Question Repository for the Survey of Working Arrangements and Attitudes

Jose Maria Barrero,[1] Nicholas Bloom,[2] and Steven J. Davis[3]

5 November 2026

Survey waves included in this version:

May 2020 to October 2026

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

[1] Instituto Tecnológico Autónomo de México
[2] Stanford University
[3] Hoover Institution

Question Repository for the Survey of Working Arrangements and Attitudes

Jose Maria Barrero,[1] Nicholas Bloom,[2] and Steven J. Davis[3]

5 October 2026

Survey waves included in this version:

May 2020 to September 2026

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

[1] Instituto Tecnológico Autónomo de México
[2] Stanford University
[3] Hoover Institution

Questions and Response Options

SWAA May 2020

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

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

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

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

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

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

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

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

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

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

f. 60 to 90 minutes
g. 90+ minutes

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

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

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

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

13. Internet: how effectively could you work from home online given your current internet connection?
a. Perfect, I could work 100% of the time without interruption
b. Good, I could work about 90% of the time without interruption
c. Moderate, I could about 70% to 80% of the time without interruption
d. Terrible, I could work 10% to 50% of the time without interruption
e. None, I could not work at my home online

14. Which is the most important factor for you when choosing to work at home or on the business premises?
a. At home - avoid commuting
b. At home – it is quiet so I can concentrate
c. At home – I get to spend more time with my children and family
d. At work – I like to work with my colleagues and team
e. At work – I am more likely to get promoted
f. At work – I like to socialize with my colleagues and team

15. What was your income in 2019?
a. Less than $10,000 >> TERMINATE
b. $10,000 to $19,999 >> TERMINATE
c. $20,000 to $29,999
d. $30,000 to $39,999
e. $40,000 to $49,999
f. $50,000 to $59,999
g. $60,000 to $69,999
h. $70,000 to $79,999
i. $80,000 to $99,999
j. $100,000 to $124,999
k. $125,000 to $149,999
l. $150,000 to $199,999
m. $200,000 to $250,999
n. $250,000 +

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

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

17. What is your gender?

a. Female
b. Male

18. What is your highest level of education?

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

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

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

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

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

Questions and Response Options

SWAA July 2020

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

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

How efficiently could you do your job from home?	❑

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

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

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

e. Not working, and not looking for work

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

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

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

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

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

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

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

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

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

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

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

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

report the occupation of your most recent job.

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

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

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

18. What is your gender?

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

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

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

e. Masters or Professional Degree
f. PhD

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Percentage reimbursed	❑

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Questions and Response Options

SWAA August 2020

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

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

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

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

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

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

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

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

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

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

employed?

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

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

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

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

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

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

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

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

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

t. Other _____

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

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

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

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

g. Other, or prefer not to say

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

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

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

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

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

d. More than a 35% pay raise

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Percentage reimbursed	❑

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

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

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

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

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

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

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

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

changed among people you know?

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

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

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

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

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

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

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

Questions and Response Options

SWAA September 2020

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

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

Geography: United States

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

Legend

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

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

   a) Yes
   b) No

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

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

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

Multiple choice | Required | Vertical | Single-select

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

f) Bicycle
g) Taxi/Ride-Share

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Allocation | Required | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your gender?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

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

Combination | Required

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

f) Over 35% less efficient

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

Slider | Required | Min: 0 | Max: 100

Default to 37

0% ———●——— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Multi-line

Require valid zipcode, just as earlier questions

Questions and Response Options

SWAA October 2020

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

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

Geography: United States

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

Legend

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

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

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

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

   Multiple choice | Required | Vertical | Single-select

   a) Yes
   b) No

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

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

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

Multiple choice | Required | Vertical | Single-select

a) Car
b) Subway
c) Train

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Allocation | Required | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

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

Combination | Required

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

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

0% ————●———— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zipc

Min length: 5
Max length: 5

Set `state_resi_future` to From ZIP

Questions and Response Options

SWAA November 2020

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

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

Geography: United States

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

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

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

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) 10
b) 9

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

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

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

Allocation | Required | Randomize | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

Slider defaults to 37

0% ——●—— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zipc

Min length: 5
Max length: 5

Set `state_resi_future` to From ZIP

63. Why take this survey?

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

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

Questions and Response Options

SWAA December 2020

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

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

Geography: United States

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

Legend

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

Introduction

Screening questions

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

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

_____ hours

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

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

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

_____ hours

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

Slider defaults to 37

0% ——●—— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

[Q42 logic: Show for Path A]

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

Multiple choice | Required | Vertical | Single-select

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

[Q67 logic: Show for path B]

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_future` to From ZIP

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

Number | Required | Min: 0 | Max: 1000

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

Skip if prefer not to answer for 2020 earnings

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

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

Number | Required | Min: 0 | Max: 1000

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

Set `twenty_income` to Q66 or Q71 answer

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

Combination | Required

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

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

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

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

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

Combination | Required

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

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

$lowest
$low
$middle
$high
$highest

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

Allocation | Required | Total: 100

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

63. Why take this survey?

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

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

Questions and Response Options

SWAA January 2021

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

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

Geography: United States

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

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

_____ hours

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

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

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

_____ hours

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Number | Required | Min: 0 | Max: 200

_____ hours

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

Number | Required | Min: 0 | Max: 20000

$ _____

[Q34 logic: Show if Q33 answer > 0]

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

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

Slider defaults to 37

0% ——●—— 100%

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

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

Number | Required | Min: 0 | Max: 100

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Number | Required | Min: 0 | Max: 500

$ _____

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_future` to From ZIP

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

Number | Required | Min: 0 | Max: 1000

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

Skip if prefer not to answer for 2020 earnings

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

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

Number | Required | Min: 0 | Max: 1000

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

Set `twenty_income` to Q66 or Q71 answer

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

Combination | Required

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

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

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

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

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

Combination | Required

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

$lowest
$low
$middle
$high
$highest

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

Allocation | Required | Total: 100

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

63. Why take this survey?

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

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

Questions and Response Options

SWAA February 2021

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

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

Geography: United States

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

Legend

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

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

show block if Q3 selected choice is "Working, whether on business premises or working from home"
58. How many full days are you working this week (whether at home or on business premises)? *Multiple choice | Required | Vertical | Single-select* a) 1 day [TAG: 1] b) 2 days [TAG: 2]

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

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

[Q57 logic: Show if route_a]

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

Multiple choice | Required | Vertical | Single-select

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

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

[Q77 logic: Show if route_b]

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

_____ hours

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

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

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

_____ hours

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

Number | Required | Min: 0 | Max: 240

_____ minutes

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

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

Allocation | Required | Randomize | Total: 100

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

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

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Multi-select

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Combination | Required

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

	12 13 14 15 16 17 18+

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

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

Combination | Required

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

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

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

Combination | Required

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

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

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

Multiple choice | Required | Vertical | Single-select

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

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

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

Worked from home

show block if Q4 selected choice is "Yes"

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

[Q78 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

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

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q72 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" AND Q78 selected choice is "Yes"]

72. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q73 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

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

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

31. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

36. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

37. ***In 2019, before COVID,*** in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

[Q38 logic: Show if Q3 selected choice is "Working, whether on business premises or working from home"]

38. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

67. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

43. If a COVID vaccine becomes widely available, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis

d) No return to pre-COVID activities, as I will continue to social distance

64. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000

Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

[Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25]

69. Your answer of $Q66_answer,000 implies you will earn **more than *4 times as much*** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

$ _____ ,000

Allow skipping with checkbox labeled: "**My original answer was correct**"

Set twenty_income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to ***earn by working in 2021, on a before-tax basis****?*

Combination | Required

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The ***LOWEST*** possible amount would be roughly A ***LOW*** amount would be roughly A ***MIDDLE*** amount would be roughly A ***HIGH*** amount would be roughly The ***HIGHEST*** possible amount would be roughly Prefer not to answer	**Number input** $ _____ ,000 Min: 0 Max: 1000

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25]

70. Your answer implies your earnings in 2021 will in some case(s) be ***more than 4 times higher or lower*** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items with write-ins for 'other'	**Display only** Complex logic	**Number input** $ _____ ,000 Min: 0

		Max: 1000 **Skip label:** My original response was correct

$lowest
$low
$middle
$high
$highest

66. Please assign ***percentage likelihoods*** to the possible earnings amounts you just provided for ***2021:***

Allocation | Required | Total: 100

a) LOWEST: **My likelihood of earning $lowest thousand in 2021 is:**
b) LOW: **My likelihood of earning $low thousand in 2021 is:**
c) MIDDLE: **My likelihood of earning $middle thousand in 2021 is:**
d) HIGH: **My likelihood of earning $high thousand in 2021 is:**
e) HIGHEST: **My likelihood of earning $highest thousand in 2021 is:**

63. Why take this survey?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Interest
b) Like rewards
c) Money
d) Game benefits
e) Pass time
f) Other [text input]

Questions and Response Options

SWAA March 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=2500; Maximum N=2500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

3. ***Currently (this week)*** what is your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

show block if Q3 selected choice is "Working for pay, whether on business premises or working from home"

58. How many full days are you working this week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

57. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

81. You have indicated that you are working this week. How many days are you ***commuting to go to work on your employer's premises*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I'm **commuting 1 day** to my employer's premises [TAG: 1]
c) I'm **commuting 2 days** to my employer's premises [TAG: 2]
d) I'm **commuting 3 days** to my employer's premises [TAG: 3]
e) I'm **commuting 4 days** to my employer's premises [TAG: 4]
f) I'm **commuting 5+ days** to my employer's premises [TAG: 5]

[Q80 logic: Show if Q3 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

80. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

4. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

5. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to creating a group of 25% and 75% of respondents

[Q6 logic: showing to 75% of respondents]

6. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q86 logic: showing to 25% of respondents]

86. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to ***commute to work*** on their premises?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-March (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q13 logic: Show if Q4 selected choice is "Yes"]

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

16. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities

p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

51. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Management, business and financial
e) Office and administrative support
f) Production
g) Professional and related
h) Sales and related
i) Service
j) Transportation and material moving
k) Other (please specify) [text input]

17. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

a) Less than $10,000 [TAG: 5] **[TERMINATE]**
b) $10,000 to $19,999 [TAG: 15] **[TERMINATE]**
c) $20,000 to $29,999 [TAG: 25]
d) $30,000 to $39,999 [TAG: 35]
e) $40,000 to $49,999 [TAG: 45]
f) $50,000 to $59,999 [TAG: 55]
g) $60,000 to $69,999 [TAG: 65]
h) $70,000 to $79,999 [TAG: 75]
i) $80,000 to $99,999 [TAG: 90]
j) $100,000 to $124,999 [TAG: 113]
k) $125,000 to 149,999 [TAG: 138]
l) $150,000 to $199,999 [TAG: 175]
m) $200,000 to $499,999 [TAG: 225]
n) $500,000+ [TAG: 500]

18. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

19. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree

f) PhD

20. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

21. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q23 logic: Show if Q4 selected choice is "Yes"]

23. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q68 logic: Show if Q4 selected choice is "No"]

68. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week
show if they worked 5+ days a week
83. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?*** *Multiple choice | Required | Vertical | Single-select* a) Working 5 days a week on my employer's premises

b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q84 logic: Show if Q83 selected choice is "Working 5 days a week on my employer's premises"]

84. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q85 logic: Show if Q83 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

85. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

53. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q49 logic: Show if Q27 selected choice is "Yes"]

49. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	**Dropdown** 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q61 logic: Show if Q27 selected choice is "Yes"]

61. ***Currently***, how many hours per week of childcare do the following people provide in your household?
[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You Your spouse or domestic partner Others (e.g. grandparents, babysitters, etc.)	**Number input** _____ hours Min: 0 Max: 100

[Q62 logic: Show if Q27 selected choice is "Yes"]

62. ***Before COVID (in 2019)***, how many hours per week of childcare did the following people provide in your household?
[If you do not have a spouse or domestic partner, please choose zero (0) for that option. If nobody apart from you or your spouse/domestic partner provides childcare please choose zero (0) for "Others".]

Combination | Required

You Your spouse or domestic partner	**Number input** _____ hours

Others (e.g. grandparents, babysitters, etc.)	Min: 0 Max: 100

[Q74 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

74. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q75 logic: Show if Q53 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

75. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

54. Consider your ***current*** or ***most recent*** job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q55 logic: Show if Q54 selected choice is "Yes"]

55. You have indicated that you are able to do your ***current*** or ***most recent*** job from home (at least partially). How efficiently are you able to work from home on that job?

Multiple choice | Required | Vertical | Single-select

a) 100% -- I can do all my job's tasks efficiently from home
b) 85% to 95% -- I can do almost all my job's tasks efficiently from home
c) 75% to 85% -- I can do most of my job's tasks efficiently from home
d) 60% to 75% -- I can do many of my job's tasks efficiently from home
e) 40% to 60% -- I can only do about half of my job's tasks efficiently from home
f) Less than 40% -- I can only do a small fraction of my job's tasks efficiently from home

59. ***Since the beginning of the COVID-19 pandemic in March 2020***, has your employer taken steps to ***improve your ability to work from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No
c) Not applicable -- I have no employer

[Q60 logic: Show if Q59 selected choice is "Yes"]

60. Which of the following steps has your employer taken to ***improve your ability to work from home?*** Please check all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Provided training in how to work remotely
b) Supplied or paid for equipment that improves your ability to work from home
c) Covered the cost of adding/upgrading your home internet
d) Allowed you to engage with customers/clients/suppliers remotely
e) Modified your job duties to improve your ability to work remotely
f) Allowed greater flexibility as to which times or days you work

Worked from home

show block if Q4 selected choice is "Yes"

28. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q29 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

29. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q30 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

30. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient

d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

[Q78 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

78. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q72 logic: Show if Q28 selected choice is "Better -- I am more efficient at home than I was working on business premises" AND Q78 selected choice is "Yes"]

72. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q73 logic: Show if Q28 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

73. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

31. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

35. What was the ZIP code of your residential address in February 2020?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_2020` to From ZIP

36. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

37. ***In 2019, before COVID,*** in what ZIP code was your job located?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_2019` to From ZIP

[Q38 logic: Show if Q3 selected choice is "Working for pay, whether on business premises or working from home"]

38. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

67. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change

e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

43. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

64. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

Skip if prefer not to answer for 2020 earnings

[Q69 logic: Show if the ratio <Q66 response> / <Q17 income> is >= 4 or <=0.25]

69. Your answer of $Q66_answer,000 implies you will earn **more than *4 times as much*** in 2020 as in 2019|2019 as in 2020. If this is incorrect, please re-enter your response below.

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "**My original answer was correct**"

Set twenty_income to Q66 or Q71 answer

65. Looking ahead, roughly how much do you expect to ***earn by working in 2021, on a before-tax basis****?*

Combination | Required

Ensure monotonic pricing entry (lowest <= low <= middle <= high <= highest)

Scenarios	Annual earnings, before tax
The ***LOWEST*** possible amount would be roughly A ***LOW*** amount would be roughly A ***MIDDLE*** amount would be roughly A ***HIGH*** amount would be roughly The ***HIGHEST*** possible amount would be roughly Prefer not to answer	**Number input** $ _____ ,000 Min: 0 Max: 1000

Skip if 2020 income <= 0 OR Prefer not to answer selected in prior question

[Q70 logic: Show if any Q67 rows have an <answer> / <2020_income> that is >= 4 or <=0.25]

70. Your answer implies your earnings in 2021 will in some case(s) be ***more than 4 times higher or lower*** in 2021 than in 2020. If this is incorrect, please re-enter your response below.

Combination | Required

Scenarios	Your Original Answer	Annual earnings, before tax
Reuse choices from Q65 left column items with write-ins for 'other'	**Display only** Complex logic	**Number input** $ _____ ,000 Min: 0 Max: 1000 **Skip label:** My original response was correct

$lowest
$low
$middle
$high
$highest

66. Please assign ***percentage likelihoods*** to the possible earnings amounts you just provided for ***2021:***

Allocation | Required | Total: 100

a) LOWEST: **My likelihood of earning $lowest thousand in 2021 is:**
b) LOW: **My likelihood of earning $low thousand in 2021 is:**
c) MIDDLE: **My likelihood of earning $middle thousand in 2021 is:**
d) HIGH: **My likelihood of earning $high thousand in 2021 is:**
e) HIGHEST: **My likelihood of earning $highest thousand in 2021 is:**

63. Why take this survey?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Interest
b) Like rewards
c) Money
d) Game benefits
e) Pass time
f) Other [text input]

Questions and Responses

SWAA April 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=2500; Maximum N=2500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q6 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

6. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

7. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

8. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

9. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

10. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q11 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

11. How many ***hours per week*** are you ***working for pay in late April (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

12. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q13 logic: Show if Q7 selected choice is "Yes"]

13. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

14. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

15. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Management, business and financial
e) Office and administrative support
f) Production
g) Professional and related
h) Sales and related
i) Service
j) Transportation and material moving
k) Other (please specify) [text input]

16. How much did you earn by working in 2019?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]

k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

17. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

19. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

20. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q21 logic: Show if Q7 selected choice is "Yes"]

21. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom

b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q22 logic: Show if Q7 selected choice is "No"]

22. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

23. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q24 logic: Show if Q23 selected choice is "Working 5 days a week on my employer's premises"]

24. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q25 logic: Show if Q23 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

25. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Consider your ***current*** or ***most recent*** job. Are you able to do that job from home (at least partially)?

[For example, a bartender is not able to do their job from home. An administrative assistant who usually works in an office is able to work from home, at least partially.]

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

Employed and paid

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is any of "I am a wage and salary employee, and my main job accounts for most of my earnings", "I am a wage and salary employee who also earns a lot of extra income from side jobs"

33. You said you are either working for pay or still employed and paid but not working this week.
When did you start working for your current employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) March 2020 or later -- that is, **after** the arrival of the COVID-19
b) **Before** March 2020 and the arrival of COVID-19

show block if Q33 selected choice is "Before March 2020 and the arrival of COVID-19"

34. Has your employer hired anyone new into your team ***during the COVID pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I primarily work individually, not with a team of co-workers

show block if Q34 selected choice is "Yes"

35. Do any of the new employees brought into your team ***during the COVID pandemic*** work ***almost entirely from home***, rarely or never meeting other team members in person?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

show block if Q35 selected choice is "Yes"

36. Consider the ***new employees*** brought into your team ***during the COVID pandemic*** who work ***almost entirely from home.***
Has it been easier or harder to integrate these new employees into your team than it was before COVID?

Multiple choice | Required | Vertical | Single-select

a) It has been easier
b) No impact
c) It has been harder

[Q96 logic: Show if Q36 selected choice is "It has been easier"]

96. How much less time does it take to integrate ***new employees who work almost entirely from home*** into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes _____ fewer weeks

[Q97 logic: Show if Q36 selected choice is "It has been harder"]

97. How much more time does it take to integrate ***new employees who work almost entirely from home*** into your team during COVID?

Number | Required | Min: 0 | Max: 52

It takes _____ more weeks

show block if Q33 selected choice is "March 2020 or later -- that is, after the arrival of the COVID-19"

37. Has the COVID pandemic affected your ability to adapt to your new job?

Multiple choice | Required | Vertical | Single-select

a) It has made it easier
b) No effect
c) It has made it harder

[Q38 logic: Show if Q37 selected choice is "It has made it easier"]

38. How much easier has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me _____ fewer weeks

[Q39 logic: Show if Q37 selected choice is "It has made it harder"]

39. How much harder has it been to adapt to your new job?

Number | Required | Min: 0 | Max: 52

It has taken me _____ more weeks

Worked from home

show block if Q7 selected choice is "Yes"

40. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q41 logic: Show if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

41. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q42 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

42. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q40 selected choice is "Better -- I am more efficient at home than I was working on business premises"

43. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q44 logic: Show if Q43 selected choice is "Yes"]

44. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q45 logic: Show if Q40 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

45. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

46. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

48. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q50 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

50. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

51. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

52. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: “Prefer not to answer”

[Q98 logic: Show for group 2]

98. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Questions and Responses

SWAA May 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
3. How many full days are you working this week (whether at home or on business premises)? *Multiple choice | Required | Vertical | Single-select* a) 1 day [TAG: 1] b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in late April (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, Maintenance and Repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

25. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

26. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q27 logic: Show if Q26 selected choice is "Yes"]

27. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q28 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

28. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q29 logic: Show if Q25 selected choices includes "Yes, with a spouse or domestic partner" AND Q26 selected choice is "Yes"]

29. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

30. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

31. Consider your current or most recent job. Approximately how much of your job involves ***in person face-to-face interaction with other people,*** *for example co-workers, customers, or clients?*

Slider | Required | Min: 0 | Max: 100

Set slider default to 63

0% -- My job involves no interaction ——●—— 100% -- My job only involves interaction

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient

b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means 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]

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know

f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Set `random_promo_questions` to:
50% show block 1 50% show block 2

Random path to show Q55 first

Show for 50% of respondents

show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working", "Unemployed, awaiting recall to my old job"

43. If you were to ***work from home <u>one more day per week than your co-workers</u>***, how might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q44 logic: Show if Q43 selected choice is "It would reduce my chance of a promotion"]

44. How much of a reduction in your chance of a promotion would ***<u>working from home one more day per week than your co-workers</u>*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q45 logic: Show if Q43 selected choice is "It would increase my chance of a promotion"]

45. How much of an increase in your chance of a promotion would ***<u>working from home one more day per week than your co-workers</u>*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

46. If you were to work from home ***5+ days a week and your co-workers work on the business premises 5+ days a week***, how might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

Randomize order Q55/Q101

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q47 logic: Show if Q46 selected choice is "It would reduce my chance of a promotion"]

47. How much of a reduction in your chance of a promotion would ***working from home 5+ days a week while your co-workers work on the business premises 5+ days a week*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q48 logic: Show if Q46 selected choice is "It would increase my chance of a promotion"]

48. How much of an increase in your chance of a promotion would ***working from home 5+ days a week while your co-workers work on the business premises 5+ days a week*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

Random path to show Q101 first
Show for 50% of respondents
show block if Q8 selected choice is not "I have no employer" AND Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home", "Unemployed, awaiting recall to my old job"

49. If you were to ***work from home <u>one more day per week than your co-workers</u>***, how might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q50 logic: Show if Q49 selected choice is "It would reduce my chance of a promotion"]

50. How much of a reduction in your chance of a promotion would ***<u>working from home one more day per week than your co-workers</u>*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q51 logic: Show if Q49 selected choice is "It would increase my chance of a promotion"]

51. How much of an increase in your chance of a promotion would ***working from home one more day per week than your co-workers*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

[Q52 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

52. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

[Q53 logic: show for 50%]

53. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all workers.
b) Yes, except for workers with medical exemptions.
c) Yes, when the job involves working in close proximity to others.
d) No, but employers should encourage workers to get vaccinated.
e) No, employers should let workers make their own decisions about vaccination.

[Q54 logic: Show for other 50%]

54. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes.
b) Yes, except for those with medical exemptions.
c) Yes, for jobs that involve working in close proximity to others.
d) No, but my employer should encourage workers to get vaccinated.
e) No, my employer should let workers make their own decisions about vaccination.

[Q55 logic: Show for group1]

55. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000

Allow skipping with checkbox labeled: “Prefer not to answer”

[Q56 logic: Show for group 2]

56. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Questions and Responses

SWAA June 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-June (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

25. If you could ***work from home <u>two</u> days of the week***, which days would you prefer?

Multiple choice | Required | Vertical | Multi-select | Choose 2 options

a) Mondays
b) Tuesdays
c) Wednesdays
d) Thursdays
e) Fridays
f) No preference

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **<u>only provide details for as many children as you *actually* live with.</u>** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	**Dropdown** 0 1 2 3 4 5 6 7 8 9 10 11 12 13

	14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform <u>all</u> of my job
b) Yes, to perform <u>part</u> of my job
c) No

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with

d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change

e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Employed block

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

Set `employed_question_shown` to ...

[Q43 logic: Show for 1/3 of employed respondents]

43. You stated that you are currently employed.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q44 logic: Show for 1/3 of employed respondents]

44. You stated that you are currently working for pay.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q45 logic: Show for 1/3 of employed respondents]

45. You stated that you are currently working for pay.

Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 4+ days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

Unemployed block

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

Set `unemployed_question_shown` to ...

[Q46 logic: Show for 1/3 of unemployed respondents]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q47 logic: Show for 1/3 of unemployed respondents]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q48 logic: Show for 1/3 of unemployed respondents]

48. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 4+ days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer

b) No effect
c) I'd be **less likely** to consider the offer

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to worksite 5+ days a week starting on August 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by August 1st.
c) I would quit my job on or before August 1st, regardless of whether I got another job.

50. How does the efficiency of ***video calls for one-on-one and small group meetings (up to 4 people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over videocall for work

51. How does the efficiency of ***video calls for medium sized group meetings (5 to 9 people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over videocall for work

52. How does the efficiency of ***video calls for large group meetings (10 or more people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient

f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over videocall for work

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Questions and Responses

SWAA July 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-July (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

11. In ***2019 (before COVID)*** how long was your typical commute to work in minutes?

Number | Required | Min: 0 | Max: 240

_____ minutes

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select

a) Black or African American
b) Hispanic (of any race)
c) Asian
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (non-Hispanic)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

Worked from home

show block if Q6 selected choice is "Yes"

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

[Q37 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) I don't have adequate equipment to work from home
f) My job involves many tasks that cannot be done remotely
g) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-

speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most

d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Employed block

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

Set `employed_question_shown` to ...

[Q43 logic: Show for 1/2 of employed respondents]

43. You stated that you are currently employed.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q44 logic: Show for 1/2 of employed respondents]

44. You stated that you are currently employed.
Suppose you got an offer for a ***new job with the same pay*** as your current job.
Would you be more or less likely to take the new job ***if it let you work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

130. What plans does ***your employer*** have for ***working arrangements of full-time employees after COVID***, in 2022 or later?

Multiple choice | Required | Vertical | Single-select

a) Fully on-site: full-time employees will work full time on business premises
b) Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises
c) Fully remote: full-time employees will work full-time from home or other remote location
d) My employer has not discussed this matter with me or announced a policy about it
e) Other (please specify) [text input]

[Q127 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

127. Who decides which days and how many days employees work remotely?

Multiple choice | Required | Vertical | Single-select

a) Fully decentralized: **each employee** sets their own schedule, as long as they perform their job
b) Team level: **each team** decides its schedule of workdays on business premises, but the schedule is common across team members
c) Company-determined **common** schedule: **everyone** has the same schedule of workdays on business premises (e.g. Monday, Tuesday, and Thursday)
d) Company-determined **varying** schedule: the company prescribes a schedule that **differs among employees**, e.g. some teams on business premises on Tuesdays and Thursdays, while others must do Mondays and Wednesdays
e) My employer has not discussed this matter with me or announced a policy about it
f) Some other plan, please specify [text input]

[Q129 logic: Show if Q130 selected choice is any of "Fully on-site: full-time employees will work full time on business premises", "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

129. When does ***your employer*** anticipate that most of their full-time employees will return to working ***one or more days per week on business premises?***

Multiple choice | Required | Vertical | Single-select

a) They are already doing so
b) July 2021
c) August 2021
d) September 2021
e) October to December 2021
f) January to March 2022
g) After March 2022

[Q131 logic: Show if Q130 selected choice is "Hybrid: full-time employees will work 1 to 4 days remotely and the other workdays on business premises"]

131. Consider a ***typical employee of the firm you work for*** who is currently working primarily from home.
After COVID, in 2022 and later, how many days a week will ***that typical employee*** work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Never
b) Once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this with me or announced a policy about this

128. Which of the following would you prefer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Being able to choose which days you work from home (if any)
b) Your employer sets a policy that determines who works from home on which days

Unemployed block

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

Set `unemployed_question_shown` to ...

[Q46 logic: Show for 1/2 of unemployed respondents]

46. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 1 day a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q47 logic: Show for 1/2 of unemployed respondents]

47. You stated that you are currently unemployed (looking for work or awaiting recall to your old job).
Suppose you got a new job offer.
For a given pay, would you be more or less likely to take the job ***if it allowed you to work from home 2 to 3 days a week?***

Multiple choice | Required | Vertical | Single-select

a) I'd be **more likely** to consider the offer
b) No effect
c) I'd be **less likely** to consider the offer

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
c) I would quit my job on or before September 1st, regardless of whether I got another job.

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

132. ***When you return to work in person***, and you are introduced to somebody will you:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

133. ***Before COVID (in 2019),*** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 1000

SWAA August 2021

Notes: Mid-way through survey collection we updated Q172, Q173, Q174, and Q176, respectively as Q179, Q180, Q177, Q178. The old version of each question was hidden from respondents after the updates went into place. We introduced Q132 and Q133 (previously asked in the July 20221 wave)

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members

c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes, some other reason [text input]
e) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer ***announced new plans about working from home*** after the pandemic ends, in ***2022 or later?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. ***Before the latest announcement,*** how often did your employer ***plan for you to work from home after COVID, in 2022 and later?***

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer had not discussed this or announced a policy prior to that announcement

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-August (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]

n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_covid_wording` to ...

Show for 75% of respondents

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19***

pandemic than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show for 25% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show if indicates more efficient working at home

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: show if less efficient working at home]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%

d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know

g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
c) I would quit my job on or before September 1st, regardless of whether I got another job.

[Q70 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

70. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

[Q68 logic: Show for other 50%]

68. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) Yes, except for those with medical or religious exemptions
c) Yes, for jobs that involve working in close proximity to others
d) No, but my employer should encourage workers to get vaccinated
e) No, my employer should let workers make their own decisions about vaccination

[Q69 logic: show for 50%]

69. Should employers require vaccination before letting workers return to the employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all workers.
b) Yes, except for workers with medical or religious exemptions.
c) Yes, when the job involves working in close proximity to others.
d) No, but employers should encourage workers to get vaccinated.
e) No, employers should let workers make their own decisions about vaccination.

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Employed block
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"
[Q148 logic: Skip if Q_staff_size answer is] 148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much
l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

Number | Required | Min: 0 | Max: 100

_____ %

151. Approximately, what is the average age of your coworkers?

Number | Required | Min: 18 | Max: 85

[Q152 logic: Show if Q1 selected choice is "20 - 29"]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

Number | Required | Min: 0 | Max: 100

_____ %
Allow skipping with checkbox labeled: "I have no co-workers"

[Q153 logic: Show if Q1 selected choice is "30 - 39"]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q154 logic: Show if Q1 selected choice is "40 - 49"]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q155 logic: Show if Q1 selected choice is "50 - 64"]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

156. Approximately what percentage of your coworkers are:

Allocation | Required | Randomize | Total: 100

a) Black or African American?
b) Hispanic or of Latin American descent (of any race)?
c) Asian?
d) Native American or Alaska Native?
e) Native Hawaiian or Pacific Islander?
f) White (not Hispanic or of Latin American descent)?
g) Other?

157. Do people at your place of work converse in a language ***other than English?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No, they only converse in English

Co-workers speak another language

show block if Q157 selected choice is "Yes"

158. What percentage of your co-workers converse in a language other than English?

Slider | Required | Min: 0 | Max: 100

———●——— %

159. What is the main language, aside from English, that your co-workers use at work?

Multiple choice | Required | Dropdown | Single-select | Randomize

a) Spanish

b) Chinese
c) Vietnamese
d) Filipino
e) Tagalog
f) Arabic
g) German
h) French
i) Portuguese
j) Creole
k) Navaho
l) Other [text input]

[Q160 logic: Show if Q159 selected choice is "Spanish"]

160. Do you speak Spanish?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q161 logic: Show if Q159 selected choice is "Chinese"]

161. Do you speak Chinese?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q162 logic: Show if Q159 selected choice is "Vietnamese"]

162. Do you speak Vietnamese?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q163 logic: Show if Q159 selected choice is "Filipino"]

163. Do you speak Filipino?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q164 logic: Show if Q159 selected choice is "Tagalog"]

164. Do you speak Tagalog?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q165 logic: Show if Q159 selected choice is "Arabic"]

165. Do you speak Arabic?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q166 logic: Show if Q159 selected choice is "German"]

166. Do you speak German?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q167 logic: Show if Q159 selected choice is "French"]

167. Do you speak French?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q168 logic: Show if Q159 selected choice is "Portuguese"]

168. Do you speak Portuguese?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q169 logic: Show if Q159 selected choice is "Creole"]

169. Do you speak Creole?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q170 logic: Show if Q159 selected choice is "Navaho"]

170. Do you speak Navaho?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q171 logic: Show if Q159 selected choice is "Other"]

171. Do you speak the other non-English language your co-workers speak?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q172 logic: QUESTION HIDDEN]

172. Approximately what percent of your coworkers share your religious views?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “Don't know or prefer not to answer”

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

[Q173 logic: QUESTION HIDDEN]

173. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

Slider | Required | Min: 0 | Max: 10

Not at all ———●——— Completely

Allow skipping with checkbox labeled: “Don't know or prefer not to answer”

180. Aside from those who share your religious views, do you feel that your other coworkers respect your religious views?

Multiple choice | Required | Horizontal | Single-select

a) 0 - Not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9

k) 10 - Completely
l) I don't know
m) Prefer not to answer

[Q174 logic: QUESTION HIDDEN]

174. Do your religious practices include dietary restrictions?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q176 logic: QUESTION HIDDEN]

176. What percent of your coworkers hold political views that are similar to yours?

Number | Required | Min: 0 | Max: 100

_____ %
Allow skipping with checkbox labeled: "Don't know or prefer not to answer"

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

132. ***When you return to work in person***, and you are introduced to somebody will you:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

133. ***Before COVID (in 2019),*** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA September 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
3. How many full days are you working this week (whether at home or on business premises)? *Multiple choice | Required | Vertical | Single-select* a) 1 day [TAG: 1] b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members

e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer ***announced new plans about working from home*** after the pandemic ends, in ***2022 or later?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. ***Before the latest announcement,*** how often did your employer ***plan for you to work from home after COVID, in 2022 and later?***

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer had not discussed this or announced a policy prior to that announcement

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-September (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]

n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

194. Do you have a health problem or a disability which prevents work or which limits the kind or amount of work you do?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra

c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform <u>all</u> of my job
b) Yes, to perform <u>part</u> of my job
c) No

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

_____ %

>10% of tasks require collaboration

show block if Q186 answer ≥ 10

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

_____ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

%

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____ %

191. Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

Set `random_videocall_question` to ...

[Q50 logic: Show for 1/3 of respondents]

50. How does the efficiency of ***video calls for <u>one-on-one</u> and <u>small group</u> meetings (up to 4 people)*** compare to the efficiency of ***<u>in-person</u> meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% <u>more</u> efficient
b) Substantially better -- 20 to 50% <u>more</u> efficient
c) Better -- up to 20% <u>more</u> efficient
d) About the same
e) Worse -- up to 20% <u>less</u> efficient
f) Substantially worse -- 20 to 50% <u>less</u> efficient
g) Hugely worse -- 50+% <u>less</u> efficient
h) **<u>Not applicable</u>** -- I don't have meetings over video call for work

[Q51 logic: Show for 1/3 of respondents]

51. How does the efficiency of ***video calls for <u>medium sized group</u> meetings (5 to 9 people)*** compare to the efficiency of ***<u>in-person</u> meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% <u>more</u> efficient
b) Substantially better -- 20 to 50% <u>more</u> efficient
c) Better -- up to 20% <u>more</u> efficient
d) About the same
e) Worse -- up to 20% <u>less</u> efficient
f) Substantially worse -- 20 to 50% <u>less</u> efficient
g) Hugely worse -- 50+% <u>less</u> efficient
h) **<u>Not applicable</u>** -- I don't have meetings over video call for work

[Q52 logic: Show for 1/3 of respondents]

52. How does the efficiency of ***video calls for large group meetings (10 or more people)*** compare to the efficiency of ***in-person meetings?***

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- 50+% more efficient
b) Substantially better -- 20 to 50% more efficient
c) Better -- up to 20% more efficient
d) About the same
e) Worse -- up to 20% less efficient
f) Substantially worse -- 20 to 50% less efficient
g) Hugely worse -- 50+% less efficient
h) **Not applicable** -- I don't have meetings over video call for work

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_covid_wording` to 50/50 random selection of block

Show for 50% of respondents

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient

c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show for 50% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show if indicates more efficient working at home

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: show if less efficient working at home]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

183. When you work from home, ***does your employer use surveillance software to monitor when and how much time you spend working?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I don't know

show block if Q183 selected choice is "Yes"

195. ***Do you know the name/producer of the surveillance software*** your employer uses to monitor when and how much time you spend working?

Multiple choice | Required | Vertical | Single-select

a) Yes, I know the name
b) No

[Q193 logic: Show if Q195 selected choice is "Yes, I know the name"]

193. What is the name/producer of the surveillance software your employer uses?

Text input | Required | Single line

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. Once ***most of the population has been vaccinated*** against COVID, which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

[Q49 logic: Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week]

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
c) I would quit my job on or before November 1st, regardless of whether I got another job.

[Q70 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

70. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

68. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) Yes, except for those with medical or religious exemptions
c) Yes, for jobs that involve working in close proximity to others
d) No, but my employer should encourage workers to get vaccinated
e) No, my employer should let workers make their own decisions about vaccination

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Employed block
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"
[Q148 logic: Skip if Q_staff_size answer is] 148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much
l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

Number | Required | Min: 0 | Max: 100

_____ %

151. Approximately, what is the average age of your coworkers?

Number | Required | Min: 18 | Max: 85

Allow skipping with checkbox labeled: "**I have no co-workers**"

[Q152 logic: Show if Q1 selected choice is "20 - 29"]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "**I have no co-workers**"

[Q153 logic: Show if Q1 selected choice is "30 - 39"]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q154 logic: Show if Q1 selected choice is "40 - 49"]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

[Q155 logic: Show if Q1 selected choice is "50 - 64"]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: “I have no co-workers”

156. Approximately what percentage of your coworkers are:

Allocation | Required | Randomize | Total: 100

a) Black or African American?
b) Hispanic or of Latin American descent (of any race)?
c) Asian?
d) Native American or Alaska Native?
e) Native Hawaiian or Pacific Islander?
f) White (not Hispanic or of Latin American descent)?
g) Other?

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

180. Aside from those who share your religious views, do you feel that your other coworkers

respect your religious views?

Multiple choice | Required | Horizontal | Single-select

a) 0 - Not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - Completely
l) I don't know
m) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

182. On a scale of 0 to 10, ***how much do you enjoy wearing business or other work attire when you work on business premises?***

Multiple choice | Required | Vertical | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much
l) Not applicable

181. Roughly how many restaurants and other dining places are near your employer's worksite?

At how many of them, do you enjoy eating lunch?

Combination | Required

Total number of restaurants/dining places near my employer's worksite Number of restaurants/dining places near my employer's worksite that **I enjoy eating lunch at**	**Number input** _____ restaurants/dining places Min: 0 Max: 20 **Skip label:** More than 20

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0

	Max: 550

Questions and Responses

SWAA October 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Currently (this week)*** what is your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days are you working this week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]

c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you are working this week. How many ***full paid working days*** *are you* ***working from home*** this week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members

e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is none of "My employer has not discussed this matter with me or announced a policy about it", "I have no employer"

135. In the last six months, has your employer ***announced new plans about working from home*** after the pandemic ends, in ***2022 or later?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes

[Q136 logic: Show if Q135 selected choice is "Yes"]

136. ***Before the latest announcement,*** how often did your employer ***plan for you to work from home after COVID, in 2022 and later?***

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer had not discussed this or announced a policy prior to that announcement

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

202. Will your manager work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my manager

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

Show if Any selection for Q147 OR any selection other than "No staff but myself" for Q_staff_size

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If ***your coworkers start coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from

home on the others
c) Come into my employer's place of business on the same days as my coworkers

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-October (now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

117. ***Before COVID*** how did you typically commute to work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Car
b) Subway
c) Train
d) Bus
e) Walk
f) Bicycle
g) Taxi/Ride-Share

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

186. To perform your job, what percentage of your tasks require collaboration as part of a team?

Number | Required | Min: 0 | Max: 100

_____ %

>10% of tasks require collaboration

show block if Q186 answer ≥ 10

187. How many people belong to your main work team?

Number | Required | Min: 1 | Max: 50

_____ people in my main work team

188. Before the pandemic, what percentage of your normal working day did you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____ %

189. Currently, what percentage of your normal working day do you spend in video calls?

Number | Required | Min: 0 | Max: 100

_____ %

191. Currently, how many times does your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

192. Before the pandemic, how many times did your main work team meet in a typical week? Include in-person, telephonic, and video meetings.

Number | Required | Min: 0 | Max: 30

_____ times per week

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select

a) Green
b) Purple

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you are working this week. How many days are you ***working on your employer's premises this week ?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I'm **working 1 day** at my employer's premises [TAG: 1]
c) I'm **working 2 days** at my employer's premises [TAG: 2]
d) I'm **working 3 days** at my employer's premises [TAG: 3]
e) I'm **working 4 days** at my employer's premises [TAG: 4]
f) I'm **working 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_covid_wording` to 50/50 random selection of block

Show for 25% of respondents

32. How does your efficiency working from home ***during the COVID-19 pandemic*** compare to your efficiency working on business premises ***before the pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than I was working on business premises

b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than I was working on business premises

[Q33 logic: Show if Q32 selected choice is "Better -- I am more efficient at home than I was working on business premises"]

33. How much ***more efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q34 logic: Show if Q32 selected choice is "Worse -- I am less efficient at home than I was working on business premises"]

34. How much ***less efficient*** have you been working from home ***during the COVID-19 pandemic*** than on business premises ***before the COVID-19 pandemic?***

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show for 75% of respondents

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient

e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show if indicates more efficient working at home

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: show if less efficient working at home]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on December 1, 2021?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
c) I would quit my job on or before December 1st, regardless of whether I got another job.

