is already fast enough</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) A little, my efficiency would increase about 5%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Somewhat, my efficiency would increase about 10%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Substantially, my efficiency would increase by 30% or more</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Q\text{_zip_resi_curr}</th>
<th>Text input</th>
<th>Required</th>
<th>Single line</th>
</tr>
</thead>
</table>

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]

Set limit_opts to:

a) Yes, limited a lot
b) Yes, limited a little
c) No, not limited at all

[ Q423 logic: Show if Q1 selected choice is any of "40 - 49", "50 - 64", "65 to 70" ]

423. The following items are about activities you might do during a typical day. Does your **health currently limit you** in these activities?

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

<table>
<thead>
<tr>
<th>Vigorous activities (running, lifting objects, strenuous sport)</th>
<th>limit_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate activities (moving a table, pushing a vacuum cleaner, golf)</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Lifting or carrying groceries</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Climbing <strong>several</strong> flights of stairs</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Climbing <strong>one</strong> flight of stairs</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Bending, kneeling, or stopping</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking <strong>more than a mile</strong></td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking several blocks</td>
<td></td>
</tr>
<tr>
<td>------------------------</td>
<td>---</td>
</tr>
<tr>
<td>Walking one block</td>
<td></td>
</tr>
<tr>
<td>Bathing or dressing yourself</td>
<td></td>
</tr>
</tbody>
</table>

134.

*Custom / Optional*

Text with hyperlink to speedtest.net

126.

*Combination / Required*

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>_____ mbps</td>
</tr>
</tbody>
</table>

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 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=6500; Maximum N=6500

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?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 100000</th>
</tr>
</thead>
</table>

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)?

<table>
<thead>
<tr>
<th>Q_all_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 days [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 days [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 days [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5+ days [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

<table>
<thead>
<tr>
<th>Q_wfh_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) None, all my paid working days were on business premises [TAG: 0]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 1 full paid day working from home [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 2 full paid days working from home [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 3 full paid days working from home [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 4 full paid days working from home [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) 5+ full paid days working from home [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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)."

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

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

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"
Set \texttt{days\_worked\_onsite} to Q207 choices by row where value is "Worked at employer or client site"

Set \texttt{days\_worked\_fromhome} to Q207 choices by row where value is "Worked from home"

<table>
<thead>
<tr>
<th>Screen number of days worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>show block if Q2 selected choice is &quot;Working for pay, whether on business premises or working from home&quot;</td>
</tr>
</tbody>
</table>

451. **Last week**, did you work as many days as you \textit{usually} do?

\begin{itemize}
  \item [a)] Yes, I worked my usual number of days
  \item [b)] No
\end{itemize}

[ Q455 logic: Show if Q451 selected choice is "No" ]

455. How many days per week do you usually work?

\begin{itemize}
  \item [a)] 1 day per week
  \item [b)] 2 days per week
  \item [c)] 3 days per week
  \item [d)] 4 days per week
  \item [e)] 5+ days per week
\end{itemize}

[ Q435 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

435. Do you ever meet with your coworkers \textit{in person}?

\begin{itemize}
  \item [a)] Never
  \item [b)] About once per year
  \item [c)] Once per quarter
  \item [d)] Once per month
  \item [e)] Twice or more per month
  \item [f)] I don't have any coworkers
\end{itemize}

**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 \textit{looking for work} during the last 4 weeks?

\begin{itemize}
  \item [a)] Yes
\end{itemize}
### 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?
### 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"

### 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"

**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_looking - "I worry about catching COVID or other infectious diseases" }

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"

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

422. Does all or part of your business operate as a franchise?

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

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)
420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to start or initially acquire your business?

For example, if the amount is $25,000 please enter ‘25’ below.

(Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

$ ________ THOUSAND DOLLARS

427. Has working from home impacted your decision to start or keep your business? Please select all that apply.

a) Working from home reduces office costs
b) Working from home allowed me to work on my business while I also worked on my main job
c) Working from home helps my business access customers remotely
d) Working from home helps my business recruit talent
e) Other [text input]
f) None of the above

g) k) Did not require capital
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

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

356. When did your employer *start operations at the location you are assigned to?*
### 375. In what year did you start working for your current employer?