[Q197 logic: Show if Q8 selected choice is none of "5+ days per week", "I have no employer"]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much

200. Have you *quit or voluntarily left* a job in the past 6 months?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. ***When*** did you quit/leave that job?
(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

a) Earlier this month (October)
b) Last month (September)
c) August
d) July
e) June
f) May
g) April

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. ***Why*** did you voluntarily quit/leave that job? Please select **up to 3 reasons.**
(If you quit/left more than one job in the past 6 months, please **answer based on the most recent one.**)

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose up to 3 options

a) Because my ability to work from home on that job was being cut back.
b) To **take a job** that let me work from home.
c) To **look for a job** that would let me work from home.
d) I moved to a new area (for reasons other than a job offer).
e) To take a job with better pay, benefits or hours.
f) To care for relatives or children.
g) Because I can support myself on public assistance.
h) To start my own business.
i) The job was temporary or seasonal.
j) Because I retired.

k) To become a full-time student.
l) Other, please specify [text input]

[Q70 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q8 selected choice is not "I have no employer"]

70. Does or will your employer require you to be vaccinated to work on business premises?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) My employer has not announced a policy about this

Set `random_vaccine_return` to ...

68. Should your employer require vaccination before letting you and your co-workers return to the worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) Yes, except for those with medical or religious exemptions
c) Yes, for jobs that involve working in close proximity to others
d) No, but my employer should encourage workers to get vaccinated
e) No, my employer should let workers make their own decisions about vaccination

[Q53 logic: Show for group1]

53. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much did you ***earn by working in 2020, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]

n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

Employed block

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q2 selected choice is "Still employed and paid, but not working"

[Q148 logic: Skip if Q_staff_size answer is "No staff other than myself"]

148. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with coworkers at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much

149. On a scale of 0 ("I do not enjoy them at all") to 10 ("I enjoy them very much"), how much do you enjoy your personal interactions with customers, clients, or patients at your employer's worksite?

Multiple choice | Required | Horizontal | Single-select

a) 0 - I do not enjoy them at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - I enjoy them very much
l) I do not have any personal interactions with customers, clients, or patients at my employer's worksite

150. Approximately, what percentage of your co-workers are men?

Number | Required | Min: 0 | Max: 100

_____ %

[Q152 logic: Show if Q1 selected choice is "20 - 29"]

152. Approximately what percentage of your co-workers are 20 to 29 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "**I have no co-workers**"

[Q153 logic: Show if Q1 selected choice is "30 - 39"]

153. Approximately what percentage of your co-workers are 30 to 39 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

[Q154 logic: Show if Q1 selected choice is "40 - 49"]

154. Approximately what percentage of your co-workers are 40 to 49 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

[Q155 logic: Show if Q1 selected choice is "50 - 64"]

155. Approximately what percentage of your co-workers are 50 to 64 years old?

Number | Required | Min: 0 | Max: 100

_____ %

Allow skipping with checkbox labeled: "I have no co-workers"

156. Approximately what percentage of your coworkers are:

Allocation | Required | Randomize | Total: 100

a) Black or African American?
b) Hispanic or of Latin American descent (of any race)?
c) Asian?
d) Native American or Alaska Native?
e) Native Hawaiian or Pacific Islander?
f) White (not Hispanic or of Latin American descent)?
g) Other?

179. Approximately what percent of your coworkers share your religious views?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%

h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

177. Do you have any dietary restrictions for health, religious or other reasons?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

[Q175 logic: Show if Q177 selected choice is "Yes"]

175. Is it hard to satisfy these dietary restrictions at your employer's worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to answer

178. What percent of your coworkers hold political views that are similar to yours?

Multiple choice | Required | Vertical | Single-select

a) 0% to 9%
b) 10% to 19%
c) 20% to 29%
d) 30% to 39%
e) 40% to 49%
f) 50% to 59%
g) 60% to 69%
h) 70% to 79%
i) 80% to 89%
j) 90% to 100%
k) I don't know
l) Prefer not to answer

182. On a scale of 0 to 10, ***how much do you enjoy wearing business or other work attire when you work on business premises?***

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8

j) 9
k) 10 - very much
l) Not applicable

[Q196 logic: Show if Q6 selected choice is "Yes"]

196. On a scale of 0 to 10, ***how much do you agree*** with the following statement? *"While working from home I am less stressed because I don't feel like I am constantly under supervision."*

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA November 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]

d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

Set `random_group` to:
50% group1 50% group2

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

202. Will ***your manager*** work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my manager

show block if Q8 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week"

Show if Any selection for Q147 OR any selection other than "No staff but myself" for Q_staff_size

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If ***your coworkers start coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my coworkers

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** are you ***working for pay in mid-November(now)?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

210. ***In 2019 (before COVID),*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am

[Q211 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

211. ***Last week,*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra

f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q212 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space

f) Public space (cafe, library, etc.)

213. ***After COVID, in 2022 or later,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc
g) I don't plan to work in 2022

214. ***After COVID, in 2022 or later,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc
g) I don't plant to work in 2022

[Q217 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. Do you currently have ***the option*** to work at more than one employer worksite?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I'm **working 1 day** at my employer's premises [TAG: 1]
c) I'm **working 2 days** at my employer's premises [TAG: 2]

d) I'm **working 3 days** at my employer's premises [TAG: 3]
e) I'm **working 4 days** at my employer's premises [TAG: 4]
f) I'm **working 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home

turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on January 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
c) I would quit my job on or before December 1st, regardless of whether I got another job.

[Q197 logic: Show if Q8 selected choice is none of "5+ days per week", "I have no employer"]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much

200. Have you *quit or voluntarily left* a job in the past 6 months?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. ***When*** did you quit/leave that job?
(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

a) Earlier this month (November)
b) Last month (October)
c) September
d) August
e) July
f) June
g) May

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. ***Why*** did you voluntarily quit/leave that job? Please pick ***up to 3 reasons*** and rank them.
(If you quit/left more than one job in the past 6 months, please **answer based on the most recent one.**)

Rank | Required | Randomize | Rank 3 options

a) Because my ability to work from home on that job was being cut back.
b) To **take a job** that let me work from home.
c) To **look for a job** that would let me work from home.
d) I moved to a new area (for reasons other than a job offer).
e) To take a job with better pay, benefits or hours.
f) To care for relatives or children.
g) Because I can support myself on public assistance.
h) To start my own business.
i) The job was temporary or seasonal.
j) Because I retired.
k) To become a full-time student.
l) Fear of COVID infection or exposure
m) Other, please specify [text input]

[Q53 logic: Show for group1]

53. Approximately how much will you ***earn by working in 2021, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2]

54. Approximately how much will you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit

e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Single-select

a) I need to have ***in-person face-to-face*** meetings with clients, customers, or patients
b) I need to collaborate ***in-person face-to-face*** with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA December 2021

Objective: Obtain information on how the COVID-19 pandemic has impacted the future of working from home

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]

d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed
show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5

selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

Set `random_group_future` to:
50% group1 50% group2

[Q7 logic: Show if random_group_future is group1]

7. ***After COVID, in 2022 and later,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

[Q223 logic: Show if random_group_future is group2]

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

[Q8 logic: Show if random_group_future is group1]

8. ***After COVID, in 2022 and later,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q222 logic: Show if random_group_future is group2]

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q127 logic: Show if selects an option tagged as "weekly_wfh" in Q_2022_WFH/Q_end_WFH]

127. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

a) **Each employee** sets their own home workdays
b) **Teams** decide their schedule of home workdays
c) **My employer** sets one **common** home workday schedule
d) **My employer** determines a home workday schedule that **differs** **across people or teams**
e) My employer has not discussed this matter with me or announced a policy about it

show block if Q6 selected choice is "Yes"
Set `random_group_wfh_preference` to: 50% group 1 50% group 2

[Q128 logic: Show for group1 (random_group_wfh_preference)]

128. Which of the following would you prefer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Being able to choose which days you work from home (if any)
b) Your employer sets a policy that determines who works from home on which days

[Q219 logic: Show for group2 (random_group_wfh_preference)]

219. If your employer **requires you to work on premises 3 days a week**, which would you ***prefer:***

Multiple choice | Required | Vertical | Single-select

a) Each person chooses which 3 days to work on premises
b) Your employer sets the same 3 days for everyone to work on premises

[Q224 logic: Show if Q6 selected choice is "Yes"]

224. If your employer **requires you to work on premises 3 days a week,** which 3 days would you choose?

Multiple choice | Required | Vertical | Multi-select | Choose 3 options

a) Monday
b) Tuesday
c) Wednesday
d) Thursday
e) Friday

[Q220 logic: Show if Q6 selected choice is "Yes"]

220. ***In 2022 and later,*** will your employer allow you to **work from anywhere** (e.g. from Hawaii *without the expectation of coming into work*) **for one month** each year?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please **insert the number 33.**

Number | Required | Min: 0 | Max: 100

Show if partial WFH (works 1-4 days per week WFH)

202. Will ***your manager*** work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my manager

Show if Any selection for Q_total_workers OR any selection other than "No staff but myself" for Q_staff_size

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If ***your coworkers start coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my coworkers

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

210. ***In 2019 (before COVID),*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am

i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am

[Q211 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

211. ***Last week,*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am
m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance

d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. You indicated that you have worked from home at some point during COVID. While working from home under COVID, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

[Q21 logic: Show if Q6 selected choice is "No"]

21. You indicated that you have ***not*** worked from home at any point during COVID. If you had to work from home due to the pandemic, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner

c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	**Dropdown** 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

31. Do you need to be ***physically present on business premises*** to perform your job (current or most recent)?

Multiple choice | Required | Vertical | Single-select

a) Yes, to perform all of my job
b) Yes, to perform part of my job
c) No

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q212 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)

[Q213 logic: Show if random_group_future is group1]

213. ***After COVID, in 2022 or later,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q225 logic: Show if random_group_future is group2]

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q214 logic: Show if random_group_future is group1]

214. ***After COVID, in 2022 or later,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plant to work in 2022

[Q226 logic: Show if random_group_future is group2]

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plant to work in 2022

[Q217 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. On the days that you work at your employer's worksite, do you have ***the option*** to work at more than one site operated by **that employer**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked** **1 day** at my employer's premises [TAG: 1]
c) I **worked** **2 days** at my employer's premises [TAG: 2]
d) I **worked** **3 days** at my employer's premises [TAG: 3]
e) I **worked** **4 days** at my employer's premises [TAG: 4]
f) I **worked** **5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient

e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home
g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on February 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

[Q197 logic: Show if answered 5+ days per week OR I have no employer for Q_2022_WFH/Q_end_WFH]

197. On a scale of 0 to 10, how anxious are you about returning to work on business premises?

Multiple choice | Required | Horizontal | Single-select

a) 0 - not at all
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10 - very much

200. Have you *quit or voluntarily left* a job in the past 6 months?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. ***When*** did you quit/leave that job?
(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

a) Earlier this month (December)
b) Last month (November)
c) October
d) September
e) August
f) July
g) June

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. ***Why*** did you voluntarily quit/leave that job? Please pick ***up to 3 reasons*** and rank them.
(If you quit/left more than one job in the past 6 months, please **answer based on the most recent one.**)

Rank | Required | Randomize | Rank 3 options

a) Because my ability to work from home on that job was being cut back.
b) To **take a job** that let me work from home.
c) To **look for a job** that would let me work from home.
d) I moved to a new area (for reasons other than a job offer).
e) To take a job with better pay, benefits or hours.
f) To care for relatives or children.
g) Because I can support myself on public assistance.
h) To start my own business.
i) The job was temporary or seasonal.
j) Because I retired.
k) To become a full-time student.
l) Fear of COVID infection or exposure
m) Other, please specify [text input]

Set `random_group_2021_earnings` to:
50% group1 50% group2

[Q53 logic: Show for group1 (random_group_2021_earnings)]

53. Approximately how much will you ***earn by working in 2021, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: “Prefer not to answer”

[Q54 logic: Show for group 2 (random_group_2021_earnings)]

54. Approximately how much will you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues

c) I need to ***interact physically*** with a machine or equipment at my employer's worksite d) Other (please specify) [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA January 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Full-time working age adults (i.e. 20 to 64 years old) Target N = 2500 Max N = 2600

Geography: United States

Sample size: Target N=7500; Maximum N=7500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]

d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed
show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5

selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH
Set `random_scheduling_question` to randomly show one of the two questions in this block

BLOCK HIDDEN

127. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

a) **Each employee** sets their own home workdays
b) **Teams** decide their schedule of home workdays
c) **My employer** sets one **common** home workday schedule
d) **My employer** determines a home workday schedule that **differs across people or teams**
e) My employer has not discussed this matter with me or announced a policy about it

227. For employees who work from home, **who decides** their work-from-home schedule?

Multiple choice | Required | Vertical | Single-select

a) **My employer** determines a home workday schedule that **differs across people or teams**
b) **Each employee** sets their own home workdays
c) **Teams** decide their schedule of home workdays
d) **My employer** sets one **common** home workday schedule
e) My employer has not discussed this matter with me or announced a policy about it

240. Who sets your work-from-home schedule?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I set **my own** work-from-home schedule
b) My **manager or employer** sets my work-from-home schedule
c) My employer **has not set a policy** about work-from-home schedules

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Coordinating with co-workers
b) Coordinating with my spouse or domestic partner
c) Coordinating with customers or clients
d) Commuting when there's less traffic and congestion

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

Multiple choice | Required | Vertical | Single-select | Randomize

a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
b) Schedules **differ** across people and work teams

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Once per week or more
b) Once or twice a month
c) Rarely or never

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

228. Which of the following would you do each morning when you travel to work?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

229. Which of the following would you do each morning when you work from home?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

210. ***In 2019 (before COVID),*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am

[Q211 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

211. ***Last week,*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am
m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]

j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week
22. ***Assuming it <u>doesn't matter for your pay</u>,*** which working arrangements would you <u>prefer</u> ***after COVID is under control?*** *Multiple choice | Required | Vertical | Single-select* a) Working 5 days a week on my employer's premises b) Working 3 days a week on my employer's premises and 2 days at home c) I don't prefer one over the other **[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]**

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2	**Dropdown** 0

Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black

f) White
g) Brown

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting *to and from* the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home***	**Number input**
Time commuting back from the ***friend or family member's home***	_____ minutes
	Min: 0
	Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting *to and from* the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting *to and from* the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home

e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plant to work in 2022

[Q217 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. On the days that you work at your employer's worksite, do you have ***the option*** to work at more than one site operated by **that employer**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

137. Apart from saving time by not commuting, ***why are you more efficient when working from home?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My home is quieter and has fewer interruptions
b) I have fewer or shorter meetings when working from home
c) Mealtimes, chores, and/or childcare are more efficient when I work from home
d) My internet connection is better at home
e) I have better equipment at home than at work
f) I feel less stressed at home

g) Other, please specify [text input]

[Q37 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

37. Why are you ***less efficient*** when working from home? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I don't have a quiet room to work in
b) I am frequently interrupted by my kids
c) I am frequently interrupted by my partner or other adults I live with
d) I don't have an adequate internet connection
e) My home computer is not good enough
f) I need specialized equipment to do my job
g) My job involves many tasks that cannot be done remotely
h) Other, please specify [text input]

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on March 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

200. Have you *quit or voluntarily left* a job in the past 6 months?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q206 logic: Show if Q200 selected choice is "Yes"]

206. ***When*** did you quit/leave that job?
(If you quit/left more than one job in the past 6 months, **please answer for the most recent one.**)

Multiple choice | Required | Vertical | Single-select

a) Earlier this month (December)
b) Last month (November)
c) October
d) September
e) August
f) July
g) June

[Q201 logic: Show if Q200 selected choice is "Yes"]

201. ***Why*** did you voluntarily quit/leave that job? Please pick ***up to 3 reasons*** and rank them.
(If you quit/left more than one job in the past 6 months, please **answer based on the most recent one.**)

Rank | Required | Randomize | Rank 3 options

a) Because my ability to work from home on that job was being cut back.
b) To **take a job** that let me work from home.
c) To **look for a job** that would let me work from home.
d) I moved to a new area (for reasons other than a job offer).
e) To take a job with better pay, benefits or hours.
f) To care for relatives or children.
g) Because I can support myself on public assistance.
h) To start my own business.
i) The job was temporary or seasonal.
j) Because I retired.
k) To become a full-time student.
l) Fear of COVID infection or exposure
m) Other, please specify [text input]

Set `random_group_2021_earnings` to:
50% group1 50% group2

[Q53 logic: Show for group1 (random_group_2021_earnings)]

53. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Number | Required | Min: 0 | Max: 1000

$ _____ ,000
Allow skipping with checkbox labeled: "Prefer not to answer"

[Q54 logic: Show for group 2 (random_group_2021_earnings)]

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home

b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q230 logic: QUESTION HIDDEN]

230. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Not very strong Republican
f) Strong Republican
g) Other party
h) Don't know or rather not say

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q231 logic: QUESTION HIDDEN]

231. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent (Neither Party)
d) Independent, close to Democrat
e) Not very strong Democrat
f) Strong Democrat
g) Other party
h) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA February 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States of America

Sample size: Target N=7500; Maximum N=7500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65+ **[TERMINATE]**

2. ***Last week*** what was your work status?

   Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

   Multiple choice | Required | Vertical | Single-select

   a) 1 day [TAG: 1]
   b) 2 days [TAG: 2]
   c) 3 days [TAG: 3]
   d) 4 days [TAG: 4]

e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**
c) No preference about working from home

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5

selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH
Set `random_scheduling_question` to randomly show one of the two questions in this block

240. Who sets your work-from-home schedule?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I set **my own** work-from-home schedule
b) My **manager or employer** sets my work-from-home schedule
c) My employer **has not set a policy** about work-from-home schedules

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Coordinating with co-workers
b) Coordinating with my spouse or domestic partner
c) Coordinating with customers or clients
d) Commuting when there's less traffic and congestion

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

Multiple choice | Required | Vertical | Single-select | Randomize

a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
b) Schedules **differ** across people and work teams

244. Would you like your co-workers to come into work on the same days as you?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Once per week or more
b) Once or twice a month
c) Rarely or never

221. In how many big cities with more than 500.000 inhabitants have you lived? Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked at employer or client site", "Worked from home"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

210. ***In 2019 (before COVID),*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am

[Q211 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

211. ***Last week,*** when you traveled to your employer's worksite, approximately what time did you leave for work (e.g. 8:30am)?

Multiple choice | Required | Dropdown | Single-select

Once we settle on what the WFH questions will look like for this wave, we can set up the logic so that people who did not commute to work last week don't see this question

a) Before 6:00am
b) 6:00am
c) 6:30am
d) 7:00am
e) 7:30am
f) 8:00am
g) 8:30am
h) 9:00am
i) 9:30am
j) 10:00am
k) 10:30am
l) After 10:30am
m) Did not travel to my employer's worksite last week

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week
22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you

prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting *to and from* the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home***	**Number input**
Time commuting back from the ***friend or family member's home***	minutes

	Min: 0 Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting *to and from* the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting *to and from* the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)

g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q217 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

217. On the days that you work at your employer's worksite, do you have ***the option*** to work at more than one site operated by **that employer**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked** **1 day** at my employer's premises [TAG: 1]
c) I **worked** **2 days** at my employer's premises [TAG: 2]
d) I **worked** **3 days** at my employer's premises [TAG: 3]
e) I **worked** **4 days** at my employer's premises [TAG: 4]
f) I **worked** **5+ days** at my employer's premises [TAG: 5]

Worked from home
show block if Q6 selected choice is "Yes"
144. How does your efficiency working from home compare to your efficiency working on business premises? *Multiple choice | Required | Vertical | Single-select*

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home

turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

245. Which of the following would make your job ***more efficient?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Your coworkers **come into work on the same days** to interact in person
b) Each of your coworkers **decides individually when they come into work**
c) No difference

246. Which of the following would you ***prefer?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Your coworkers **come into work on the same days** to interact in person
b) Each of your coworkers **decides individually when they come into work**
c) No preference

254. When you are ***working on your employer's premises,*** how would you like to hold ***small meetings with your coworkers?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) In person, all in the same room
b) On video call, e.g. Zoom from individual offices
c) No preference

247. What are the ***top 3 benefits*** of ***working from home?***

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work
d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Other

248. What are the ***top 3 benefits*** of working on your employer's ***business premises?***

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet

f) Clearer boundaries between work and personal time
g) Other

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on April 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

215. What percentage of your total working time do you usually spend on tasks that can be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q215 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite

d) Other (please specify) [text input]

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

[Q255 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA March 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

[If Q260 answer is not 7, TERMINATE]

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

Show if group_l4w_telework is group1

[Q259 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more	Worked ***from***	Worked at ***employer or client***

	hours	***home***	***site***

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

261. How many full-time jobs do you currently have?

Multiple choice | Required | Vertical | Single-select

a) 1
b) 2
c) 3 or more

[Q262 logic: Show if Q261 selected choice is any of "2", "3 or more"]

262. Do any of your employers know you have another full-time job?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

c) No preference about working from home

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

[Q5 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers

e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

Show if selects an option tagged as "weekly_wfh" in Q_end_WFH

Set `random_scheduling_question` to randomly show one of the two questions in this block

240. Who sets your work-from-home schedule?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I set **my own** work-from-home schedule
b) My **manager or employer** sets my work-from-home schedule
c) My employer **has not set a policy** about work-from-home schedules

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule?

Please select all that apply:

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Coordinating with co-workers
b) Coordinating with my spouse or domestic partner
c) Coordinating with customers or clients
d) Commuting when there's less traffic and congestion

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

Multiple choice | Required | Vertical | Single-select | Randomize

a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
b) Schedules **differ** across people and work teams

244. Would you like your co-workers to come into work on the same days as you?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q243 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "About once or twice per month", "My employer has not discussed this matter with me or announced a policy about it"]

243. How often do you work from home to handle matters that require your presence (e.g., to be there for a plumber, a repair person, or deliveries)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Once per week or more
b) Once or twice a month
c) Rarely or never

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting <u>to and from</u> work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting <u>to work</u> Time commuting <u>back from work</u>	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***<u>In 2019</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked at employer or client site", "Worked from home"]

209. ***<u>Last week</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

258. On a scale of 0 to 4, how ***concerned are you about getting <u>infected</u>*** with a serious illness (e.g. COVID-19) ***each time*** you use the following ***modes of transportation?***

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	0	1	2	3	4

	(not at all concerned)				(serious concern that causes me to avoid this mode if possible)
Car					
Taxi/Rideshare					
Bus					
Subway					
Commuter Train					
Bicycle / Walk					

257. How frequently do you use the following modes of transportation for **non-work trips** (e.g. shopping, socializing, recreation)?

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	5+ times per week	2 to 4 times per week	Once per week	Rarely or never
Car				
Taxi/Rideshare				
Public Transit				
Bicycle				
Walk				

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***During the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services

l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

[Q15 logic: Show for group1 (25% of time)]

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

[Q54 logic: Show for group2 (75% of time)]

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting between *your home* and the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home***	**Number input**
Time commuting back from the ***friend or family member's home***	minutes

	Min: 0 Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting between *your home* and the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting between *your home* and the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)

g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked** **1 day** at my employer's premises [TAG: 1]
c) I **worked** **2 days** at my employer's premises [TAG: 2]
d) I **worked** **3 days** at my employer's premises [TAG: 3]
e) I **worked** **4 days** at my employer's premises [TAG: 4]
f) I **worked** **5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient

c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

247. What are the ***top 3 benefits*** of ***working from home?***

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work
d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Other

248. What are the ***top 3 benefits*** of working on your employer's ***business premises?***

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know

b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on May 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

143. Where have you been while you've filled out this survey?

Multiple choice | Required | Vertical | Single-select

a) At home
b) At work
c) A commercial establishment
d) Commuting or in transit
e) Russian sauna
f) Other

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working

from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

256. What percentage of your total working time do you usually spend on tasks that **cannot** be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q256 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat

g) Strong Democrat
h) Other party
i) Don't know or rather not say

Show if group_l4w_telework is group2

[Q255 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA April 2022

Objective: Obtain information on how the COVID-19 pandemic continues to impact working arrangements

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

Show if group_l4w_telework is group1

[Q259 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			

Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

261. How many ***paid full-time jobs*** do you currently have?

Multiple choice | Required | Vertical | Single-select

a) 1
b) 2
c) 3 or more

[Q262 logic: Show if Q261 selected choice is any of "2", "3 or more"]

262. Do any of your employers know you have another ***paid full-time job?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**
c) No preference about working from home

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers

b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Employed and WFH during COVID
show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is "Yes"
267. Has working from home made it ***easier or harder to interview for prospective new jobs?*** *Multiple choice | Required | Vertical | Single-select | Randomize* a) Easier b) Harder c) No difference d) I haven't been seeking a new job

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:
a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked at employer or client site", "Worked from home"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

258. On a scale of 0 to 4, how ***concerned are you about getting infected*** with a serious illness (e.g. COVID-19) ***each time*** you use the following ***modes of transportation?***

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	N/A (Rarely or never use this mode)	0 (not at all concerned)	1	2	3	4 (serious concern that causes me to avoid this mode if possible)
Car						
Taxi/Rideshare						
Bus						
Subway						
Commuter Train						
Bicycle / Walk						

257. How frequently do you use the following modes of transportation for **non-work trips** (e.g. shopping, socializing, recreation)?

Matrix | Required | Group by: Row | Single-select | Randomize rows

Mode	5+ times per week	2 to 4 times per week	Once per week	Rarely or never
Car				
Taxi/Rideshare				
Public Transit				
Bicycle				
Walk				

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping

e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**

c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your***

employer's premises and 2 days at home after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2

Child 5 Child 6 Child 7 Child 8	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

Worked at a 3rd party location

show block if Q212 choices with positive allocation includes any of "Friend or family member's home", "Co-working space", "Public space (cafe, library, etc.)"

Set `primary_working_location` to working location tagged as "third party" with highest allocation

Show if primary work site is Friend/Family home

primary_working_location = friend/family home

232. What is your primary transportation mode for commuting to the ***friend or family member's home*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

235. How long do you usually spend commuting between *your home* and the ***friend or family member's home*** ***where you usually work?***

Combination | Required

Time commuting to the ***friend or family member's home*** Time commuting back from the ***friend or family member's home***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Co-working space

primary_working_location = coworking space

234. What is your primary transportation mode for commuting to the ***co-working space*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

236. How long do you usually spend commuting between *your home* and the ***co-working space*** ***where you usually work?***

Combination | Required

Time commuting to the ***co-working space*** Time commuting back from the ***co-working space***	**Number input** _____ minutes Min: 0 Max: 120

Show if primary work site is Public space

primary_working_location = public space

233. What is your primary transportation mode for commuting to the ***public space (cafe, library, etc.)*** ***where you usually work?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: commuting_trip_types

237. How long do you usually spend commuting between *your home* and the ***public space (cafe, library, etc.)*** ***where you usually work?***

Combination | Required

Time commuting to the ***public space (cafe, library, etc.)*** Time commuting back from the ***public space (cafe, library, etc.)***	**Number input** _____ minutes Min: 0 Max: 120

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space

f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

38. Compared to your expectations ***before COVID (in 2019)*** how has working from home turned out for you?

Multiple choice | Required | Vertical | Single-select

a) Hugely better -- I am 20%+ more productive than I expected
b) Substantially better -- I am to 10% to 20% more productive than I expected
c) Better -- I am 1% to 10% more productive than I expected
d) About the same as I expected
e) Worse -- I am 1% to 10% less productive than I expected
f) Substantially worse -- I am to 10% to 20% less productive than I expected
g) Hugely worse -- I am 20%+ less productive than I expected

247. What are the ***top 3 benefits*** of ***working from home?***

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work
d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Other

248. What are the ***top 3 benefits*** of working on your employer's ***business premises?***

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other

264. If your employer said you ***need to come to work in person two days a week***, **which would you *prefer?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Come in on Tuesday and Thursday with all of my colleagues
b) Choose the days I come in, but with only about half of my colleagues in on any given day

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most

d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on June 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

268. What device are you using to answer this survey?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Desktop computer
b) Laptop computer
c) Tablet or iPad
d) Smartphone
e) Other

[Q270 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent
Allow skipping with checkbox labeled: "**Not relevant to me**"

269. What type of facility best describes where you work (or worked in your most recent job)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail or entertainment
d) Food or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

256. What percentage of your total working time do you usually spend on tasks that **cannot** be done remotely?

Number | Required | Min: 0 | Max: 100

_____ % of total working time

[Q216 logic: Show if Q256 answer < 100]

216. Why can't you work remotely 100% of the time?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I need to have ***in-person face-to-face*** interactions with clients, customers, or patients
b) I need to have ***in-person face-to-face*** interactions with colleagues
c) I need to ***interact physically*** with a machine or equipment at my employer's worksite
d) Other (please specify) [text input]

263. In the past week, ***how often did you wear a face mask*** in the following situations?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Never/Rarely	Occasionally	Mostly	Always	Not relevant for me
Indoors at work					
Outdoors for leisure					
When driving in your own car					
In your own house					
Indoors for leisure					

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

Show if group_l4w_telework is group2

[Q255 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed	**Number input**

Upload speed	_____ mbps Decimal places: 2 Min: 0 Max: 550

Questions and Responses

SWAA May 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=5000; Maximum N=5000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65+ **[TERMINATE]**

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

Set `group_l4w_telework` to show to group1 10% of time, group2 90% of time

Show if group_l4w_telework is group1

[Q259 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

259. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			

Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**
c) No preference about working from home

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (during the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy

b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (during the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q271 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

271. You said your employer is planning for you to work ***one or more full days at home each week after the pandemic ends.***
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Employed and WFH during COVID
show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is "Yes"

267. Has working from home made it ***easier or harder to interview for prospective new jobs?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Easier
b) Harder
c) No difference
d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. ***How much of your workday*** does it take to interview for a prospective job via:

Combination | Required

an **online** interview? an **in-person** interview?	**Number input** _____ hours Min: 0 Max: 8

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:
a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)

d) Bicycle
e) Walking
f) Taxi / Ridehailing
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked at employer or client site", "Worked from home"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing

o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4] **[TERMINATE]**
b) $5,000 to $10,000 [TAG: 7.5] **[TERMINATE]**
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]
p) Prefer not to answer

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home
show block if Q6 selected choice is "Yes"
144. How does your efficiency working from home compare to your efficiency working on

business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

247. What are the ***top benefits*** of ***working from home?*** **Please choose up to three.**

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work
d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Other [text input]

248. What are the ***top benefits*** of working on your employer's ***business premises?*** Please choose up to three.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other [text input]

264. If your employer said you ***need to come to work in person two days a week***, **which would you *prefer?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Come in on Tuesday and Thursday with all of my colleagues
b) Choose the days I come in, but with only about half of my colleagues in on any given day

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

41. Since the COVID pandemic began, ***how have perceptions about working from home (WFH) changed among people you know?***

Multiple choice | Required | Vertical | Single-select

a) Hugely improved -- the perception of WFH has improved among almost all (90-100%) the people I know
b) Substantially improved -- the perception of WFH has improved among most, but not all, of the people I know
c) Slightly improved -- the perception of WFH has improved among some people I know but not most
d) No change
e) Slightly worsened -- the perception of WFH has worsened among some, but not most, people I know
f) Substantially worsened -- the perception of WFH has worsened among most, but not all, people I know
g) Hugely worsened -- the perception of WFH has worsened among almost all (90-100%) the people I know

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using ride-share taxis
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on July 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by February 1st.
c) I would quit my job on or before February 1st, regardless of whether I got another job.

Working and not self employed

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q5 selected choice is any of "I am a wage and salary employee, and my main job accounts for most of my earnings", "I am a wage and salary employee who also earns a lot of extra income from side jobs" AND Q222 selected choice is not "I have no employer"

278. Last week, did you come into work ***as many days as your employer wanted you to***

come in?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week*****,** how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 1 day 2 days 3 days 4 days 5 days 6 days 7 days

280. How has your employer responded to employees who ***work on business premises fewer days than requested?*** Please select all that apply.

Multiple choice | Required | Vertical | Single-select | Randomize

a) No response
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

[Q270 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent

Allow skipping with checkbox labeled: "**Not relevant to me**"

269. What type of facility best describes where you work (or worked in your most recent job)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail or entertainment
d) Food or accommodation

e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

273. During a typical workday, ***how many coworkers, customers, and clients do you engage in person or by video?***

Multiple choice | Required | Dropdown | Single-select

a) 0
b) 1
c) 2
d) 3
e) 4
f) 5
g) 6
h) 7
i) 8
j) 9
k) 10
l) More than 10

274. What percentage of your typical workday do you spend ***meeting or talking to people?***

Number | Required | Min: 0 | Max: 100

_____ %

275. What percentage of your typical workday do you spend ***in meetings that include coworkers?***

Number | Required | Min: 0 | Max: 100

_____ %

133. ***Before COVID (in 2019),*** when you were introduced to somebody at work what did you do:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

276. ***Currently***, when you are introduced to somebody at work, what do you do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Shake hands
b) Fist bump
c) Elbow bump
d) Not touch (just verbally greet)
e) Other (please specify) [text input]

263. In the past week, ***how often did you wear a face mask*** in the following situations?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Never/Rarely	Occasionally	Mostly	Always	Not relevant for me
Indoors at work					
Outdoors for leisure					
When driving in your own car					
In your own house					
Indoors for leisure					

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

Show if group_l4w_telework is group2

[Q255 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

255. At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA June 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States

Sample size: Target N=7500; Maximum N=7500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65 to 70
g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

2. ***Last week*** what was your work status?

Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work
d) Unemployed, awaiting recall to my old job

e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set `random_worries_question` to select each question 50% of time

[Q251 logic: Show 50% of time]

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

[Q291 logic: Show 50% of time]

291. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No
b) Yes, I avoid jobs with high infection risk
c) Yes, I require higher pay for jobs with high infection risk
d) Yes, I require higher benefits for jobs with high infection risk
e) Yes, I prefer jobs allowing me to work from home

Set `random_jobsearch_question` to select each question 50% of time

[Q252 logic: Show 50% of time]

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**
c) No preference about working from home

[Q293 logic: Show 50% of time]

293. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No preference about working from home
b) I am **only** considering jobs allowing me to work from home
c) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set `random_covid_question` to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

[Q282 logic: Show other 50% of time]

282. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes, the **main reason**
c) Yes, a **secondary reason**

Set `random_searchwork_question` to select each question 50% of time

[Q253 logic: Show 50% of time]

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

[Q290 logic: Show 50% of time]

290. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No

b) Yes, **definitely**
c) Yes, **possibly**

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (after the start the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

Set `random_wfh_wording` to:
50% of time select old path 50% of time select new path

[Q223 logic: Show for old path]

223. ***After the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never

b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

[Q287 logic: Show for new path]

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

[Q222 logic: Show for old path]

222. ***After the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q286 logic: Show for new path]

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

Show for old path

[Q271 logic: Show if Q222 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

271. You said your employer has told you how often they are planning for you to work from home (or not) ***after the pandemic ends***.
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

Show for new path

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) ***as the pandemic ends***.
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Employed and WFH during COVID

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is

"Yes"

267. Has working from home made it ***easier or harder to interview for prospective new jobs?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Easier
b) Harder
c) No difference
d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. ***How much of your workday*** does it take to interview ***including travel time*** for a prospective job via:

Combination | Required

an **online** interview? an **in-person** interview?	**Number input** _____ hours Min: 0 Max: 8

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked at employer or client site", "Worked from home"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)

d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner

c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6 Child 7 Child 8	**Dropdown** 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q212 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

212. What percentage of your total working time ***last week*** did you spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home [TAG: third party]
e) Co-working space [TAG: third party]
f) Public space (cafe, library, etc.) [TAG: third party]

[Q226 logic: Show for old path]

226. ***After the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q283 logic: Show for new path]

283. ***As the pandemic ends,*** what percentage of your total working time do you (and your employer) ***plan for you to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q225 logic: Show for old path]

225. ***After the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q284 logic: Show for new path]

284. ***As the pandemic ends,*** what percentage of your total working time would you ***like to*** spend at the following locations?

Allocation | Required | Randomize | Total: 100

a) Your home
b) Your employer's worksite
c) Client or customer's worksite
d) Friend or family member's home
e) Co-working space
f) Public space (cafe, library, etc.)
g) I don't plan to work in 2022

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week

cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from***

home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

247. What are the ***top benefits*** of ***working from home?*** **Please choose up to <u>three</u>.**

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 ***<u>business premises?</u>*** Please choose up to <u>three</u>.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other [text input]

39. What is the ZIP code of your ***current*** residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

[Q42 logic: Show for old path]

42. ***Once the COVID-19 pandemic has ended,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

[Q288 logic: Show for new path]

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on August 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by August 1st.
c) I would quit my job on or before August 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND (Q_end_WFH_old OR Q_end_WFH_new is not "I have no employer")

278. Last week, did you come into work ***as many days as your employer wanted you to come in?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week***, how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 1 day 2 days 3 days 4 days 5 days 6 days 7 days

280. How has your employer responded to employees who ***work on business premises fewer days than requested?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

281. How would your employer react if you ***consistently failed to complete work on time?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination

g) Other [text input]
h) I don't know

[Q270 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent
Allow skipping with checkbox labeled: "**Not relevant to me**"

269. What type of facility best describes where you work (or worked in your most recent job)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail or entertainment
d) Food or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

289. During a typical workday, ***how many coworkers, customers, and clients do you engage in person or by video?***

Multiple choice | Required | Vertical | Single-select

a) None
b) 1 to 10
c) 11 to 50
d) 51 to 100
e) 101 to 500
f) 500 or more

274. What percentage of your typical workday do you spend ***meeting or talking to people?***

Number | Required | Min: 0 | Max: 100

_____ %

275. What percentage of your typical workday do you spend ***in meetings that include coworkers?***

Number | Required | Min: 0 | Max: 100

_____ %

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA July 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Q_age | Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

   Multiple choice | Required | Vertical | Single-select

   a) Less than high-school diploma
   b) High-school diploma or GED certificate
   c) 1 to 3-years of college
   d) 4-year college degree
   e) Masters or Professional Degree
   f) PhD

2. ***Last week*** what was your work status?

   Q_work_status | Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job
   e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set random_worries_question to select each question 50% of time

[Q251 logic: Show 50% of time]

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

[Q291 logic: Show 50% of time]

291. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No
b) Yes, I avoid jobs with high infection risk
c) Yes, I require higher pay for jobs with high infection risk
d) Yes, I require higher benefits for jobs with high infection risk
e) Yes, I prefer jobs allowing me to work from home

Set random_jobsearch_question to select each question 50% of time

[Q252 logic: Show 50% of time]

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**
c) No preference about working from home

[Q293 logic: Show 50% of time]

293. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No preference about working from home
b) I am **only** considering jobs allowing me to work from home
c) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set `random_covid_question` to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

[Q282 logic: Show other 50% of time]

282. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes, the **main reason**
c) Yes, a **secondary reason**

Set `random_searchwork_question` to select each question 50% of time

[Q253 logic: Show 50% of time]

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

[Q290 logic: Show 50% of time]

290. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes, **definitely**
c) Yes, **possibly**

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (after the start the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

`Q_staff_size` | Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Q_total_workers | Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) ***as the pandemic ends.***
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Employed and WFH during COVID
show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is "Yes"
267. Has working from home made it ***easier or harder to interview for prospective new***

jobs?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Easier
b) Harder
c) No difference
d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. ***How much of your workday*** does it take to interview ***including travel time*** for a prospective job via:

Combination | Required

an **online** interview? an **in-person** interview?	**Number input** _____ hours Min: 0 Max: 8

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

`Q_income_2021` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

`Q_gender` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

`Q_race` | *Multiple choice* | *Required* | *Vertical* | *Single-select* | *Randomize*

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)

g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week

22. ***Assuming it doesn't matter for your pay,*** which working arrangements would you prefer ***after COVID is under control?***

Multiple choice | Required | Vertical | Single-select

a) Working 5 days a week on my employer's premises
b) Working 3 days a week on my employer's premises and 2 days at home
c) I don't prefer one over the other

[Q23 logic: Show if Q22 selected choice is "Working 5 days a week on my employer's premises"]

23. How much ***extra pay*** would it take for you to prefer working ***3 days a week on your employer's premises and 2 days at home*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

[Q24 logic: Show if Q22 selected choice is "Working 3 days a week on my employer's premises and 2 days at home"]

24. How much ***extra pay*** would it take for you to prefer working ***5 days a week on your employer's premises*** after COVID is under control?

Multiple choice | Required | Vertical | Single-select

a) Less than 5% extra
b) 5% to 10% extra
c) 10% to 15% extra
d) 15% to 25% extra
e) 25% to 35% extra
f) More than 35% extra

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

144. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if Q144 selected choice is "Better -- I am more efficient at home than

working on business premises"]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if Q144 selected choice is "Worse -- I am less efficient at home than working on business premises"]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

show block if Q144 selected choice is "Better -- I am more efficient at home than working on business premises"

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

247. What are the ***top benefits*** of ***working from home?*** **Please choose up to three.**

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work

d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Save on gas and lunch costs
h) Other [text input]

248. What are the ***top benefits*** of working on your employer's ***business premises?*** Please choose up to three.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other [text input]

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_resi_current to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_job_curr to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on September 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by September 1st.
c) I would quit my job on or before September 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

278. Last week, did you come into work ***as many days as your employer wanted you to come in?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week***, how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

280. How has your employer responded to employees who ***work on business premises fewer days than requested?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination

g) Other [text input]
h) I don't know

Working from home 1+ days per week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q4 selected choice is any of "1 full paid day working from home", "2 full paid days working from home", "3 full paid days working from home", "4 full paid days working from home", "5+ full paid days working from home" OR Q207 columns selected in any row includes "Worked from home"

240. Who sets your work-from-home schedule?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I set **my own** work-from-home schedule
b) My **manager or employer** sets my work-from-home schedule
c) My employer **has not set a policy** about work-from-home schedules

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

Multiple choice | Required | Vertical | Single-select | Randomize

a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
b) Schedules **differ** across people and work teams

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Coordinating with co-workers
b) Coordinating with my spouse or domestic partner
c) Coordinating with customers or clients
d) Commuting when there's less traffic and congestion

281. How would your employer react if you ***consistently failed to complete work on time?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

[Q270 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent
Allow skipping with checkbox labeled: "**Not relevant to me**"

269. What type of facility best describes where you work (or worked in your most recent job)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail or entertainment
d) Food or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican

d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I did not want to be employed at this time
b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
c) I am/was caring for children not in school or daycare
d) I am/was caring for an elderly person
e) I was concerned about getting or spreading the coronavirus
f) I am/was sick (not coronavirus related) or disabled
g) I am retired
h) I am/was laid off or furloughed due to coronavirus pandemic
i) My employer went out of business due to the coronavirus pandemic
j) I do/did not have transportation to work
k) Other reason [text input]

Set `random_big5` to show "Big 5" block for 50% of respondents

Big 5 etc

Show for 50% of respondents

296. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

`Q_big5_1` | Matrix | Required | Group by: Row | Single-select | Randomize rows

	Very inaccurate	Moderately inaccurate	Neither accurate nor inaccurate	Moderately accurate	Very accurate
I have a vivid imagination					
I sympathize with others' feelings					
I make a mess of things					
I am the life of the party					
I have frequent mood swings					

Set `qc_big5_1` to flag true if straightlines Q_big5_1

297. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_2 | Matrix | Required | Group by: Row | Single-select | Randomize rows

	Very inaccurate	Moderately inaccurate	Neither accurate nor inaccurate	Moderately accurate	Very accurate
I don't talk a lot					
I am not interested in abstract ideas					
I often forget to put things back in their proper place					
I seldom feel blue					
I am not really interested in others					

Set qc_big5_2 to flag true if straightlines Q_big5_2

[Q304 logic: Show if qc_big5_1 and qc_big5_2 both true (straightlined both questions)]

304. You picked the same answer for ***all choices*** in the previous two questions.
Are you sure about your answers to those questions?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

298. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_3 | Matrix | Required | Group by: Row | Single-select

	Very inaccurate	Moderately inaccurate	Neither accurate nor inaccurate	Moderately accurate	Very accurate
I feel others' emotions					
I get upset easily					
I get chores done right away					
I do not have a good imagination					
I keep in the background					

Set qc_big5_3 to flag true if straightlines Q_big5_3

299. Here are a number of statements that may or may not apply to you. Please indicate the extent to which they are accurate or inaccurate descriptions of yourself.

Q_big5_4 | Matrix | Required | Group by: Row | Single-select

	Very	Moderately	Neither accurate	Moderately	Very

	inaccurate	inaccurate	nor inaccurate	accurate	accurate
I have difficulty understanding abstract ideas					
I am relaxed most of the time					
I am not interested in other people's problems					
I talk to a lot of different people at parties					
I like order					

Set `qc_big5_4` to flag true if straightlines Q_big5_4

[Quality terminate if straightlines ALL of the 4 "Big 5" matrix questions, QC remove]

300. Please rank (drag and drop) the following job attributes by how important they are to you (1=most important, 5=least important)

Rank | Required | Randomize

a) Chances for advancement
b) Work is important and gives a feeling of accomplishment
c) No danger of being fired
d) High income
e) Working hours are short, lots of free time

[Q301 logic: QUESTION HIDDEN]

301. Please rank (drag and drop) the following items by how important they are in your life (1=most important, 6=least important)

Multiple choice | Required | Vertical | Single-select | Randomize

a) Family
b) Friends
c) Work
d) Politics
e) Leisure time
f) Religion/spirituality

303. Please rank (drag and drop) the following items by how important they are in your life (1=most important, 6=least important)

Rank | Required | Randomize

a) Family
b) Friends
c) Work
d) Politics
e) Leisure time
f) Religion/spirituality

302. Please indicate the extent to which you agree or disagree with the following statement:

I am willing to work harder than I have to in order to help the firm or organization I work for succeed.

Multiple choice | Required | Horizontal | Single-select

a) Strongly agree
b) Agree
c) Neither agree nor disagree
d) Disagree
e) Strongly disagree

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA August 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Q_age | Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

   Multiple choice | Required | Vertical | Single-select

   a) Less than high-school diploma
   b) High-school diploma or GED certificate
   c) 1 to 3-years of college
   d) 4-year college degree
   e) Masters or Professional Degree
   f) PhD

2. ***Last week*** what was your work status?

   Q_work_status | Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job

e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set `days_worked` to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set random_worries_question to select each question 50% of time

[Q251 logic: Show 50% of time]

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I avoid jobs with high infection risk
b) Yes, I require higher pay for jobs with high infection risk
c) Yes, I require higher benefits for jobs with high infection risk
d) Yes, I prefer jobs allowing me to work from home
e) No

[Q291 logic: Show 50% of time]

291. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No
b) Yes, I avoid jobs with high infection risk
c) Yes, I require higher pay for jobs with high infection risk
d) Yes, I require higher benefits for jobs with high infection risk
e) Yes, I prefer jobs allowing me to work from home

Set random_jobsearch_question to select each question 50% of time

[Q252 logic: Show 50% of time]

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am **only** considering jobs allowing me to work from home
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

c) No preference about working from home

[Q293 logic: Show 50% of time]

293. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No preference about working from home
b) I am **only** considering jobs allowing me to work from home
c) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker**

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set `random_covid_question` to select one of the two questions below, 50/50 split

[Q249 logic: Show 50% of time]

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, the **main reason**
b) Yes, a **secondary reason**
c) No

[Q282 logic: Show other 50% of time]

282. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes, the **main reason**
c) Yes, a **secondary reason**

Set `random_searchwork_question` to select each question 50% of time

[Q253 logic: Show 50% of time]

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, **definitely**
b) Yes, **possibly**
c) No

[Q290 logic: Show 50% of time]

290. Would you start seeking work if you were guaranteed to find a job allowing you to work

from home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No
b) Yes, **definitely**
c) Yes, **possibly**

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (after the start the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

`Q_staff_size` | Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Less than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work

d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Q_total_workers | Multiple choice | Required | Vertical | Single-select

a) Less than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month

c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) ***as the pandemic ends.***
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Employed and WFH during COVID

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is "Yes"

267. Has working from home made it ***easier or harder to interview for prospective new jobs?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Easier
b) Harder
c) No difference
d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. ***How much of your workday*** does it take to interview ***including travel time*** for a prospective job via:

Combination | Required

an **online** interview? an **in-person** interview?	**Number input** _____ hours Min: 0 Max: 8

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle

e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities

p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

`Q_income_2021` | *Multiple choice | Required | Vertical | Single-select*

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

`Q_gender` | *Multiple choice | Required | Vertical | Single-select*

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

`Q_race` | *Multiple choice | Required | Vertical | Single-select | Randomize*

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week (based on days_worked)

Not currently WFH

show block if Q207 choices by row no choice is "Worked from home"

Set `no_wfh_increase` to:
a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no wfh increase,*** with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive – I would like it
b) Neutral
c) Negative – I would dislike it

[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]

307. What percentage ***pay cut*** would you value the same as working ***no wfh increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no wfh increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:
a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's***

premises

c) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

315. How would you feel about working ***all_wfh_decrease***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]

316. What percentage ***pay cut*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]

317. What percentage ***pay raise*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

Set some_wfh_change to:

a) ***1 more day per week at home*** and ***1 fewer day at your employer's premises*** than you currently do
b) ***1 fewer day per week at home*** and ***1 more day at your employer's premises*** than you currently do
c) ***entirely from home,*** with ***no change*** in your number of workdays
d) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

324. How would you feel about working **some_wfh_change**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q325 logic: Show if Q324 selected choice is "Negative - I would dislike it"]

325. What percentage ***pay cut*** would you value the same as working **some_wfh_change**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q326 logic: Show if Q324 selected choice is "Positive - I would like it"]

326. What percentage ***pay raise*** would you value the same as working `some_wfh_change`?

Number | Required | Min: 0 | Max: 50

_____ % pay raise

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17

	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]

d) I **worked** **3 days** at my employer's premises [TAG: 3]
e) I **worked** **4 days** at my employer's premises [TAG: 4]
f) I **worked** **5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency1` | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency2` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient

f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

247. What are the ***top benefits*** of ***working from home?*** **Please choose up to three.**

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work
d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Save on gas and lunch costs
h) Other [text input]

248. What are the ***top benefits*** of working on your employer's ***business premises?*** Please choose up to three.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other [text input]

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

`Q_zip_job_curr` | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on October 1, 2022?

Multiple choice | Required | Vertical | Single-select

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by October 1st.
c) I would quit my job on or before October 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set `random_section` to select random presenteeism section 50/50

Presenteeism: 1 more day than coworkers

Show 50% of time

55. If you were to ***work from home one more day per week than your co-workers***, how

might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q56 logic: Show if Q55 selected choice is "It would reduce my chance of a promotion"]

56. How much of a reduction in your chance of a promotion would ***working from home one more day per week than your co-workers*** cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

[Q57 logic: Show if Q55 selected choice is "It would increase my chance of a promotion"]

57. How much of an increase in your chance of a promotion would ***working from home one more day per week than your co-workers*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

Presenteeism: 5 days WFH vs coworkers on business premises

Show 50% of time

60. If you were to work from home ***5+ days a week and your co-workers work on business premises 5+ days a week***, how might this affect your ***chance of a promotion in the next 3 years?***

Multiple choice | Required | Vertical | Single-select

Randomize order Q55/Q101

a) It would reduce my chance of a promotion
b) No effect
c) It would increase my chance of a promotion

[Q58 logic: Show if Q60 selected choice is "It would increase my chance of a promotion"]

58. How much of an increase in your chance of a promotion would ***working from home 5+ days a week while your co-workers work on the business premises 5+ days a week*** cause?

Number | Required | Min: 0 | Max: 100

_____ % higher chance of a promotion

[Q59 logic: Show if Q60 selected choice is "It would reduce my chance of a promotion"]

59. How much of a reduction in your chance of a promotion would ***working from home 5+ days a week while your co-workers work on the business premises 5+ days a week***

cause?

Number | Required | Min: 0 | Max: 100

_____ % lower chance of a promotion

278. Last week, did you come into work ***as many days as your employer wanted you to come in?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week*****,** how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

280. How has your employer responded to employees who ***work on business premises fewer days than requested?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

Working from home 1+ days per week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q4 selected choice is any of "1 full paid day working from home", "2 full paid days working from home", "3 full paid days working from home", "4 full paid days working from home", "5+ full paid days working from home" OR Q207 columns selected in any row includes "Worked from home"

240. Who sets your work-from-home schedule?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I set **my own** work-from-home schedule
b) My **manager or employer** sets my work-from-home schedule
c) My employer **has not set a policy** about work-from-home schedules

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

Multiple choice | Required | Vertical | Single-select | Randomize

a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
b) Schedules **differ** across people and work teams

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Coordinating with co-workers
b) Coordinating with my spouse or domestic partner
c) Coordinating with customers or clients
d) Commuting when there's less traffic and congestion

202. Will ***your manager*** work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my manager

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

Q_most_wfh_over | Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If ***your coworkers start coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my coworkers

281. How would your employer react if you ***consistently failed to complete work on time?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

[Q270 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent
Allow skipping with checkbox labeled: "**Not relevant to me**"

269. What type of facility best describes where you work (or worked in your most recent job)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail or entertainment
d) Food or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I did not want to be employed at this time
b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
c) I am/was caring for children not in school or daycare
d) I am/was caring for an elderly person
e) I was concerned about getting or spreading the coronavirus
f) I am/was sick (not coronavirus related) or disabled
g) I am retired
h) I am/was laid off or furloughed due to coronavirus pandemic
i) My employer went out of business due to the coronavirus pandemic
j) I do/did not have transportation to work
k) Other reason [text input]

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA September 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Industry: Work & Employment

Geography: Canada, United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Q_age | Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65 to 70
g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

2. ***Last week*** what was your work status?

Q_work_status | Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work

d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
- a) Yes, I avoid jobs with high infection risk [TAG: 1]
- b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
- c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
- d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
- e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
- a) I am **only** considering jobs allowing me to work from home [TAG: 1]
- b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
- c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set `notlooking_reasons` to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set `notlooking_reasons_order` to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Set `start_looking_wfh` to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:

order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (after the start the COVID-19 pandemic)

142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?

Q_staff_size | Multiple choice | Required | Vertical | Single-select

a) No staff other than myself
b) Fewer than 10 staff members
c) 10 to 49 staff members
d) 50 to 99 staff members
e) 100+ staff members

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

[Q147 logic: Show if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."]

147. Counting all locations where your primary employer operates, what is the total number of persons who work for your employer?

Q_total_workers | Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 workers
b) 10 to 49 workers
c) 50 to 99 workers
d) 100 to 499 workers
e) 500+ workers

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) ***as the pandemic ends.***
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Employed and WFH during COVID

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working" AND Q6 selected choice is "Yes"

267. Has working from home made it ***easier or harder to interview for prospective new jobs?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Easier
b) Harder
c) No difference
d) I haven't been seeking a new job

[Q272 logic: Show if Q267 selected choice is any of "Easier", "Harder", "No difference"]

272. ***How much of your workday*** does it take to interview ***including travel time*** for a prospective job via:

Combination | Required

an **online** interview? an **in-person** interview?	**Number input** _____ hours Min: 0

	Max: 8

138. How long do you usually spend ***commuting <u>to and from</u> work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting <u>to work</u> Time commuting <u>back from work</u>	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***<u>In 2019</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***<u>Last week</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the ***tech sector?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production

h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

Set `earnings_group_shown` to:
25% group1 - show Q15 75% group2 - show Q54

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

`Q_income_2021` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

`Q_gender` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

`Q_race` | *Multiple choice* | *Required* | *Vertical* | *Single-select* | *Randomize*

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week (based on days_worked)

Not currently WFH

show block if Q207 choices by row no choice is "Worked from home"

Set `no_wfh_increase` to:

a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***`no_wfh_increase`***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive – I would like it
b) Neutral
c) Negative – I would dislike it

[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]

307. What percentage ***pay cut*** would you value the same as working ***`no_wfh_increase`****?*

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***`no_wfh_increase`****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

315. How would you feel about working ***`all_wfh_decrease`***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]

316. What percentage ***pay cut*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]

317. What percentage ***pay raise*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

Set some_wfh_change to:

a) ***1 more day per week at home*** and ***1 fewer day at your employer's premises*** than you currently do
b) ***1 fewer day per week at home*** and ***1 more day at your employer's premises*** than you currently do
c) ***entirely from home,*** with ***no change*** in your number of workdays
d) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

324. How would you feel about working **some_wfh_change**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q325 logic: Show if Q324 selected choice is "Negative - I would dislike it"]

325. What percentage ***pay cut*** would you value the same as working **some_wfh_change**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q326 logic: Show if Q324 selected choice is "Positive - I would like it"]

326. What percentage ***pay raise*** would you value the same as working **some_wfh_change**?

Number | Required | Min: 0 | Max: 50

_____ % pay raise

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No

b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q28 logic: Show if Q27 selected choice is "Yes"]

28. Please provide the age of each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1	**Dropdown**
Child 2	0
Child 3	1
Child 4	2
Child 5	3
Child 6	4
Child 7	5
Child 8	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18+

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home
show block if Q6 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q144 logic: Show 50% of time]** 144. How does your efficiency working from home compare to your efficiency working on

business premises?

Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 15% less efficient
c) 5% to 10% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ——●—— All, 100%

247. What are the ***top benefits*** of ***working from home?*** **Please choose up to three.**

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) No commute
b) Less time getting ready for work
c) Flexibility over when I work
d) Fewer meetings
e) Individual quiet time
f) Spending more time with family and friends
g) Save on gas and lunch costs
h) Other [text input]

248. What are the ***top benefits*** of working on your employer's ***business premises?*** Please choose up to three.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Face-to-face collaboration
b) Socializing with co-workers
c) Face time with my manager
d) Better equipment
e) Quiet
f) Clearer boundaries between work and personal time
g) Other [text input]

39. What is the ZIP code of your ***current*** residential address?

`Q_zip_resi_curr` | *Text input | Required | Single line*

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

`Q_zip_job_curr` | *Text input | Required | Single line*

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

Set `random_endcovid_question` to:
75% select Q288 25% select Q349

[Q288 logic: Show 75% of time]

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

[Q349 logic: Show 25% of time]

349. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) No return to pre-COVID activities, as I will continue to social distance
b) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
c) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
d) Complete return to pre-COVID activities

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on November 1, 2022?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by November 1st.
c) I would quit my job on or before November 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set `random_section` to select random presenteeism section 50/50

278. Last week, did you come into work ***as many days as your employer wanted you to come in?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week*****,** how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

280. How has your employer responded to employees who ***work on business premises fewer days than requested?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

Working from home 1+ days per week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q4 selected choice is any of "1 full paid day working from home", "2 full paid days working from home", "3 full paid days working from home", "4 full paid days working from home", "5+ full paid days working from home" OR Q207 columns selected in any row includes "Worked from home"

240. Who sets your work-from-home schedule?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I set **my own** work-from-home schedule

b) My **manager or employer** sets my work-from-home schedule
c) My employer **has not set a policy** about work-from-home schedules

[Q242 logic: Show if Q240 selected choice is "My manager or employer sets my work-from-home schedule"]

242. What type of work-from-home schedule does your manager or employer set?

Multiple choice | Required | Vertical | Single-select | Randomize

a) A **common** schedule (e.g., everyone comes in on Tuesday, Wednesday and Thursday)
b) Schedules **differ** across people and work teams

[Q241 logic: Show if Q240 selected choice is "I set my own work-from-home schedule"]

241. What factors do you consider when setting your work-from-home schedule? Please select all that apply:

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Coordinating with co-workers
b) Coordinating with my spouse or domestic partner
c) Coordinating with customers or clients
d) Commuting when there's less traffic and congestion

202. Will ***your manager*** work from home on the same days as you after the pandemic is over?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) I have no manager

[Q203 logic: Show if Q202 selected choice is "Yes"]

203. If ***your manager starts coming into your employer's place of business on some of your work-from-home days***, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my manager

204. Will ***most of your coworkers work*** from home on the same days as you after the pandemic is over?

Q_most_wfh_over | Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

[Q205 logic: Show if Q204 selected choice is "Yes"]

205. If ***your coworkers start coming into your employer's place of business on some of***

your work-from-home days, what will you do?

Multiple choice | Required | Vertical | Single-select

a) Continue to work from home on those days
b) Come into my employer's place of business on some of those days and work from home on the others
c) Come into my employer's place of business on the same days as my coworkers

281. How would your employer react if you ***consistently failed to complete work on time?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus
e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

[Q270 logic: Show if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"]

270. When working, what percentage of the time are you using a laptop or desktop computer?

Number | Required | Min: 0 | Max: 100

_____ percent
Allow skipping with checkbox labeled: "**Not relevant to me**"

269. What type of facility best describes where you work (or worked in your most recent job)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail or entertainment
d) Food or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

[Q305 logic: Show if Q2 selected choice is any of "Still employed and paid, but not working", "Unemployed, looking for work", "Unemployed, awaiting recall to my old job", "Not working, and not looking for work"]

305. What is your main reason for not working for pay or profit?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I did not want to be employed at this time
b) I am/was sick with coronavirus symptoms or caring for someone who was sick with coronavirus symptoms
c) I am/was caring for children not in school or daycare
d) I am/was caring for an elderly person
e) I was concerned about getting or spreading the coronavirus
f) I am/was sick (not coronavirus related) or disabled
g) I am retired
h) I am/was laid off or furloughed due to coronavirus pandemic
i) My employer went out of business due to the coronavirus pandemic
j) I do/did not have transportation to work
k) Other reason [text input]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive

b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been <u>infected</u> at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

340. Have you been hospitalized to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q340 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing

h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA October 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Industry: Work & Employment

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   `Q_age` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

   Multiple choice | *Required* | *Vertical* | *Single-select*

   a) Less than high-school diploma
   b) High-school diploma or GED certificate
   c) 1 to 3-years of college
   d) 4-year college degree
   e) Masters or Professional Degree
   f) PhD

2. ***Last week*** what was your work status?

   `Q_work_status` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work

d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set reasons_notlooking_section to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set notlooking_reasons to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set notlooking_reasons_order to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:
a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (after the start the COVID-19 pandemic)

355. How many people does your business employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

370. When did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2022

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business

b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006
k) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location <u>you are assigned to</u>?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week

d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

[Q285 logic: Show if Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week", "Never", "About once or twice per month"]

285. You said your employer has told you how often they are planning for you to work from home (or not) ***as the pandemic ends.***
Are you ***already following your employer's*** plan?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No, some or all of the plan is not yet **implemented**

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting <u>to and from</u> work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting <u>to work</u> Time commuting <u>back from work</u>	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***<u>In 2019</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***<u>Last week</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?***
Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job

b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the ***tech sector?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related

i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week (based on days_worked)
Not currently WFH
show block if Q207 choices by row no choice is "Worked from home"

Set no_wfh_increase to:

a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no_wfh_increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive – I would like it
b) Neutral
c) Negative – I would dislike it

[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]

307. What percentage ***pay cut*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set all_wfh_decrease to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

315. How would you feel about working ***all_wfh_decrease***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]

316. What percentage ***pay cut*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]

317. What percentage ***pay raise*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

363. Supposing you kept a five-day workweek, ***how many days would you ideally like to work from home, and how many days on business premises?***

Allocation | Required | Total: 5

a) Ideal amount of **work on business premises**
b) Ideal amount of **work from home**

368. Do you ***currently have*** the ***ideal working arrangement*** you specified in the previous question?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage ***pay cut*** would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

At ideal number of days

show block if Q368 selected choice is "Yes"

Set some_wfh_change to:

a) ***1 more day per week at home*** and ***1 fewer day at your employer's premises*** than you currently do
b) ***1 fewer day per week at home*** and ***1 more day at your employer's premises*** than you currently do

325. What percentage ***pay cut*** would you value the same as working **some_wfh_change**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

27. Do you live with any children under the age of 18?

Multiple choice | Required | Vertical | Single-select

a) No
b) Yes

[Q357 logic: Show if Q27 selected choice is "Yes"]

357. Please provide the year of birth for each child under 18 who you live with.
Note: While you may give details for *up to* 8 children, please **only provide details for as many children as you *actually* live with.** So, if you only live with 1 child, please only provide the age for "Child 1." If you only live with two children, please only provide ages for "Child 1" and "Child 2", etc.

Combination | Required

Child 1 born	**Dropdown**
Child 2 born	2022
Child 3 born	2021
Child 4 born	2020
Child 5 born	2019
Child 6 born	2018
Child 7 born	2017
Child 8 born	2016
	2015
	2014
	2013
	2012
	2011
	2010
	2009
	2008
	2007
	2006
	2005
	2004
	2003

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises

c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner" AND Q27 selected choice is "Yes"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home
show block if Q6 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q144 logic: Show 50% of time]**

144. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_resi_current to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_job_curr to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

Show if: 1) Unemployed awaiting recall OR 2) Being paid but not working 3) Working and WFH at least 1 day/week

49. How would you respond if your employer announced that all employees must return to the worksite 5+ days a week starting on December 1, 2022?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I would comply and return to the worksite
b) I would start looking for a job that lets me work from home at least 1 or 2 days a week, but return to the worksite if I don't find one by December 1st.
c) I would quit my job on or before December 1st, regardless of whether I got another job.

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set `random_section` to select random presenteeism section 50/50

278. Last week, did you come into work ***as many days as your employer wanted you to come in?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week*****,** how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

Set `random_employer_responseQs` to:
50% see Q280 + Q281 50% see Q359 + Q361

Show 50% of time

280. How has your employer responded to employees who *consistently* ***work on business premises fewer days than requested?*** Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Nothing
b) Verbal reprimand
c) Negative performance review
d) Reduction in pay or bonus

e) Threat to terminate if it continues
f) Termination
g) Other [text input]
h) I don't know

Show 50% of time

Set `consequences_list` to:
a) Nothing [TAG: 1]
b) Verbal reprimand [TAG: 2]
c) Negative performance review [TAG: 3]
d) Reduction in pay or bonus [TAG: 4]
e) Threat to terminate if it continues [TAG: 5]
f) Termination [TAG: 6]
g) Other [text input] [TAG: 7]

Set `consequences_order` to order of consequences list shown (either 1234567 or 6543217)

359. Which consequence would be ***most likely*** if you ***consistently worked on business premises fewer days than your employer requested?***

Multiple choice | Required | Vertical | Single-select

Dynamic choices: consequences_list

361. Which consequence would be most likely if you ***consistently failed to complete work on time?***

Multiple choice | Required | Vertical | Single-select | Choose at least 1 option

Dynamic choices: consequences_list

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Q_income_2019 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive
b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been infected at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing
h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA November 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Industry: Work & Employment

Geography: United States of America

Sample size: Target N=1500; Maximum N=1500

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Q_age | Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65 to 70
g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

2. ***Last week*** what was your work status?

Q_work_status | Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work

d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set reasons_notlooking_section to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set notlooking_reasons to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set notlooking_reasons_order to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:
a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

139. When did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before March 2020
b) On or after March 2020 (after the start the COVID-19 pandemic)

355. How many people does your business employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

370. When did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2022

[Q140 logic: Show if Q139 selected choice is "Before March 2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q139 selected choice is "On or after March 2020 (after the start the COVID-19 pandemic)"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business

b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006
k) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location <u>you are assigned to</u>?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week

d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

Work from home now or in future plans

show block if Q207 columns selected in any row includes "Worked from home" OR Q286 selected choice is any of "1 day per week", "2 days per week", "3 days per week", "4 days per week", "5+ days per week"

Set wfh_change_opts to:
a) They will probably **increase** ↑ my working from home days [TAG: 1]
b) No [TAG: 2]
c) They will probably **decrease** ↓ my working from home days [TAG: 3]

Set wfh_change_order to order of wfh_change_opts displayed

377. Do you think your employer will ***change your number of work from home days*** if the economy enters a recession?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: wfh_change_opts

[Q383 logic: Show if Q377 selected choice is increase]

383. How much will your employer **increase** your working from home days?

Multiple choice | Required | Vertical | Single-select

a) 1 day per week
b) 2 days per week
c) 3 days per week
d) 4 days per week
e) 5 days per week

[Q384 logic: Show if Q377 selected choice is decrease]

384. How much will your employer **decrease** your working from home days?

Multiple choice | Required | Vertical | Single-select

a) 1 day per week
b) 2 days per week
c) 3 days per week
d) 4 days per week
e) 5 days per week

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:
a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)

d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

Worked last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

378. Last week, how many times did you travel from your home **to work** **at each of the following locations?**

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite Client or customer's worksite Public space (cafe, library, etc.) Co-working space Friend or family member's home (that is **NOT** your primary residence)	**Number input** Min: 0 Max: 10

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

Set primary_work_location to Select most used nonstandard work location in the past week

379. How long did it take you to travel to the primary_work_location that you worked at most recently?

Number | Required | Min: 0 | Max: 90

_____ minutes

380. Approximately what time of day did you travel to the primary_work_location that you worked at most recently?

Multiple choice | Required | Dropdown | Single-select

a) Before 7:00am
b) 7:00am - 7:59am
c) 8:00am - 8:59am
d) 9:00am - 9:59am
e) 10:00am - 10:59am
f) 11:00am - 11:59am
g) 12:00pm - 12:59pm
h) 1:00pm - 1:59pm
i) 2:00pm - 2:59pm
j) 3:00pm - 3:59pm
k) 4:00pm or later

381. How many times per week **would you like to** travel to work at each of the following locations?

Combination | Required | Randomize

Your employer's worksite	**Number input**
Client or customer's worksite	Min: 0
Friend or family member's home (that is **NOT** your primary residence)	Max: 10
Co-working space	
Public space (cafe, library, etc.)	

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing

j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

[Q337 logic: Show if Q13 selected choice is any of "Information Services, including Publishing or Media", "Professional, Technical or Business Services", "Other (please specify)"]

337. Is your current (or most recent) job in the ***tech sector?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]

m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week

show if they worked 5+ days a week (based on days_worked)

Not currently WFH

show block if Q207 choices by row no choice is "Worked from home"

Set no_wfh_increase to:
a) ***1 day per week from home***
b) ***3 days per week from home***
c) ***entirely from home***

306. How would you feel about working ***no wfh increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive – I would like it
b) Neutral
c) Negative – I would dislike it

[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]

307. What percentage ***pay cut*** would you value the same as working ***no wfh increase?***

Number | Required | Min: 0 | Max: 50

% pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no wfh increase****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

315. How would you feel about working ***all wfh decrease***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]

316. What percentage ***pay cut*** would you value the same as working ***all wfh decrease****?*

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]

317. What percentage ***pay raise*** would you value the same as working ***all wfh decrease****?*

Number | Required | Min: 0 | Max: 50

_____ % pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

363. Supposing you kept a five-day workweek, ***how many days would you ideally like to work from home, and how many days on business premises?***

Allocation | Required | Total: 5

a) Ideal amount of **work on business premises**
b) Ideal amount of **work from home**

368. Do you ***currently have*** the ***ideal working arrangement*** you specified in the previous question?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage ***pay cut*** would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

At ideal number of days

show block if Q368 selected choice is "Yes"

Set `some_wfh_change` to:

a) ***1 more day per week at home*** and ***1 fewer day at your employer's premises*** than you currently do
b) ***1 fewer day per week at home*** and ***1 more day at your employer's premises*** than you currently do

325. What percentage ***pay cut*** would you value the same as working **`some_wfh_change`**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

Male or female

show block if Q16 selected choice is any of "Female", "Male"

Female fertility

show block if Q16 selected choice is "Female"

385. Have you ***given birth*** to any children in ***2015 or later?***

`Q_female_birthed` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q390 logic: Show if Q385 selected choice is "Yes"]

390. How many children have you ***given birth to <u>in 2015 or later?</u>***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Male fertility

show block if Q16 selected choice is "Male"

386. Are you the biological father of any children ***born in <u>2015 or later?</u>***

Q_male_fathered | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q387 logic: Show if Q386 selected choice is "Yes"]

387. How many children ***<u>born in 2015 or later</u>*** are you the biological father of?

Q_male_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** <u>Min</u>: 2015 <u>Max</u>: 2022

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2022

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	Lowered my desire for children	Not a factor	**Increased** my desire for children
My own ability to work from home			
Housing costs			
Access to health insurance/care			
My partner's ability to work from home			
My own career prospects			
My partner's career prospects			
Tax benefits or credits			
Childcare costs			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked** **1 day** at my employer's premises [TAG: 1]
c) I **worked** **2 days** at my employer's premises [TAG: 2]
d) I **worked** **3 days** at my employer's premises [TAG: 3]
e) I **worked** **4 days** at my employer's premises [TAG: 4]
f) I **worked** **5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency1` | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | *Multiple choice* | *Required* | *Vertical* | *Single-select*

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | *Required* | *Vertical* | *Single-select*

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | *Required* | *Vertical* | *Single-select*

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | *Required* | *Vertical* | *Single-select* | *Randomize*

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | *Required* | *Min: 0* | *Max: 100*

None , 0% ———●——— All, 100%

19. How reliable is your internet connection?

Multiple choice | *Required* | *Vertical* | *Single-select*

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_resi_current to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_job_curr to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

Working and not self employed

Show if Worked for pay last week (Q_work_status) AND Wage/salary employee (Q_current_employment) AND Q_end_WFH_new is not "I have no employer"

Set `random_section` to select random presenteeism section 50/50

278. Last week, did you come into work ***as many days as your employer wanted you to come in?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q279 logic: Show if Q278 selected choice is "No"]

279. ***Last week*****,** how many days:

Combination | Required

Require row one answer to be less than or equal to row two

Did you come into work? Did your employer want you to come into work?	**Dropdown** 0 days 1 day 2 days 3 days 4 days 5 days 6 days 7 days

Set `random_employer_responseQs` to:
50% see Q280 + Q281 50% see Q359 + Q361

199. What year were you born?

Number | Required | Min: 1955 | Max: 2002

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican

f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

229. Which of the following would you do each morning when you work from home?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

228. Which of the following would you do each morning when you travel to work?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	Yes	No
Shower/bathe		
Brush teeth		
Use deodorant		
Put on makeup		
Shave		
Wear fresh clothes		
Set an alarm to wake up		

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Q_income_2019 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]

d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive
b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been <u>infected</u> at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing
h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No
c) Prefer not to say

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA December 2022

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Industry: Work & Employment

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   Q_age | Multiple choice | Required | Vertical | Single-select

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

   Multiple choice | Required | Vertical | Single-select

   a) Less than high-school diploma
   b) High-school diploma or GED certificate
   c) 1 to 3-years of college
   d) 4-year college degree
   e) Masters or Professional Degree
   f) PhD

2. ***Last week*** what was your work status?

   Q_work_status | Multiple choice | Required | Vertical | Single-select

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work

d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

WFH and recession

show block if Q2 selected choice is "Working for pay, whether on business premises or working

from home"

407. If the economy enters a recession, do you think it will affect how many ***full days per week you work from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q410 logic: Show if Q407 selected choice is "Yes"]

410. Okay, how many ***full days per week*** do you expect to ***work from home if the economy enters a recession?***

Multiple choice | Required | Vertical | Single-select

a) None
b) 1 full day per week
c) 2 full days per week
d) 3 full days per week
e) 4 full days per week
f) 5+ full days per week

[Q408 logic: QUESTION HIDDEN. SUPERSEDED BY QUESTION 410 ABOVE]

408. Okay, how many ***full days per week*** do you expect to ***work from home if the economy enters a recession?***

Multiple choice | Required | Vertical | Single-select

a) 1 full day per week
b) 2 full days per week
c) 3 full days per week
d) 4 full days per week
e) 5+ full days per week

Set `days_worked` to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

`Q_looking_14w` | *Multiple choice | Required | Vertical | Single-select | Randomize*

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set `worries_jobsearch_changes` to:

a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set `jobsearch_changes_order` to:

order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set `jobsearch_wfh_options` to:

a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set `jobsearch_wfh_order` to:

order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set `reasons_notlooking_section` to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set `notlooking_reasons` to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set `notlooking_reasons_order` to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set start_looking_order to:

order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:

a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before 2017
b) 2017
c) 2018
d) 2019
e) 2020
f) 2021
g) 2022

[Q406 logic: Show if Q404 selected choice is "2020"]

406. In what month of 2020 did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) January 2020
b) February 2020
c) March 2020
d) April 2020
e) May 2020
f) June 2020
g) July 2020
h) August 2020
i) September 2020
j) October 2020
k) November 2020
l) December 2020

370. In what year did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2022

Allow skipping with checkbox labeled: "My business has never had any employees"

355. How many people does your business currently employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

[Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]

g) No

[Q141 logic: Show if Q404 selected choice is any of "2020", "2021", "2022"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016

h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006
k) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2022
b) 2021
c) 2020
d) 2019
e) 2018
f) 2017
g) 2016
h) 2011 to 2015
i) 2006 to 2010
j) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2022

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.**
Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting <u>to and from</u> work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting <u>to work</u> Time commuting <u>back from work</u>	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes <u>Min</u>: 0 <u>Max</u>: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***<u>In 2019</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***<u>Last week</u>*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

Worked last week
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"
378. Last week, how many times did you travel from your home **<u>to work</u> at each of the following locations?**

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite Client or customer's worksite Public space (cafe, library, etc.) Co-working space Friend or family member's home (that is **NOT** your primary residence)	**Number input** Min: 0 Max: 10

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

Set `primary_work_location` to Select most used nonstandard work location in the past week

379. How long did it take you to travel to the `primary_work_location` that you worked at most recently?

Number | Required | Min: 0 | Max: 90

_____ minutes

380. Approximately what time of day did you travel to the `primary_work_location` that you worked at most recently?

Multiple choice | Required | Dropdown | Single-select

a) Before 7:00am
b) 7:00am - 7:59am
c) 8:00am - 8:59am
d) 9:00am - 9:59am
e) 10:00am - 10:59am
f) 11:00am - 11:59am
g) 12:00pm - 12:59pm
h) 1:00pm - 1:59pm
i) 2:00pm - 2:59pm
j) 3:00pm - 3:59pm
k) 4:00pm or later

381. How many times per week **would you like to** travel to work at each of the following locations?

Combination | Required | Randomize

Your employer's worksite Client or customer's worksite Friend or family member's home (that is **NOT** your primary residence) Co-working space Public space (cafe, library, etc.)	**Number input** Min: 0 Max: 10

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2021, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

Worked five days a week
show if they worked 5+ days a week (based on days_worked)
Not currently WFH
show block if Q207 choices by row no choice is "Worked from home"
Set no_wfh_increase to: a) ***1 day per week from home*** b) ***3 days per week from home*** c) ***entirely from home***

306. How would you feel about working ***no_wfh_increase***, with no change in your number of workdays?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive – I would like it
b) Neutral
c) Negative – I would dislike it

[Q307 logic: Show if Q306 selected choice is "Negative – I would dislike it"]

307. What percentage ***pay cut*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q308 logic: Show if Q306 selected choice is "Positive – I would like it"]

308. What percentage ***pay raise*** would you value the same as working ***no_wfh_increase?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

All days WFH

show block if Q207 choices by row no choice is "Worked at employer or client site"

Set `all_wfh_decrease` to:

a) ***3 days per week from home and 2 days per week on your employer's premises***
b) ***4 days per week from home and 1 day per week on your employer's premises***
c) ***entirely from your employer's premises*** **with** ***no change*** in your number of workdays

315. How would you feel about working ***all_wfh_decrease***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positive - I would like it
b) Neutral
c) Negative - I would dislike it

[Q316 logic: Show if Q315 selected choice is "Negative - I would dislike it"]

316. What percentage ***pay cut*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay cut

[Q317 logic: Show if Q315 selected choice is "Positive - I would like it"]

317. What percentage ***pay raise*** would you value the same as working ***all_wfh_decrease?***

Number | Required | Min: 0 | Max: 50

_____ % pay raise

Some days WFH

show block if Q207 choices by row some choice is "Worked from home" AND Q207 choices by row some choice is "Worked at employer or client site"

363. Supposing you kept a five-day workweek, ***how many days would you ideally like to work from home, and how many days on business premises?***

Allocation | Required | Total: 5

a) Ideal amount of **work on business premises**
b) Ideal amount of **work from home**

368. Do you ***currently have*** the ***ideal working arrangement*** you specified in the previous question?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q365 logic: Show if Q368 selected choice is "No"]

365. What percentage ***pay cut*** would you be willing to accept in return for working your ideal number of days at home and on business premises?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

At ideal number of days

show block if Q368 selected choice is "Yes"

Set `some_wfh_change` to:

a) ***1 more day per week at home*** and ***1 fewer day at your employer's premises*** than you currently do
b) ***1 fewer day per week at home*** and ***1 more day at your employer's premises*** than you currently do

325. What percentage ***pay cut*** would you value the same as working **`some_wfh_change`**?

Number | Required | Min: 0 | Max: 50

_____ % pay cut

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

Male or female

show block if Q16 selected choice is any of "Female", "Male"

Female fertility

show block if Q16 selected choice is "Female"

385. Have you ***given birth*** to any children in ***2015 or later?***

Q_female_birthed | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q390 logic: Show if Q385 selected choice is "Yes"]

390. How many children have you ***given birth to in 2015 or later?***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Male fertility

show block if Q16 selected choice is "Male"

386. Are you the biological father of any children ***born in 2015 or later?***

Q_male_fathered | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q387 logic: Show if Q386 selected choice is "Yes"]

387. How many children ***born in 2015 or later*** are you the biological father of?

Q_male_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2022

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2022

396. How many biological children do you have in total?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q396 answer is 0

398. Would you like to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children would you like to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the <u>latest</u>*** would you like to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q396 answer > 0

399. Would you like to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children would you like to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the <u>latest</u>*** would you like to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

30. What was your ***spouse or domestic partner's working status before COVID (in 2019)?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, full time student
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency1` | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency2` | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from***

home?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set `state_resi_current` to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | *Text input* | *Required* | *Single line*

Require valid zip code

Min length: 5
Max length: 5

Set `state_job_curr` to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | *Required* | *Vertical* | *Single-select*

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

199. What year were you born?

Number | *Required* | *Min: 1955* | *Max: 2002*

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | *Required* | *Vertical* | *Single-select*

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | *Required* | *Vertical* | *Single-select*

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)

e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Q_income_2019 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

338. Have you had a positive diagnosis for COVID-19?

Q_covid_test_pos | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I tested positive
b) No
c) Prefer not to say

[Q339 logic: Show if Q338 selected choice is "No"]

339. Despite not having tested positive for COVID-19, do you ***believe you have been infected at some point?***

Q_covid_infected | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Unsure

Had COVID

Show if tested positive or believed to have been infected by covid

376. Have you been hospitalized for at least one day to treat COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q341 logic: Show if Q376 selected choice is "Yes"]

341. How many days were you hospitalized to treat COVID-19?

Number | Required | Min: 1 | Max: 100

_____ days

343. Did you have any ***symptoms lasting 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

[Q344 logic: Show if Q343 selected choice is "Yes"]

344. What ***symptoms lasted 3 months or longer*** that you did not have prior to having coronavirus or COVID-19?
Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Tiredness or fatigue
b) Difficulty thinking, concentrating, forgetfulness or memory problems (sometimes referred to as "brain fog")
c) Difficulty breathing or shortness of breath
d) Joint or muscle pain
e) Fast-beating or pounding heart (also known as "heart palpitations")
f) Chest pain
g) Dizziness on standing
h) Menstrual changes
i) Changes to taste/smell
j) Inability to exercise
k) Other [text input]
l) Prefer not to say

342. Do you have any ***close friends or family members*** who have been hospitalized to treat COVID?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

348. Have any ***close friends or family members*** of yours experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know or prefer not to say

345. Has your ***spouse or somebody under your care*** experienced ***symptoms lasting 3 months or longer*** that they did not have prior to a COVID infection?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Prefer not to say

347. Do you live with or care for someone who would be ***more vulnerable than the general population to COVID-19 or other infectious diseases?***

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No
c) Prefer not to say

409. How tall are you?

Combination | Required

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA January 2023

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Industry: Work & Employment

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

Q_age | Multiple choice | Required | Vertical | Single-select

a) Under 20 **[TERMINATE]**
b) 20 - 29
c) 30 - 39
d) 40 - 49
e) 50 - 64
f) 65 to 70
g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

Multiple choice | Required | Vertical | Single-select

a) Less than high-school diploma
b) High-school diploma or GED certificate
c) 1 to 3-years of college
d) 4-year college degree
e) Masters or Professional Degree
f) PhD

2. ***Last week*** what was your work status?