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

### Management questions

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

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

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

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

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

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

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

Set `future_ideal_wfh_question` to 50% split for each block of two questions

Show 50% of time

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

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

Looking one year ahead, 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

Looking one year ahead, 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

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

[ 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

[ Q138 logic: SHOW IF worked at least 1 day on-site OR meets with co-workers twice per month or more often ]

138. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required | Randomize

From home to work
From work to home

Number input

______ minutes

Min: 0
Max: 240
Skip label:

[ Q468 logic: SHOW IF days_worked_onsite is 0 AND meets with co-workers once per month or less ]

468. How long would it take to travel (one-way) from your home to your employer’s location?

Number | Required | Min: 0 | Max: 12 | Decimals: 1

______ hours

Allow skipping with checkbox labeled: “I don't have an employer location”

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

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

[ 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" ]

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%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Childcare</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Home improvement, chores, or shopping</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Leisure indoors (e.g. reading, watching TV and movies)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Exercise or outdoor leisure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ Q467 logic: Show 50% of time ]

467. **When you work from home**, how do you spend the **time you save by not commuting**? Please assign a percentage to each activity (the total should add to 100%).

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Working on your current or primary job</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Working on a second or new secondary job</td>
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<td>c) Childcare</td>
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<td>d) Home improvement, chores, or shopping</td>
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<tr>
<td>f) Exercise or outdoor leisure</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>g) Sleep</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Agriculture, Forestry, Fishing, or Hunting</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
b) Arts, Entertainment or Recreation

- Banking, Finance, or Insurance
- Construction
- Education
- Health Care and Social Assistance
- Hospitality and Food Services
- Information Services, including Publishing or Media
- Manufacturing
- Mining, Quarrying or Oil and Gas Extraction
- Professional, Technical or Business Services
- Real Estate or Rental and Leasing Services
- Retail Trade
- Transportation or Warehousing
- Utilities
- Wholesale Trade
- Government, including all federal and state
- Other (please specify) [text input]

14. What is your **occupation**?

   Multiple choice | Required | Vertical | Single-select

   - Armed forces
   - Construction and extraction (e.g. mining)
   - Farming, fishing, and forestry
   - Installation, maintenance and repair
   - Management, business and financial
   - Office and administrative support
   - Production
   - Professional and related
   - Sales and related
   - Service
   - Transportation and material moving
   - 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

   - Less than $5,000 [TAG: 4]
   - $5,000 to $10,000 [TAG: 7.5]
   - $10,000 to $19,999 [TAG: 15]
   - $20,000 to $29,999 [TAG: 25]
   - $30,000 to $39,999 [TAG: 35]
   - $40,000 to $49,999 [TAG: 45]
   - $50,000 to $59,999 [TAG: 55]
   - $60,000 to $69,999 [TAG: 65]
   - $70,000 to $79,999 [TAG: 75]
   - $80,000 to $99,999 [TAG: 90]
   - $100,000 to $124,999 [TAG: 113]
   - $125,000 to 149,999 [TAG: 138]
   - $150,000 to $199,999 [TAG: 175]
   - $200,000 to $499,999 [TAG: 225]
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 ancestry (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American ancestry)
g) Other, or prefer not to say

Section 2

Show if worked/typically works 5+ days per week
Show if days_worked is >= 5 OR Q_days_worked is 5+

473. If you:
- shifted to a 4-day workweek
- but kept the same number of hours per day,

How would it affect the amount of work you accomplish each week?

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

a) I would accomplish more work
b) No material change
c) I would accomplish less work

[ Q470 logic: Show if Q473 selected choice is "I would accomplish more work" ]

470. What percent more work would you accomplish if you went to a 4-day workweek, keeping the same number of hours per day?

Number | Required | Min: 0 | Max: 25
_____ % more work

show block if Q473 selected choice is "I would accomplish less work"

471. What percent less work would you accomplish if you went to a 4-day workweek, keeping the same number of hours per day?

Q_output_decrease2 | Number | Required | Min: 0 | Max: 25
_____ % less work
472. You said you would accomplish $Q_{\text{output_decrease}}$ percent less work by shifting to a 4-day workweek.

Would you like to shift to a 4-day workweek if it means a:

$Q_{\text{output_decrease}} + 5$ percent pay cut?
$Q_{\text{output_decrease}}$ percent pay cut?
$Q_{\text{output_decrease}} - 5$ percent pay cut?

Dropdown
Yes
No

Set compressed_workweek_question to 50/50 selection of first or second compressed workweek question

[ Q456 logic: Show 50% of time ]

456. How would you feel about compressing your workweek into 4 days, while continuing to work the same number of hours over the week?

(For example, 4 days of work at 10 hours per day instead of 5 days of work at 8 hours per day.)

$Q_{\text{compressing}_1}$ | Multiple choice | Required | Vertical | Single-select
a) I would like to compress my workweek
b) No preference
c) I would not like to compress my workweek

[ Q462 logic: Show 50% of time ]

462. How would you feel about compressing your workweek into 4 days, while doing the same amount of work over the week?

$Q_{\text{compressing}_2}$ | Multiple choice | Required | Vertical | Single-select
a) I would like to compress my workweek
b) No preference
c) I would not like to compress my workweek

[ Q457 logic: Show if answers "would like to compress" for $Q_{\text{compressing}_1}$ or $Q_{\text{compressing}_2}$ ]

457. How much of a pay raise (as a percent of your current pay) would you value as much as compressing your workweek to 4 days?

Multiple choice | Required | Vertical | Single-select
a) 1 to 2% pay raise
b) 3 to 5% pay raise
c) 6 to 10% pay raise
d) 11 to 15% pay raise
e) More than 15% pay raise
463. How much of a **pay cut** (as a percent of your current pay) would you value as much as **compressing your workweek to 4 days**?

Multiple choice | Required | Vertical | Single-select

- a) 1 to 2% pay cut
- b) 3 to 5% pay cut
- c) 6 to 10% pay cut
- d) 11 to 15% pay cut
- e) More than 15% pay cut

453. Which of the following would you prefer?

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

- a) Work **4 days per week** for **10 hours a day**
- b) Work **5 days per week** for **8 hours a day**

454. In the past 12 months, has your manager spoken to you about shifting to a 4-day workweek?

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

- a) Yes
- b) No

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

430. Are there children under 18 living in your household?

Multiple choice | Required | Vertical | Single-select

- a) No
- b) Yes, 1 child
- c) Yes, 2 children
- d) Yes, 3 children
- e) Yes, 4 or more children
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
Set `child_born_year_opts` to:

- a) 2015
- b) 2016
- c) 2017
- d) 2018
- e) 2019
- f) 2020
- g) 2021
- h) 2022
- i) 2023

[ Q441 logic: Show if birthed/fathered 1 child ]

441. In what year was that child born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Dropdown</td>
</tr>
<tr>
<td></td>
<td><code>child_born_year_opts</code></td>
</tr>
</tbody>
</table>

[ Q443 logic: Show if birthed/fathered more than 1 child ]

443. In what year were those children born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Dropdown</td>
</tr>
<tr>
<td>Child 2</td>
<td></td>
</tr>
<tr>
<td>Child 3</td>
<td></td>
</tr>
<tr>
<td>Child 4</td>
<td></td>
</tr>
<tr>
<td>Child 5</td>
<td></td>
</tr>
<tr>
<td>Child 6</td>
<td></td>
</tr>
<tr>
<td></td>
<td><code>child_born_year_opts</code></td>
</tr>
</tbody>
</table>

417. How many biological children have you had in your life?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>______</td>
<td>_______</td>
<td>_______</td>
<td>_______</td>
</tr>
<tr>
<td>total children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

397. Are you currently expecting a baby?

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

Doesn’t currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?
382. Which of the following have factored into your decision whether to have children?