Q_work_status | Multiple choice | Required | Vertical | Single-select

a) Working for pay, whether on business premises or working from home
b) Still employed and paid, but not working
c) Unemployed, looking for work

d) Unemployed, awaiting recall to my old job
e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set reasons_notlooking_section to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set notlooking_reasons to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set notlooking_reasons_order to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:
a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before 2017
b) 2017
c) 2018
d) 2019
e) 2020
f) 2021
g) 2022
h) 2023

[Q406 logic: Show if Q404 selected choice is "2020"]

406. In what month of 2020 did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) January 2020
b) February 2020
c) March 2020
d) April 2020
e) May 2020
f) June 2020
g) July 2020
h) August 2020
i) September 2020
j) October 2020
k) November 2020
l) December 2020

370. In what year did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2023

Allow skipping with checkbox labeled: “My business has never had any employees”

355. How many people does your business currently employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

[Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q404 selected choice is any of "2020", "2021", "2022", "2023"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees

d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006
l) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019

f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]

416. How many employees do you ***directly manage or supervise***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:
a) Drive alone

b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

Worked last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"

378. Last week, how many times did you travel from your home **to work** **at each of the following locations?**

Q_work_locations | Combination | Required | Randomize

	Number of trips
Your employer's worksite Client or customer's worksite Public space (cafe, library, etc.) Co-working space Friend or family member's home (that is **NOT** your primary residence)	**Number input** Min: 0 Max: 10

Worked at a third location

Show if has worked in public space, co-working space or friend/family home

Set primary_work_location to Select most used nonstandard work location in the past week

379. How long did it take you to travel to the primary_work_location that you worked at most recently?

Number | Required | Min: 0 | Max: 90

_____ minutes

380. Approximately what time of day did you travel to the primary_work_location that you

worked at most recently?

Multiple choice | Required | Dropdown | Single-select

a) Before 7:00am
b) 7:00am - 7:59am
c) 8:00am - 8:59am
d) 9:00am - 9:59am
e) 10:00am - 10:59am
f) 11:00am - 11:59am
g) 12:00pm - 12:59pm
h) 1:00pm - 1:59pm
i) 2:00pm - 2:59pm
j) 3:00pm - 3:59pm
k) 4:00pm or later

381. How many times per week **would you like to** travel to work at each of the following locations?

Combination | Required | Randomize

Your employer's worksite	**Number input**
Client or customer's worksite	Min: 0
Friend or family member's home (that is **NOT** your primary residence)	Max: 10
Co-working space	
Public space (cafe, library, etc.)	

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance

g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2022, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

Male or female

show block if Q16 selected choice is any of "Female", "Male"

Female fertility

show block if Q16 selected choice is "Female"

385. Have you ***given birth*** to any children in ***2015 or later?***

Q_female_birthed | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q390 logic: Show if Q385 selected choice is "Yes"]

390. How many children have you ***given birth to in 2015 or later?***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Male fertility

show block if Q16 selected choice is "Male"

386. Are you the biological father of any children ***born in 2015 or later?***

Q_male_fathered | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q387 logic: Show if Q386 selected choice is "Yes"]

387. How many children ***born in 2015 or later*** are you the biological father of?

Q_male_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2023

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2023

396. How many biological children do you have in total?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q396 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q396 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the <u>latest</u>*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta

b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means <u>none</u> of your extra efficiency is due to time saved from your commute, and 100 means <u>all</u> of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_resi_current to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_job_curr to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services
d) No return to pre-COVID activities, as I will continue to social distance

199. What year were you born?

Number | Required | Min: 1955 | Max: 2003

Working or WFH at some point during COVID - for video call questions
show block if Q2 selected choice is any of "Working for pay, whether on business premises or

working from home", "Still employed and paid, but not working" OR Q6 selected choice is "Yes"

Set `camera_column_order` to randomly select to show columns as-is or reverse ordering

Set `camera_on_opts` to:

a) Never
b) Occasionally
(10 to 30% of the time)
c) Sometimes
(40 to 60% of the time)
d) Mostly
(70 to 90% of the time)
e) Always
(>90% of the time)
f) Does not apply

411. During ***work meetings*** on Teams, Zoom, Webex, or other video-conferencing platforms, how often do you ***have your camera <u>on</u> (showing your face)?***

Matrix | Required | Group by: Row | Single-select

	camera_on_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

Set `camera_engagement_opts` to:

a) Very negatively
(engagement <u>down</u> >50%)
b) Negatively
(engagement <u>down</u> 10 to 40%)
c) No impact
d) Positively
(engagement <u>up</u> 10 to 40%)
e) Very positively
(engagement <u>up</u> >50%)
f) Does not apply

412. During ***work meetings*** on Teams, Zoom, Webex, or other video-conferencing platforms, how does ***having your camera <u>on</u> (showing your face) impact your <u>engagement</u>?***

Matrix | Required | Group by: Row | Single-select

Impact of having your camera ***<u>on</u>***	camera_engagement_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						

Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

413. During ***work meetings*** on Teams, Zoom, Webex, or other video-conferencing platforms, how often do ***<u>others in your organization</u> have their camera <u>on</u> (showing their faces)?***

Matrix | Required | Group by: Row | Single-select

	camera_on_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

414. During ***work meetings*** on Teams, Zoom, Webex, or other video-conferencing platforms, how does ***having camera <u>on</u> (showing their face) impact the <u>engagement</u> of <u>others in your organization</u>?***

Matrix | Required | Group by: Row | Single-select

Impact of having their camera ***<u>on</u>***	camera_engagement_opts					
Small meetings (2 to 4 people)						
Medium meetings (5 to 10 people)						
Large meetings (10 to 30 people)						
Townhall type meetings (>30 people)						

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican

h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

15. How much did you earn by working ***in 2019, on a before-tax basis?***

Q_income_2019 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

409. How tall are you?

Combination | Required

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA February 2023

Objective: Survey of Working Arrangement and Attitudes

Target population: Consumers. Full-time working age adults (i.e. 20 to 64 years old)

Industry: Work & Employment

Geography: United States of America

Sample size: Target N=10000; Maximum N=10000

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

1. How old are you?

   `Q_age` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

   a) Under 20 **[TERMINATE]**
   b) 20 - 29
   c) 30 - 39
   d) 40 - 49
   e) 50 - 64
   f) 65 to 70
   g) Over 70 **[TERMINATE]**

17. What is the highest level of education you have completed?

   Multiple choice | *Required* | *Vertical* | *Single-select*

   a) Less than high-school diploma
   b) High-school diploma or GED certificate
   c) 1 to 3-years of college
   d) 4-year college degree
   e) Masters or Professional Degree
   f) PhD

2. ***Last week*** what was your work status?

   `Q_work_status` | *Multiple choice* | *Required* | *Vertical* | *Single-select*

   a) Working for pay, whether on business premises or working from home
   b) Still employed and paid, but not working
   c) Unemployed, looking for work
   d) Unemployed, awaiting recall to my old job

e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set reasons_notlooking_section to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set notlooking_reasons to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set notlooking_reasons_order to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:
a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before 2017
b) 2017
c) 2018
d) 2019
e) 2020
f) 2021
g) 2022
h) 2023

[Q406 logic: Show if Q404 selected choice is "2020"]

406. In what month of 2020 did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) January 2020
b) February 2020
c) March 2020
d) April 2020
e) May 2020
f) June 2020
g) July 2020
h) August 2020
i) September 2020
j) October 2020
k) November 2020
l) December 2020

370. In what year did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2023

Allow skipping with checkbox labeled: “My business has never had any employees”

355. How many people does your business currently employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

[Q140 logic: Show if Q404 selected choice is any of "2017", "2018", "2019", "2020"]

140. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, it pushed us to implement or expand our digital sales strategy
b) Yes, it pushed us to digitize our supply or internal management processes
c) Yes, it made recruiting talent easier due to remote work
d) Yes significant **increase** in demand/business/sales
e) Yes significant ***decrease*** in demand/business/sales
f) Yes, some other reason [text input]
g) No

[Q141 logic: Show if Q404 selected choice is any of "2020", "2021", "2022", "2023"]

141. Did the COVID-19 pandemic change the nature of your business? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

a) Yes, lockdowns and social distancing directly generated the market for my business
b) Yes, I started my business after losing my job due to lockdowns and social distancing
c) Yes, it pushed us to implement or expand our digital sales strategy
d) Yes, it pushed us to digitize our supply or internal management processes
e) Yes, it made recruiting talent easier due to remote work
f) Yes, some other reason [text input]
g) No

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees

d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006
l) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019

f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a ***temp agency***, or ***directly by the firm*** you work at?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, through a temp agency
b) No, I'm directly hired by the firm I work at

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]

416. How many employees do you ***directly manage or supervise***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week

g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

221. In how many big cities with more than 500.000 inhabitants have you lived?
Please note that **this question only serves the purpose to check your attention.** Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***
If you are not currently commuting to work due to the pandemic, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite?	**Number input**

You work from home?	_____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance

g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2022, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

Male or female

show block if Q16 selected choice is any of "Female", "Male"

Female fertility

show block if Q16 selected choice is "Female"

385. Have you ***given birth*** to any children in ***2015 or later?***

Q_female_birthed | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q390 logic: Show if Q385 selected choice is "Yes"]

390. How many children have you ***given birth to in 2015 or later?***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Male fertility

show block if Q16 selected choice is "Male"

386. Are you the biological father of any children ***born in 2015 or later?***

Q_male_fathered | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q387 logic: Show if Q386 selected choice is "Yes"]

387. How many children ***born in 2015 or later*** are you the biological father of?

Q_male_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2023

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2023

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the <u>latest</u>*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?
The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta

b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. While working from home, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency1` | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***
[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[Q115 logic: Show if Q19 selected choice is not "Perfect, the internet works 100% of the time" AND Q6 selected choice is "Yes"]

115. How much would your ***efficiency working from home*** increase if you had perfect high-speed internet?

Multiple choice | Required | Vertical | Single-select

a) None, my internet is already fast enough
b) A little, my efficiency would increase about 5%
c) Somewhat, my efficiency would increase about 10%
d) Substantially, my efficiency would increase by 30% or more

39. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_resi_current to From ZIP

[Q40 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

40. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Text input | Required | Single line

Require valid zip code

Min length: 5
Max length: 5

Set state_job_curr to From ZIP

288. ***As the COVID-19 pandemic ends,*** which of the following would best fit your views on social distancing?

Multiple choice | Required | Vertical | Single-select

a) Complete return to pre-COVID activities
b) Substantial return to pre-COVID activities, but I would still be wary of things like riding the subway or getting into a crowded elevator
c) Partial return to pre-COVID activities, but I would be wary of many activities like eating out or using Uber, Lyft or other ride-hailing services

d) No return to pre-COVID activities, as I will continue to social distance

199. What year were you born?

Number | Required | Min: 1955 | Max: 2003

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q238 logic: Show 50% of the time]

238. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Democrat
b) Not very strong Democrat
c) Independent, close to Democrat
d) Independent (Neither Party)
e) Independent, close to Republican
f) Not very strong Republican
g) Strong Republican
h) Other party
i) Don't know or rather not say

[Q239 logic: Show 50% of the time]

239. Generally speaking, do you usually think of yourself as a Republican, Democrat, Independent, or what?

Multiple choice | Required | Vertical | Single-select

a) Strong Republican
b) Not very strong Republican
c) Independent, close to Republican
d) Independent (Neither Party)
e) Independent, close to Democrat
f) Not very strong Democrat
g) Strong Democrat
h) Other party
i) Don't know or rather not say

15. How much did you earn by working ***in 2019, on a before-tax basis?***

`Q_income_2019` | *Multiple choice | Required | Vertical | Single-select*

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]

i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

409. How tall are you?

Combination | Required

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

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

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set reasons_notlooking_section to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set notlooking_reasons to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set notlooking_reasons_order to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:
a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before 2017
b) 2017
c) 2018
d) 2019
e) 2020
f) 2021
g) 2022
h) 2023

[Q406 logic: Show if Q404 selected choice is "2020"]

406. In what month of 2020 did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) January 2020
b) February 2020
c) March 2020
d) April 2020
e) May 2020
f) June 2020
g) July 2020
h) August 2020
i) September 2020
j) October 2020
k) November 2020
l) December 2020

370. In what year did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2023

Allow skipping with checkbox labeled: “My business has never had any employees”

355. How many people does your business currently employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

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?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a ***temp agency***, or ***directly by the firm*** you work at?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, through a temp agency
b) No, I'm directly hired by the firm I work at

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]

416. How many employees do you ***directly manage or supervise***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

221. In how many big cities with more than 500.000 inhabitants have you lived?

Please note that **this question only serves the purpose to check your attention.**

Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

    Allocation | Required | Randomize | Total: 100

    a) Working on your current or primary job
    b) Working on a second or new secondary job
    c) Childcare
    d) Home improvement, chores, or shopping
    e) Leisure indoors (e.g. reading, watching TV and movies)
    f) Exercise or outdoor leisure
    g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

    Multiple choice | Required | Vertical | Single-select

    a) Agriculture, Forestry, Fishing, or Hunting
    b) Arts, Entertainment or Recreation
    c) Banking, Finance, or Insurance
    d) Construction
    e) Education
    f) Health Care and Social Assistance
    g) Hospitality and Food Services
    h) Information Services, including Publishing or Media
    i) Manufacturing
    j) Mining, Quarrying or Oil and Gas Extraction
    k) Professional, Technical or Business Services
    l) Real Estate or Rental and Leasing Services
    m) Retail Trade
    n) Transportation or Warehousing
    o) Utilities
    p) Wholesale Trade
    q) Government, including all federal and state
    r) Other (please specify) [text input]

14. What is your ***occupation?***

    Multiple choice | Required | Vertical | Single-select

    a) Armed forces
    b) Construction and extraction (e.g. mining)
    c) Farming, fishing, and forestry
    d) Installation, maintenance and repair
    e) Management, business and financial
    f) Office and administrative support
    g) Production
    h) Professional and related
    i) Sales and related
    j) Service

k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2022, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American descent (of any race)
d) Native American or Alaska Native
e) Native Hawaiian or Pacific Islander
f) White (without Hispanic or Latin American descent)
g) Other, or prefer not to say

Section 2

26. Do you currently live with a partner or other adults? (Please check all that apply)

Multiple choice | Required | Vertical | Multi-select

a) No
b) Yes, with a spouse or domestic partner
c) Yes, with one or more adult children or other relatives
d) Yes, with roommates

Male or female

show block if Q16 selected choice is any of "Female", "Male"

Female fertility

show block if Q16 selected choice is "Female"

385. Have you ***given birth*** to any children in ***2015 or later?***

Q_female_birthed | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q390 logic: Show if Q385 selected choice is "Yes"]

390. How many children have you ***given birth to in 2015 or later?***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Male fertility

show block if Q16 selected choice is "Male"

386. Are you the biological father of any children ***born in 2015 or later?***

Q_male_fathered | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q387 logic: Show if Q386 selected choice is "Yes"]

387. How many children ***born in 2015 or later*** are you the biological father of?

Q_male_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]
b) 2 [TAG: 2]
c) 3 [TAG: 3]
d) 4 [TAG: 4]
e) 5 [TAG: 5]
f) 6 [TAG: 6]

Had children since 2015

Show if birthed or fathered any kids since 2015

Set num_children_parented to number of children birthed/fathered from Q_female_children OR Q_male_children

[Q388 logic: Show if birthed/fathered 1 child]

388. In what year was that child born?

Combination | Required

Child 1	**Number input** Min: 2015 Max: 2023

[Q395 logic: Show if birthed/fathered more than 1 child]

395. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Number input** Min: 2015 Max: 2023

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the <u>latest</u>*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the <u>latest</u>*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's 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

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

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** _____ minutes Min: 0 Max: 240 **Skip label:**

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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

409. How tall are you?

Combination | Required

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA 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

e) Not working, and not looking for work

260. What is 3 + 4?

Number | Required | Min: 0 | Max: 1000000

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

3. How many full days did you work last week (whether at home or on business premises)?

Q_all_days | Multiple choice | Required | Vertical | Single-select

a) 1 day [TAG: 1]
b) 2 days [TAG: 2]
c) 3 days [TAG: 3]
d) 4 days [TAG: 4]
e) 5+ days [TAG: 5]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

Q_wfh_days | Multiple choice | Required | Vertical | Single-select

If this answer is greater than the previous answer, error reads:
"The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None**, all my paid working days were on business premises [TAG: 0]
b) **1 full paid day** working from home [TAG: 1]
c) **2 full paid days** working from home [TAG: 2]
d) **3 full paid days** working from home [TAG: 3]
e) **4 full paid days** working from home [TAG: 4]
f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

Set days_worked to Q207 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_l4w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set worries_jobsearch_changes to:
a) Yes, I avoid jobs with high infection risk [TAG: 1]
b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
e) No [TAG: 5]

Set jobsearch_changes_order to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set jobsearch_wfh_options to:
a) I am **only** considering jobs allowing me to work from home [TAG: 1]
b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
c) No preference about working from home [TAG: 3]

Set jobsearch_wfh_order to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set reasons_notlooking_section to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set notlooking_reasons to:

a) Yes, the **main reason** [TAG: 1]
b) Yes, a **secondary reason** [TAG: 2]
c) No [TAG: 3]

Set notlooking_reasons_order to:

order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set `start_looking_order` to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:
a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

`Q_current_employment` | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before 2017
b) 2017
c) 2018
d) 2019
e) 2020
f) 2021
g) 2022
h) 2023

[Q406 logic: Show if Q404 selected choice is "2020"]

406. In what month of 2020 did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) January 2020
b) February 2020
c) March 2020
d) April 2020
e) May 2020
f) June 2020
g) July 2020
h) August 2020
i) September 2020
j) October 2020
k) November 2020
l) December 2020

370. In what year did your business hire its ***first employee?***

Number | Required | Min: 1950 | Max: 2023

Allow skipping with checkbox labeled: “My business has never had any employees”

355. How many people does your business currently employ (excluding yourself)?

Q_num_employees | Number | Required | Min: 0 | Max: 1000

_____ employees

[Q371 logic: Show if Q355 answer > 50]

371. You responded that your firm has Q_num_employees employees? Is that correct?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, that is correct
b) No. The correct number of employees is: [text input]

369. How many locations (separate factories, offices, shops, etc.) does your business operate?

Number | Required | Min: 1 | Max: 100

_____ locations

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?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a ***temp agency***, or ***directly by the firm*** you work at?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, through a temp agency
b) No, I'm directly hired by the firm I work at

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]

416. How many employees do you ***directly manage or supervise***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

287. ***As the pandemic ends,*** how often would you ***like to*** have paid workdays at home?

Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week
d) 2 days per week
e) 3 days per week
f) 4 days per week
g) 5+ days per week

286. ***As the pandemic ends,*** how often ***is your employer planning*** for you to work full days at home?

Q_end_WFH_new | Multiple choice | Required | Vertical | Single-select

a) Never
b) About once or twice per month
c) 1 day per week [TAG: weekly_wfh]
d) 2 days per week [TAG: weekly_wfh]
e) 3 days per week [TAG: weekly_wfh]
f) 4 days per week [TAG: weekly_wfh]
g) 5+ days per week [TAG: weekly_wfh]
h) My employer has not discussed this matter with me or announced a policy about it
i) I have no employer

221. In how many big cities with more than 500.000 inhabitants have you lived?

Please note that **this question only serves the purpose to check your attention.**

Irrespective of your answer, please insert the number 33.

Number | Required | Min: 0 | Max: 100

9. In ***2019 (before COVID)*** approximately how many ***hours a week*** did you work when employed?

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

[Q10 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

10. How many ***hours per week*** did you ***work for pay last week?***

Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

138. How long do you usually spend ***commuting to and from work (in minutes)?***

If you are not currently commuting to work, please answer based on your commute time in **2019 (before COVID).**

Combination | Required | Randomize

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

    Allocation | Required | Randomize | Total: 100

    a) Working on your current or primary job
    b) Working on a second or new secondary job
    c) Childcare
    d) Home improvement, chores, or shopping
    e) Leisure indoors (e.g. reading, watching TV and movies)
    f) Exercise or outdoor leisure
    g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

    Multiple choice | Required | Vertical | Single-select

    a) Agriculture, Forestry, Fishing, or Hunting
    b) Arts, Entertainment or Recreation
    c) Banking, Finance, or Insurance
    d) Construction
    e) Education
    f) Health Care and Social Assistance
    g) Hospitality and Food Services
    h) Information Services, including Publishing or Media
    i) Manufacturing
    j) Mining, Quarrying or Oil and Gas Extraction
    k) Professional, Technical or Business Services
    l) Real Estate or Rental and Leasing Services
    m) Retail Trade
    n) Transportation or Warehousing
    o) Utilities
    p) Wholesale Trade
    q) Government, including all federal and state
    r) Other (please specify) [text input]

14. What is your ***occupation?***

    Multiple choice | Required | Vertical | Single-select

    a) Armed forces
    b) Construction and extraction (e.g. mining)
    c) Farming, fishing, and forestry
    d) Installation, maintenance and repair
    e) Management, business and financial
    f) Office and administrative support
    g) Production
    h) Professional and related
    i) Sales and related
    j) Service

k) Transportation and material moving
l) Other (please specify) [text input]

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 Child 6	**Number input** Min: 2015 Max: 2023

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the <u>latest</u>*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			
My <u>partner's</u> ability to work from home			
My <u>own</u> career prospects			
My <u>partner's</u> career prospects			
Tax benefits or credits			
Childcare costs			
Health reasons			

[Q29 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

29. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

[Q82 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

82. You have indicated that you worked last week. How many days did you ***work on your employer's premises last week?***

Multiple choice | Required | Vertical | Single-select

If this answer is greater than the answer in Q_all_days, error reads:
"The number of total days commuting to work on your employer's premises this week cannot exceed the total number of days you said you worked this week (in the previous question)."

a) **None** [TAG: 0]
b) I **worked 1 day** at my employer's premises [TAG: 1]
c) I **worked 2 days** at my employer's premises [TAG: 2]
d) I **worked 3 days** at my employer's premises [TAG: 3]
e) I **worked 4 days** at my employer's premises [TAG: 4]
f) I **worked 5+ days** at my employer's premises [TAG: 5]

Worked from home

show block if Q6 selected choice is "Yes"

[Q20 logic: Show if Q6 selected choice is "Yes"]

20. While working from home, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency1` | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***

[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

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

Getting mentored Mentoring others Discussing your performance with your supervisor Discussing the performance of employees who you supervise	**Number input** _____ minutes Min: 0 Max: 240

Formal training Professional development and learning	**Skip label:**

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 <u>currently</u> limit you*** in these activities?

Matrix | Required | Group by: Row | Single-select

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing **<u>several</u>** flights of stairs			
Climbing **<u>one</u>** flight of stairs			
Bending, kneeling, or stopping			
Walking **<u>more than a mile</u>**			
Walking **<u>several blocks</u>**			
Walking **<u>one block</u>**			
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?

Text input | Required | Multi-line

409. How tall are you?

Combination | Required

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA 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

Show if show_old_questions is true

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***

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"

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

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 <u>you are assigned to</u>?***

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 <u>you are assigned to</u>?***

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

Time commuting to work Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes

	Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services

h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

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 Child 6	**Number input** Min: 2015 Max: 2023

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the 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

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)

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** _____ minutes Min: 0 Max: 240 **Skip label:**

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) Other (please specify) [text input]
h) None of the above

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

	Hourly	Daily	Weekly	Once or twice per month
Q432 selected choices with write-ins for 'other'				

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

	Often, at least once per week	Sometimes, once or twice per month	Rarely or never

Q432 selected choices with write-ins for 'other'			

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

	Daily	Weekly	Monthly	One or twice per year, for emergencies	Never
Q432 selected choices with write-ins for 'other'					

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

[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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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

Your height	**Number input** _____ feet Min: 3 Max: 8	**Number input** _____ inches Min: 0 Max: 12

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA 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

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***

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"

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

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021

d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006
l) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a ***temp agency***, or ***directly by the firm*** you work at?

Multiple choice | Required | Vertical | Single-select | Randomize

a) 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 Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services

l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

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

Child 6	

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the 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

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*** (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

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

[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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA July 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?

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***

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?***

`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

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021

d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006
l) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

418. Are you hired through a ***temp agency***, or ***directly by the firm*** you work at?

Multiple choice | Required | Vertical | Single-select | Randomize

a) 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 Time commuting back from work	**Number input** _____ minutes Min: 0 Max: 240

218. How much time do you spend on grooming and/or getting ready for work when:

Combination | Required

You commute to your employer's or client's worksite? You work from home?	**Number input** _____ minutes Min: 0 Max: 90

Set `commuting_trip_types` to:

a) Drive alone
b) Carpool
c) Public transit (train, bus, ferry)
d) Bicycle
e) Walking
f) Taxi, Uber, Lyft or other ride-hailing services
g) Did not commute to work

208. ***In 2019*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q209 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home" OR Q207 columns selected in any row includes any of "Worked from home", "Worked at employer or client site"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

[Q12 logic: Show if Q6 selected choice is "Yes"]

12. ***Since the start of the COVID-19 pandemic,*** while you have been working from home, how are you now spending the ***time you have saved by not commuting?*** Please assign a percentage to each activity (the total should add to 100%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services

l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

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

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?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

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 <u>latest</u>*** 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 <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

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*** (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

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

[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

[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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA August 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?

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"

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"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days
b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

Q_days_worked_typical | 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

[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 *in person?*

Q_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

Unemployed

show block if Q2 selected choice is any of "Unemployed, looking for work", "Unemployed, awaiting recall to my old job"

[Q250 logic: Show if Q2 selected choice is "Unemployed, awaiting recall to my old job"]

250. Even though you expect to be called back to work, have you been ***looking for work during the last 4 weeks?***

Q_looking_14w | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Searching

Show if: -Q_work_status is Unemployed - Looking OR -Q_looking_l4m is Yes

Set `worries_jobsearch_changes` to:
- a) Yes, I avoid jobs with high infection risk [TAG: 1]
- b) Yes, I require higher pay for jobs with high infection risk [TAG: 2]
- c) Yes, I require higher benefits for jobs with high infection risk [TAG: 3]
- d) Yes, I prefer jobs allowing me to work from home [TAG: 4]
- e) No [TAG: 5]

Set `jobsearch_changes_order` to:
order shown to respondent based on numerical tag of options in worries_jobsearch_changes e.g. 54321 or 12345

251. Have ***worries about catching COVID or other infectious diseases*** affected the type of jobs you are looking for? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select

Dynamic choices: worries_jobsearch_changes

Set `jobsearch_wfh_options` to:
- a) I am **only** considering jobs allowing me to work from home [TAG: 1]
- b) I **prefer** jobs allowing me to work from home, but this is **not a deal breaker** [TAG: 2]
- c) No preference about working from home [TAG: 3]

Set `jobsearch_wfh_order` to:
order shown to respondent based on numerical tag of options in jobsearch_wfh_options e.g. 321 or 123

252. Which of the following best describes your job search?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: jobsearch_wfh_options

NILF

show block if Q2 selected choice is "Not working, and not looking for work"

Set `reasons_notlooking_section` to select "original" or "detailed" sections 50%/50%

Reasons for not looking: original version

Show 50% of time

Set `notlooking_reasons` to:
- a) Yes, the **main reason** [TAG: 1]
- b) Yes, a **secondary reason** [TAG: 2]
- c) No [TAG: 3]

Set notlooking_reasons_order to:
order shown to respondent based on numerical tag of options in notlooking_reasons_order e.g. 321 or 123

249. Are worries about catching COVID or other infectious diseases a factor in your decision not to seek work at this time?

Q_covid_not_looking | Multiple choice | Required | Vertical | Single-select

Dynamic choices: notlooking_reasons

Reasons for not looking: new (more detailed) version

Show 50% of time

Set reasons_not_working to:

a) I am retired [TAG: 1]
b) I am a full-time student [TAG: 2]
c) I worry about catching COVID or other infectious diseases [TAG: 3]
d) I would lose social assistance benefits (e.g., Medicaid, disability payments, food stamps, etc.) [TAG: 4]
e) My health makes it hard to work [TAG: 5]
f) Child-care responsibilities [TAG: 6]
g) Other caregiving responsibilities – e.g., caring for a parent or partner [TAG: 7]
h) I don't need to work, and I prefer not to [TAG: 8]
i) Other reason (please specify) [text input] [TAG: 9]

Set reasons_notworking_order to order of reasons_not_working

372. What is the ***main reason*** you are ***not currently working and not seeking work?***

Q_primary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working

373. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Q_secondary_not_working | Multiple choice | Required | Vertical | Single-select

Dynamic choices: reasons_not_working with primary reason removed (unless "Other" was primary reason) + None

Set start_looking_wfh to:

a) Yes, **definitely** [TAG: 1]
b) Yes, **possibly** [TAG: 2]
c) No [TAG: 3]

Set start_looking_order to:
order shown to respondent based on numerical tag of options in start_looking_wfh e.g. 321 or 123

253. Would you start seeking work if you were guaranteed to find a job allowing you to work from home?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: start_looking_wfh

Set `worried_covid_other` to:

a) More worried about COVID [TAG: 1]
b) More worried about other infectious diseases [TAG: 2]
c) Equally worried about both [TAG: 3]

Set `worried_option_order` to store order of worried options shown (e.g. 123 or 213)

[Q374 logic: Display if: -Q_covid_not_looking IS NOT no OR -Q_primary_not_working - "I worry about catching COVID or other infectious diseases" OR -Q_secondary_not_working - "I worry about catching COVID or other infectious diseases"]

374. Are you more worried about catching COVID or more worried about catching other infectious diseases?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: worried_covid_other

Set `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

show block if Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

5. Which of the following best describes your current employment situation?

Q_current_employment | Multiple choice | Required | Vertical | Single-select

a) I am a **wage and salary employee**, and my main job accounts for most of my earnings
b) I am a **wage and salary employee** who also earns a lot of extra income from side jobs
c) I am **self-employed** and run my own business
d) I earn most of my income as an **independent contractor, freelancer, or gig worker.**

Self-employed

show block if Q5 selected choice is "I am self-employed and run my own business"

404. What year did you start your own business?

Multiple choice | Required | Vertical | Single-select

a) Before 2017
b) 2017
c) 2018
d) 2019
e) 2020
f) 2021
g) 2022

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

show block if Q5 selected choice is none of "I am self-employed and run my own business", "I earn most of my income as an independent contractor, freelancer, or gig worker."

353. At how many locations (separate factories, offices, shops, etc.) does your primary employer operate?

Multiple choice | Required | Vertical | Single-select

a) Only 1 location
b) 2 to 4 locations
c) 4 to 9 locations
d) 10 to 99 locations
e) 100+ locations

351. Counting all of its locations, how many employees work for your primary employer?

Multiple choice | Required | Vertical | Single-select

a) Fewer than 10 employees
b) 10 to 49 employees
c) 50 to 99 employees
d) 100 to 499 employees
e) 500 to 4999 employees
f) 5000+ employees

352. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

[Q354 logic: Show if Q207 columns selected in any row does not include "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

354. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006
l) Does not apply -- I'm not assigned to a particular location

[Q356 logic: Show if Q207 columns selected in any row includes "Worked at employer or client site" AND Q353 selected choice is any of "2 to 4 locations", "10 to 99 locations", "4 to 9 locations", "100+ locations"]

356. When did your employer ***start operations at the location you are assigned to?***

Multiple choice | Required | Vertical | Single-select

a) 2023
b) 2022
c) 2021
d) 2020
e) 2019
f) 2018
g) 2017
h) 2016
i) 2011 to 2015
j) 2006 to 2010
k) Before 2006

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2023

Management questions

415. Do you ***directly manage or supervise*** other employees in your organization?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Yes, but only rarely

[Q416 logic: Show if Q415 selected choice is any of "Yes", "Yes, but only rarely"]

416. How many employees do you ***directly manage or supervise***?

Number | Required | Min: 0 | Max: 50

_____ employees under my direct management

6. ***During the COVID-19 pandemic*** have you at any point worked primarily from home, for example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises?

Multiple choice | Required | Vertical | Single-select

Auto skip if already indicated some 1 or more wfh days this week OR
if wfh_last_week (if indicated at least 1 day wfh last week)

a) Yes
b) No <Skip if already indicated some 1 or more wfh days this week>

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?

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

Show 50% of time

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 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)

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?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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%).

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

[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%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting

b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2022, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]
m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]

o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American 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_output_decrease2 percent less work by shifting to a 4-day workweek.

Would you like to shift to a 4-day workweek if it means a:

Combination | Required | Randomize

Q_output_decrease2 + 5 percent pay cut? Q_output_decrease2 percent pay cut? Q_output_decrease2 - 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_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_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_compressing_1 or Q_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

[Q463 logic: Show if answers "would not like to compress" for Q_compressing_1 or Q_compressing_2]

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

[Q453 logic: Show if Q462 is shown]

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***

[Q454 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 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"]

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?

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?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

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 <u>latest</u>*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the <u>latest</u>*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

382. Which of the following have factored into your decision whether to have children?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	<u>Lowered</u> my desire for children	Not a factor	**<u>Increased</u>** my desire for children
My <u>own</u> ability to work from home			
Housing costs			
Access to health insurance/care			

My 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

[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

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

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	**Number input** _____ minutes Min: 0 Max: 240 **Skip label:**

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?

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

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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA September 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
   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"

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"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days
b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

`Q_days_worked_typical` | 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

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

[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"]

435. Do you ever meet with your coworkers *in person?*

`Q_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

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

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

474. 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) 2000 to 2005
l) 1990 to 1999
m) 1980 to 1989
n) Before 1980

[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

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
o) Does not apply -- I'm not assigned to a particular location

[Q476 logic: Show if Q207 choices by row some 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"]

476. When did your employer ***start operations at the location <u>you are assigned to</u>?***

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

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location"]

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

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>

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 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)
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?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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%).

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

[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%).

Allocation | Required | Randomize | Total: 100

a) Working on your current or primary job
b) Working on a second or new secondary job
c) Childcare
d) Home improvement, chores, or shopping
e) Leisure indoors (e.g. reading, watching TV and movies)
f) Exercise or outdoor leisure
g) Sleep

13. In what industry is your ***current*** job? If not currently working, then please report the industry of your ***most recent*** job

Multiple choice | Required | Vertical | Single-select

a) Agriculture, Forestry, Fishing, or Hunting
b) Arts, Entertainment or Recreation
c) Banking, Finance, or Insurance
d) Construction
e) Education
f) Health Care and Social Assistance
g) Hospitality and Food Services
h) Information Services, including Publishing or Media
i) Manufacturing
j) Mining, Quarrying or Oil and Gas Extraction
k) Professional, Technical or Business Services
l) Real Estate or Rental and Leasing Services
m) Retail Trade
n) Transportation or Warehousing
o) Utilities
p) Wholesale Trade
q) Government, including all federal and state
r) Other (please specify) [text input]

14. What is your ***occupation?***

Multiple choice | Required | Vertical | Single-select

a) Armed forces
b) Construction and extraction (e.g. mining)
c) Farming, fishing, and forestry
d) Installation, maintenance and repair
e) Management, business and financial
f) Office and administrative support
g) Production
h) Professional and related
i) Sales and related
j) Service
k) Transportation and material moving
l) Other (please specify) [text input]

54. Approximately how much did you ***earn by working in 2022, on a before-tax basis***?

Q_income_2021 | Multiple choice | Required | Vertical | Single-select

a) Less than $5,000 [TAG: 4]
b) $5,000 to $10,000 [TAG: 7.5]
c) $10,000 to $19,999 [TAG: 15]
d) $20,000 to $29,999 [TAG: 25]
e) $30,000 to $39,999 [TAG: 35]
f) $40,000 to $49,999 [TAG: 45]
g) $50,000 to $59,999 [TAG: 55]
h) $60,000 to $69,999 [TAG: 65]
i) $70,000 to $79,999 [TAG: 75]
j) $80,000 to $99,999 [TAG: 90]
k) $100,000 to $124,999 [TAG: 113]
l) $125,000 to 149,999 [TAG: 138]

m) $150,000 to $199,999 [TAG: 175]
n) $200,000 to $499,999 [TAG: 225]
o) $500,000+ [TAG: 500]

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

18. What is your race or ethnicity?

Q_race | Multiple choice | Required | Vertical | Single-select | Randomize

a) Asian
b) Black or African American
c) Hispanic or Latin American 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***

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 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"

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?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

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 <u>latest</u>*** 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			
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

[Q30 logic: Show if Q26 selected choices includes "Yes, with a spouse or domestic partner"]

30. What was your ***spouse or domestic partner's working status <u>before COVID (in 2019)?</u>***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home
b) Working primarily on business premises
c) Not working, <u>full time student</u>
d) Not working, other

198. What color is grass?

The fresh, uncut grass, not leaves or hay. Make sure that you select purple as an answer so we know you are paying attention.

Multiple choice | Required | Vertical | Single-select | Randomize

a) Magenta
b) Green
c) Purple
d) Blue
e) Black
f) White
g) Brown

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

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?***

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?

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

c) 40 to 60% of the time multitasking
d) 60 to 80% of the time multitasking
e) 80 to 100% of the time multitasking

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?

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

a) Less than 2 months
b) 2 to 6 months
c) 7 months to a year
d) 1 to 5 years
e) 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 <u>currently</u> limit you*** in these activities?

Matrix | Required | Group by: Row | Single-select

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum cleaner, golf)			
Lifting or carrying groceries			
Climbing **<u>several</u>** flights of stairs			
Climbing **<u>one</u>** flight of stairs			
Bending, kneeling, or stopping			
Walking **<u>more than a mile</u>**			
Walking **<u>several blocks</u>**			
Walking **<u>one block</u>**			
Bathing or dressing yourself			

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA October 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=12000; Maximum N=12000

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 question_path to:
1/2 see Standard SWAA questions block 1/4 see Wholesale CPS questions block 1/4 see Modified CPS questions block

Standard SWAA Questions

Show if question_path is swaa

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:
if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days
b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[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"]

435. Do you ever meet with your coworkers *in person?*

Q_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

[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?***

Q_hours_last_week | *Number* | *Required* | *Min: 0* | *Max: 100* | *Decimals: 1*

_____ hours

Wholesale CPS questions

Show if question_path is wholesale

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

487. We have some questions related to how the COVID-19 pandemic affected where people work.

At any time LAST WEEK did you telework or work at home for pay?

Multiple choice | *Required* | *Vertical* | *Single-select* | *Randomize*

a) Yes
b) No

[Q488 logic: Show if Q487 selected choice is "Yes"]

488. Last week, you worked *Q_hours_last_week* hours. How many of these hours did you ***telework or work at home for pay?***

Q_telework_hours_last_week | *Number* | *Required*

_____ hours teleworking or working at home for pay

Min: 0

Max: Q10 answer

489. Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?