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
<th>Randomize rows</th>
<th>Randomize cols</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lowered</td>
<td>my desire for children</td>
<td>Not a factor</td>
<td>Increased</td>
<td>my desire for children</td>
</tr>
<tr>
<td>My own ability to work from home</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housing costs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to health insurance/care</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
[ Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" ]

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

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

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

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
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%

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) Better professional development, learning, and mentoring experience
   h) Other [text input]

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]
Set `random_day_of_week` to randomly select a day of the week (Mon-Fri)

Set `random_dow_question` to:
50% Q426 50% Q440

[ Q426 logic: Show 50% of time ]

426. Last random day of week which of the following did you do:

`Q_random_dow_1` [Multiple choice | Required | Vertical | Single-select | Randomize]

a) Worked from home the **full day**  
b) Worked on employer, client, or business premises  
c) Did not work

[ Q440 logic: Show 50% of time ]

440. Last random day of week which of the following did you do:

`Q_random_dow_2` [Multiple choice | Required | Vertical | Single-select | Randomize]

a) Worked from my home the **full day**  
b) Worked on employer, client, or business premises  
c) Worked at a co-working space  
d) Worked at a public space (e.g. cafe)  
e) Worked at a friend or family member's home (where I don't live)  
f) Did not work

431. Did you do any of the following **during the workday** (while on a break, during lunch, etc.) **last random day of week**? Please check all that apply.

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

a) Exercise  
b) Read for leisure  
c) Play a game on your personal phone or computer  
d) Chores other than childcare (e.g. cleaning, laundry, walking the dog)  
e) Childcare  
f) Personal errands (e.g. a medical appointment, returning a purchase, etc.)  
g) Drank alcohol  
h) None of the above

[ Q425 logic: Show if Q_random_dow_1 or Q_random_dow_2 answer IS NOT "Did not work" ]

425. How many **minutes of your working day** did you spend on each of the following activities **last random day of week**?

`Combination | Required | Randomize`
Getting mentored
Mentoring others
Discussing your performance with your supervisor
Discussing the performance of employees who you supervise
Formal training
Professional development and learning

<table>
<thead>
<tr>
<th>Number input</th>
<th>______ minutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skip label:</td>
<td></td>
</tr>
<tr>
<td>Min: 0</td>
<td>Max: 240</td>
</tr>
</tbody>
</table>

448. Were you feeling **sick, ill, or injured** on any days **last week**?

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

Felt sick or ill last week

show block if Q448 selected choice is "Yes"

449. On how many **workdays** did you feel sick, ill, or injured **last week**?

- Q_sick_workdays | Multiple choice | Required | Dropdown | 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]
- f) 6 days [TAG: 6]
- g) 7 days [TAG: 7]

450. Think about the Q_sick_workdays answer tag **workdays** that you felt sick, ill, or injured last week.

On how many of those days did you:

- Allocation | Required | Randomize | Total: number tag from Q_sick_workdays
- a) Go to work anyway?
- b) Work from home?
- c) Not work?

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

[ Q466 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes" ]

466. How much would your **efficiency working from home** increase if you had perfect high-speed internet?
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 $89,999 [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]

Set limit_opts to:
   a) Yes, limited a lot
   b) Yes, limited a little
   c) No, not limited at all

[ Q423 logic: Show if Q1 selected choice is any of "40 - 49", "50 - 64", "65 to 70" ]

423. The following items are about activities you might do during a typical day. Does your health currently limit you in these activities?
<table>
<thead>
<tr>
<th>Vigorous activities (running, lifting objects, strenuous sport)</th>
<th>limit_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate activities (moving a table, pushing a vacuum cleaner, golf)</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Lifting or carrying groceries</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Climbing several flights of stairs</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Climbing one flight of stairs</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Bending, kneeling, or stopping</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking more than a mile</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking several blocks</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking one block</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Bathing or dressing yourself</td>
<td>limit_opts</td>
</tr>
</tbody>
</table>

134.

Custom / Optional
Text with hyperlink to speedtest.net

126.

Combination / Required

<table>
<thead>
<tr>
<th>Download speed</th>
<th>Number input</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>__________mbps</td>
</tr>
</tbody>
</table>

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 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=8000; Maximum N=8000

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 [TERMINATE]
   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)?

<table>
<thead>
<tr>
<th>Q_all_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) 1 day [TAG: 1]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 2 days [TAG: 2]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 3 days [TAG: 3]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 4 days [TAG: 4]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 5+ days [TAG: 5]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. You have indicated that you worked last week. How many full paid working days did you work from home last week?

<table>
<thead>
<tr>
<th>Q_wfh_days</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
</table>
| 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?

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

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

Set `days_worked_fromhome` to Q207 choices by row where value is "Worked from home"

**Screen number of days worked**
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

<table>
<thead>
<tr>
<th>Q451. <strong>Last week</strong>, did you work as many days as you <strong>usually</strong> do?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) Yes, I worked my usual number of days</td>
</tr>
<tr>
<td>b) No</td>
</tr>
</tbody>
</table>

[ Q455 logic: Show if Q451 selected choice is "No" ]

<table>
<thead>
<tr>
<th>Q455. How many days per week do you usually work?</th>
</tr>
</thead>
<tbody>
<tr>
<td><code>Q_days_worked_typical</code></td>
</tr>
<tr>
<td>a) 1 day per week</td>
</tr>
<tr>
<td>b) 2 days per week</td>
</tr>
<tr>
<td>c) 3 days per week</td>
</tr>
<tr>
<td>d) 4 days per week</td>
</tr>
<tr>
<td>e) 5+ days per week</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Q261. How many <strong>paid full-time jobs</strong> do you currently have?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) 1</td>
</tr>
<tr>
<td>b) 2</td>
</tr>
<tr>
<td>c) 3 or more</td>
</tr>
</tbody>
</table>

[ Q262 logic: Show if Q261 selected choice is any of "2", "3 or more" ]

<table>
<thead>
<tr>
<th>Q262. Do any of your employers know you have another <strong>paid full-time job</strong>?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiple choice</td>
</tr>
<tr>
<td>a) Yes</td>
</tr>
<tr>
<td>b) No</td>
</tr>
</tbody>
</table>

[ Q435 logic: Show if Q207 choices by row no choice is "Worked at employer or client site" AND Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

<table>
<thead>
<tr>
<th>Q435. Do you ever meet with your coworkers <strong>in person</strong>?</th>
</tr>
</thead>
<tbody>
<tr>
<td><code>Q_coworkers_in_person</code></td>
</tr>
<tr>
<td>a) Never</td>
</tr>
<tr>
<td>b) About once per year</td>
</tr>
<tr>
<td>c) Once per quarter</td>
</tr>
</tbody>
</table>
d) Once per month

e) Twice or more per month

f) I don’t have any coworkers

**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

422. Does all or part of your business operate as a franchise?

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

419. What was the source(s) of capital used to start or initially acquire this business? (Select all that apply)

   Multiple choice | Required | Vertical | Multi-select
   a) Personal/family home equity loan
   b) Personal/family savings
   c) Personal credit card carrying balances
   d) Business credit card carrying balances
   e) Government-guaranteed business loan from a bank or financial institution, including SBA-guaranteed loans
   f) Business loan from a bank or financial institution
   g) Business loan from federal, state, or local government
   h) Business loan/investment from family/friends
   i) Equity capital from outside investors (other than family/friends)
   j) Other [text input]
   k) Did not require capital

420. In THOUSANDS OF DOLLARS What was the total amount of capital that you used to start or initially acquire your business?

   For example, if the amount is $25,000 please enter ‘25’ below.

   (Capital includes savings, other assets, and borrowed funds used to start or acquire your business.)

   Number | Required | Min: 0 | Max: 5000
   $ ______ THOUSAND Dollars

427. Has working from home impacted your decision to start or keep your business? Please select all that apply.

   Multiple choice | Required | Vertical | Multi-select | Randomize
   a) Working from home reduces office costs
   b) Working from home allowed me to work on my business while I also worked on my main job
   c) Working from home helps my business access customers remotely
   d) Working from home helps my business recruit talent
   e) Other [text input]
   f) None of the above
353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Only 1 location</td>
</tr>
<tr>
<td>b)</td>
<td>2 to 4 locations</td>
</tr>
<tr>
<td>c)</td>
<td>4 to 9 locations</td>
</tr>
<tr>
<td>d)</td>
<td>10 to 99 locations</td>
</tr>
<tr>
<td>e)</td>
<td>100+ locations</td>
</tr>
</tbody>
</table>

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

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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>Fewer than 10 employees</td>
</tr>
<tr>
<td>b)</td>
<td>10 to 49 employees</td>
</tr>
<tr>
<td>c)</td>
<td>50 to 99 employees</td>
</tr>
<tr>
<td>d)</td>
<td>100 to 499 employees</td>
</tr>
<tr>
<td>e)</td>
<td>500 to 4999 employees</td>
</tr>
<tr>
<td>f)</td>
<td>5000+ employees</td>
</tr>
</tbody>
</table>