Multiple choice | *Required* | *Vertical* | *Single-select* | *Randomize*

a) Yes
b) No

[Q490 logic: Show if Q487 selected choice is "Yes" AND Q489 selected choice is "Yes"]

490. LAST WEEK, did you do more, less, or the same amount of telework or work at home for pay as in February 2020 (before the COVID-19 pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) More
b) Less
c) About the same

Modified CPS questions

Show if question_path is "modified"

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

491. Did you spend any time LAST WEEK working at home for your job?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q492 logic: Show if Q491 selected choice is "Yes"]

492. Last week, you worked `Q_hours_last_week` hours. How many of these hours did you work at home (or at a friend's place, coffee shop, or the like)?

`Q_wfh_hours_last_week` | Number | Required

_____ hours worked at home for your job

Min: 0

Max: Q10 answer

493. Did you spend any time working at home for your job in February 2020 before the COVID-19 pandemic started?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q494 logic: Show if Q491 selected choice is "Yes" AND Q493 selected choice is "Yes"]

494. LAST WEEK did you do more, less or the same amount of work at home for your job as in February 2020 (before the COVID-19 pandemic)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) More
b) Less
c) About the same

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

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

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

Set `employer_multi_location` to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. 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) 2000 to 2005
l) 1990 to 1999
m) 1980 to 1989
n) Before 1980

[Q475 logic: Show if: -employer is multi-location (Q353) AND -Q_work_status is "working, paid" AND (days_worked_onsite = 0 OR Q_telework_hours_last_week = Q_hours_last_week OR Q_wfh_hours_last_week = Q_hours_last_week)]

475. 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
o) Does not apply -- I'm not assigned to a particular location

[Q476 logic: Show if: -employer is multi-location (Q353) AND -Q_work_status is "working, paid" AND (days_worked_onsite = 0 OR Q_telework_hours_last_week < Q_hours_last_week OR Q_wfh_hours_last_week < Q_hours_last_week)]

476. When did your employer ***start operations at the location <u>you are assigned to</u>?***

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

Show only for SWAA path

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location"]

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

Management questions

415. Do you ***<u>directly manage</u> <u>or supervise</u>*** 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*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

Show for SWAA path only

[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)
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"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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%).

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

[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%).

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]

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

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?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

417. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

397. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Doesn't currently have children

show block if Q417 answer is 0

398. Do you plan to have your own (biological) children someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q400 logic: Show if Q398 selected choice is "Yes"]

400. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q402 logic: Show if Q398 selected choice is "Yes"]

402. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently has children

show block if Q417 answer > 0

399. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) Don't know

[Q401 logic: Show if Q399 selected choice is "Yes"]

401. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q403 logic: Show if Q399 selected choice is "Yes"]

403. At what age ***at the 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

[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
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%

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

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?

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

a) Less than 2 months
b) 2 to 6 months
c) 7 months to a year
d) 1 to 5 years
e) 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?

Matrix | Required | Group by: Row | Single-select

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

495. How many online surveys have you taken ***in the past week?***

Number | Required | Min: 0 | Max: 50

_____ surveys in the past week

134.

Custom | Optional

Text with hyperlink to speedtest.net

126.

Combination | Required

Download speed Upload speed	**Number input** _____ mbps Decimal places: 2 Min: 0 Max: 550

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses
SWAA November 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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US
- Question path: SWAA — Target N=5000; Max N=5000
  Count if question_path is "swaa"
- Question path: Wholesale — Target N=2500; Max N=2500
  Count if question_path is "wholesale"
- Question path: Modified — Target N=2500; Max N=2500
  Count if question_path is "modified"

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 question_path to:
1/2 see Standard SWAA questions block 1/4 see Wholesale CPS questions block 1/4 see Modified CPS questions block

Standard SWAA Questions

Show if question_path is swaa

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:
if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days
b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[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"]

435. Do you ever meet with your coworkers *in person*?

Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

Wholesale CPS questions

Show if question_path is wholesale

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

487. We have some questions related to how the COVID-19 pandemic affected where people work.

At any time LAST WEEK did you telework or work at home for pay?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q488 logic: Show if Q487 selected choice is "Yes"]

488. Last week, you worked Q_hours_last_week hours. How many of these hours did you ***telework or work at home for pay?***

Q_telework_hours_last_week | Number | Required

_____ hours teleworking or working at home for pay

Min: 0

Max: Q10 answer

489. Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q490 logic: Show if Q487 selected choice is "Yes" AND Q489 selected choice is "Yes"]

490. LAST WEEK, did you do more, less, or the same amount of telework or work at home for pay as in February 2020 (before the COVID-19 pandemic?

Multiple choice | Required | Vertical | Single-select | Randomize

a) More
b) Less
c) About the same

Modified CPS questions

Show if question_path is "modified"

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

491. We have some questions related to how the COVID-19 pandemic affected where people work.

Did you spend any time LAST WEEK working at home for your job?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q492 logic: Show if Q491 selected choice is "Yes"]

492. Last week, you worked `Q_hours_last_week` hours. How many of these hours did you work at home (or at a friend's place, coffee shop, or the like)?

`Q_wfh_hours_last_week` | Number | Required

_____ hours worked at home for your job

Min: 0

Max: Q10 answer

493. Did you spend any time working at home for your job in February 2020 before the COVID-19 pandemic started?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q494 logic: Show if Q491 selected choice is "Yes" AND Q493 selected choice is "Yes"]

494. LAST WEEK did you do more, less or the same amount of work at home for your job as in February 2020 (before the COVID-19 pandemic)?

Multiple choice | Required | Vertical | Single-select | Randomize

a) More
b) Less
c) About the same

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.**

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

Set `employer_multi_location` to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. 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) 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

Show only for SWAA path

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

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*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

Show for SWAA path only

[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)
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"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

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%).

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

[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%).

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]

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

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

[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

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%

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

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?

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

a) Less than 2 months
b) 2 to 6 months
c) 7 months to a year
d) 1 to 5 years
e) 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 <u>currently</u> limit you*** in these activities?

Matrix | Required | Group by: Row | Single-select

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

495. How many online surveys have you taken ***in the past <u>week</u>?***

Number | Required | Min: 0 | Max: 50

_____ surveys in the past week

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA December 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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:
if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days
b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[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"]

435. Do you ever meet with your coworkers *in person?*

`Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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

Set employer_multi_location to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. 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) 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

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

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*** did you at any point work 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

16. What is your sex?

   Q_gender | Multiple choice | Required | Vertical | Single-select

   a) Female
   b) Male
   c) Other or prefer not to say

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

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]

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

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

[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

497. Do you live with any pets? Select all that apply

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No
b) Yes, dog(s)
c) Yes, cat(s)
d) Yes, fish
e) Yes, rabbit(s)
f) Yes, hamster(s), rat(s), or guinea pig(s)
g) Yes, lizard(s), turtle(s), or snake(s)
h) Yes, owl(s), falcon(s) or other bird(s)
i) 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"

20. While working from home, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my bedroom
b) Yes, another room that is not my bedroom
c) No, I share a room when I am working

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

`Q_wfh_efficiency1` | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises

b) About the same -- I'm equally efficient in both places
c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises
b) About the same -- I'm equally efficient in both places
c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient
b) 5% to 10% more efficient
c) 10% to 15% more efficient
d) 15% to 25% more efficient
e) 25% to 35% more efficient
f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient
b) 5% to 10% less efficient
c) 10% to 15% less efficient
d) 15% to 25% less efficient
e) 25% to 35% less efficient
f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***

[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ————●———— All, 100%

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time
b) Good, the internet works 90% of the time
c) Moderate, the internet works 70% to 80% of the time
d) Poor, the internet works less than 70% of the time
e) None, I have no internet connection at home

[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?

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

a) Less than 2 months
b) 2 to 6 months
c) 7 months to a year
d) 1 to 5 years
e) More than 5 years

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 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"

498. Is your employer hosting a ***holiday party*** this year (2023)?

Did they host an one in 2022, 2021, 2020, or 2019?

Matrix | Required | Group by: Column | Single-select

Holiday party	This year (2023)	Last year (2022)	2021	2020	2019
Yes, in-person					
Yes, by video call					
No					

[Q499 logic: Show if Q498 choices by column some choice is not "No"]

499. Which was the ***most enjoyable*** ***employer-hosted holiday party*** **you attended** in the past 5 years?

Multiple choice | Required | Vertical | Single-select

a) This year (2023)
b) Last year (2022)
c) In 2021
d) In 2020
e) In 2019
f) None were enjoyable

[Q500 logic: Show if Q498 choices by column some choice is not "No"]

500. Which was the ***most unpleasant*** ***employer-hosted holiday party*** **you attended** in the past 5 years?

Multiple choice | Required | Vertical | Single-select

a) This year (2023)
b) Last year (2022)
c) In 2021
d) In 2020
e) In 2019
f) None were unpleasant

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

Learning 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"
Learning questions WFH

show block if Q6 selected choice is "Yes"

501. In your current job, ***where do you solve problems faster?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Working from home
b) About the same
c) Working on your employer's premises

[Q502 logic: Show if Q501 selected choice is "Working from home"]

502. ***How much faster do you solve problems*** when you are working from home?

Multiple choice | Required | Vertical | Single-select

a) Under 5% faster
b) 5 to 10% faster
c) 10 to 20% faster
d) 20 to 30% faster
e) More than 30% faster

[Q503 logic: Show if Q501 selected choice is "Working on your employer's premises"]

503. ***How much faster do you solve problems*** when you are working on your employer's premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% faster
b) 5 to 10% faster
c) 10 to 20% faster
d) 20 to 30% faster
e) More than 30% faster

504. In your current job, ***where do you learn new things faster?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Working from home
b) About the same
c) Working on your employer's premises

[Q505 logic: Show if Q504 selected choice is "Working from home"]

505. ***How much faster do you learn new things*** while working from home?

Multiple choice | Required | Vertical | Single-select

a) Under 5% faster
b) 5 to 10% faster
c) 10 to 20% faster
d) 20 to 30% faster
e) More than 30% faster

[Q506 logic: Show if Q504 selected choice is "Working on your employer's premises"]

506. ***How much faster do you learn new things*** while working on your employer's premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% faster
b) 5 to 10% faster
c) 10 to 20% faster
d) 20 to 30% faster
e) More than 30% faster

507. When you ***need help doing your job,*** what percent of the time do you:

Allocation | Required | Total: 100

a) Go to a supervisor or higher-up?
b) Go to a peer?
c) Go somewhere else or solve it on your own?

508. In the past month, ***how many hours*** did you spend on each of the following activities?

Q_hours_activities_pastmonth | Combination | Required | Randomize

Getting mentored or discussing your performance with your supervisor **Training** sessions led by colleagues or higher-ups Work-related **courses or seminars** taught by persons ***outside*** your place of work (e.g., by external providers, at trade fairs, colleges, or universities) Work-related **learning on your own** (internet, books, magazines, etc.)	**Number input** _____ hours in the past month Min: 0 Max: 100

Set activities_pastmonth to Activities with at least 1 hour spent in the past month

[Q509 logic: Show if spent some time on work-related courses or seminars in past month]

509. Were any of the work-related courses or seminars you attended in the past month taught at a college or university?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No

Set activities_question to 50/50 split between Q510 and Q511

[Q510 logic: Show 50% of time]

510. Think about the learning activities you've had in the past month.

In your job, how often do you use what you learned in each of these activities?

Matrix | Required | Group by: Row | Single-select

	Rarely or never (once a year or less)	About once a month	About once a week	Daily

activities_pastmonth				

[Q511 logic: Show 50% of time]

511. Think about the learning activities you've had in the past month.

Please rank those activities by how much you have learned that would be ***useful in another job?***

Rank | Required

Dynamic choices: activities_pastmonth

513. ***In 2019 (before COVID),*** did you spend ***more, fewer, or the same hours a month*** in each of the following activities than you do now?

Matrix | Required | Group by: Row | Single-select | Randomize cols

	More hours	About the same	Fewer hours
Getting mentored or discussing your performance with your supervisor			
Training sessions led by colleagues or higher-ups			
Work-related **courses or seminars** taught by persons ***outside*** your place of work			
Work-related **learning on your own** (internet, books, magazines, etc.)			

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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

495. How many online surveys have you taken ***in the past week?***

Number | Required | Min: 0 | Max: 50

_____ surveys in the past week

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA January 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

Q_days_worked_typical | 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

[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"]

435. Do you ever meet with your coworkers *in person*?

Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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

Set `employer_multi_location` to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

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*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

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

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 2023, 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]

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

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

[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

497. Do you live with any pets? Select all that apply

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No

b) Yes, dog(s)

c) Yes, cat(s)

d) Yes, fish

e) Yes, rabbit(s)

f) Yes, hamster(s), rat(s), or guinea pig(s)

g) Yes, lizard(s), turtle(s), or snake(s)

h) Yes, owl(s), falcon(s) or other bird(s)

i) 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"

20. While working from home, do you have your ***own room to work in***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my bedroom

b) Yes, another room that is not my bedroom

c) No, I share a room when I am working

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q144 logic: Show 50% of time]

144. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select

a) Better -- I am **more** efficient at home than working on business premises

b) About the same -- I'm equally efficient in both places

c) Worse -- I am **less** efficient at home than working on business premises

[Q336 logic: Show 50% of time]

336. How does your efficiency working from home compare to your efficiency working on business premises?

Q_wfh_efficiency2 | Multiple choice | Required | Vertical | Single-select

a) Worse -- I am **less** efficient at home than working on business premises

b) About the same -- I'm equally efficient in both places

c) Better -- I am **more** efficient at home than working on business premises

[Q145 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

145. How much ***more efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% more efficient

b) 5% to 10% more efficient

c) 10% to 15% more efficient

d) 15% to 25% more efficient

e) 25% to 35% more efficient

f) Over 35% more efficient

[Q146 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

146. How much ***less efficient*** are you working from home than on business premises?

Multiple choice | Required | Vertical | Single-select

a) Under 5% less efficient

b) 5% to 10% less efficient

c) 10% to 15% less efficient

d) 15% to 25% less efficient

e) 25% to 35% less efficient

f) Over 35% less efficient

Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q36 logic: Show if Q35 selected choice is "Yes"]

36. How much of your ***extra efficiency when working from home*** is due to the ***time you save by not commuting?***

[Please pick a number between 0 and 100%, where 0 means none of your extra efficiency is due to time saved from your commute, and 100 means all of your extra efficiency is due to time saved from your commute.]

Slider | Required | Min: 0 | Max: 100

None , 0% ———●——— All, 100%

19. How reliable is your internet connection?

Multiple choice | Required | Vertical | Single-select

a) Perfect, the internet works 100% of the time

b) Good, the internet works 90% of the time

c) Moderate, the internet works 70% to 80% of the time

d) Poor, the internet works less than 70% of the time

e) None, I have no internet connection at home

[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?

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

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) 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

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

Set `random_dow_question` to Randomly select one of the two following questions to show

Set `random_day_of_week` to Randomly select a day of the week to show in following questions (only 1 of which is shown for any respondent)

[Q426 logic: Show if Q6 selected choice is "Yes"]

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

[Q518 logic: Show if Q6 selected choice is "No"]

518. 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 on employer, client, or business premises

b) Did not work

Show if Q_random_dow_1 or Q_random_dow_2 is not "Did not work"

[Q514 logic: Show 50% of time]

514. Last **`random day of week`** how many ***hours of your workday*** did you spend:

Combination | Required | Randomize

In meetings over video call or phone?	**Number input**
In in-person face-to-face meetings?	_____ hours

In email or text conversations? Doing individual work (reading, writing, analyzing)? On downtime (lunch, coffee breaks, games, personal time, chores, etc.)	Decimal places: 1 Min: 0 Max: 8

[Q515 logic: Show 50% of time]

515. How did you split your workday last `random day of week`***?***

Allocation | Required | Randomize | Total: 100

a) Meetings over video call or phone

b) In-person, face-to-face meetings

c) Email or text conversations

d) Individual work (reading, writing, analyzing)

e) Downtime (lunch, coffee breaks, games, personal time, chores, etc.)

516. If you worked 5 days per week, ***how many work-from-home days per week*** would be ***best for your physical health?***

Multiple choice | Required | Vertical | Single-select

a) 0 days (fully in person)

b) 1 day

c) 2 days

d) 3 days

e) 4 days

f) 5 days (fully remote)

517. If you worked 5 days per week, ***how many work-from-home days per week*** would be ***best for your mental health?***

Multiple choice | Required | Vertical | Single-select

a) 0 days (fully in person)

b) 1 day

c) 2 days

d) 3 days

e) 4 days

f) 5 days (fully remote)

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: 1953 | Max: 2004

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

	limit_opts		
Vigorous activities (running, lifting objects, strenuous sport)			
Moderate activities (moving a table, pushing a vaccum 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			

495. How many online surveys have you taken ***in the past week?***

Number | Required | Min: 0 | Max: 50

_____ surveys in the past week

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA February 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions
Green = reader notes
Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:
if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days
b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[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"]

435. Do you ever meet with your coworkers *in person?*

`Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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

Set employer_multi_location to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. When did your employer hire its ***first*** ***employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024
b) 2023
c) 2022
d) 2021
e) 2020
f) 2019
g) 2018
h) 2017
i) 2016
j) 2011 to 2015
k) 2006 to 2010
l) 2000 to 2005
m) 1990 to 1999
n) 1980 to 1989
o) Before 1980

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

6. ***During the COVID-19 pandemic*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female
b) Male
c) Other or prefer not to say

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

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 2023, 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]

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

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

[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

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"

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%

RTO etc. 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"

519. How often do you work in an ***office space?***

Multiple choice | Required | Vertical | Single-select

a) Never
b) Occasionally -- about once a month
c) Regularly -- about once a week
d) Most days -- at least 2 or 3 days each week
e) Every day

Work at an office, at least occasionally

show block if Q519 selected choice is not "Never"

532. When you work in an office, ***how important*** are each of the following? Please choose up to 3 top factors

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Quality of office space
b) Ease of traveling to the office space
c) Equipment in the office space - computers, telephones, machinery
d) Location -- for example nearby shopping, restaurants, or entertainment
e) Availability of lunch, drinks, or refreshments at the office
f) Easy access to amenities like table tennis (ping-pong) gym, etc.

521. When you work at your employer's site, ***how much of your workday*** is typically filled with ***<u>in-person</u> meetings and events?***

Multiple choice | Required | Vertical | Single-select

a) At least 90%
b) Roughly 70 to 90%
c) Roughly 40 to 70%
d) Roughly 10 to 40%
e) Less than 10%

522. When you ***meet with people <u>in-person</u>*** at your employer's site, what percentage of those meetings involve:

Allocation | Required | Total: 100

a) 1 other person?
b) 2 to 4 others?
c) 5 to 10 others?
d) 10+ others?

RTO policy questions

show block if 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"

523. How many distinct ***Return to Office Policies*** has your employer announced since fall 2020?

Multiple choice | Required | Vertical | Single-select

a) None
b) One
c) Two
d) Three
e) Four
f) Five or more

524. Roughly what ***percentage of your co-workers <u>comply</u>*** with your employer's current ***Return to Office Policy?***

Number | Required | Min: 0 | Max: 100

_____ % <u>comply</u> with Return to Office Policy

525. What happens to ***employees who <u>don't comply</u>*** with your employer's current ***Return to Office Policy?*** 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

Offsite events questions

show block if 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"

526. Does your employer hold occasional offsite events that bring employees together for a mix of work and social activities?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes
b) No
c) I don't know

Employer holds events

show block if Q526 selected choice is "Yes"

527. In 2023, how often did you participate in offsite events, sponsored by your employer, that brought employees together for a mix of work and social activities?

Multiple choice | Required | Vertical | Single-select

a) Never
b) Once
c) Twice
d) 3 Times
e) 4 times
f) 5 or more times

Attended 1+ offsite event

show block if Q527 selected choice is not "Never"

528. How many employees typically participated in the offsite employer-sponsored event(s) that you attended in 2023?

Number | Required | Min: 0 | Max: 1000

_____ employees attended each event

529. How long did these offsite employer-sponsored events typically last in 2023?

Multiple choice | Required | Vertical | Single-select

a) Less than a full day
b) 1 full day
c) 2 days
d) 3 days
e) 4 days or more

534. ***How many hours*** did it typically take you to reach these offsite employer-sponsored events in 2023?

Number | Required | Min: 0 | Max: 48

_____ hours

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

a) Less than 2 months
b) 2 to 6 months
c) 7 months to a year
d) 1 to 5 years
e) 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: 1953 | Max: 2004

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

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA March 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

Q_days_worked_typical | 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

[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"]

435. Do you ever meet with your coworkers *in person*?

Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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

Set `employer_multi_location` to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

6. ***During the COVID-19 pandemic*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

542. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

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 2023, 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]

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

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

[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

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"

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%

Remote interactions 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"

Please think back to ***your most recent workday before today.***

535. What day of the week was ***your <u>most recent workday</u> before today***?

Multiple choice | Required | Vertical | Single-select

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

f) Saturday

g) Sunday

536. How many work-related meetings did you have on ***your <u>most recent workday</u>***?

Number | Required | Min: 0 | Max: 20

_____ work-related meetings

show block if Q536 answer > 0

Set `selected_meeting_time` to:

a) first work-related meeting of the day

b) last work-related meeting before lunch

c) first work-related meeting after lunch

d) last work-related meeting of the day

Now consider your **`meeting time`** on ***your <u>most recent workday</u>***

537. **How many people** (including yourself) participated in that meeting?

Multiple choice | Required | Vertical | Single-select

a) 2 people (one-on-one meeting)

b) 3 to 5 people

c) 6 to 10 people

d) 11 people or more

e) I did not have any meetings before lunch <Show if selected_meeting_time is last before lunch>

f) I did not have any meetings after lunch <Show if selected_meeting_time is first after lunch>

538. How long did the meeting last?

Number | Required | Min: 0 | Max: 120

_____ minutes

539. How did meeting participants ***engage with one another*** in that meeting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) We **all** met **in person**

b) We **all** met via **video conference**

c) A **mix** of **in-person** and **remote participants**

[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"

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"]

209. ***Last week*** what percentage of your commuting trips used the following modes?

Allocation | Required | Total: 100

Dynamic choices: commuting_trip_types

show block if Q6 selected choice is "Yes"

Set `commuting_time_question` to Randomly select 1 of the commuting time questions (50%/50%)

[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%).

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

[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%).

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

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

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

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) 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: 1953 | Max: 2004

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

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA April 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

Q_days_worked_typical | 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

[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"]

435. Do you ever meet with your coworkers *in person*?

Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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

Set `employer_multi_location` to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

6. ***During the COVID-19 pandemic*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

542. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

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 2023, 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]

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

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

[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

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"

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%

Remote interactions 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"

Please think back to ***your most recent workday before today.***

535. What day of the week was ***your <u>most recent workday</u> before today***?

Multiple choice | Required | Vertical | Single-select

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

f) Saturday

g) Sunday

545. On your most recent workday did you:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Work from home the full day <hide if Q6 selected choice is "No">

b) Work on employer or client premises

536. How many work-related meetings did you have on ***your <u>most recent workday</u>***?

Number | Required | Min: 0 | Max: 20

_____ work-related meetings

show block if Q536 answer > 0

Set `selected_meeting_time` to:

a) first work-related meeting of the day

b) last work-related meeting before lunch

c) first work-related meeting after lunch

d) last work-related meeting of the day

Now consider your **`meeting time`** on ***your <u>most recent workday</u>***

537. **How many people** (including yourself) participated in that meeting?

Multiple choice | Required | Vertical | Single-select

a) 2 people (one-on-one meeting)

b) 3 to 5 people

c) 6 to 10 people

d) 11 people or more

e) I did not have any meetings before lunch <Show if selected_meeting_time is last before lunch>

f) I did not have any meetings after lunch <Show if selected_meeting_time is first after lunch>

show block if Q537 selected choice is none of "I did not have any meetings before lunch", "I did not have any meetings after lunch"

546. Who attended the meeting beside yourself? Please select all that apply

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Peers

b) People who supervise you

c) People you manage

d) Customers or clients from outside your organization

e) Others [text input]

538. How long did the meeting last?

Number | Required | Min: 0 | Max: 120

_____ minutes

539. How did meeting participants ***engage with one another*** in that meeting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) We **all** met **in person**

b) We **all** met via **video conference**

c) A **mix** of **in-person** and **remote participants**

543. Was the meeting scheduled in advance?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes, within one to two days

c) Yes within one week

d) Yes, more than one week before

544. Did the meeting have a clear agenda or purpose?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

547. Did you actively participate in the meeting or just listen?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I led the meeting or gave a presentation

b) Yes, I participated in the discussion

c) No, I just listened

548. What percent of the meeting were you actively participating?

Number | Required | Min: 0 | Max: 100

_____ % actively participating

549. How valuable was the meeting for you personally?

Multiple choice | Required | Vertical | Single-select

a) It was a complete waste of my time

b) 1% to 19% of the meeting was useful

c) 20% to 49% of the meeting was useful

d) 50% to 79% of the meeting was useful

e) 80% to 100% of the meeting was useful

550. How valuable do you think the meeting was for other participants?

Multiple choice | Required | Vertical | Single-select

a) It was a complete waste of time

b) 1% to 19% of the time was useful

c) 20% to 49% of the time was useful

d) 50% to 79% of the time was useful

e) 80% to 100% of the time was useful

[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"

show block if Q6 selected choice is "Yes"

Set `commuting_time_question` to Randomly select 1 of the commuting time questions (50%/50%)

[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%).

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

[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%).

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

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

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

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) 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: 1953 | Max: 2004

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

Set `limit_opts` to:

a) Yes, limited a lot
b) Yes, limited a little

c) No, not limited at all

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA May 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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 `wfh_last_week` to Q207 choices by row some choice is "Worked from home"

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"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

451. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q455 logic: Show if Q451 selected choice is "No"]

455. How many days per week do you usually work?

Q_days_worked_typical | 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

[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"]

435. Do you ever meet with your coworkers *in person*?

Q_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

[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?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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

Set `employer_multi_location` to Q353 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

474. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

375. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q486 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" AND Q435 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q353 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

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

6. ***During the COVID-19 pandemic*** did you at any point work 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

16. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

542. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

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 2023, 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]

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

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

[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

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"

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%

Remote interactions 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"

Please think back to ***your most recent workday before today.***

535. What day of the week was ***your <u>most recent workday</u> before today***?

Multiple choice | Required | Vertical | Single-select

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

f) Saturday

g) Sunday

545. On your most recent workday did you:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Work from home the full day <hide if Q6 selected choice is "No">

b) Work on employer or client premises

536. How many work-related meetings did you have on ***your <u>most recent workday</u>***?

Number | Required | Min: 0 | Max: 20

_____ work-related meetings

show block if Q536 answer > 0

Set `selected_meeting_time` to:

a) first work-related meeting of the day

b) last work-related meeting before lunch

c) first work-related meeting after lunch

d) last work-related meeting of the day

Now consider your **`meeting time`** on ***your <u>most recent workday</u>***

537. **How many people** (including yourself) participated in that meeting?

Multiple choice | Required | Vertical | Single-select

a) 2 people (one-on-one meeting)

b) 3 to 5 people

c) 6 to 10 people

d) 11 people or more

e) I did not have any meetings before lunch <Show if selected_meeting_time is last before lunch>

f) I did not have any meetings after lunch <Show if selected_meeting_time is first after lunch>

show block if Q537 selected choice is none of "I did not have any meetings before lunch", "I did not have any meetings after lunch"

546. Who attended the meeting beside yourself? Please select all that apply

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Peers

b) People who supervise you

c) People you manage

d) Customers or clients from outside your organization

e) Others [text input]

538. How long did the meeting last?

Number | Required | Min: 0 | Max: 120

_____ minutes

539. How did meeting participants ***engage with one another*** in that meeting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) We **all** met **in person**

b) We **all** met via **video conference**

c) A **mix** of **in-person** and **remote participants**

[Q551 logic: Show if Q539 selected choice is "A mix of in-person and remote participants"]

551. Were there any other meeting participants ***in the same room as you*** during the meeting?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

543. Was the meeting scheduled in advance?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes, within one to two days

c) Yes within one week

d) Yes, more than one week before

544. Did the meeting have a clear agenda or purpose?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

547. Did you actively participate in the meeting or just listen?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I led the meeting or gave a presentation

b) Yes, I participated in the discussion

c) No, I just listened

548. What percent of the meeting were you actively participating?

Number | Required | Min: 0 | Max: 100

_____ % actively participating

549. How valuable was the meeting for you personally?

Multiple choice | Required | Vertical | Single-select

a) It was a complete waste of my time

b) 1% to 19% of the meeting was useful

c) 20% to 49% of the meeting was useful

d) 50% to 79% of the meeting was useful

e) 80% to 100% of the meeting was useful

550. How valuable do you think the meeting was for other participants?

Multiple choice | Required | Vertical | Single-select

a) It was a complete waste of time

b) 1% to 19% of the time was useful

c) 20% to 49% of the time was useful

d) 50% to 79% of the time was useful

e) 80% to 100% of the time was useful

show block if 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"

Set `dresscode_section` to:

Select first section 2/3 of time Select second section 1/3 of time

Dress code questions

Show 2/3 of time

552. Currently, what is the dress code at your workplace?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Business formal -- suits and ties (for men) required

b) Business/smart casual -- collared shirts and slacks, no sneakers

c) Relaxed -- sneakers and activewear allowed

d) Uniform -- e.g. retail or law enforcement

e) Safety -- safety concerns dictate what can be worn (e.g. medical or emergency services)

f) Anything goes -- swimwear, torn t-shirts, etc. allowed

553. What was the dress code at your workplace in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Business formal -- suits and ties (for men) required

b) Business/smart casual -- collared shirts and slacks, no sneakers

c) Relaxed -- sneakers and activewear allowed

d) Uniform -- e.g. retail or law enforcement

e) Safety -- safety concerns dictate what can be worn (e.g. medical or emergency services)

f) Anything goes -- swimwear, torn t-shirts, etc. allowed

554. Are you currently working for the same employer in the same type of job as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Dress code questions (colorful)

Show 1/3 of time

555. How many days per week do you wear the following ***for work?***

Combination | Required

Blazer or suit Dress shoes	**Number input** _____ days per week Min: 0 Max: 5

556. In 2019, how many days per week did you wear the following ***for work?***

Combination | Required

Blazer or suit Dress shoes	**Number input** _____ days per week Min: 0

	Max: 5

557. Are you currently working for the same employer in the same type of job as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[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"

show block if Q6 selected choice is "Yes"

Set `commuting_time_question` to Randomly select 1 of the commuting time questions (50%/50%)

[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%).

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

[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%).

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

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

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

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) 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: 1953 | Max: 2004

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

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

277. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA June 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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]**

11. 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

29. 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]

25. 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 `wfh_last_week` to Q25 choices by row some choice is "Worked from home"

Set `days_worked` to Q25 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q25 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q25 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

52. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q53 logic: Show if Q52 selected choice is "No"]

53. How many days per week do you usually work?

Q_days_worked_typical | 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

[Q49 logic: Show if Q25 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"]

49. Do you ever meet with your coworkers *in person?*

Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

34. 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

33. 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

Set `employer_multi_location` to Q34 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

56. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

35. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q58 logic: Show if Q25 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" AND Q49 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q34 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

58. 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

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

[Q6 logic: Show 2/3 of time]

6. ***During the COVID-19 pandemic*** did you at any point work primarily from home?,

(For example, due to lockdowns or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020_1` | *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>

[Q68 logic: Show 1/3 of time]

68. ***Since 2020*** 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)

`Q_wfh_since_2020_2` | *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>

[Q67 logic: Show if "no" in Q6/Q570]

67. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

55. ***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

54. ***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

26. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

59. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

48. 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

[Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

14. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working primarily from home

b) Working primarily on business premises

c) Not working, <u>full time student</u>

d) Not working, other

23. 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 if "Yes" in Q6/Q570

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q20 logic: Show 50% of time]

20. 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

[Q32 logic: Show 50% of time]

32. 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

[Q21 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

21. 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

[Q22 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

22. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Value of WFH questions

Everyone

60. How would you feel about *working from home* **2 or 3 days a week**, compared to *working at your employer's site* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week.**

[Q61 logic: Show if Q60 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

61. How big a **pay cut** would you accept to *work from home* **2 or 3 days a week** (rather than *working at your employer's site* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q62 logic: Show if Q60 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week."]

62. How much extra pay would you need to willingly *work from home* **2 or 3 days a week** (rather than *working at your employer's site* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% raise

Follow-up

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 Q25 columns selected in any row does not include "Worked at employer or client site"

66. How would you feel about *working from home* **2 or 3 days a week**, compared to *working from home* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week**

[Q69 logic: Show if Q66 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

69. How big a **pay cut** would you accept to *work from home* **2 or 3 days a week** (rather than *working from home* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q70 logic: Show if Q66 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

70. How much extra pay would you need to willingly *work from home* **2 or 3 days a week** (rather than *working from home* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% raise

Fertility block
show block if Q10 selected choice is not "Other or prefer not to say"
Female fertility

show block if Q10 selected choice is "Female"

36. 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

[Q39 logic: Show if Q36 selected choice is "Yes"]

39. 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 Q10 selected choice is "Male"

37. 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

[Q38 logic: Show if Q37 selected choice is "Yes"]

38. 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]

Set `num_children_parented` to based on 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

j) 2024

[Q50 logic: Show if birthed/fathered 1 child]

50. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q51 logic: Show if birthed/fathered more than 1 child]

51. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

47. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

40. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children

show block if Q47 answer is 0 AND Q40 selected choice is "No"

41. 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

[Q43 logic: Show if Q41 selected choice is "Yes"]

43. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q45 logic: Show if Q41 selected choice is "Yes"]

45. 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 Q47 answer > 0

42. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q44 logic: Show if Q42 selected choice is "Yes"]

44. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q46 logic: Show if Q42 selected choice is "Yes"]

46. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Health questions

63. The following items are about activities you might do during a typical day.

Are you *currently limited* in your ability to do these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	limit_opts		
Lifting or carrying more than 50 pounds (a 5-gallon water jug)			
Climbing **more than one flight of stairs**			
Walking **100 yards (the length of a football field)**			
Sitting at a desk for **more than 1 hour**			
Eating food in a common space (breakroom, cafeteria)			
Working under fluorescent light			
Using a public restroom			
Bending, kneeling, or stopping			
Sharing a common workspace like an open floor plan office			
Participating in small talk with colleagues			

At least some limitation

show block if Q63 columns selected in any row includes any of "yes_a_lot", "yes_a_little"

64. Does your employer provide accommodations for some or all of the limitations you selected above?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all

b) Yes, for some

c) No

[Q65 logic: Show if Q64 selected choice is any of "Yes, for all", "Yes, for some"]

65. Can you describe the type of accommodations that your employer provides? (Optional)

Text input | Optional | Multi-line

17. 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

57. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

31. ***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

24. What year were you born?

Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q27 logic: Show 50% of the time]

27. 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

[Q28 logic: Show 50% of the time]

28. 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

30. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Reponses

SWAA July 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

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]**

11. 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

33. 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]

29. 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 `wfh_last_week` to Q29 choices by row some choice is "Worked from home"

Set `days_worked` to Q29 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q29 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q29 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

56. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q57 logic: Show if Q56 selected choice is "No"]

57. How many days per week do you usually work?

Q_days_worked_typical | 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

[Q53 logic: Show if Q29 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"]

53. Do you ever meet with your coworkers *in person?*

Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

38. 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

37. 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

Set `employer_multi_location` to Q38 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

60. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

39. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q62 logic: Show if Q29 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" AND Q53 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q38 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

62. 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

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

72. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q71 logic: Show if Q72 selected choice is "No"]

71. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

59. ***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

58. ***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

30. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

63. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

52. 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

[Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

14. 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

27. 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 Q72 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q24 logic: Show 50% of time]

24. 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

[Q36 logic: Show 50% of time]

36. 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

[Q25 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

25. 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

[Q26 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

26. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Value of WFH questions

Everyone

64. How would you feel about *working from home* **2 or 3 days a week**, compared to *working at your employer's site* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week.**

[Q23 logic: Show if Q64 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

23. How much **extra pay** would you need to willingly *work at your employer's site* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q66 logic: Show if Q64 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week."]

66. How much extra pay would you need to willingly *work from home* **2 or 3 days a week** (rather than *working at your employer's site* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% raise

Follow-up

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 Q29 choices by row no choice is "Worked at employer or client site"

70. How would you feel about *working from home* **2 or 3 days a week**, compared to *working from home* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week**

[Q22 logic: Show if Q70 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

22. How much **extra pay** would you need to willingly *work from home* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q74 logic: Show if Q70 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

74. How much extra pay would you need to willingly *work from home* **2 or 3 days a week** (rather than *working from home* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% raise

Fertility block

show block if Q10 selected choice is not "Other or prefer not to say"

Female fertility

show block if Q10 selected choice is "Female"

40. 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

[Q43 logic: Show if Q40 selected choice is "Yes"]

43. 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 Q10 selected choice is "Male"

41. 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

[Q42 logic: Show if Q41 selected choice is "Yes"]

42. 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]

Set num_children_parented to based on 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

j) 2024

[Q54 logic: Show if birthed/fathered 1 child]

54. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q55 logic: Show if birthed/fathered more than 1 child]

55. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

51. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

44. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children

show block if Q51 answer is 0 AND Q44 selected choice is "No"

45. 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

[Q47 logic: Show if Q45 selected choice is "Yes"]

47. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q49 logic: Show if Q45 selected choice is "Yes"]

49. 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 Q51 answer > 0

46. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q48 logic: Show if Q46 selected choice is "Yes"]

48. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children **[Q50 logic: Show if Q46 selected choice is "Yes"]** 50. At what age ***at the latest*** would you plan to have another child? *Number | Required | Min: 20 | Max: 60* _____ years old	

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Health questions

67. The following items are about activities you might do during a typical day.

Are you *currently limited* in your ability to do these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	limit_opts		
Lifting or carrying more than 50 pounds (a 5-gallon water jug)			
Climbing **more than one flight of stairs**			
Walking **100 yards (the length of a football field)**			
Sitting at a desk for **more than 1 hour**			
Eating food in a common space (breakroom, cafeteria)			
Working under fluorescent light			
Using a public restroom			
Bending, kneeling, or stopping			
Sharing a common workspace like an open floor plan office			
Participating in small talk with colleagues			

At least some limitation

show block if Q67 columns selected in any row includes any of "yes_a_lot", "yes_a_little"

20. Does your employer help you deal with some or all the limitations you mentioned while working?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all

b) Yes, for some

c) No

[Q21 logic: Show if Q20 selected choice is any of "Yes, for all", "Yes, for some"]

21. Can you describe how your employer helps you deal with your limitations? (Optional)

Text input | Optional | Multi-line

17. 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

61. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

Set state_resi_current to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

28. What year were you born?

Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q31 logic: Show 50% of the time]

31. 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

[Q32 logic: Show 50% of the time]

32. 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

34. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA August 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

35. 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]

31. 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 `wfh_last_week` to Q31 choices by row some choice is "Worked from home"

Set `days_worked` to Q31 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q31 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q31 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
58. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q59 logic: Show if Q58 selected choice is "No"]** 59. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q55 logic: Show if Q31 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"]

55. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

40. 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

39. 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

Set `employer_multi_location` to Q40 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

62. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

41. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q64 logic: Show if Q31 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" AND Q55 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q40 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

64. 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

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

74. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q73 logic: Show if Q74 selected choice is "No"]

73. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

61. ***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

60. ***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

32. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

65. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

54. 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

[Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

14. 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

29. 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 Q74 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q26 logic: Show 50% of time]

26. 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

[Q38 logic: Show 50% of time]

38. 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

[Q27 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

27. 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

[Q28 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

28. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Value of WFH questions

Everyone

66. How would you feel about *working from home* **2 or 3 days a week**, compared to *working at your employer's site* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week.**

[Q23 logic: Show if Q66 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

23. How much **extra pay** would you need to willingly *work at your employer's site* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q24 logic: Show if Q66 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week."]