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

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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>2023</td>
</tr>
<tr>
<td>b)</td>
<td>2022</td>
</tr>
<tr>
<td>c)</td>
<td>2021</td>
</tr>
<tr>
<td>d)</td>
<td>2020</td>
</tr>
<tr>
<td>e)</td>
<td>2019</td>
</tr>
<tr>
<td>f)</td>
<td>2018</td>
</tr>
<tr>
<td>g)</td>
<td>2017</td>
</tr>
<tr>
<td>h)</td>
<td>2016</td>
</tr>
<tr>
<td>i)</td>
<td>2011 to 2015</td>
</tr>
<tr>
<td>j)</td>
<td>2006 to 2010</td>
</tr>
<tr>
<td>k)</td>
<td>2000 to 2005</td>
</tr>
<tr>
<td>l)</td>
<td>1990 to 1999</td>
</tr>
<tr>
<td>m)</td>
<td>1980 to 1989</td>
</tr>
<tr>
<td>n)</td>
<td>Before 1980</td>
</tr>
</tbody>
</table>

[ Q475 logic: Show if Q207 choices by row no choice is "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" ]

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

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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>2023</td>
</tr>
<tr>
<td>b)</td>
<td>2022</td>
</tr>
<tr>
<td>c)</td>
<td>2021</td>
</tr>
</tbody>
</table>
476. 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) 2000 to 2005
l) 1990 to 1999
m) 1980 to 1989
n) Before 1980

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023
---|---|---|---

486. As a fully remote employee, does your pay depend on where you live?

Multiple choice | Required | Vertical | Single-select | Randomize
---|---|---|---|---
a) Yes - by location, for example pay varies by US city
b) No - fully remote employees are paid the same across the US
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>

465. **Looking one year ahead**, 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

464. **Looking one year ahead**, 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

[ Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" ]

10. How many **hours** did you **work for pay last week**?

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

   ______ hours

[ Q138 logic: SHOW IF worked at least 1 day on-site OR meets with co-workers twice per month or more often ]

138. On the days that you commute to work, how much time (in minutes) does it typically take?

   Combination | Required | Randomize

   | From home to work | Number input |
   | From work to home | minutes |
   | | Min: 0 |
   | | Max: 240 |
   | | Skip label: |

[ Q468 logic: SHOW IF days_worked_onsite is 0 AND meets with co-workers once per month or less ]

468. How long would it take to travel (one-way) from your home to your employer’s location?

   Number | Required | Min: 0 | Max: 12 | Decimals: 1

   ______ hours

   Allow skipping with checkbox labeled: “I don't have an employer location”

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

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

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

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

[show block if Q6 selected choice is "Yes"]

Set commuting_time_question to 50% split for two following questions

[Q12 logic: Show 50% of time]

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%).  

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>
| 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 |

[Q467 logic: Show 50% of time]

467. **When you work from home,** how do you spend the **time you save by not commuting?** Please assign a percentage to each activity (the total should add to 100%).  

<table>
<thead>
<tr>
<th>Allocation</th>
<th>Required</th>
<th>Randomize</th>
<th>Total: 100</th>
</tr>
</thead>
</table>
| 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
14. What is your **occupation**?

   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]

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 ancestry (of any race)
   d) Native American or Alaska Native
   e) Native Hawaiian or Pacific Islander
   f) White (without Hispanic or Latin American ancestry)
   g) Other, or prefer not to say

Section 2

Show if worked/typically works 5+ days per week
Show if days_worked is >= 5 OR Q_days_worked is 5+

462. How would you feel about **compressing your workweek into 4 days**, while doing the **same amount** of work over the week?
   Multiple choice | Required | Vertical | Single-select
   a) I would like to compress my workweek
   b) No preference
   c) I would not like to compress my workweek

[ Q457 logic: Show if Q462 selected choice is "I would like to compress my workweek" ]

457. How much of a **pay raise** (as a percent of your current pay) would you value as much as **compressing your workweek to 4 days**?
   Multiple choice | Required | Vertical | Single-select
   a) 1 to 2% pay raise
   b) 3 to 5% pay raise
   c) 6 to 10% pay raise
   d) 11 to 15% pay raise
   e) More than 15% pay raise

[ Q463 logic: Show if Q462 selected choice is "I would not like to compress my workweek" ]

463. How much of a **pay cut** (as a percent of your current pay) would you value as much as
**compressing your workweek to 4 days?**

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

- a) 1 to 2% pay cut
- b) 3 to 5% pay cut
- c) 6 to 10% pay cut
- d) 11 to 15% pay cut
- e) More than 15% pay cut

453. Which of the following would you prefer?

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

- a) Work **4 days per week** for **10 hours a day**
- b) Work **5 days per week** for **8 hours a day**

454. In the past 12 months, has your manager spoken to you about shifting to a 4-day workweek?

*Q_l12m_shift_4day | Multiple choice | Required | Vertical | Single-select | Randomize*

- a) Yes
- b) No

**Manager spoke about shifting to a four-day workweek**

*show block if Q454 selected choice is "Yes"*

478. **How many times in the past 12 months** has your manager spoken to you about **shifting to a 4-day workweek**?

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

- a) Once
- b) Twice
- c) Three times
- d) Four or more times

479. **When** did your manager speak to you **most recently** about **shifting to a 4-day workweek**?

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

- a) This month (September)
- b) Last month (August)
- c) Two to six months ago (March to July)
- d) More than six months ago (February or earlier)

**Set manager_messages_workweek to:**

- a) They **ruled out** shifting to a 4-day workweek
- b) Shifting to a 4-day workweek was **under consideration**
c) Shifting to a 4-day workweek was likely, but not yet planned
d) Shifting to a 4-day workweek was underway, with plans in place

[ Q477 logic: Show if Q_l12m_shift_4day is "Yes" ]

477. What was your manager's message when they most recently spoke to you about shifting to a 4-day workweek?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_messages_workweek

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

430. Are there children under 18 living in your household?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes, 1 child
c) Yes, 2 children
d) Yes, 3 children
e) Yes, 4 or more children

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

Set child_born_year_opts to:

  a) 2015
  b) 2016
  c) 2017
  d) 2018
  e) 2019
  f) 2020
  g) 2021
  h) 2022
  i) 2023

[ Q441 logic: Show if birthed/fathered 1 child ]

441. In what year was that child born?

Combination | Required

| Child 1 | Dropdown child_born_year_opts |

[ Q443 logic: Show if birthed/fathered more than 1 child ]
443. In what year were those children born?

<table>
<thead>
<tr>
<th>Combination</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child 1</td>
<td>Dropdown</td>
</tr>
<tr>
<td>Child 2</td>
<td>child_born_year_opts</td>
</tr>
<tr>
<td>Child 3</td>
<td></td>
</tr>
<tr>
<td>Child 4</td>
<td></td>
</tr>
<tr>
<td>Child 5</td>
<td></td>
</tr>
<tr>
<td>Child 6</td>
<td></td>
</tr>
</tbody>
</table>

417. How many biological children have you had in your life?

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 0</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>_______ total children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

397. Are you currently expecting a baby?

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

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

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
<th>Randomize</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Don't know</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 1</th>
<th>Max: 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>_______ total children</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Number</th>
<th>Required</th>
<th>Min: 20</th>
<th>Max: 60</th>
</tr>
</thead>
<tbody>
<tr>
<td>_______ years old</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 latest would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_______ years old

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

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 | |
| Health reasons | |
| Ability of family members to help with child care | |

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

<table>
<thead>
<tr>
<th>Q_wfh_efficiency2</th>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Worse -- I am less efficient at home than working on business premises</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) About the same -- I'm equally efficient in both places</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Better -- I am more efficient at home than working on business premises</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Under 5% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 5% to 10% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 10% to 15% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 15% to 25% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 25% to 35% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Over 35% more efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ 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?

<table>
<thead>
<tr>
<th>Multiple choice</th>
<th>Required</th>
<th>Vertical</th>
<th>Single-select</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Under 5% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) 5% to 10% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) 10% to 15% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) 15% to 25% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) 25% to 35% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Over 35% less efficient</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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**?