24. How big a pay cut would you accept to *work at your employer's site* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% raise

Follow-up

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 Q31 choices by row no choice is "Worked at employer or client site"

72. How would you feel about *working from home* **2 or 3 days a week**, compared to *working from home* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week**

[Q22 logic: Show if Q72 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

22. How much **extra pay** would you need to willingly *work from home* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small raise, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q25 logic: Show if Q72 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

25. How big a pay cut would you accept to *work from home* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% raise

Fertility block

show block if Q10 selected choice is not "Other or prefer not to say"

Female fertility

show block if Q10 selected choice is "Female"

42. 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

[Q45 logic: Show if Q42 selected choice is "Yes"]

45. 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 Q10 selected choice is "Male"

43. 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

[Q44 logic: Show if Q43 selected choice is "Yes"]

44. 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]

Set num_children_parented to based on 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

j) 2024

[Q56 logic: Show if birthed/fathered 1 child]

56. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q57 logic: Show if birthed/fathered more than 1 child]

57. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

53. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

46. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children

show block if Q53 answer is 0 AND Q46 selected choice is "No"

47. 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

[Q49 logic: Show if Q47 selected choice is "Yes"]

49. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q51 logic: Show if Q47 selected choice is "Yes"]

51. 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 Q53 answer > 0

48. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q50 logic: Show if Q48 selected choice is "Yes"]

50. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q52 logic: Show if Q48 selected choice is "Yes"]

52. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Health questions

69. The following items are about activities you might do during a typical day.

Are you *currently* *limited* in your ability to do these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	limit_opts		
Lifting or carrying more than 50 pounds (a 5-gallon water jug)			
Climbing **more than one flight of stairs**			
Walking **100 yards (the length of a football field)**			
Sitting at a desk for **more than 1 hour**			
Eating food in a common space (breakroom, cafeteria)			
Working under fluorescent light			
Using a public restroom			
Bending, kneeling, or stopping			
Sharing a common workspace like an open floor plan office			
Participating in small talk with colleagues			

At least some limitation

show block if Q69 columns selected in any row includes any of "yes_a_lot", "yes_a_little"

20. Does your employer help you deal with some or all the limitations you mentioned while working?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all

b) Yes, for some

c) No

[Q21 logic: Show if Q20 selected choice is any of "Yes, for all", "Yes, for some"]

21. Can you describe how your employer helps you deal with your limitations? (Optional)

Text input | Optional | Multi-line

17. 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

63. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

Set state_resi_current to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

30. What year were you born?

Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q33 logic: Show 50% of the time]

33. 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

[Q34 logic: Show 50% of the time]

34. 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

36. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA September 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

45. 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]

41. 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 `wfh_last_week` to Q41 choices by row some choice is "Worked from home"

Set `days_worked` to Q41 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q41 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q41 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
68. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q69 logic: Show if Q68 selected choice is "No"]** 69. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q65 logic: Show if Q41 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"]

65. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

50. 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

49. 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

Set `employer_multi_location` to Q50 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

72. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

51. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q74 logic: Show if Q41 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" AND Q65 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q50 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

74. 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

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

84. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q83 logic: Show if Q84 selected choice is "No"]

83. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

71. ***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

70. ***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

42. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

75. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

64. 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

[Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

14. 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

39. 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 Q84 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q36 logic: Show 50% of time]

36. 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

[Q48 logic: Show 50% of time]

48. 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

[Q37 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

37. 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

[Q38 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

38. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Value of WFH questions

Everyone

76. How would you feel about *working from home* **2 or 3 days a week**, compared to *working at your employer's site* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week.**

[Q30 logic: Show if Q76 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

30. How big a **pay cut** would you accept to *work from home* **2 or 3 days a week** (rather than *working at your employer's site* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q24 logic: Show if Q76 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week."]

24. How big a **pay cut** would you accept to *work at your employer's site* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

Follow-up

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 Q41 choices by row no choice is "Worked at employer or client site"

82. How would you feel about *working from home* **2 or 3 days a week**, compared to *working from home* **every workday**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Positively, I would like to *work from home* **2 or 3 days a week.**

b) Neutral

c) Negatively, I would **not** like to *work from home* **2 or 3 days a week**

[Q31 logic: Show if Q82 selected choice is "Positively, I would like to work from home 2 or 3 days a week."]

31. How big a pay cut would you accept to *work from home* **2 or 3 days a week** (rather than *working from home* **every workday**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

[Q25 logic: Show if Q82 selected choice is "Negatively, I would not like to work from home 2 or 3 days a week "]

25. How big a pay cut would you accept to *work from home* **every workday** (rather than *working from home* **2 or 3 days a week**)?

Multiple choice | Required | Vertical | Single-select

a) None

b) A small pay cut, less than 5% of your current pay

c) 5% to 10%

d) 10% to 15%

e) 15% to 25%

f) 25% to 35%

g) More than a 35% pay cut

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Health questions

33. The following items are about activities you might do during a typical day.

Are you ***currently physically limited*** in your ability to do these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	limit_opts		
Lifting or carrying more than 50 pounds (a 5-gallon water jug)			
Climbing **more than one flight of stairs**			
Walking **100 yards (the length of a football field)**			
Sitting at a desk for **more than 1 hour**			
Bending, kneeling, or stopping			

Being on your feet for **<u>more than 1 hour</u>**			

At least some limitation

show block if Q33 columns selected in any row includes any of "yes_a_lot", "yes_a_little"

20. Does your employer help you deal with some or all the physical limitations you mentioned while working?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all

b) Yes, for some

c) No

[Q21 logic: Show if Q20 selected choice is any of "Yes, for all", "Yes, for some"]

21. Can you describe how your employer helps you deal with your limitations? (Optional)

Text input | Optional | Multi-line

Set `comfort_opts` to:

a) Yes, very uncomfortable

b) Yes, a little uncomfortable

c) Not uncomfortable

32. The following items are about activities you might do during a typical day.

Do you ***currently feel <u>personally uncomfortable</u>*** doing these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	comfort_opts		
Eating food in a common space (breakroom, cafeteria)			
Working under fluorescent light			
Using a public restroom			
Sharing a common workspace like an open floor plan office			
Participating in small talk with colleagues			

Working in crowded spaces			

Uncomfortable for 1+ situation

show block if Q32 columns selected in any row includes any of "Yes_very_uncomfortable", "Yes_a_little_uncomfortable"

34. Does your employer help you deal with some or all of the situations you find uncomfortable while working?

Multiple choice | Required | Vertical | Single-select

a) Yes, for all

b) Yes, for some

c) No

[Q35 logic: Show if Q34 selected choice is any of "Yes, for all", "Yes, for some"]

35. Can you describe how your employer helps you deal with your discomfort? (Optional)

Text input | Optional | Multi-line

News module

26. For **general economic news**, which of these sources do you regard as **most reliable?**

Please select up to three sources, and rank them as "1" being most reliable, "2" being the next most reliable, and so on.

Rank | Required | Randomize | Rank 1-3 options

a) The Wall Street Journal

b) The New York Times

c) The Washington Post

d) USA Today

e) Fox News

f) CNBC

g) CNN

h) MSNBC

i) Bloomberg TV

j) Social media

k) Podcasts

l) Local newspaper

m) Other (specify) [text input]

[Q27 logic: Show if Q26 ranked choices in order includes "Social media"]

27. Which **social media site or app** do you regard as most reliable for **general economic news**?

Text input | Required | Multi-line

[Q28 logic: Show if Q26 ranked choices in order includes "Podcasts"]

28. Which **podcast** do you regard as most reliable for **general economic news**?

Text input | Required | Multi-line

[Q29 logic: Show 1/3 of time]

29. Please list the sources that you find most useful for **news related to your personal interests**

Text input | Required | Multi-line

17. 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

73. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

40. What year were you born?

    Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q43 logic: Show 50% of the time]

43. 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

[Q44 logic: Show 50% of the time]

44. 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

46. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA October 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

49. 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]

45. 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 `wfh_last_week` to Q45 choices by row some choice is "Worked from home"

Set `days_worked` to Q45 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q45 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q45 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
72. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q73 logic: Show if Q72 selected choice is "No"]** 73. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q69 logic: Show if Q45 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"]

69. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

54. 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

53. 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

Set `employer_multi_location` to Q54 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

76. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

55. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q78 logic: Show if Q45 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" AND Q69 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q54 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

78. 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

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

88. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q87 logic: Show if Q88 selected choice is "No"]

87. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

75. ***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

74. ***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

46. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

79. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

68. 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

[Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

14. 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

43. 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 Q88 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q40 logic: Show 50% of time]

40. 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

[Q52 logic: Show 50% of time]

52. 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

[Q41 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

41. 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

[Q42 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

42. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Always-on 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"

37. In your current job, do you have **set working hours** (e.g., 9 to 5 Monday to Friday)?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No, working hours are flexible

c) Not sure

[Q36 logic: Show if Q37 selected choice is "Yes"]

36. In your current job, how often do you do the following ***outside your regular working hours?***

Matrix | Required | Group by: Row | Single-select

	Rarely or Never	A couple times per month	Once a week	A couple times per week	Daily
Try to be available to colleagues, clients or supervisors					
Contact/email colleagues, customers, or supervisors					
Read emails or catch up on independent work					
Stay at work more than 30 minutes after hours					

[Q39 logic: Show if Q37 selected choice is any of "No, working hours are flexible", "Not sure"]

39. In your current job, how often do you do the following during ***evenings, weekends*** or otherwise ***outside normal business hours?***

Matrix | Required | Group by: Row | Single-select

	Rarely or Never	A couple times per month	Once a week	A couple times per week	Daily
Try to be available to colleagues, clients or supervisors					
Contact/email colleagues, customers, or supervisors					
Read emails or catch up on independent work					
Stay at the workplace into the evening					

38. In your current job, do you currently feel any of the following?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Low energy or exhaustion

b) Negative feelings about your job

c) Anxiety about going to work (e.g. the "Sunday scaries")

d) Disappointment with your job performance

e) Disappointment with your career prospects

Female fertility

show block if Q10 selected choice is "Female"

56. 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

[Q59 logic: Show if Q56 selected choice is "Yes"]

59. 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 Q10 selected choice is "Male"

57. 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

[Q58 logic: Show if Q57 selected choice is "Yes"]

58. 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]

Set num_children_parented to based on Q_male_children and Q_female_children if shown

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

[Q70 logic: Show if birthed/fathered 1 child]

70. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q71 logic: Show if birthed/fathered more than 1 child]

71. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

67. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

60. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently has children

show block if Q67 answer > 0 OR Q60 selected choice is "Yes"

62. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q64 logic: Show if Q62 selected choice is "Yes"]

64. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q66 logic: Show if Q62 selected choice is "Yes"]

66. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently no children

show block if Q67 answer is 0 AND Q60 selected choice is "No"

61. 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

[Q63 logic: Show if Q61 selected choice is "Yes"]

63. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q65 logic: Show if Q61 selected choice is "Yes"]

65. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

77. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

44. What year were you born?

Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q47 logic: Show 50% of the time]

47. 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

[Q48 logic: Show 50% of the time]

48. 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

50. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

WFH November 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

63. 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]

59. 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 `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
86. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q87 logic: Show if Q86 selected choice is "No"]** 87. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

69. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

82. 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

[Q14 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

14. 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

57. 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 Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Always-on 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"

38. In your current job, do you currently feel any of the following? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Low energy or exhaustion

b) Negative feelings about your job

c) Anxiety about going to work (e.g. the "Sunday scaries")

d) Disappointment with your job performance

e) Disappointment with your career prospects

f) None of the above

Set `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 columns selected in any row includes "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into work 5+ days a week starting in January 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by January

c) **Quit** my job on or before January 2025, regardless of whether I got another job

Show 50% of time

New RTO Question

show block if Q102 selected choice is "Yes"

41. The latest labor market data shows the unemployment rate was 4.1% in October.

If a downturn in business conditions caused the unemployment rate to double to 8.2%, how do you think your ability to work-from-home would change?

Multiple choice | Required | Vertical | Single-select | Randomize

a) I'd get more work-from-home days each week

b) No change in my ability to work from home

c) I'd get fewer work-from-home days each week

Set `downturn_wfh_opts` to:

a) None -- 0 work-from-home days per week

b) 1 work-from-home day per week

c) 2 work-from-home days per week

d) 3 work-from-home days per week

e) 4 work-from-home days per week

f) 5 or more work-from-home days per week

42. If a downturn in business conditions caused the unemployment rate to double to 8.2%, how many work-from-home days per week would you expect to get?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: downturn_wfh_opts

43. Would you be willing to start or join a strike over any of the following job features?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	No	Maybe	Yes
Pay			
Non-pay benefits (e.g. paid time off, health insurance)			
Ability to work from home			
Hours			
Job security			

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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 Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Set num_children_parented to based on Q_male_children and Q_female_children if shown

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

[Q84 logic: Show if birthed/fathered 1 child]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently has children

show block if Q81 answer > 0 OR Q74 selected choice is "Yes"

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Currently no children

show block if Q81 answer is 0 AND Q74 selected choice is "No"

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

50. Did you vote in the 2024 presidential election?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q51 logic: Show if Q50 selected choice is "Yes"]

51. Who did you vote for?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Kamala Harris

b) Donald Trump

c) Someone else

d) Prefer not to say

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA December 2024

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

63. 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]

59. 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 `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2024

b) 2023

c) 2022

d) 2021

e) 2020

f) 2019

g) 2018

h) 2017

i) 2016

j) 2011 to 2015

k) 2006 to 2010

l) 2000 to 2005

m) 1990 to 1999

n) 1980 to 1989

o) Before 1980

69. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2024

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Number | Required | Min: 20 | Max: 71

_____ years old

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2023, 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]

12. 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

13. 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

82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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 Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Always-on 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"

38. In your current job, do you currently feel any of the following? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Low energy or exhaustion

b) Negative feelings about your job

c) Anxiety about going to work (e.g. the "Sunday scaries")

d) Disappointment with your job performance

e) Disappointment with your career prospects

f) None of the above

Set `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 columns selected in any row includes "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into work 5+ days a week starting in January 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by January

c) **Quit** my job on or before January 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 columns selected in any row includes "Worked from home"]

105. How likely do you think your employer will announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% change

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

43. Would you be willing to start or join a strike over any of the following job features?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	No	Maybe	Yes
Pay			

Non-pay benefits (e.g. paid time off, health insurance)			
Ability to work from home			
Hours			
Job security			

AI Use Questions

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***.

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Set `employed_no_ai_lastweek` to Q2 selected choice is "Working for pay, whether on business premises or working from home" AND Q109 selected choice is "No, I did not use Generative AI for my job last week"

Set `employed_not_working` to Q2 selected choice is "Still employed and paid, but not working"

Not present at work last week, or did not use AI last week

Show if employed but didn't use AI last week OR employed but no working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

AI use at home

show block if Q106 selected choice is "Yes"

Set `employed` to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

We will now ask some final questions about your experiences with Generative AI **outside your job.|.**

116. Do you use Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses Generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use **outside your job|**? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI **outside your job|**.

Did you use Generative AI **outside your job|** LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI Outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Number | Required | Min: 1953 | Max: 2004

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA January 2025

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

Quotas

- some_IP_non_US — Target N=0
  Count if some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Set `some_IP_non_US` to flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

63. 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]

59. 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 `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
86. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q87 logic: Show if Q86 selected choice is "No"]** 87. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Number | Required | Min: 20 | Max: 72

_____ years old

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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 Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Always-on 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"

38. In your current job, do you currently feel any of the following? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Low energy or exhaustion

b) Negative feelings about your job

c) Anxiety about going to work (e.g. the "Sunday scaries")

d) Disappointment with your job performance

e) Disappointment with your career prospects

f) None of the above

Set `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in February 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by February

c) **Quit** my job on or before February 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% chance

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

43. Would you be willing to start or join a strike over any of the following job features?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	No	Maybe	Yes
Pay			
Non-pay benefits (e.g. paid time off, health insurance)			
Ability to work from home			
Hours			
Job security			

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. How many children have you ***given birth to <u>in 2015 or later?</u>***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]

b) 2 [TAG: 2]

c) 3 [TAG: 3]

d) 4 [TAG: 4]

e) 5 [TAG: 5]

f) 6 [TAG: 6]

Set num_children_since_2015 to number from Q_male_children or Q_female_children, otherwise 0

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children
show block if Q81 answer is 0 AND Q74 selected choice is "No"
75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Number | Required | Min: 1953 | Max: 2006

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA February 2025

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

Quotas

- qc_some_IP_non_US — Target N=0
  Count if qc_some_IP_non_US

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

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]**

11. 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

63. What is 3 + 4?

`Q_addition_check` | *Number | Required | Min: 0 | Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is not "Green"

Worked from home

show block if Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Always-on 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"

38. In your current job, do you currently feel any of the following? Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Low energy or exhaustion

b) Negative feelings about your job

c) Anxiety about going to work (e.g. the "Sunday scaries")

d) Disappointment with your job performance

e) Disappointment with your career prospects

f) None of the above

Set `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in March 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by March

c) **Quit** my job on or before March 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% chance

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

43. Would you be willing to start or join a strike over any of the following job features?

Matrix | Required | Group by: Row | Single-select | Randomize rows | Randomize cols

	No	Maybe	Yes
Pay			
Non-pay benefits (e.g. paid time off, health insurance)			
Ability to work from home			
Hours			
Job security			

Worked last week

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 one of Monday/Tuesday/Wednesday/Thursday/Friday

128. ***Last*** ***`random day of week`*** did you work at your ***employer's or client's worksite***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q129 logic: Show if Q128 selected choice is "Yes"]

129. How many hours and minutes did you ***work at your employer's or client's worksite*** last ***random day of week***?

Combination | Required

Hours	**Number input**
Minutes	Min: 0
	Max: 60

130. Did you do any ***work at home (or another remote location) for your job*** last ***random day of week***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q131 logic: Show if Q130 selected choice is "Yes"]

131. How many hours and minutes did you ***work at home for your job*** last ***random day of week***?

Combination | Required

Hours	**Number input**
Minutes	Min: 0
	Max: 60

[Q132 logic: Show if Q128 selected choice is "Yes" AND Q130 selected choice is "Yes"]

132. Was that work you did at home last ***random day of week***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Mostly before commuting to the worksite

b) About the same amount before and after

c) Mostly after coming back from the worksite

Commuted 1+ days last week

show block if Q59 columns selected in any row includes "Worked at employer or client site"

124. ***Last week,*** on days you commuted to the worksite, ***at what time did you typically <u>get there</u>?***

Multiple choice | Required | Dropdown | Single-select

a) Before 7am
b) Between 7am and 8am
c) Between 8am and 9am
d) Between 9am and 11am
e) Between 11am and 1pm
f) After 1pm

125. ***Last week,*** on days you commuted to the worksite, ***at what time did you typically <u>leave</u>?***

Multiple choice | Required | Dropdown | Single-select

a) Before 2pm
b) Between 2pm and 4pm
c) Between 4pm and 5pm
d) Between 5pm and 6pm
e) Between 6pm and 7pm
f) After 7pm

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home <u>to work</u> <u>From work</u> to home	**Number input** _____ minutes <u>Min</u>: 0

	Max: 240

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. How many children have you ***given birth to <u>in 2015 or later?</u>***

Q_female_children | Multiple choice | Required | Vertical | Single-select

a) 1 [TAG: 1]

b) 2 [TAG: 2]

c) 3 [TAG: 3]

d) 4 [TAG: 4]

e) 5 [TAG: 5]

f) 6 [TAG: 6]

Set num_children_since_2015 to number from Q_male_children or Q_female_children, otherwise 0

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children
show block if Q81 answer is 0 AND Q74 selected choice is "No"
75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Number | Required | Min: 1953 | Max: 2006

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Questions and Responses

SWAA March 2025

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

[Q133 logic: Show 50% of time]

133. ***One year ago***, in March 2024, what days of the week did you usually ***work a full day (6 or more hours)*** and ***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***

[Q134 logic: Show 50% of time]

134. In ***March 2019*** ***(before COVID)***, what days of the week did you usually ***work a full day (6 or more hours)*** and ***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 `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home

show block if Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

Always-on 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 `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in April 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by April

c) **Quit** my job on or before April 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% chance

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

Worked last week

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 one of Monday/Tuesday/Wednesday/Thursday/Friday

128. ***Last*** ***`random_day_of_week`*** did you work at your ***employer's or client's worksite***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q138 logic: Show if Q128 selected choice is "Yes"]

138. How many hours did you ***work at your employer's or client's worksite*** last ***`random_day_of_week`***?

Number | Required | Min: 0 | Max: 12 | Decimals: 1

130. Did you do any ***work at home (or another remote location) for your job*** last ***`random_day_of_week`***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q137 logic: Show if Q130 selected choice is "Yes"]

137. How many hours did you ***work at home for your job*** last ***`random_day_of_week`***?

Number | Required | Min: 0 | Max: 12 | Decimals: 1

[Q132 logic: Show if Q128 selected choice is "Yes" AND Q130 selected choice is "Yes"]

132. Was that work you did at home last ***`random_day_of_week`***?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Mostly before commuting to the worksite

b) About the same amount before and after

c) Mostly after coming back from the worksite

Ever WFH since 2020?

show block if Q102 selected choice is "Yes"

135. 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 up to 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 and personal time
g) Better professional development, learning, and mentoring
h) Other [text input]

136. What are the ***top benefits*** of ***working from home?*** Please choose up to three.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose up to 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]

Commuted 1+ days last week

show block if Q59 columns selected in any row includes "Worked at employer or client site"

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to number from Q_male_children or Q_female_children, otherwise 0

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children

show block if Q81 answer is 0 AND Q74 selected choice is "No"

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

`Q_birth_year` | *Number | Required | Min: 1953 | Max: 2006*

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module

Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA Apr 2025

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | *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]**

11. 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

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
86. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q87 logic: Show if Q86 selected choice is "No"]** 87. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q54 logic: Show 50% of time]**

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Always-on 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 `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in May 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by May

c) **Quit** my job on or before May 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% chance

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

Ever WFH since 2020?

show block if Q102 selected choice is "Yes"

135. 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 up to 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 and personal time

g) Better professional development, learning, and mentoring

h) Other [text input]

136. What are the ***top benefits*** of ***working from home?*** Please choose up to three.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose up to 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]

Commuted 1+ days last week

show block if Q59 columns selected in any row includes "Worked at employer or client site"

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

Set `show_health_block` to show 50% of time

Health block

Show 50% of time

Set `comfort_opts` to:

a) Yes, very uncomfortable

b) Yes, a little uncomfortable

c) Not uncomfortable

32. The following items are about activities you might do during a typical day.

Do you ***currently feel personally uncomfortable*** doing these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	comfort_opts		
Eating food in a common space (breakroom, cafeteria)			
Working under fluorescent light			
Using a public restroom			
Sharing a common workspace like an open floor plan office			
Participating in small talk with colleagues			
Working in crowded spaces			

Set `limit_opts` to:

a) Yes, limited a lot

b) Yes, limited a little

c) No, not limited at all

33. The following items are about activities you might do during a typical day.

Are you ***currently physically limited*** in your ability to do these activities?

Matrix | Required | Group by: Row | Single-select | Randomize rows

	limit_opts		
Lifting or carrying more than 50 pounds (a 5-gallon water jug)			
Climbing **more than one flight of stairs**			
Walking **100 yards (the length of a football field)**			
Sitting at a desk for **more than 1 hour**			
Bending, kneeling, or stopping			
Being on your feet for **more than 1 hour**			

139. If you worked 5 days per week, ***how many work-from-home days per week*** would be ***best for your physical health?***

Multiple choice | Required | Vertical | Single-select

a) 0 days (fully in-person)

b) 1 day

c) 2 days

d) 3 days

e) 4 days

f) 5 days (fully remote)

140. If you worked 5 days per week, ***how many work-from-home days per week*** would be ***best for your mental health?***

Multiple choice | Required | Vertical | Single-select

a) 0 days (fully in-person)

b) 1 day

c) 2 days

d) 3 days

e) 4 days

f) 5 days (fully remote)

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama
b) Alaska
c) Arizona
d) Arkansas
e) California
f) Colorado
g) Connecticut
h) Delaware
i) District of Columbia
j) Florida
k) Georgia
l) Hawaii
m) Idaho
n) Illinois
o) Indiana
p) Iowa
q) Kansas
r) Kentucky
s) Louisiana
t) Maine
u) Maryland
v) Massachusetts
w) Michigan
x) Minnesota
y) Mississippi
z) Missouri
aa) Montana
bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA May 2025

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=500; Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
86. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q87 logic: Show if Q86 selected choice is "No"]** 87. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q54 logic: Show 50% of time]**

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Always-on 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 `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in June 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by June

c) **Quit** my job on or before June 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% chance

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Currently no children

show block if Q81 answer is 0 AND Q74 selected choice is "No"

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

show block if Q81 answer is 0 AND Q74 selected choice is "Yes"

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska
c) Arizona
d) Arkansas
e) California
f) Colorado
g) Connecticut
h) Delaware
i) District of Columbia
j) Florida
k) Georgia
l) Hawaii
m) Idaho
n) Illinois
o) Indiana
p) Iowa
q) Kansas
r) Kentucky
s) Louisiana
t) Maine
u) Maryland
v) Massachusetts
w) Michigan
x) Minnesota
y) Mississippi
z) Missouri
aa) Montana
bb) Nebraska
cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA June 2025

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=500; Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite (at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

Existing RTO

show block if Q2 selected choice is any of "Still employed and paid, but not working", "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"

45. Has your main employer announced a new push for in-person work, for example a return-to-office (RTO) or return-to-work (RTW) mandate ***in the past 6 months?***

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

[Q46 logic: Show if Q45 selected choice is "Yes"]

46. What type of return-to-office (RTO) or return-to-work (RTW) mandate has your employer announced in the past six months?

Multiple choice | Required | Vertical | Single-select

a) Full return -- 5+ days/week at the worksite

b) Partial return -- allowing at least 1 work-from-home day per week

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q54 logic: Show 50% of time]**

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Always-on 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 `rto_question_show` to 50% new question 50% old question

Old RTO Question

Show 50% of time

[Q40 logic: Show if Q59 choices by row some choice is "Worked from home"]

40. How would you respond if your employer announced a return-to-office (RTO) or return-to-work policy **requiring all employees to come into the workplace 5+ days a week starting in July 2025?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) **Comply** with the new policy

b) **Start looking for a job** that lets me work from home at least 1 day a week, but comply if I don't find one by July

c) **Quit** my job on or before July 2025, regardless of whether I got another job

Show 50% of time

[Q105 logic: Show if Q59 choices by row some choice is "Worked from home"]

105. How likely is your employer is to announce a return-to-office (RTO) policy requiring all employees to come into work **5+ days a week *at some point in 2025?***

Multiple choice | Required | Vertical | Single-select

a) Very unlikely, less than 20% chance

b) Unlikely - 20 to 40% chance

c) Uncertain - 40 to 60% chance

d) Likely - 60 to 80% chance

e) Very likely - 80% to 100% chance

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

75% of time ascending order 25% of time descending order

Set `child_born_year_opts` to:

a) 2015
b) 2016
c) 2017
d) 2018
e) 2019
f) 2020
g) 2021
h) 2022
i) 2023
j) 2024
k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4	**Dropdown** child_born_year_opts

Child 5 Child 6	

81. How many biological children have you had in your life?

Number | Required | Min: 0 | Max: 20

_____ total children

74. Are you currently expecting a baby?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q149 logic: Show if Q74 selected choice is "Yes"]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children

show block if Q81 answer is 0 AND Q74 selected choice is "No"

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

show block if Q81 answer is 0 AND Q74 selected choice is "Yes"

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska

c) Arizona

d) Arkansas

e) California

f) Colorado

g) Connecticut

h) Delaware

i) District of Columbia

j) Florida

k) Georgia

l) Hawaii

m) Idaho

n) Illinois

o) Indiana

p) Iowa

q) Kansas

r) Kentucky

s) Louisiana

t) Maine

u) Maryland

v) Massachusetts

w) Michigan

x) Minnesota

y) Mississippi

z) Missouri

aa) Montana

bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal

computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response.

Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA July 2025

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=500; Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite (at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Not fully remote

Show if worked on-site last week or meets with workers at least once per month or does not have co-workers

155. When you work at your employer's or client's site, is that the ***same worksite*** where your manager works?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my manager works at the same worksite

b) No, my manager works somewhere else

c) I have no manager

Set manager_locations_order to:

50% ascending 50% descending

Set manager_work_locations1 to:

a) In a different building from you

b) In the same building, but on a different floor

c) On the same floor, in a different room/space

d) In the same room/space, too far to talk

e) In the same room/space, near enough to talk

[Q156 logic: Show if Q155 selected choice is "Yes, my manager works at the same worksite"]

156. More specifically, where does your manager work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_work_locations1

Set manager_work_locations2 to:

a) At a different worksite in the same metro area

b) In a different metro area of the same state

c) In a different state

d) In a different country

[Q157 logic: Show if Q155 selected choice is "No, my manager works somewhere else"]

157. More specifically, where does your manager work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_work_locations2

[Q158 logic: Show if Q155 selected choice is not "I have no manager"]

158. How often do you see your **manager *in person (face-to-face)?***

Multiple choice | Required | Vertical | Single-select

a) 3 or more days each week

b) 1 to 2 days each week

c) 1 day each week

d) 1 to 2 times each month

e) 1 to 2 times each quarter

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home

show block if Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set `num_children_since_2015` to Number of kids since 2015

Set `year_order` to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 75% of time show Q_expecting_biological 25% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children

No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

159. How tall are you?

Combination | Required

Feet Inches	**Number input** Min: 0 Max: 11

160. In **High School**, did you participate in any of the following?

Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) A team-oriented sport (e.g., football, basketball, soccer, volleyball, lacrosse)

b) An individually-oriented sport (e.g., track and field, swimming, tennis)

c) Performing arts (e.g., drama, band, choir, dance)

d) A debate-focused activity (e.g. debate, model UN, model Congress)

e) None of these

[Q161 logic: Show if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD", "1 to 3-years of college"]

161. In **College**, did you participate in any of the following?

Please select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) A team-oriented sport (e.g., football, basketball, soccer, volleyball, lacrosse)

b) An individually-oriented sport (e.g., track and field, swimming, tennis)

c) Performing arts (e.g., drama, band, choir, dance)

d) A debate-focused activity (e.g. debate, model UN, model Congress)

e) None of these

[Q162 logic: Show if Q11 selected choice is any of "1 to 3-years of college", "4-year college degree", "Masters or Professional Degree", "PhD"]

162. In **College**, were you a member of a fraternity or sorority?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska

c) Arizona

d) Arkansas

e) California

f) Colorado

g) Connecticut

h) Delaware

i) District of Columbia

j) Florida

k) Georgia

l) Hawaii

m) Idaho

n) Illinois

o) Indiana

p) Iowa

q) Kansas

r) Kentucky

s) Louisiana

t) Maine

u) Maryland

v) Massachusetts

w) Michigan

x) Minnesota

y) Mississippi

z) Missouri

aa) Montana

bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA August 2025

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=500; Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite (at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

164. How many distinct ***Return-to-Office (RTO) Policies*** has your employer announced since fall 2020?

Multiple choice | Required | Vertical | Single-select

a) None

b) One

c) Two

d) Three

e) Four

f) Five or more

165. What happens to ***employees who <u>don't comply</u>*** with your employer's current ***Return to Office Policy?*** 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

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Not fully remote

Show if worked on-site last week or meets with workers at least once per month or does not have co-workers

155. When you work at your employer's or client's site, is that the ***same worksite*** where your manager works?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my manager works at the same worksite

b) No, my manager works somewhere else

c) I have no manager

Set `manager_locations_order` to:

50% ascending 50% descending

Set `manager_work_locations1` to:

a) In a different building from you

b) In the same building, but on a different floor

c) On the same floor, in a different room/space

d) In the same room/space, too far to talk

e) In the same room/space, near enough to talk

[Q156 logic: Show if Q155 selected choice is "Yes, my manager works at the same worksite"]

156. More specifically, where does your manager work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_work_locations1

Set `manager_work_locations2` to:

a) At a different worksite in the same metro area

b) In a different metro area of the same state

c) In a different state

d) In a different country

[Q157 logic: Show if Q155 selected choice is "No, my manager works somewhere else"]

157. More specifically, where does your manager work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_work_locations2

[Q158 logic: Show if Q155 selected choice is not "I have no manager"]

158. How often do you see your **manager *in person (face-to-face)?***

Multiple choice | Required | Vertical | Single-select

a) 3 or more days each week

b) 1 to 2 days each week

c) 1 day each week

d) 1 to 2 times each month

e) 1 to 2 times each quarter

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes
b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3	**Dropdown** child_born_year_opts

Child 4 Child 5 Child 6	

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children
No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska

c) Arizona

d) Arkansas

e) California

f) Colorado

g) Connecticut

h) Delaware

i) District of Columbia

j) Florida

k) Georgia

l) Hawaii

m) Idaho

n) Illinois

o) Indiana

p) Iowa

q) Kansas

r) Kentucky

s) Louisiana

t) Maine

u) Maryland

v) Massachusetts

w) Michigan

x) Minnesota

y) Mississippi

z) Missouri

aa) Montana

bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA September 2025

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked
show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"
86. ***Last week***, did you work as many days as you ***usually*** do? *Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes, I worked my usual number of days b) No **[Q87 logic: Show if Q86 selected choice is "No"]** 87. How many days per week do you usually work? *`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person*?

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite (at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

164. How many distinct ***Return-to-Office (RTO) Policies*** has your employer announced since fall 2020?

Multiple choice | Required | Vertical | Single-select

a) None

b) One

c) Two

d) Three

e) Four

f) Five or more

165. What happens to ***employees who <u>don't comply</u>*** with your employer's current ***Return to Office Policy?*** 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

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Not fully remote

Show if worked on-site last week or meets with workers at least once per month or does not have co-workers

155. When you work at your employer's or client's site, is that the ***same worksite*** where your manager works?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my manager works at the same worksite

b) No, my manager works somewhere else

c) I have no manager

Set `manager_locations_order` to:

50% ascending 50% descending

Set `manager_work_locations1` to:

a) In a different building from you

b) In the same building, but on a different floor

c) On the same floor, in a different room/space

d) In the same room/space, too far to talk

e) In the same room/space, near enough to talk

[Q156 logic: Show if Q155 selected choice is "Yes, my manager works at the same worksite"]

156. More specifically, where does your manager work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_work_locations1

Set `manager_work_locations2` to:

a) At a different worksite in the same metro area

b) In a different metro area of the same state

c) In a different state

d) In a different country

[Q157 logic: Show if Q155 selected choice is "No, my manager works somewhere else"]

157. More specifically, where does your manager work?

Multiple choice | Required | Vertical | Single-select

Dynamic choices: manager_work_locations2

[Q158 logic: Show if Q155 selected choice is not "I have no manager"]

158. How often do you see your **manager *in person (face-to-face)?***

Multiple choice | Required | Vertical | Single-select

a) 3 or more days each week

b) 1 to 2 days each week

c) 1 day each week

d) 1 to 2 times each month

e) 1 to 2 times each quarter

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

Q_wfh_since_2020 | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"

Set `random_efficiency_question` to select one of the efficiency questions 50/50

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3	**Dropdown** child_born_year_opts

Child 4 Child 5 Child 6	

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children
No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska

c) Arizona

d) Arkansas

e) California

f) Colorado

g) Connecticut

h) Delaware

i) District of Columbia

j) Florida

k) Georgia

l) Hawaii

m) Idaho

n) Illinois

o) Indiana

p) Iowa

q) Kansas

r) Kentucky

s) Louisiana

t) Maine

u) Maryland

v) Massachusetts

w) Michigan

x) Minnesota

y) Mississippi

z) Missouri

aa) Montana

bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA October 2025

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q54 logic: Show 50% of time]**

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015
b) 2016
c) 2017
d) 2018
e) 2019
f) 2020
g) 2021
h) 2022
i) 2023
j) 2024
k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4	**Dropdown** child_born_year_opts

Child 5 Child 6	

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children
No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use **outside your job|**? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska

c) Arizona

d) Arkansas

e) California

f) Colorado

g) Connecticut

h) Delaware

i) District of Columbia

j) Florida

k) Georgia

l) Hawaii

m) Idaho

n) Illinois

o) Indiana

p) Iowa

q) Kansas

r) Kentucky

s) Louisiana

t) Maine

u) Maryland

v) Massachusetts

w) Michigan

x) Minnesota

y) Mississippi

z) Missouri

aa) Montana

bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA November 2025

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=500; Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set employed to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q54 logic: Show 50% of time]**

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015
b) 2016
c) 2017
d) 2018
e) 2019
f) 2020
g) 2021
h) 2022
i) 2023
j) 2024
k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4	**Dropdown** child_born_year_opts

Child 5 Child 6	

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children
No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use **outside your job|**? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. 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

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. 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

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2006

Moving block

141. Do you reside in the same U.S. state now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q142 logic: Show if Q141 selected choice is "No"]

142. Where did you reside in 2019?

Multiple choice | Required | Dropdown | Single-select

a) Alabama

b) Alaska

c) Arizona

d) Arkansas

e) California

f) Colorado

g) Connecticut

h) Delaware

i) District of Columbia

j) Florida

k) Georgia

l) Hawaii

m) Idaho

n) Illinois

o) Indiana

p) Iowa

q) Kansas

r) Kentucky

s) Louisiana

t) Maine

u) Maryland

v) Massachusetts

w) Michigan

x) Minnesota

y) Mississippi

z) Missouri

aa) Montana

bb) Nebraska

cc) Nevada

dd) New Hampshire

ee) New Jersey

ff) New Mexico

gg) New York

hh) North Carolina

ii) North Dakota

jj) Ohio

kk) Oklahoma

ll) Oregon

mm) Pennsylvania

nn) Rhode Island

oo) South Carolina

pp) South Dakota

qq) Tennessee

rr) Texas

ss) Utah

tt) Vermont

uu) Virginia

vv) Washington

ww) West Virginia

xx) Wisconsin

yy) Wyoming

zz) US Territory (e.g., Puerto Rico, Guam, American Samoa)

aaa) Foreign country

143. Do you reside at the same address now as in 2019?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

skip block if Q141 selected choice is "No" AND Q142 selected choice is "Foreign country"

[Q144 logic: Show if Q141 selected choice is "No" OR Q143 selected choice is "No"]

144. In 2019, what was the ZIP code of your residential address?

Text input | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Text input | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA December 2025

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=500; Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set employed to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2025

b) 2024

c) 2023

d) 2022

e) 2021

f) 2020

g) 2019

h) 2018

i) 2017

j) 2016

k) 2011 to 2015

l) 2006 to 2010

m) 2000 to 2005

n) 1990 to 1999

o) 1980 to 1989

p) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2025

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2024, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Worked from home
show block if Q102 selected choice is "Yes"
Set `random_efficiency_question` to select one of the efficiency questions 50/50 **[Q54 logic: Show 50% of time]**

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

[Q16 logic: Show if Q15 selected choice is "Yes"]

16. 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%

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015
b) 2016
c) 2017
d) 2018
e) 2019
f) 2020
g) 2021
h) 2022
i) 2023
j) 2024
k) 2025

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4	**Dropdown** child_born_year_opts

Child 5 Child 6	

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2025

b) Next year -- on or after January 1, 2026

Currently no children
No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | *Open-ended* | *Required* | *Single line*

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | *Open-ended* | *Required* | *Single line*

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

Q_birth_year | *Number* | *Required* | *Min: 1953* | *Max: 2006*

174. In December 2022 (three years ago), was your residential address in the **same ZIP code** as now?

Multiple choice | *Required* | *Vertical* | *Single-select* | *Randomize*

a) Yes

b) No

[Q175 logic: Show if Q174 selected choice is "No"]

175. In what ZIP code was your residential address in December 2022 (three years ago)?

Open-ended | *Required* | *Single line*

Require valid zip code

Min length: 5

Max length: 5

[Q173 logic: Show if Q174 selected choice is "No"]

173. What were the **top reasons** that led you to move from your December 2022 residence to where you live now?

Please select up to 3.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose 1-3 options

a) Lower cost of living

b) For a new job (either your own or spouse/partner's)

c) Easier commute

d) Wanted more space

e) Wanted less space

f) Be closer to family

g) Better neighborhood

h) Owning versus renting

i) Other reasons [text input]

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA January 2026

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set employed to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2026

b) 2025

c) 2024

d) 2023

e) 2022

f) 2021

g) 2020

h) 2019

i) 2018

j) 2017

k) 2016

l) 2011 to 2015

m) 2006 to 2010

n) 2000 to 2005

o) 1990 to 1999

p) 1980 to 1989

q) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2026

b) Next year -- on or after January 1, 2027

Currently no children
No biological children and not expecting a child
75. 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 **[Q77 logic: Show if Q75 selected choice is "Yes"]** 77. How many biological children do plan to have in total? *Number | Required | Min: 1 | Max: 20* _____ total children **[Q79 logic: Show if Q75 selected choice is "Yes"]**

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

`Q_birth_year` | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA February 2026

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2026

b) 2025

c) 2024

d) 2023

e) 2022

f) 2021

g) 2020

h) 2019

i) 2018

j) 2017

k) 2016

l) 2011 to 2015

m) 2006 to 2010

n) 2000 to 2005

o) 1990 to 1999

p) 1980 to 1989

q) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

[Q47 logic: Show if Q8 selected choice is "Government, including all federal and state" 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"]

47. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

[Q49 logic: Show if Q8 selected choice is any of "Education", "Health Care and Social Assistance", "Utilities" 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"]

49. Who is your employer?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Federal government

b) State government

c) Local government

d) A private sector employer

[Q44 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 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"]

44. Is your main job covered by a **collective bargaining agreement**?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set `concentration_question_shown` to:

50% free text option (Q177) 50% multiple choice option (Q178)

[Q177 logic: Show 50% of time]

177. Think about your Bachelor's (Undergraduate) degree.

What was your **major** or concentration?

Open-ended | Required | Multi-line | AI moderation

[Q178 logic: Show 50% of time]

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility
show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility
show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2026

b) Next year -- on or after January 1, 2027

Currently no children
No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

`Q_birth_year` | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA March 2026

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | *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]**

11. 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

Set `employed` to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2026

b) 2025

c) 2024

d) 2023

e) 2022

f) 2021

g) 2020

h) 2019

i) 2018

j) 2017

k) 2016

l) 2011 to 2015

m) 2006 to 2010

n) 2000 to 2005

o) 1990 to 1999

p) 1980 to 1989

q) Before 1980

69. In what year did you start working for your current employer?

`Q_year_started` | *Number* | *Required* | *Min: 1950* | *Max: 2026*

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"
Set `concentration_question_shown` to: 25% free text option (Q177) 75% multiple choice option (Q178) **[Q177 logic: Show 25% of time]**

177. Think about your Bachelor's (Undergraduate) degree.

What was your **major** or concentration?

Open-ended | Required | Multi-line

[Q178 logic: Show 75% of time]

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set `baby_expecting_question` to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

`Q_expecting` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

`Q_expecting_biological` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set `expecting_parent` to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2026

b) Next year -- on or after January 1, 2027

Currently no children
No biological children and not expecting a child
75. 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 **[Q77 logic: Show if Q75 selected choice is "Yes"]**

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set scale_opts to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years

scale_opts		

Now consider the impact on **OTHER EMPLOYERS** in the same industry as yours.

[Q179 logic: Show if 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"]

179. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for ***other employers*** *in your industry*:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q182 logic: Show if 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"]

182. How has the adoption of Artificial Intelligence technologies affected SALES PER WORKER (PRODUCTIVITY) among ***other employers*** *in your industry*:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years

scale_opts		

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use **outside your job|**? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

Please respond "Jacaranda"

181.

Q_honeypot | Open-ended | Optional | Multi-line

Not visible to respondents - checks for respondents that are using computer-aided tools to complete surveys

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag qc_time_of_day if The respondent takes the survey between 12am and 6am in their local timezone. Flag qc_speeder if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch:

Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response.

Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA April 2026

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: Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | *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]**

11. 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

Set employed to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

Q_addition_check | Number | Required | Min: 0 | Max: 1000000

Flag qc_addition_check if flag true if answer to Q_addition_check is not 7

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]

Set random_25 to randomly assign between 1,2,3,4

[Q59 logic: SKIP 25% of the time]

59. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Q_byday_work | 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***

[Q195 logic: DISPLAY 25% of the time]

195. For each day ***last week***, did you ***work 6 or more hours for pay***, and if so, **where did you mainly work*?***

Q_byday_work_2 | Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Mainly at ***home or other remote location (e.g., coffee shop)***	Mainly at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			
	Did not work 6 or more hours	Mainly at ***home or other remote location (e.g., coffee shop)***	Mainly at ***employer or client site***

Set full_workday_question to 50/50 between Q133 and Q134

Set days_worked to Days worked from home or on site (Q_byday_work_2 OR Q_byday_work)

Set days_worked_onsite to Days worked from on site (Q_byday_work_2 OR Q_byday_work)

Set days_worked_fromhome to Days worked from home (Q_byday_work_2 OR Q_byday_work)

Set worked_onsite_lastweek to atleast 1 days_worked_onsite

Set wfh_last_week to atleast 1 days_worked_fromhome

Set worker_type to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

Q_days_worked_typical | 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

Set random_day to:

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

[Q183 logic: Display if worked from home on random_day (i.e is in days_worked_fromhome)]

183. Last **random-day** you said you worked from home.

Did you spend **all your work time** at home that day?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I only worked from home

b) No, I also went to my employer or client worksite

c) No, I also worked from another location (coffee shop, park, friend's house, etc.)

[Q184 logic: Display if worked on site on random day (i.e random day is in days_worked_onsite)]

184. Last `random-day` you said you worked on business premises.

Did you do any paid work at home or another location that day?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No, I only worked on business premises

b) Yes, I did some **minor work** (e.g. sending emails) at home in the **morning or evening**

c) Yes, I did at least **1 hour of paid work at home** between 8am and 6pm

d) Yes, I did **1 or more hours of paid work at another location** (coffee shop, park, friend's house, etc.)

[Q83 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

83. Do you ever meet with your coworkers *in person*?

Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | *Required* | *Vertical* | *Single-select*

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first*** ***employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2026

b) 2025

c) 2024

d) 2023

e) 2022

f) 2021

g) 2020

h) 2019

i) 2018

j) 2017

k) 2016

l) 2011 to 2015

m) 2006 to 2010

n) 2000 to 2005

o) 1990 to 1999

p) 1980 to 1989

q) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q92 logic: DISPLAY IF: - Is NOT self employed (Q_current_employment) AND - meets coworkers once or less than once per month or never (Q_coworkers_in_person) AND - employer has multiple locations (i.e employer_multi_location is true)]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: DISPLAY IF: worked from on site atleast one day of the week (i.e >0 days_worked_onsite)]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: DISPLAY IF: hasn't from onsite any day (i.e 0 days_worked_onsite)]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set `concentration_question_shown` to:

25% free text option (Q177) 75% multiple choice option (Q178)

[Q177 logic: Show 25% of time]

177. Think about your Bachelor's (Undergraduate) degree.

What was your **major** or concentration?

Open-ended | Required | Multi-line

[Q178 logic: Show 75% of time]

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's <u>current</u> working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, <u>full time student</u>

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility
show block if Q10 selected choice is "Male"
71. Are you the biological father of any children ***born in <u>2015 or later?</u>*** *`Q_male_fathered` | Multiple choice | Required | Vertical | Single-select | Randomize* a) Yes b) No

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2	**Dropdown** child_born_year_opts

Child 3 Child 4 Child 5 Child 6	

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2026

b) Next year -- on or after January 1, 2027

Currently no children

No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

[Q193 logic: Skip if Q93 answer > 45 AND Q10 selected choice is "Female"]

193. What factors or circumstances would cause you to **raise** the number of biological children you plan to have in the future?

If there are no such factors or circumstances, please enter "None"

Open-ended | Required | Multi-line

[Q194 logic: Skip if Q93 answer > 45 AND Q10 selected choice is "Female"]

194. What factors or circumstances would cause you to **lower** the number of biological children you plan to have in the future?

If there are no such factors or circumstances, please enter "None"

Open-ended | Required | Multi-line

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

DISPLAY IF: worked from home atleast one day of the week

185. Earlier, you said that you **worked from home** on **1 or more days** last week.

Suppose you **could not work from home** at all. How would that **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) It would **raise** the number of children I'd plan to have

b) No change

c) It would **lower** the number of children I'd plan to have

[Q186 logic: Show if Q185 selected choice is "No change"]

186. Why doesn't your ability to work from home affect how many children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would switch to a job/career that lets me work from home

g) Other [text input]

[Q187 logic: Show if Q185 selected choice is "It would raise the number of children I'd plan to have"]

187. Why would losing your ability to work from home **raise** the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) My job/career provides other forms of flexibility

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q188 logic: Show if Q185 selected choice is "It would lower the number of children I'd plan to have"]

188. Why would losing your ability to work from home **lower** the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me do more childcare

b) Working from home keeps household costs low (lunch, gas, childcare, etc.)

c) Working from home would let me spend more time at home with family

d) When I work from home, my spouse/partner can work longer hours and earn more money

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

DISPLAY IF: hasn't worked from home any day (i.e 0 days_worked_fromhome)

189. Earlier, you said that you **did not work from home** on **any day** last week.

Suppose you could **work from home 1 or more days per week.** How would that **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) It would **raise** the number of children I'd plan to have

b) No change

c) It would **lower** the number of children I'd plan to have

[Q190 logic: Show if Q189 selected choice is "No change"]

190. Why doesn't your ability to work from home affect how many children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would switch to a job/career that let me work from home

g) Other [text input]

[Q191 logic: Show if Q189 selected choice is "It would raise the number of children I'd plan to have"]

191. Why would gaining the ability to work from home 1 or more days per week raise the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me do more childcare

b) Working from home would let me spend more time at home with family

c) When I work from home, my spouse/partner can work longer hours and earn more money

d) Working from home keeps household costs low (lunch, gas, childcare, etc.)

e) Other [text input]

[Q192 logic: Show if Q189 selected choice is "It would lower the number of children I'd plan to have"]

192. Why would gaining the ability to work from home 1 or more days per week lower the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would not be able to enjoy the time I spend at home with my family

d) I would use my ability to work from home to travel or move somewhere else

e) Other [text input]

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

26. For **general economic news**, which of these sources do you regard as **most reliable?**

Please select up to three sources, and rank them as "1" being most reliable, "2" being the next most reliable, and so on.

Rank | Required | Randomize | Rank 1-3 options

a) The Wall Street Journal

b) The New York Times

c) The Washington Post

d) USA Today

e) Fox News

f) CNBC

g) CNN

h) MS NOW (previously MSNBC)

i) Bloomberg TV

j) Social media

k) Podcasts

l) Local newspaper

m) Other (specify) [text input]

[Q27 logic: Show if Q26 ranked choices in order includes "Social media"]

27. Which **social media site or app** do you regard as most reliable for **general economic news**?

Open-ended | Required | Multi-line

[Q28 logic: Show if Q26 ranked choices in order includes "Podcasts"]

28. Which **podcast** do you regard as most reliable for **general economic news**?

    Open-ended | Required | Multi-line

29. Please list the sources that you find most useful for **news related to your personal interests**

    Open-ended | Required | Multi-line

17. What is the ZIP code of your ***current*** residential address?

    `Q_zip_resi_curr` | *Open-ended | Required | Single line*

    Require valid zip code

    Min length: 5

    Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

    `Q_zip_job_curr` | *Open-ended | Required | Single line*

    Require valid zip code

    Min length: 5

    Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

    `Q_birth_year` | *Number | Required | Min: 1953 | Max: 2007*

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA March 2026

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

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to Q2 selected choice is any of "Working for pay, whether on business premises or working from home", "Still employed and paid, but not working"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

59. 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 `full_workday_question` to 50/50 between Q133 and Q134

Set `wfh_last_week` to Q59 choices by row some choice is "Worked from home"

Set `days_worked` to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

[Q83 logic: Show if Q59 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"]

83. Do you ever meet with your coworkers *in person?*

`Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2026

b) 2025

c) 2024

d) 2023

e) 2022

f) 2021

g) 2020

h) 2019

i) 2018

j) 2017

k) 2016

l) 2011 to 2015

m) 2006 to 2010

n) 2000 to 2005

o) 1990 to 1999

p) 1980 to 1989

q) Before 1980

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q92 logic: Show if Q59 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" AND Q83 selected choice is any of "Never", "About once per year", "Once per quarter", "Once per month" AND Q68 selected choice is not "Only 1 location" AND Q5 selected choice is none of "I am self-employed and run my own business"]

92. 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

Set `worked_onsite_lastweek` to Q59 columns selected in any row includes "Worked at employer or client site"

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: Show if Q59 choices by row some choice is "Worked at employer or client site"]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

[Q53 logic: Show if Q59 choices by row no choice is "Worked at employer or client site"]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office
b) Factory or warehouse
c) Retail
d) Food, drink, or accommodation
e) Construction, agriculture, or mining
f) School or university
g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"
Set `concentration_question_shown` to: 25% free text option (Q177) 75% multiple choice option (Q178) **[Q177 logic: Show 25% of time]**

177. Think about your Bachelor's (Undergraduate) degree.

What was your **major** or concentration?

Open-ended | Required | Multi-line

[Q178 logic: Show 75% of time]

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set `baby_expecting_question` to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

`Q_expecting` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

`Q_expecting_biological` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set `expecting_parent` to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2026

b) Next year -- on or after January 1, 2027

Currently no children
No biological children and not expecting a child
75. 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 **[Q77 logic: Show if Q75 selected choice is "Yes"]**

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Generative AI Block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT***, ***Gemini***, and ***Midjourney***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Questions about AI use at work

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 Q106 selected choice is "Yes"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example Microsoft Copilot)

i) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Not present at work last week, or did not use AI last week

Show if working but doesn't use AI at work OR paid but not working

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set scale_opts to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years

scale_opts		

Now consider the impact on **OTHER EMPLOYERS** in the same industry as yours.

[Q179 logic: Show if 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"]

179. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for ***other employers*** *in your industry*:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q182 logic: Show if 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"]

182. How has the adoption of Artificial Intelligence technologies affected SALES PER WORKER (PRODUCTIVITY) among ***other employers*** *in your industry*:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years

scale_opts		

AI use at home

show block if Q106 selected choice is "Yes"

116. Do you use Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use **outside your job|**? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) DALL-E

e) Github Copilot

f) Midjourney

g) Perplexity

h) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

i) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 4 hours per day

d) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

Please respond "Jacaranda"

181.

Q_honeypot | Open-ended | Optional | Multi-line

Not visible to respondents - checks for respondents that are using computer-aided tools to complete surveys

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag qc_time_of_day if The respondent takes the survey between 12am and 6am in their local timezone. Flag qc_speeder if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch:

Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response.

Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA June 2026

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: Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to TRUE 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"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

Set random_25 to randomly assign between 1,2,3,4

59. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Q_byday_work | 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 full_workday_question to 50/50 between Q133 and Q134

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worked_onsite_lastweek` to atleast 1 days_worked_onsite

Set `wfh_last_week` to atleast 1 days_worked_fromhome

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

Set `random_day` to:

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

[Q183 logic: Display if worked from home on random_day (i.e is in days_worked_fromhome)]

183. Last `random-day` you said you worked from home.

Did you spend **all your work time** at home that day?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I only worked from home

b) No, I also went to my employer or client worksite

c) No, I also worked from another location (coffee shop, park, friend's house, etc.)

[Q184 logic: Display if worked on site on random day (i.e random day is in days_worked_onsite)]

184. Last `random-day` you said you worked on business premises.

Did you do any paid work at home or another location that day?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No, I only worked on business premises

b) Yes, I did some **minor work** (e.g. sending emails) at home in the **morning or evening**

c) Yes, I did at least **1 hour of paid work at home** between 8am and 6pm

d) Yes, I did **1 or more hours of paid work at another location** (coffee shop, park, friend's house, etc.)

[Q83 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

83. Do you ever meet with your coworkers *in person*?

Q_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

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite (at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

68. 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

67. 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

Set `employer_multi_location` to TRUE IF Q68 selected choice is any of "2 to 4 locations", "4 to 9 locations", "10 to 99 locations", "100+ locations"

90. When did your employer hire its ***first employee (at any location)?***

Multiple choice | Required | Vertical | Single-select

a) 2026

b) 2025

c) 2024

d) 2023

e) 2022

f) 2021

g) 2020

h) 2019

i) 2018

j) 2017

k) 2016

l) 2011 to 2015

m) 2006 to 2010

n) 2000 to 2005

o) 1990 to 1999

p) 1980 to 1989

q) Before 1980

SKIP IF: Answered whether they met coworkers in person (i.e Q83) and said they never met them or met them once or less than once per quarter

Set `gender_percent` to 50% chance of seeing Q206 vs Q207

[Q206 logic: DISPLAY 50% of the time (i.e gender_percent is "Q206")]

206. Consider the location where you primarily work.

What percent of employees are **men**?

Number | Required | Min: 0 | Max: 100

_____ percent

[Q207 logic: DISPLAY 50% of the time (i.e gender_percent is "Q207")]

207. Consider the location where you primarily work.

What percent of employees are **women**?

Number | Required | Min: 0 | Max: 100

_____ percent

69. In what year did you start working for your current employer?

`Q_year_started` | Number | Required | Min: 1950 | Max: 2026

[Q92 logic: DISPLAY IF: - Is NOT self employed (Q_current_employment) AND - meets coworkers once or less than once per month or never (Q_coworkers_in_person) AND - employer has multiple locations (i.e employer_multi_location is true)]

92. 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

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: DISPLAY IF: worked from on site atleast one day of the week (i.e >0 days_worked_onsite)]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: DISPLAY IF: hasn't from onsite any day (i.e 0 days_worked_onsite)]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set concentration_question_shown to:

25% free text option (Q177) 75% multiple choice option (Q178)

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility
show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set `baby_expecting_question` to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

`Q_expecting` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

`Q_expecting_biological` | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set `expecting_parent` to true if answers yes in Q_expecting or Q_expecting_biological

[Q149 logic: Show if respondent is expecting]

149. When is that baby due to be born?

Multiple choice | Required | Vertical | Single-select | Randomize

a) This year -- by December 31, 2026

b) Next year -- on or after January 1, 2027

Currently no children
No biological children and not expecting a child
75. 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 **[Q77 logic: Show if Q75 selected choice is "Yes"]**

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

DISPLAY to working women under 45 and working men under 55. [(Q2 is "Working for pay") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

DISPLAY IF: worked from home atleast one day of the week

209. Suppose you **could not work from home** at all. How would that **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) It would **raise** the number of children I'd plan to have

b) No change

c) It would **lower** the number of children I'd plan to have

[Q186 logic: Show if Q209 selected choice is "No change"]

186. Why doesn't your ability to work from home affect how many children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would switch to a job/career that lets me work from home

g) Other [text input]

[Q196 logic: Show if Q209 selected choice is "It would raise the number of children I'd plan to have"]

196. You said that you would **raise** the number of children you'd plan to have **if you could not work from home at all.**

How many **more children** would you plan to have in that situation?

Multiple choice | Required | Vertical | Single-select

a) I'd plan to have 1 more child

b) I'd plan to have 2 more children

c) I'd plan to have 3+ more children

[Q187 logic: Show if Q209 selected choice is "It would raise the number of children I'd plan to have"]

187. Why would losing your ability to work from home **raise** the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) My job/career provides other forms of flexibility

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q197 logic: Show if Q209 selected choice is "It would lower the number of children I'd plan to have"]

197. You said that you would **lower** the number of children you'd plan to have **if you could not work from home at all.**

How many **fewer children** would you plan to have in that situation?

Multiple choice | Required | Vertical | Single-select

a) I'd plan to have 1 fewer child

b) I'd plan to have 2 fewer children

c) I'd plan to have 3+ fewer children

[Q188 logic: Show if Q209 selected choice is "It would lower the number of children I'd plan to have"]

188. Why would losing your ability to work from home **lower** the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me do more childcare

b) Working from home keeps household costs low (lunch, gas, childcare, etc.)

c) Working from home would let me spend more time at home with family

d) When I work from home, my spouse/partner can work longer hours and earn more money

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

DISPLAY IF: hasn't worked from home any day (i.e 0 days_worked_fromhome)

210. Suppose you could **work from home 1 or more days per week.** How would that **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) It would **raise** the number of children I'd plan to have

b) No change

c) It would **lower** the number of children I'd plan to have

[Q190 logic: Show if Q210 selected choice is "No change"]

190. Why doesn't your ability to work from home affect how many children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would switch to a job/career that let me work from home

g) Other [text input]

[Q198 logic: Show if Q210 selected choice is "It would raise the number of children I'd plan to have"]

198. You said that you would **raise** the number of children you'd plan to have **if you could work from home 1 or more days per week.**

How many **more children** would you plan to have in that situation?

Multiple choice | Required | Vertical | Single-select

a) I'd plan to have 1 more child

b) I'd plan to have 2 more children

c) I'd plan to have 3+ more children

[Q191 logic: Show if Q210 selected choice is "It would raise the number of children I'd plan to have"]

191. Why would gaining the ability to work from home 1 or more days per week raise the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me do more childcare

b) Working from home would let me spend more time at home with family

c) When I work from home, my spouse/partner can work longer hours and earn more money

d) Working from home keeps household costs low (lunch, gas, childcare, etc.)

e) Other [text input]

[Q199 logic: Show if Q210 selected choice is "It would lower the number of children I'd plan to have"]

199. You said that you would **lower** the number of children you'd plan to have **if you could work from home 1 or more days per week.**

How many **fewer children** would you plan to have in that situation?

Multiple choice | Required | Vertical | Single-select

a) I'd plan to have 1 fewer child

b) I'd plan to have 2 fewer children

c) I'd plan to have 3+ fewer children

[Q192 logic: Show if Q210 selected choice is "It would lower the number of children I'd plan to have"]

192. Why would gaining the ability to work from home 1 or more days per week lower the number of children you plan to have in the future?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would not be able to enjoy the time I spend at home with my family

d) I would use my ability to work from home to travel or move somewhere else

e) Other [text input]

166. We are interested in how people are getting along financially these days. Would you say that you (and your family living there) are better off or worse off financially than you were a year ago?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Better now financially than a year ago

b) Same

c) Worse now financially than a year ago

167. Now looking ahead--do you think that a year from now you (and your family living there) will be better off financially, worse off financially, or just about the same as now?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Will be better off financially a year from now

b) Same

c) Will be worse off financially a year from now

168. Now turning to business conditions in the country as a whole--do you think that during the next 12 months we'll have good times financially or bad times financially?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good times financially during the next 12 months

b) Partly good and partly bad

c) Bad times financially during the next 12 months

169. Looking ahead, which would you say is more likely -- that in the country as a whole we'll have continuous good times during the next 5 years or so, or that we will have periods of widespread unemployment or depression?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Continuous good times during the next 5 years or so

b) Partly good and partly bad

c) Continuous bad times (e.g. periods of widespread unemployment or depression) during the next 5 years or so

170. Think about the big things people buy for their homes -- such as furniture, a refrigerator, stove, television, and things like that. Generally speaking, do you think now is a good or a bad time for people to buy major household items?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Good time to buy major household items

b) Bad time to buy major household items

Set `display_order` to:

1 - for choices as displayed 0 - for choices in reverse order

AI use block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT, Claude,*** and ***Gemini.***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

201. How much of the time do you think you can **trust** the information generated by AI?

Multiple choice | Required | Vertical | Single-select

a) Almost all -- 90% or more of the time

b) Most -- 60 to 90% of the time

c) Some -- 40 to 60% of the time

d) Not much -- 10 to 40% of the time

e) Hardly ever -- 10% or less of the time

Questions about AI use at work

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"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) NimbusSage

e) Github Copilot

f) HyperionMax

g) Perplexity

h) Grok

i) Generative AI tools embedded in existing software (for example Microsoft Copilot)

j) Other

208. In what year did you first start using generative AI tools?

Number | Required | Min: 2000 | Max: 2027

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Not present at work last week, or did not use AI last week

DISPLAY IF: Not present at work last week or did not use genAI (i.e Q_work_status is "Working for pay..." and Q_genai_work = "No") OR Q_work_status = "Still employed and paid but not working"))

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `AI_job_obselete` to 50% chance of seeing Q202 vs Q205

[Q202 logic: DISPLAY IF: Q202 assigned in AI_job_obselete (50% of the time)]

202. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Horizontal | Single-select

a) Very concerned

b) Somewhat concerned

c) Not very concerned

d) Not at all concerned

[Q205 logic: DISPLAY IF: Q205 assigned in AI_job_obselete (50% of the time)]

205. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Vertical | Single-select

a) Very concerned -- more than 50% chance AI will make my job obsolete in the next 5 years

b) Somewhat concerned -- 10% to 50% chance AI will make my job obsolete in the next 5 years

c) Not very concerned -- less than 10% chance AI will make my job obsolete in the next 5 years

d) Not at all concerned -- 0% chance AI will make my job obsolete in the next 5 years

AI use outside work

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT

b) Claude

c) Gemini

d) NimbusSage

e) Github Copilot

f) HyperionMax

g) Perplexity

h) Grok

i) Generative AI tools embedded in existing software (for example, Microsoft Copilot)

j) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generate output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

203. Do you think advancements in AI are likely to change the number of job opportunities for people?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Increase the number of job opportunities

b) No change

c) Decrease the number of job opportunities

204. Overall, would you say the increased use of AI in daily life makes you feel:

Multiple choice | Required | Vertical | Single-select | Randomize

a) More concerned than excited

b) Equally concerned and excited

c) More excited than concerned

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA July 2026

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: Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to TRUE 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"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

Set random_25 to randomly assign between 1,2,3,4

59. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Q_byday_work | 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 full_workday_question to 50/50 between Q133 and Q134

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worked_onsite_lastweek` to atleast 1 days_worked_onsite

Set `wfh_last_week` to atleast 1 days_worked_fromhome

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

Set `random_day` to:

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

[Q183 logic: Display if worked from home on random_day (i.e is in days_worked_fromhome)]

183. Last `random-day` you said you worked from home.

Did you spend **all your work time** at home that day?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Yes, I only worked from home

b) No, I also went to my employer or client worksite

c) No, I also worked from another location (coffee shop, park, friend's house, etc.)

[Q184 logic: Display if worked on site on random day (i.e random day is in days_worked_onsite)]

184. Last `random-day` you said you worked on business premises.

Did you do any paid work at home or another location that day?

Multiple choice | Required | Vertical | Multi-select | Randomize

a) No, I only worked on business premises

b) Yes, I did some **minor work** (e.g. sending emails) at home in the **morning or evening**

c) Yes, I did at least **1 hour of paid work at home** between 8am and 6pm

d) Yes, I did **1 or more hours of paid work at another location** (coffee shop, park, friend's house, etc.)

[Q83 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

83. Do you ever meet with your coworkers *in person*?

Q_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

[Q211 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

211. Do you have the **option** of working on your **employer's business premises** one or more days per week*?*

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

67. 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

SKIP IF: Answered whether they met coworkers in person (i.e Q83) and said they never met them or met them once or less than once per quarter

Set `gender_percent` to 50% chance of seeing Q206 vs Q207

[Q206 logic: DISPLAY 50% of the time (i.e gender_percent is "Q206")]

206. Consider the location where you primarily work.

What percent of employees are **men**?

Number | Required | Min: 0 | Max: 100

_____ percent

[Q207 logic: DISPLAY 50% of the time (i.e gender_percent is "Q207")]

207. Consider the location where you primarily work.

What percent of employees are **women**?

Number | Required | Min: 0 | Max: 100

_____ percent

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: DISPLAY IF: worked from on site atleast one day of the week (i.e >0 days_worked_onsite)]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: DISPLAY IF: hasn't from onsite any day (i.e 0 days_worked_onsite)]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

Q_wfh_since_2020 | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set concentration_question_shown to:

25% free text option (Q177) 75% multiple choice option (Q178)

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

139. If you worked 5 days per week, ***how many work-from-home days per week*** would be ***best for your physical health?***

Multiple choice | Required | Vertical | Single-select

a) 0 days (fully in-person)

b) 1 day

c) 2 days

d) 3 days

e) 4 days

f) 5 days (fully remote)

140. If you worked 5 days per week, ***how many work-from-home days per week*** would be ***best for your mental health?***

Multiple choice | Required | Vertical | Single-select

a) 0 days (fully in-person)

b) 1 day

c) 2 days

d) 3 days

e) 4 days

f) 5 days (fully remote)

Section 2

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set `num_children_since_2015` to Number of kids since 2015

Set `year_order` to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q212 logic: Show if respondent is expecting]

212. When is that baby due to be born?

Combination | Required | Randomize

Month Year	**Text input**

Currently no children

No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the <u>latest</u>*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **<u>in addition to</u>** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

DISPLAY to working women under 45 and working men under 55. [(Q2 is "Working for pay") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

DISPLAY IF: worked from home atleast one day of the week

213. Earlier, you said you worked `days_worked` full days last week, and that you worked `wfh_days` of those days from home.

Suppose you **could not work from home** at all, and that would remain so for several years.

Would the ***inability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q214 logic: Show if Q213 selected choice is "No, it would not change the number of I plan to have"]

214. Please tell us why the inability to work from home would **not affect** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q215 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

215. How many **more** **children** would you plan to have if you were unale to work form home for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q216 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

216. Please tell us why the inability to work from home would **raise** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) My job/career provides other forms of flexibility

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q217 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

217. How many **fewer** **children** would you plan to have if you could not work from home for several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q218 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

218. Please tell us why the inability to work from home would **lower** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps withchildcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) When I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

DISPLAY IF: hasn't worked from home any day (i.e 0 days_worked_fromhome)

219. Earlier, you said you worked `days_worked` full days last week, and that you worked all of those days at your employer's or client's site.

Suppose you could **work from home 1 or more days per week** over the next several years.

Would this ***ability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I'd plan to have

c) Yes, it would **lower** the number of children I'd plan to have

[Q220 logic: Show if Q219 selected choice is "No, it would not change the number of children I plan to have"]

220. Please tell us why the ability to work from home would **not change** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q221 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I'd plan to have"]

221. How many **more children** would you plan to have if you could work from home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q222 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I'd plan to have"]

222. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) When I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Other [text input]

[Q223 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I'd plan to have"]

223. How many **fewer children** would you plan to have if you could work form home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q224 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I'd plan to have"]

224. Please tell us why would the ability to work from home would **lower** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

Set `display_order` to:

1 - for choices as displayed 0 - for choices in reverse order

AI use block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT, Claude,*** and ***Gemini.***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

201. How much of the time do you think you can **trust** the information generated by AI?

Multiple choice | Required | Vertical | Single-select

a) Almost all -- 90% or more of the time

b) Most -- 60 to 90% of the time

c) Some -- 40 to 60% of the time

d) Not much -- 10 to 40% of the time

e) Hardly ever -- 10% or less of the time

Questions about AI use at work

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"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Gemini (including NotebookLM, Nano Banana)

d) NimbusSage

e) Github Copilot

f) HyperionMax

g) Perplexity

h) Grok

i) Cursor

j) Microsoft Copilot

k) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Not present at work last week, or did not use AI last week

DISPLAY IF: Not present at work last week or did not use genAI (i.e Q_work_status is "Working for pay..." and Q_genai_work = "No") OR Q_work_status = "Still employed and paid but not working"))

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

Set `AI_job_obselete` to 50% chance of seeing Q202 vs Q205

[Q202 logic: DISPLAY IF: Q202 assigned in AI_job_obselete (50% of the time)]

202. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Horizontal | Single-select

a) Very concerned

b) Somewhat concerned

c) Not very concerned

d) Not at all concerned

[Q205 logic: DISPLAY IF: Q205 assigned in AI_job_obselete (50% of the time)]

205. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Vertical | Single-select

a) Very concerned -- more than 50% chance AI will make my job obsolete in the next 5 years

b) Somewhat concerned -- 10% to 50% chance AI will make my job obsolete in the next 5 years

c) Not very concerned -- less than 10% chance AI will make my job obsolete in the next 5 years

d) Not at all concerned -- 0% chance AI will make my job obsolete in the next 5 years

AI use outside work

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Cursor

d) Gemini (including NotebookLM, Nano Banana)

e) NimbusSage

f) Github Copilot

g) HyperionMax

h) Perplexity

i) Grok

j) Microsoft Copilot

k) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI **outside your job|**.

On average, how much time did you spend actively using Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI **outside your job|**.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do **outside my job|**

b) I am unsure how to use Generative AI effectively for the type of tasks I do **outside my job|**

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generated output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

203. Do you think advancements in AI are likely to change the number of job opportunities for people?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Increase the number of job opportunities

b) No change

c) Decrease the number of job opportunities

204. Overall, would you say the increased use of AI in daily life makes you feel:

Multiple choice | Required | Vertical | Single-select | Randomize

a) More concerned than excited

b) Equally concerned and excited

c) More excited than concerned

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA August 2026

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: Maximum N=8000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to TRUE 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"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

Set random_25 to randomly assign between 1,2,3,4

59. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Q_byday_work | 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 full_workday_question to 50/50 between Q133 and Q134

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worked_onsite_lastweek` to atleast 1 days_worked_onsite

Set `wfh_last_week` to atleast 1 days_worked_fromhome

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

Set `random_day` to:

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

[Q83 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

83. Do you ever meet with your coworkers *in person?*

Q_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

[Q211 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

211. Do you have the **option** of working on your **employer's business premises** one or more days per week*?*

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

67. 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

SKIP IF: Answered whether they met coworkers in person (i.e Q83) and said they never met them or met them once or less than once per quarter

Set `gender_percent` to 50% chance of seeing Q206 vs Q207

[Q206 logic: DISPLAY 50% of the time (i.e gender_percent is "Q206")]

206. Consider the location where you primarily work.

What percent of employees are **men**?

Number | Required | Min: 0 | Max: 100

_____ percent

[Q207 logic: DISPLAY 50% of the time (i.e gender_percent is "Q207")]

207. Consider the location where you primarily work.

What percent of employees are **women**?

Number | Required | Min: 0 | Max: 100

_____ percent

69. In what year did you start working for your current employer?

`Q_year_started` | Number | Required | Min: 1950 | Max: 2026

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: DISPLAY IF: worked from on site atleast one day of the week (i.e >0 days_worked_onsite)]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: DISPLAY IF: hasn't from onsite any day (i.e 0 days_worked_onsite)]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q225 logic: Show if Q59 columns selected in any row includes "Worked from home"]

225. 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

[Q226 logic: Show if Q59 columns selected in any row does not include "Worked from home"]

226. How much time do you spend on grooming and/or getting ready for work?

Number | Required | Min: 0 | Max: 90

_____ minutes

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

Set `random_efficiency_question` to random 1,0

Productivity questions

show block if Q102 selected choice is "Yes"

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

15. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set `concentration_question_shown` to:

25% free text option (Q177) 75% multiple choice option (Q178)

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

[Q227 logic: Show if Q102 selected choice is "Yes"]

227. When you work 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 which is not my bedroom

c) No, I have to share a room when I am working

[Q228 logic: Show if Q102 selected choice is "No"]

228. If you got a job that let you work from home 1 or more days per week, would you have your own room to work in?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, my bedroom

b) Yes, another room which is not my bedroom

c) No, I would have to share a room when I am working

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility
show block if Q10 selected choice is "Male"
71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015
b) 2016
c) 2017
d) 2018
e) 2019
f) 2020
g) 2021
h) 2022
i) 2023
j) 2024
k) 2025
l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q212 logic: Show if respondent is expecting]

212. When is that baby due to be born?

Combination | Required | Randomize

Month Year	**Text input**

Currently no children

No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

DISPLAY to working women under 45 and working men under 55. [(Q2 is "Working for pay") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

DISPLAY IF: worked from home atleast one day of the week

213. Earlier, you said you worked `days_worked` full days last week, and that you worked `wfh_days` of those days from home.

Suppose you **could not work from home** at all, and that would remain so for several years.

Would the ***inability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q214 logic: Show if Q213 selected choice is "No, it would not change the number of I plan to have"]

214. Please tell us why the inability to work from home would **not affect** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q215 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

215. How many **more children** would you plan to have if you were unale to work form home for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q216 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

216. Please tell us why the inability to work from home would **raise** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) My job/career provides other forms of flexibility

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q217 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

217. How many **fewer children** would you plan to have if you could not work from home for several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q218 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

218. Please tell us why the inability to work from home would **lower** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps withchildcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) When I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

DISPLAY IF: hasn't worked from home any day (i.e 0 days_worked_fromhome)

219. Earlier, you said you worked `days_worked` full days last week, and that you worked all of those days at your employer's or client's site.

Suppose you could **work from home 1 or more days per week** over the next several years.

Would this ***ability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I'd plan to have

c) Yes, it would **lower** the number of children I'd plan to have

[Q220 logic: Show if Q219 selected choice is "No, it would not change the number of children I plan to have"]

220. Please tell us why the ability to work from home would **not change** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner will be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q221 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I'd plan to have"]

221. How many **more children** would you plan to have if you could work from home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q222 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I'd plan to have"]

222. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) When I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Other [text input]

[Q223 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I'd plan to have"]

223. How many **fewer children** would you plan to have if you could work form home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q224 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I'd plan to have"]

224. Please tell us why would the ability to work from home would **lower** the number of children you plan to have?

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

Set `display_order` to:

1 - for choices as displayed 0 - for choices in reverse order

AI use block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT, Claude,*** and ***Gemini.***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

201. How much of the time do you think you can **trust** the information generated by AI?

Multiple choice | Required | Vertical | Single-select

a) Almost all -- 90% or more of the time

b) Most -- 60 to 90% of the time

c) Some -- 40 to 60% of the time

d) Not much -- 10 to 40% of the time

e) Hardly ever -- 10% or less of the time

Questions about AI use at work

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"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Gemini (including NotebookLM, Nano Banana)

d) NimbusSage

e) Github Copilot

f) HyperionMax

g) Perplexity

h) Grok

i) Cursor

j) Microsoft Copilot

k) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Not present at work last week, or did not use AI last week

DISPLAY IF: Not present at work last week or did not use genAI (i.e Q_work_status is "Working for pay..." and Q_genai_work = "No") OR Q_work_status = "Still employed and paid but not working"))

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

Set `AI_job_obselete` to 50% chance of seeing Q202 vs Q205

[Q202 logic: DISPLAY IF: Q202 assigned in AI_job_obselete (50% of the time)]

202. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Horizontal | Single-select

a) Very concerned

b) Somewhat concerned

c) Not very concerned

d) Not at all concerned

[Q205 logic: DISPLAY IF: Q205 assigned in AI_job_obselete (50% of the time)]

205. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Vertical | Single-select

a) Very concerned -- more than 50% chance AI will make my job obsolete in the next 5 years

b) Somewhat concerned -- 10% to 50% chance AI will make my job obsolete in the next 5 years

c) Not very concerned -- less than 10% chance AI will make my job obsolete in the next 5 years

d) Not at all concerned -- 0% chance AI will make my job obsolete in the next 5 years

AI use outside work

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Cursor

d) Gemini (including NotebookLM, Nano Banana)

e) NimbusSage

f) Github Copilot

g) HyperionMax

h) Perplexity

i) Grok

j) Microsoft Copilot

k) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI **outside your job|**.

On average, how much time did you spend actively using Generative AI **outside your job|**?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI **outside your job|**.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do **outside my job|**

b) I am unsure how to use Generative AI effectively for the type of tasks I do **outside my job|**

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generated output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

203. Do you think advancements in AI are likely to change the number of job opportunities for people?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Increase the number of job opportunities

b) No change

c) Decrease the number of job opportunities

204. Overall, would you say the increased use of AI in daily life makes you feel:

Multiple choice | Required | Vertical | Single-select | Randomize

a) More concerned than excited

b) Equally concerned and excited

c) More excited than concerned

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

229. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

[Q231 logic: Show if Q229 selected choice is any of "Less than 2 months", "2 to 6 months", "7 months to a year", "1 to 5 years"]

231. In what ZIP code was your previous primary residence?

Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

58. What year were you born?

`Q_birth_year` | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response. Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA September 2026

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: Maximum N=6000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to TRUE 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"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

Set random_25 to randomly assign between 1,2,3,4

59. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Q_byday_work | 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 full_workday_question to 50/50 between Q133 and Q134

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set days_worked_onsite to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worked_onsite_lastweek` to atleast 1 days_worked_onsite

Set `wfh_last_week` to atleast 1 days_worked_fromhome

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

Set `random_day` to:

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

[Q83 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

83. Do you ever meet with your coworkers *in person*?

Q_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

[Q211 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

211. Do you have the **option** of working on your **employer's business premises** one or more days per week?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

67. 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

SKIP IF: Answered whether they met coworkers in person (i.e Q83) and said they never met them or met them once or less than once per quarter

Set `gender_percent` to 50% chance of seeing Q206 vs Q207

[Q206 logic: DISPLAY 50% of the time (i.e gender_percent is "Q206")]

206. Consider the location where you primarily work.

What percent of employees are **men**?

Number | Required | Min: 0 | Max: 100

_____ percent

[Q207 logic: DISPLAY 50% of the time (i.e gender_percent is "Q207")]

207. Consider the location where you primarily work.

What percent of employees are **women**?

Number | Required | Min: 0 | Max: 100

_____ percent

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: DISPLAY IF: worked from on site atleast one day of the week (i.e >0 days_worked_onsite)]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: DISPLAY IF: hasn't from onsite any day (i.e 0 days_worked_onsite)]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q252 logic: Show if Q59 columns selected in any row includes "Worked from home"]

252. 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

[Q253 logic: Show if Q59 columns selected in any row does not include "Worked from home"]

253. How much time do you spend on grooming and/or getting ready for work?

Number | Required | Min: 0 | Max: 90

_____ minutes

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

Set `random_efficiency_question` to random 1,0

Productivity questions
show block if Q102 selected choice is "Yes"

[Q54 logic: Show 50% of time]

54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

[Q15 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

15. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set `concentration_question_shown` to:

25% free text option (Q177) 75% multiple choice option (Q178)

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q225 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

225. What sex is your spouse or domestic partner?

Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other, or prefer not to say

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

[Q254 logic: Show if Q102 selected choice is "Yes"]

254. When you work from home, do you have your own room to work in?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedrroom

b) Yes, another room which is not my bedroom

c) No, I have to share a room when I am working from home

[Q255 logic: Show if Q102 selected choice is "No"]

255. If you got a job that let you work from home 1 or more days per week, would you have your own room to work in?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedrroom

b) Yes, another room which is not my bedroom

c) No, I have to share a room when I am working from home

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set `num_children_since_2015` to Number of kids since 2015

Set `year_order` to:

50% of time ascending order 50% of time descending order

Set `child_born_year_opts` to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | *Required*

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set `expecting_parent` to true if answers yes in Q_expecting or Q_expecting_biological

[Q212 logic: Show if respondent is expecting]

212. When is that baby due to be born?

Combination | Required | Randomize

Month Year	**Text input**

Currently no children

No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

DISPLAY to working women under 45 and working men under 55. [(Q2 is "Working for pay") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

DISPLAY IF: worked from home atleast one day of the week

213. Earlier, you said you worked `days_worked` full days last week, and that you worked `wfh_days` of those days from home.

Suppose you **could not work from home** at all, and that would remain so for several years.

Would the ***inability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q214 logic: Show if Q213 selected choice is "No, it would not change the number of children I plan to have"]

214. Please tell us why the inability to work from home would **not affect** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q215 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

215. How many **more children** would you plan to have if you were unable to work from home for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q216 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

216. Please tell us why the inability to work from home would **raise** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) My job/career provides other forms of flexibility

c) I would be able to earn more in a fully in-person job

d) I would quit my job and instead be a stay-at-home parent

e) Other [text input]

[Q217 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

217. How many **fewer children** would you plan to have if you could not work from home for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q218 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

218. Please tell us why the inability to work from home would **lower** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps with childcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) When I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

DISPLAY IF: hasn't worked from home any day (i.e 0 days_worked_fromhome)

219. Earlier, you said you worked `days_worked` full days last week, and that you worked all of those days at your employer's or client's site.