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

[ 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 |
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) Better professional development, learning, and mentoring experience
h) Other [text input]

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]
c) Worked at a co-working space

d) Worked at a public space (e.g. cafe)

e) Worked at a friend or family member's home (where I don't live)

f) Did not work

431. Did you do any of the following during the workday (while on a break, during lunch, etc.) last random day of week?

Please check all that apply.

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

a) Exercise
b) Read for leisure
c) Play a game on your personal phone or computer
d) Chores other than childcare (e.g. cleaning, laundry, walking the dog)
e) Childcare
f) Personal errands (e.g. a medical appointment, returning a purchase, etc.)
g) Drank alcohol
h) None of the above

448. Were you feeling sick, ill, or injured on any days last week?

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

a) Yes
b) No

[ Q484 logic: Show if Q448 selected choice is "Yes" ]

484. Last week, when you felt sick, ill or injured were you:

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

a) Sick/ill and potentially contagious?
b) Sick/ill and NOT contagious?
c) Injured?

Felt sick or ill last week
show block if Q448 selected choice is "Yes"

449. On how many workdays did you feel sick, ill or injured last week?

Multiple choice | Required | Dropdown | 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]
f) 6 days [TAG: 6]
g) 7 days [TAG: 7]

450. Think about the Q_sick_workdays answer tag workdays that you felt sick, ill, or injured last week.
On how many of those days did you:

Allocation / Required / Randomize / Total: number tag from Q_sick_workdays

a) Go to work anyway?
b) Work from home?
c) Not work?

480. Have you ever been on two video calls at the same time?

(For example, on Zoom/Teams/Webex on two separate devices.)

Multiple choice / Required / Vertical / Single-select

a) No
b) Yes, once
c) Yes, 2 to 5 times
d) Yes, 6 or more times

481. How often do you talk to or text your family or friends while on a work call on Zoom/Teams/Webex or similar?

Multiple choice / Required / Vertical / Single-select

a) Never
b) Rarely, for emergencies
c) Once per month
d) Once per week
e) Daily

Set multitasking_question to randomly select one of two multitasking questions 50/50

[ Q482 logic: Show 50% of time ]

482. When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking?

For example, on the web, answering emails, texting, chatting with someone next to you, or doing something else?

Number / Required / Min: 0 / Max: 100

I spend ______ % of the work call multi-tasking

[ Q485 logic: Show 50% of time ]

485. When you are on work calls on Zoom/Teams/Webex what share of the time are you multi-tasking?

For example, on the web, answering emails, texting, chatting with someone next to you, or doing something else?

Multiple choice / Required / Vertical / Single-select

a) 0 to 20% of the time multitasking
b) 20 to 40% of the time multitasking
19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

- Perfect, the internet works 100% of the time
- Good, the internet works 90% of the time
- Moderate, the internet works 70% to 80% of the time
- Poor, the internet works less than 70% of the time
- None, I have no internet connection at home

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

Number | Required | Min: 0 | Max: 25

______ % increase in efficiency

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

483. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

- Less than 2 months
- 2 to 6 months
- 7 months to a year
- 1 to 5 years
- More than 5 years

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]

Set limit_opts to:
- a) Yes, limited a lot
- b) Yes, limited a little
- c) No, not limited at all

[ Q423 logic: Show if Q1 selected choice is any of "40 - 49", "50 - 64", "65 to 70" ]

423. The following items are about activities you might do during a typical day. Does *your health currently limit you* in these activities?

<table>
<thead>
<tr>
<th>Matrix</th>
<th>Required</th>
<th>Group by: Row</th>
<th>Single-select</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Vigorous activities (running, lifting objects, strenuous sport)</th>
<th>limit_opts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate activities (moving a table, pushing a vacuum cleaner, golf)</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Lifting or carrying groceries</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Climbing several flights of stairs</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Climbing one flight of stairs</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Bending, kneeling, or stopping</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking more than a mile</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking several blocks</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Walking one block</td>
<td>limit_opts</td>
</tr>
<tr>
<td>Bathing or dressing yourself</td>
<td>limit_opts</td>
</tr>
</tbody>
</table>

134.

*Custom / Optional*

Text with hyperlink to speedtest.net

126.

*Combination / Required*
<table>
<thead>
<tr>
<th>Download speed</th>
<th><strong>Number input</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload speed</td>
<td>----------------</td>
</tr>
</tbody>
</table>

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*