Suppose you could **work from home 1 or more days per week** over the next several years.

Would this ***ability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q220 logic: Show if Q219 selected choice is "No, it would not change the number of children I plan to have"]

220. Please tell us why the ability to work from home would **not change** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q221 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I plan to have"]

221. How many **more children** would you plan to have if you could work from home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q222 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I plan to have"]

222. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) When I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Other [text input]

[Q223 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I plan to have"]

223. How many **fewer children** would you plan to have if you could work from home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q224 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I plan to have"]

224. Please tell us why the ability to work from home would **lower** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

show block if Q2 selected choice is "Not working, and not looking for work"

226. What is the ***main reason*** you are ***not currently working and not seeking work?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am retired

b) I am a full-time student

c) I worry about catching infectious diseases, including COVID

d) I would lose social assistance benefits (e.g. Medicaid, disability payments, food stamps, etc.)

e) My health makes it hard to work

f) Child-care responsibilities

g) Other caregiving responsibilities – e.g., caring for a parent or partner

h) I don't need to work, and I prefer not to

i) I cannot find a desirable job that lets me work from home 1 or more days a week

j) Other reason (please specify) [text input]

227. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) None

b) I am retired

c) I am a full-time student

d) I worry about catching infectious diseases, including COVID

e) I would lose social assistance benefits (e.g. Medicaid, disability payments, food stamps, etc.)

f) My health makes it hard to work

g) Child-care responsibilities

h) Other caregiving responsibilities – e.g., caring for a parent or partner

i) I don't need to work, and I prefer not to

j) I cannot find a desirable job that lets me work from home 1 or more days a week

k) Other reason (please specify) [text input]

DISPLAY to women under 45 and men under 55. [(Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

Set `not_labor_block` to:

a) Q228

b) Q234

Self-assessments from people not in the labor force, NO WFH Scenario

DISPLAY 50% of the time with WFH scenario for not in labor force (Q228 - Q234 blocks)

228. Suppose you decided to seek work. Suppose any job you could get requires you to work fully onsite, and that would remain so for several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q229 logic: Show if Q228 selected choice is "No, it would not change the number of children I plan to have"]

229. Please tell us why the requirement to work fully onsite would **not affect** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) I would not accept jobs that required me to work fully onsite

d) My spouse/partner is or would be the primary caregiver

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q230 logic: Show if Q228 selected choice is "Yes, it would raise the number of children I plan to have"]

230. How many **more children** would you plan to have if any job you could get requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q231 logic: Show if Q228 selected choice is "Yes, it would lower the number of children I plan to have"]

231. How many **fewer children** would you plan to have if any job you could get requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q232 logic: Show if Q228 selected choice is "Yes, it would raise the number of children I plan to have"]

232. Please tell us why the requirement to work fully onsite would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) I would not take this job and instead be a stay-at-home parent

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q233 logic: Show if Q228 selected choice is "Yes, it would lower the number of children I plan to have"]

233. Please tell us why the requirement to work fully onsite would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps with childcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) If I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

Self-assessments from people not in the labor force, WFH Scenario

DISPLAY 50% of the time with WFH scenario for not in labor force (Q228 - Q234 blocks)

234. Suppose you decided to seek work. Suppose any job you could get lets you work from home 1 or more days a week, and that would remain so for several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q235 logic: Show if Q234 selected choice is "No, it would not change the number of children I plan to have"]

235. Please tell us why the ability to work from home would **not change** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) I prefer other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would not accept jobs that allow me to work from home 1 or more days per week

g) Other [text input]

[Q236 logic: Show if Q234 selected choice is "Yes, it would raise the number of children I plan to have"]

236. How many **more children** would you plan to have if you could only get jobs that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q237 logic: Show if Q234 selected choice is "Yes, it would lower the number of children I plan to have"]

237. How many **fewer children** would you plan to have if you could only get jobs that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q238 logic: Show if Q234 selected choice is "Yes, it would raise the number of children I plan to have"]

238. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) If I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Working from home would allow me to earn an income while retaining flexibility for family

f) Other [text input]

[Q239 logic: Show if Q234 selected choice is "Yes, it would lower the number of children I plan to have"]

239. Please tell us why the ability to work from home would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

Self-assessment questions for unemployed persons

DISPLAY to unemployed women under 45 and unemployed men under 55. [(Q2 is "unemployed looking OR "employed awaiting") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

Set `unemployed_block` to:

a) Q240

b) Q241

No WFH scenario

DISPLAY 50% of the time with WFH scenario (Q240 - Q241 blocks)

240. Suppose you found a job that is suitable in many respects, and it requires you to work fully onsite for the next several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q242 logic: Show if Q240 selected choice is "No, it would not change the number of children I plan to have"]

242. Please tell us why the requirement to work fully onsite would **not affect** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) I would not accept jobs that required me to work fully onsite

d) My spouse/partner is or would be the primary caregiver

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q248 logic: Show if Q240 selected choice is "Yes, it would raise the number of children I plan to have"]

248. How many **more children** would you plan to have if you found a job that requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q249 logic: Show if Q240 selected choice is "Yes, it would lower the number of children I plan to have"]

249. How many **fewer children** would you plan to have if you found a job that requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q250 logic: Show if Q240 selected choice is "Yes, it would raise the number of children I plan to have"]

250. Please tell us why the requirement to work fully onsite would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) I would not take this job and instead be a stay-at-home parent

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q251 logic: Show if Q240 selected choice is "Yes, it would lower the number of children I plan to have"]

251. Please tell us why the requirement to work fully onsite would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps with childcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) If I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

WFH scenario

DISPLAY 50% of the time with no WFH scenario (Q240 - Q241 blocks)

241. Suppose you found a job that is suitable in many respects, and it lets you work from home 1 or more days a week for the next several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q243 logic: Show if Q241 selected choice is "No, it would not change the number of children I plan to have"]

243. Please tell us why the ability to work from home would **not change** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would not accept jobs that allow me to work from home 1 or more days per week

g) Other [text input]

[Q244 logic: Show if Q241 selected choice is "Yes, it would raise the number of children I plan to have"]

244. How many **more children** would you plan to have if you found a job that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q245 logic: Show if Q241 selected choice is "Yes, it would lower the number of children I plan to have"]

245. How many **fewer children** would you plan to have if you found a job that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q246 logic: Show if Q241 selected choice is "Yes, it would raise the number of children I plan to have"]

246. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) If I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Working from home would allow me to earn an income while retaining flexibility for family

f) Other [text input]

[Q247 logic: Show if Q241 selected choice is "Yes, it would lower the number of children I plan to have"]

247. Please tell us why the ability to work from home would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

Set `display_order` to:

1 - for choices as displayed 0 - for choices in reverse order

AI use block
We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT, Claude,*** and ***Gemini.***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

201. How much of the time do you think you can **trust** the information generated by AI?

Multiple choice | Required | Vertical | Single-select

a) Almost all -- 90% or more of the time

b) Most -- 60 to 90% of the time

c) Some -- 40 to 60% of the time

d) Not much -- 10 to 40% of the time

e) Hardly ever -- 10% or less of the time

Questions about AI use at work

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"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Gemini (including NotebookLM, Nano Banana)

d) NimbusSage

e) Github Copilot

f) HyperionMax

g) Perplexity

h) Grok

i) Cursor

j) Microsoft Copilot

k) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Not present at work last week, or did not use AI last week

DISPLAY IF: Not present at work last week or did not use genAI (i.e Q_work_status is "Working for pay..." and Q_genai_work = "No") OR Q_work_status = "Still employed and paid but not working"))

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

Set `AI_job_obselete` to 50% chance of seeing Q202 vs Q205

[Q202 logic: DISPLAY IF: Q202 assigned in AI_job_obselete (50% of the time)]

202. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Horizontal | Single-select

a) Very concerned

b) Somewhat concerned

c) Not very concerned

d) Not at all concerned

[Q205 logic: DISPLAY IF: Q205 assigned in AI_job_obselete (50% of the time)]

205. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Vertical | Single-select

a) Very concerned -- more than 50% chance AI will make my job obsolete in the next 5 years

b) Somewhat concerned -- 10% to 50% chance AI will make my job obsolete in the next 5 years

c) Not very concerned -- less than 10% chance AI will make my job obsolete in the next 5 years

d) Not at all concerned -- 0% chance AI will make my job obsolete in the next 5 years

AI use outside work

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Cursor

d) Gemini (including NotebookLM, Nano Banana)

e) NimbusSage

f) Github Copilot

g) HyperionMax

h) Perplexity

i) Grok

j) Microsoft Copilot

k) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generated output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

203. Do you think advancements in AI are likely to change the number of job opportunities for people?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Increase the number of job opportunities

b) No change

c) Decrease the number of job opportunities

204. Overall, would you say the increased use of AI in daily life makes you feel:

Multiple choice | Required | Vertical | Single-select | Randomize

a) More concerned than excited

b) Equally concerned and excited

c) More excited than concerned

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

256. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

[Q257 logic: Show if Q256 selected choice is any of "Less than 2 months", "7 months to a year", "1 to 5 years", "2 to 6 months"]

257. In what ZIP code was your previous primary residence?

Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

58. What year were you born?

Q_birth_year | Number | Required | Min: 1953 | Max: 2007

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone.

Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch:

Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response.

Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.

Questions and Responses

SWAA October 2026

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: Maximum N=6000

Legend

Blue = coding instructions

Green = reader notes

Red = termination logic

Introduction

Screening questions

Flag `qc_some_IP_non_US` if flag true if respondent takes survey from a non-US IP address

For more information about this survey, please click `here`

1. How old are you?

   `Q_age_bracket` | 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]**

11. 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

Set `employed` to TRUE 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"

63. What is 3 + 4?

`Q_addition_check` | *Number* | *Required* | *Min: 0* | *Max: 1000000*

Flag `qc_addition_check` if flag true if answer to Q_addition_check is not 7

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]

Set random_25 to randomly assign between 1,2,3,4

59. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

Q_byday_work | 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 full_workday_question to 50/50 between Q133 and Q134

Set days_worked to Q59 choices by row where value is any of "Worked from home", "Worked at employer or client site"

Set `days_worked_onsite` to Q59 choices by row where value is "Worked at employer or client site"

Set `days_worked_fromhome` to Q59 choices by row where value is "Worked from home"

Set `worked_onsite_lastweek` to atleast 1 days_worked_onsite

Set `wfh_last_week` to atleast 1 days_worked_fromhome

Set `worker_type` to:

if Q_work_status = working, paid AND works at least 1 day from home and NO days on-site -> "full WFH" if Q_work_status = working, paid AND works at least 1 days on-site and NO days from home -> "full on-site" if Q_work_status = working, paid, else "hybrid" otherwise "not working"

Screen number of days worked

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

86. ***Last week***, did you work as many days as you ***usually*** do?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes, I worked my usual number of days

b) No

[Q87 logic: Show if Q86 selected choice is "No"]

87. How many days per week do you usually work?

`Q_days_worked_typical` | 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

Set `random_day` to:

a) Monday

b) Tuesday

c) Wednesday

d) Thursday

e) Friday

[Q258 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

258. *In the past **30 days***, on how many workdays did you go to your ***employer or client's premises?***

Multiple choice | Required | Vertical | Single-select

a) None

b) 1 day

c) 2 days

d) 3 to 5 days (about once per week)

e) 5 to 10 days (about twice per week)

f) More than 10 days

[Q259 logic: Show if Q59 columns selected in any row does not include "Worked from home"]

259. *In the past **30 days***, on how many workdays did you ***work from home** the entire day?*

Multiple choice | Required | Vertical | Single-select

a) None

b) 1 day

c) 2 days

d) 3 to 5 days (about once per week)

e) 5 to 10 days (about twice per week)

f) More than 10 days

[Q83 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

83. Do you ever meet with your coworkers *in person?*

Q_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

[Q211 logic: DISPLAY IF: not worked onsite any day (i.e 0 days_worked_onsite)]

211. Do you have the **option** of working on your **employer's business premises** one or more days per week*?*

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q7 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

7. How many ***hours*** did you ***work for pay last week?***

Q_hours_last_week | Number | Required | Min: 0 | Max: 100 | Decimals: 1

_____ hours

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.**

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."

152. How many ***days per week*** does your employer ***require you to work onsite*** ***(at the employer or client site)?***

Multiple choice | Required | Vertical | Single-select

a) None -- I am allowed to work fully remotely

b) 1 day per week onsite

c) 2 days per week onsite

d) 3 days per week onsite

e) 4 days per week onsite

f) 5+ days per week onsite

67. 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

SKIP IF: Answered whether they met coworkers in person (i.e Q83) and said they never met them or met them once or less than once per quarter

Set `gender_percent` to 50% chance of seeing Q206 vs Q207

[Q206 logic: DISPLAY 50% of the time (i.e gender_percent is "Q206")]

206. Consider the location where you primarily work.

What percent of employees are **men**?

Number | Required | Min: 0 | Max: 100

_____ percent

[Q207 logic: DISPLAY 50% of the time (i.e gender_percent is "Q207")]

207. Consider the location where you primarily work.

What percent of employees are **women**?

Number | Required | Min: 0 | Max: 100

_____ percent

69. In what year did you start working for your current employer?

Q_year_started | Number | Required | Min: 1950 | Max: 2026

[Q163 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"]

163. How satisfied would you say you are, overall, in your current (main) job?

Consider your compensation, benefits and other aspects of the job, whether it fits your skills and experience, and career progression opportunities.

Multiple choice | Required | Horizontal | Single-select

a) Very dissatisfied (1)

b) Somewhat dissatisfied (2)

c) Neither satisfied nor dissatisfied (3)

d) Somewhat satisfied (4)

e) Very satisfied (5)

151. What ***age*** is your ***employer's top manager*** (the CEO, managing director, general manager, etc.)?

Multiple choice | Required | Vertical | Single-select

a) Under 30 years old

b) 30 to 39 years old

c) 40 to 49 years old

d) 50 to 59 years old

e) 60 to 69 years old

f) 70+ years old

150. Consider your ***employer's top manager*** (the CEO, managing director, general manager, etc.)

Is that person's ***gender***:

Multiple choice | Required | Vertical | Single-select | Randomize

a) Male

b) Female

c) Other (e.g. nonbinary)

Work facility

show block if Q2 selected choice is any of "Still employed and paid, but not working", "Working for pay, whether on business premises or working from home"

[Q52 logic: DISPLAY IF: worked from on site atleast one day of the week (i.e >0 days_worked_onsite)]

52. What type of facility best describes where you work?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q53 logic: DISPLAY IF: hasn't from onsite any day (i.e 0 days_worked_onsite)]

53. If you had to come into the workplace, what type of facility would that be?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Office

b) Factory or warehouse

c) Retail

d) Food, drink, or accommodation

e) Construction, agriculture, or mining

f) School or university

g) Hospital or other healthcare

[Q127 logic: Show if Q59 columns selected in any row does not include "Worked at employer or client site"]

127. 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"

[Q126 logic: Show if Q59 columns selected in any row includes "Worked at employer or client site"]

126. On the days that you commute to work, how much time (in minutes) does it typically take?

Combination | Required

From home to work From work to home	**Number input** _____ minutes Min: 0 Max: 240

[Q252 logic: Show if Q59 columns selected in any row includes "Worked from home"]

252. 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

[Q253 logic: Show if Q59 columns selected in any row does not include "Worked from home"]

253. How much time do you spend on grooming and/or getting ready for work?

Number | Required | Min: 0 | Max: 90

_____ minutes

Set `wfh_since_2020_question` to Show Q6 2/3 of time and Q570 1/3 of time

102. ***Since 2020*** have you at any point worked primarily from home?

(For example, because you wanted to, due to lockdowns, or because it was unsafe or otherwise not possible to work on business premises)

`Q_wfh_since_2020` | 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>

[Q101 logic: Show if Q102 selected choice is "No"]

101. Have you applied or considered applying to a job that would allow you to work from home 1 or more days per week?

Multiple choice | Required | Vertical | Single-select

a) Yes

b) No

89. ***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

88. ***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

60. 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

Set `random_efficiency_question` to random 1,0

Productivity questions
show block if Q102 selected choice is "Yes"
[Q54 logic: Show 50% of time] 54. 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

[Q66 logic: Show 50% of time]

66. 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

[Q55 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

55. 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

[Q56 logic: Show if "Worse" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

56. 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

[Q15 logic: Show if "Better" selected in Q_wfh_efficiency1 or Q_wfh_efficiency2]

15. 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

10. What is your sex?

Q_gender | Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other or prefer not to say

93. How old are you?

Q_age | Number | Required | Min: 20 | Max: 72

_____ years old

Flag qc_age_vs_startyear if flag true if Q_year_started is before respondent is 16 (year born + 16) - e.g. respondent indicates they started working current job before they were 16

8. 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]

9. 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]

show block if Q11 selected choice is any of "4-year college degree", "Masters or Professional Degree", "PhD"

Set `concentration_question_shown` to:

25% free text option (Q177) 75% multiple choice option (Q178)

178. Think about your Bachelor's (Undergraduate) degree.

Which of the following categories best describes your **undergraduate major or concentration?**

Multiple choice | Required | Vertical | Single-select | Randomize

a) Fine and Performing Arts (e.g., Art, Dance, Film, Music, Theater)

b) Humanities (e.g., English, History, Philosophy, Modern Languages)

c) Social Sciences (e.g., Anthropology, Economics, Psychology, Political Science, Sociology)

d) Natural and Mathematical Sciences (e.g., Biology, Chemistry, Geology, Mathematics, Physics, Statistics)

e) Health Sciences (e.g., Dentistry, Health, Medicine, Nursing, Veterinary Science)

f) Engineering or Computer Science

g) Business (including Accounting, Finance, Marketing, and Operations)

h) Architecture or Design

i) Education

j) Other [text input]

19. Approximately how much did you ***earn by working in 2025, 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]

12. 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

13. 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

82. 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

[Q225 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

225. What sex is your spouse or domestic partner?

Multiple choice | Required | Vertical | Single-select

a) Female

b) Male

c) Other, or prefer not to say

[Q148 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

148. What is your partner's age?

Number | Required | Min: 18 | Max: 85

_____ years old

[Q180 logic: Show if Q13 selected choices includes any of "Yes, with a spouse or domestic partner"]

180. What is the **highest level of education** your ***partner*** has completed?

Multiple choice | Required | Vertical | Single-select

a) Less than High-school diploma

b) High-school diploma or GED

c) 1 to 3 years of college

d) 4-year college degree

e) Graduate degree

[Q123 logic: Show if Q13 selected choices includes "Yes, with a spouse or domestic partner"]

123. What is your ***spouse or domestic partner's current working status?***

Multiple choice | Required | Vertical | Single-select

a) Working from home 1 to 2 days per week

b) Working from home 3 to 4 days per week

c) Working from home 5+ days per week

d) Working all days on business premises

e) Not working, full time student

f) Not working, other

[Q254 logic: Show if Q102 selected choice is "Yes"]

254. When you work from home, do you have your own room to work in?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedrroom

b) Yes, another room which is not my bedroom

c) No, I have to share a room when I am working from home

[Q255 logic: Show if Q102 selected choice is "No"]

255. If you got a job that let you work from home 1 or more days per week, would you have your own room to work in?

Multiple choice | Required | Vertical | Single-select

a) Yes, my bedrroom

b) Yes, another room which is not my bedroom

c) No, I have to share a room when I am working from home

57. 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

Flag `qc_grass_color` if Q57 selected choice is none of "Purple", "Green"

Set `show_health_block` to show 50% of time

Male fertility

show block if Q10 selected choice is "Male"

71. 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

[Q72 logic: Show if Q71 selected choice is "Yes"]

72. 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]

Female fertility

show block if Q10 selected choice is "Female"

70. 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

[Q73 logic: Show if Q70 selected choice is "Yes"]

73. 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]

Set num_children_since_2015 to Number of kids since 2015

Set year_order to:

50% of time ascending order 50% of time descending order

Set child_born_year_opts to:

a) 2015

b) 2016

c) 2017

d) 2018

e) 2019

f) 2020

g) 2021

h) 2022

i) 2023

j) 2024

k) 2025

l) 2026

[Q84 logic: Show if birthed/fathered 1 child since 2015]

84. In what year was that child born?

Combination | Required

Child 1	**Dropdown** child_born_year_opts

[Q85 logic: Show if birthed/fathered more than 1 child since 2015]

85. In what year were those children born?

Combination | Required

Child 1 Child 2 Child 3 Child 4 Child 5 Child 6	**Dropdown** child_born_year_opts

81. How many biological children have you had in your life?

Q_biological_children | Number | Required | Min: 0 | Max: 20

_____ total children

Set baby_expecting_question to:

show Q_expecting 50% of time show Q_expecting_biological 50% of time

[Q74 logic: Show 75% of time]

74. Are you currently expecting a baby?

Q_expecting | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

[Q154 logic: Show 25% of time]

154. Are you currently expecting a baby as a biological parent?

Q_expecting_biological | Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

Set expecting_parent to true if answers yes in Q_expecting or Q_expecting_biological

[Q212 logic: Show if respondent is expecting]

212. When is that baby due to be born?

Combination | Required | Randomize

Month Year	**Text input**

Currently no children

No biological children and not expecting a child

75. 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

[Q77 logic: Show if Q75 selected choice is "Yes"]

77. How many biological children do plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ total children

[Q79 logic: Show if Q75 selected choice is "Yes"]

79. At what age ***at the latest*** would you plan to have your first child?

Number | Required | Min: 20 | Max: 60

_____ years old

No children but expecting

No biological children but expecting a child

145. Do you plan to have another (biological) child someday -- that is, **in addition to** the child you are expecting?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q146 logic: Show if Q145 selected choice is "Yes"]

146. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q147 logic: Show if Q145 selected choice is "Yes"]

147. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

Has biological children

show block if Q81 answer > 0

76. Do you plan to have another (biological) child someday?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Yes

b) No

c) Don't know

[Q78 logic: Show if Q76 selected choice is "Yes"]

78. How many more biological children do you plan to have in total?

Number | Required | Min: 1 | Max: 20

_____ more children

[Q80 logic: Show if Q76 selected choice is "Yes"]

80. At what age ***at the latest*** would you plan to have another child?

Number | Required | Min: 20 | Max: 60

_____ years old

DISPLAY to working women under 45 and working men under 55. [(Q2 is "Working for pay") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

DISPLAY IF: worked from home atleast one day of the week

213. Earlier, you said you worked `days_worked` full days last week, and that you worked `wfh_days` of those days from home.

Suppose you **could not work from home** at all, and that would remain so for several years.

Would the ***inability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q214 logic: Show if Q213 selected choice is "No, it would not change the number of children I plan to have"]

214. Please tell us why the inability to work from home would **not affect** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q215 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

215. How many **more children** would you plan to have if you were unable to work from home for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q216 logic: Show if Q213 selected choice is "Yes, it would raise the number of children I plan to have"]

216. Please tell us why the inability to work from home would **raise** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) My job/career provides other forms of flexibility

c) I would be able to earn more in a fully in-person job

d) I would quit my job and instead be a stay-at-home parent

e) Other [text input]

[Q217 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

217. How many **fewer children** would you plan to have if you could not work from home for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q218 logic: Show if Q213 selected choice is "Yes, it would lower the number of children I plan to have"]

218. Please tell us why the inability to work from home would **lower** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps with childcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) When I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

DISPLAY IF: hasn't worked from home any day (i.e 0 days_worked_fromhome)

219. Earlier, you said you worked `days_worked` full days last week, and that you worked all of those days at your employer's or client's site.

Suppose you could **work from home 1 or more days per week** over the next several years.

Would this ***ability to work from home*** **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q220 logic: Show if Q219 selected choice is "No, it would not change the number of children I plan to have"]

220. Please tell us why the ability to work from home would **not change** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q221 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I plan to have"]

221. How many **more children** would you plan to have if you could work from home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q222 logic: Show if Q219 selected choice is "Yes, it would raise the number of children I plan to have"]

222. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) When I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Other [text input]

[Q223 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I plan to have"]

223. How many **fewer children** would you plan to have if you could work from home one or more days per week for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q224 logic: Show if Q219 selected choice is "Yes, it would lower the number of children I plan to have"]

224. Please tell us why the ability to work from home would **lower** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

show block if Q2 selected choice is "Not working, and not looking for work"

226. What is the ***main reason*** you are ***not currently working and not seeking work?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) I am retired

b) I am a full-time student

c) I worry about catching infectious diseases, including COVID

d) I would lose social assistance benefits (e.g. Medicaid, disability payments, food stamps, etc.)

e) My health makes it hard to work

f) Child-care responsibilities

g) Other caregiving responsibilities – e.g., caring for a parent or partner

h) I don't need to work, and I prefer not to

i) I cannot find a desirable job that lets me work from home 1 or more days a week

j) Other reason (please specify) [text input]

227. What is the ***second most important reason*** you are ***not currently working and not seeking work?***

Multiple choice | Required | Vertical | Single-select | Randomize

a) None
b) I am retired
c) I am a full-time student
d) I worry about catching infectious diseases, including COVID
e) I would lose social assistance benefits (e.g. Medicaid, disability payments, food stamps, etc.)
f) My health makes it hard to work
g) Child-care responsibilities
h) Other caregiving responsibilities – e.g., caring for a parent or partner
i) I don't need to work, and I prefer not to
j) I cannot find a desirable job that lets me work from home 1 or more days a week
k) Other reason (please specify) [text input]

DISPLAY to women under 45 and men under 55. [(Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

Set `not_labor_block` to:

a) Q228
b) Q234

Self-assessments from people not in the labor force, NO WFH Scenario

DISPLAY 50% of the time with WFH scenario for not in labor force (Q228 - Q234 blocks)

228. Suppose you decided to seek work. Suppose any job you could get requires you to work fully onsite, and that would remain so for several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q229 logic: Show if Q228 selected choice is "No, it would not change the number of children I plan to have"]

229. Please tell us why the requirement to work fully onsite would **not affect** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) I would not accept jobs that required me to work fully onsite

d) My spouse/partner is or would be the primary caregiver

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q230 logic: Show if Q228 selected choice is "Yes, it would raise the number of children I plan to have"]

230. How many **more children** would you plan to have if any job you could get requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q231 logic: Show if Q228 selected choice is "Yes, it would lower the number of children I plan to have"]

231. How many **fewer children** would you plan to have if any job you could get requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q232 logic: Show if Q228 selected choice is "Yes, it would raise the number of children I plan to have"]

232. Please tell us why the requirement to work fully onsite would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) I would not take this job and instead be a stay-at-home parent

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q233 logic: Show if Q228 selected choice is "Yes, it would lower the number of children I plan to have"]

233. Please tell us why the requirement to work fully onsite would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps with childcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) If I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

Self-assessments from people not in the labor force, WFH Scenario

DISPLAY 50% of the time with WFH scenario for not in labor force (Q228 - Q234 blocks)

234. Suppose you decided to seek work. Suppose any job you could get lets you work from home 1 or more days a week, and that would remain so for several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q235 logic: Show if Q234 selected choice is "No, it would not change the number of children I plan to have"]

235. Please tell us why the ability to work from home would **not change** the number of children you plan to have.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) I prefer other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would not accept jobs that allow me to work from home 1 or more days per week

g) Other [text input]

[Q236 logic: Show if Q234 selected choice is "Yes, it would raise the number of children I plan to have"]

236. How many **more children** would you plan to have if you could only get jobs that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q237 logic: Show if Q234 selected choice is "Yes, it would lower the number of children I plan to have"]

237. How many **fewer children** would you plan to have if you could only get jobs that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q238 logic: Show if Q234 selected choice is "Yes, it would raise the number of children I plan to have"]

238. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) If I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Working from home would allow me to earn an income while retaining flexibility for family

f) Other [text input]

[Q239 logic: Show if Q234 selected choice is "Yes, it would lower the number of children I plan to have"]

239. Please tell us why the ability to work from home would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

Self-assessment questions for unemployed persons

DISPLAY to unemployed women under 45 and unemployed men under 55. [(Q2 is "unemployed looking OR "employed awaiting") AND ((Q10 is "Female" AND Q93 is "<45") OR (Q10 is "Male" AND Q93 is "<55")]

Set `unemployed_block` to:

a) Q240

b) Q241

No WFH scenario

DISPLAY 50% of the time with WFH scenario (Q240 - Q241 blocks)

240. Suppose you found a job that is suitable in many respects, and it requires you to work fully onsite for the next several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q242 logic: Show if Q240 selected choice is "No, it would not change the number of children I plan to have"]

242. Please tell us why the requirement to work fully onsite would **not affect** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) I would not accept jobs that required me to work fully onsite

d) My spouse/partner is or would be the primary caregiver

e) My spouse/partner has enough work-related flexibility

f) Other [text input]

[Q248 logic: Show if Q240 selected choice is "Yes, it would raise the number of children I plan to have"]

248. How many **more children** would you plan to have if you found a job that requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q249 logic: Show if Q240 selected choice is "Yes, it would lower the number of children I plan to have"]

249. How many **fewer children** would you plan to have if you found a job that requires you to work fully onsite for the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q250 logic: Show if Q240 selected choice is "Yes, it would raise the number of children I plan to have"]

250. Please tell us why the requirement to work fully onsite would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) My spouse/partner would take over more of the childcare

b) I would not take this job and instead be a stay-at-home parent

c) I would be able to earn more in a fully in-person job

d) Other [text input]

[Q251 logic: Show if Q240 selected choice is "Yes, it would lower the number of children I plan to have"]

251. Please tell us why the requirement to work fully onsite would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home helps with childcare

b) Working from home lowers household costs (meals, gas, childcare, etc.)

c) Working from home lets me spend more time with family

d) If I work from home, my spouse/partner can work longer hours and earn more

e) I would need to live in a more expensive location, closer to work

f) Other [text input]

WFH scenario

DISPLAY 50% of the time with no WFH scenario (Q240 - Q241 blocks)

241. Suppose you found a job that is suitable in many respects, and it lets you work from home 1 or more days a week for the next several years.

Would this new employment situation **change** the number of biological children you plan to have in the future?

Multiple choice | Required | Vertical | Single-select | Randomize

a) No, it would **not change** the number of children I plan to have

b) Yes, it would **raise** the number of children I plan to have

c) Yes, it would **lower** the number of children I plan to have

[Q243 logic: Show if Q241 selected choice is "No, it would not change the number of children I plan to have"]

243. Please tell us why the ability to work from home would **not change** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) I just want a specific number of children

b) I don't plan to have more children

c) My spouse/partner is or would be the primary caregiver

d) My job/career provides other forms of flexibility

e) My spouse/partner has enough work-related flexibility

f) I would not accept jobs that allow me to work from home 1 or more days per week

g) Other [text input]

[Q244 logic: Show if Q241 selected choice is "Yes, it would raise the number of children I plan to have"]

244. How many **more children** would you plan to have if you found a job that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 more child

b) 2 more children

c) 3+ more children

[Q245 logic: Show if Q241 selected choice is "Yes, it would lower the number of children I plan to have"]

245. How many **fewer children** would you plan to have if you found a job that let you work from home 1 or more days per week during the next several years?

Multiple choice | Required | Vertical | Single-select

a) 1 fewer child

b) 2 fewer children

c) 3+ fewer children

[Q246 logic: Show if Q241 selected choice is "Yes, it would raise the number of children I plan to have"]

246. Please tell us why the ability to work from home would **raise** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) Working from home would help me with childcare

b) Working from home would let me spend more time with family

c) If I work from home, my spouse/partner can work longer hours and earn more

d) Working from home lowers household costs (meals, gas, childcare, etc.)

e) Working from home would allow me to earn an income while retaining flexibility for family

f) Other [text input]

[Q247 logic: Show if Q241 selected choice is "Yes, it would lower the number of children I plan to have"]

247. Please tell us why the ability to work from home would **lower** the number of children you plan to have in the future.

Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize

a) It would be hard to work with children at home

b) It would lower my career/earnings prospects

c) I would be less able to enjoy the time I spend with my family

d) I would use my ability to work from home to travel or live somewhere else

e) Other [text input]

Set `display_order` to:

1 - for choices as displayed 0 - for choices in reverse order

AI use block

We will now ask about YOUR experiences with Generative AI.

Generative AI is a type of artificial intelligence that creates text, images, audio, or video in response to prompts. Some examples of Generative AI include ***ChatGPT, Claude,*** and ***Gemini.***

106. Had you heard about Generative AI before this survey?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

201. How much of the time do you think you can **trust** the information generated by AI?

Multiple choice | Required | Vertical | Single-select

a) Almost all -- 90% or more of the time

b) Most -- 60 to 90% of the time

c) Some -- 40 to 60% of the time

d) Not much -- 10 to 40% of the time

e) Hardly ever -- 10% or less of the time

Questions about AI use at work

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"

107. Do you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses AI at work

show block if Q107 selected choice is "Yes"

108. Which of the following Generative AI products do you use for your job? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Gemini (including NotebookLM, Nano Banana)

d) NimbusSage

e) Github Copilot

f) HyperionMax

g) Perplexity

h) Grok

i) Cursor

j) Microsoft Copilot

k) Other

Present at work last week

show block if Q2 selected choice is "Working for pay, whether on business premises or working from home"

109. You indicated that you sometimes use Generative AI for your job.

Did you use Generative AI for your job LAST WEEK?

Q_genai_work | Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI for my job last week

b) Yes, one workday last week

c) Yes, more than one workday last week

d) Yes, every workday last week

[Q110 logic: Show if Q109 selected choice is not "No, I did not use Generative AI for my job last week"]

110. Please think back to the days LAST WEEK on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Not present at work last week, or did not use AI last week

DISPLAY IF: Not present at work last week or did not use genAI (i.e Q_work_status is "Working for pay..." and Q_genai_work = "No") OR Q_work_status = "Still employed and paid but not working"))

111. During the **LAST 4 WEEKS**, did you use Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q112 logic: Show if Q111 selected choice is "Yes"]

112. Please think back to days during the LAST 4 WEEKS on which you used Generative AI for your job.

On average, how much time did you spend actively using Generative AI for your job?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

Does not use AI at work

show block if Q107 selected choice is "No"

113. You indicated that you do not use Generative AI for your job.

Below is a list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) Generative AI cannot help with my job

b) I am unsure how to use Generative AI effectively for my job

c) My employer does not want me to use Generative AI

d) I am unsure whether my employer wants me to use Generative AI

e) My employer allows the use of Generative AI, but there is skepticism and resistance among my colleagues against its adoption

114. Below is another list of common reasons why people do not use Generative AI for their job.

Please select all that apply to you.

Multiple choice | Optional | Vertical | Multi-select

a) I have privacy or security concerns

b) I have ethical concerns

c) I am skeptical about the quality and accuracy of AI-generated output

d) I am worried that using Generative AI could eventually replace some or all parts of my job

e) I am worried that using Generative AI would dilute my personal style or creativity and authenticity of my work output

f) Other reasons

Set `scale_opts` to:

a) A large positive influence, adding 5% or more

b) A minor positive influence, adding less than 5%

c) No material impact

d) A minor negative influence, subtracting less than 5%

e) A large negative influence, subtracting 5% or more

[Q171 logic: Show if 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"]

171. How has the adoption of Artificial Intelligence technologies affected the NUMBER OF EMPLOYEES who work for your employer:

- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

[Q172 logic: Show if 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"]

172. How has the adoption of Artificial Intelligence technologies affected your employer's SALES PER WORKER (PRODUCTIVITY):
- over the past three years?
- over the next three years?

Matrix | Required | Group by: Column | Single-select

	Past 3 years	Next 3 years
scale_opts		

Set `AI_job_obselete` to 50% chance of seeing Q202 vs Q205

[Q202 logic: DISPLAY IF: Q202 assigned in AI_job_obselete (50% of the time)]

202. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Horizontal | Single-select

a) Very concerned

b) Somewhat concerned

c) Not very concerned

d) Not at all concerned

[Q205 logic: DISPLAY IF: Q205 assigned in AI_job_obselete (50% of the time)]

205. How concerned are you that AI may make your job obsolete?

Multiple choice | Required | Vertical | Single-select

a) Very concerned -- more than 50% chance AI will make my job obsolete in the next 5 years

b) Somewhat concerned -- 10% to 50% chance AI will make my job obsolete in the next 5 years

c) Not very concerned -- less than 10% chance AI will make my job obsolete in the next 5 years

d) Not at all concerned -- 0% chance AI will make my job obsolete in the next 5 years

AI use outside work

116. Do you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

Uses generative AI outside work

show block if Q116 selected choice is "Yes"

117. Which of the following Generative AI products do you use `outside your job|`? Select all that apply.

Multiple choice | Required | Vertical | Multi-select | Randomize | Choose at least 1 option

a) ChatGPT (including Codex)

b) Claude (including Claude Code)

c) Cursor

d) Gemini (including NotebookLM, Nano Banana)

e) NimbusSage

f) Github Copilot

g) HyperionMax

h) Perplexity

i) Grok

j) Microsoft Copilot

k) Other

118. You indicated that you sometimes use Generative AI `outside your job|`.

Did you use Generative AI `outside your job|` LAST WEEK?

Multiple choice | Required | Vertical | Single-select

a) No, I did not use Generative AI last week

b) Yes one day last week

c) Yes more than one day last week

d) Yes every day last week

[Q119 logic: Show if Q118 selected choice is not "No, I did not use Generative AI last week"]

119. Please think back to the days LAST WEEK on which you used Generative AI `outside your job|`.

On average how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

AI outside work, no AI last week

show block if Q118 selected choice is "No, I did not use Generative AI last week"

120. During the LAST 4 WEEKS, did you use Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) No

b) Yes

[Q121 logic: Show if Q120 selected choice is "Yes"]

121. Please think back to days during the LAST 4 WEEKS on which you used Generative AI `outside your job|`.

On average, how much time did you spend actively using Generative AI `outside your job|`?

Multiple choice | Required | Vertical | Single-select

a) Less than 15 minutes per day

b) Between 15 minutes and 1 hour per day

c) Between 1 and 2 hours per day

d) Between 2 and 4 hours per day

e) More than 4 hours per day

[Q122 logic: Show if Q116 selected choice is "No"]

122. You indicated that you do not use Generative AI `outside your job|`.

Below is a list of common reasons why people do not use Generative AI.

Please select all that apply to you.

Multiple choice | Required | Vertical | Multi-select

a) Generative AI cannot help with the type of tasks I do `outside my job|`

b) I am unsure how to use Generative AI effectively for the type of tasks I do `outside my job|`

c) I have privacy or security concerns

d) I have ethical concerns

e) I am skeptical about the quality and accuracy of AI-generated output

f) I am worried that using Generative AI would dilute my personal style or the creativity and authenticity of what I create

g) Other reasons

203. Do you think advancements in AI are likely to change the number of job opportunities for people?

Multiple choice | Required | Vertical | Single-select | Randomize

a) Increase the number of job opportunities

b) No change

c) Decrease the number of job opportunities

204. Overall, would you say the increased use of AI in daily life makes you feel:

Multiple choice | Required | Vertical | Single-select | Randomize

a) More concerned than excited

b) Equally concerned and excited

c) More excited than concerned

17. What is the ZIP code of your ***current*** residential address?

Q_zip_resi_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_resi_current` to From ZIP

[Q18 logic: Show if Q2 selected choice is "Working for pay, whether on business premises or working from home"]

18. What is the ZIP code of your ***current*** job's business premises?

Q_zip_job_curr | Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

Set `state_job_curr` to From ZIP

256. How long have you lived in your current residence?

Multiple choice | Required | Vertical | Single-select

a) Less than 2 months

b) 2 to 6 months

c) 7 months to a year

d) 1 to 5 years

e) More than 5 years

[Q257 logic: Show if Q256 selected choice is any of "Less than 2 months", "7 months to a year", "1 to 5 years", "2 to 6 months"]

257. In what ZIP code was your previous primary residence?

Open-ended | Required | Single line

Require valid zip code

Min length: 5

Max length: 5

58. What year were you born?

`Q_birth_year` | *Number | Required | Min: 1953 | Max: 2007*

Flag `qc_age_vs_birthyear` if flag if age entered (Q_age) is inconsistent with birth year entered (Q_birth_year)

Set `random_grouping_political` to only show one of the questions in this block (50/50 probability of either)

[Q61 logic: Show 50% of the time]

61. 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

[Q62 logic: Show 50% of the time]

62. 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

176. What is your favorite ice cream flavor?

Open-ended | Required | Multi-line

64. Do you have any feedback for us regarding this survey? (Optional)

Open-ended | Optional | Multi-line

Qsponse\QC module
Skips for testing
Flag `qc_time_of_day` if The respondent takes the survey between 12am and 6am in their local timezone. Flag `qc_speeder` if The respondent completed the survey in <1/3 of the median path LOI calculated at Soft Launch: Flag `qc_used_vpn` if The respondent took the survey through a Virtual Private Network. Although it is normal for some respondents (especially B2B experts) to use VPN for normal

computer operations such as taking a survey, this information can be used together with other flags to assess the level of data quality for each response.

Flag `qc_masked_IP` if The respondent's IP address is found to be associated with any IP masking methods (Tor, Proxy, etc). This information can be used together with other flags to assess the level of data quality for each response.