

## SCREENING QUESTIONS

**BASE: ALL ONLINE RESPONDENTS (srvyMode/1)**

**scrIntroTitle** [INSERT LANDING PAGE TITLE]

### scrIntro

During the survey, please do not use your browser's *FORWARD* and *BACK* buttons. Instead, please always use the button below to move through the survey. Please be aware that once you've answered a question, you might not be able to go back and change your answer.

The progress bar below indicates approximately what portion of the survey you have completed.

Simply click on the button at the bottom of the page to begin the survey.

**BASE: ALL ONLINE RESPONDENTS (srvyMode/1) AND NOT Phronesis Partners (list=phr)**

### dmConsent

Thank you for agreeing to participate in this survey. Your views are important to us, and your answers will be kept in strict confidence. Please click here to read our privacy policy before agreeing to continue with the survey.

*As noted above, your views are important. To ensure the authenticity of responses, please share your own opinions without using assistance from other people, search engines, AI tools or automated assistance. Your genuine input is crucial for the success of our study. Noncompliance could lead to removal from the survey results and may disqualify you from receiving your incentive, if applicable.*

1. I agree to continue
2. I do not agree

[PN: IF dmConsent/2 TERMINATE IMMEDIATELY. INSERT "click here" AS HYPERLINK TO <https://theharrispoll.com/privacy/>]

**BASE: ALL RESPONDENTS**

**dmCntry [Country]** In which country or region do you currently reside?

[IF US STUDY, US LISTED FIRST ELSE CODES DISPLAYED IN ALPHABETICAL ORDER]

- |      |                               |
|------|-------------------------------|
| 244. | United States of America      |
| 14.  | Australia                     |
| 33.  | Brazil                        |
| 42.  | Canada                        |
| 48.  | China                         |
| 76.  | France                        |
| 85.  | Germany                       |
| 116. | India                         |
| 123. | Italy                         |
| 126. | Japan                         |
| 157. | Mexico                        |
| 196. | Russian Federation [SUPPRESS] |
| 215. | Spain                         |
| 243. | United Kingdom                |
| 996. | Other country                 |

[PN: IF hCntry DOES NOT EQUAL dmCntry TERMINATE IMMEDIATELY.]

[Q265, Q266, dmAge PRESENTED ON SAME SCREEN.]

**BASE: ALL RESPONDENTS**

**Q265** How do you describe your current gender identity?

[MULTIPLE RESPONSE; CODE 1 CANNOT BE COMBINED WITH CODE 2; ANCHOR CODES 5 AND 99]

1. Female/woman
2. Male/man
3. Non-binary
4. Two-spirit
5. Prefer to self-describe [Text Box]
99. Prefer not to answer

**BASE: ALL RESPONDENTS**

**Q266** Do you identify as transgender?

[SINGLE RESPONSE; ANCHOR 99]

1. Yes
2. No
99. Prefer not to answer

**BASE: ALL RESPONDENTS**

**dmAge [Age]** What is your age?

[RANGE 0 -120]

|||

[PN: IF NOT 18+ TERMINATE IMMEDIATELY.]

**BASE: ALL RESPONDENTS**

**dmStateUS [State (US)]** In what state or territory do you currently reside?

[DISPLAY IN DROP DOWN LIST]

- |     |                      |     |                                |
|-----|----------------------|-----|--------------------------------|
| 1.  | Alabama              | 31. | New Jersey                     |
| 2.  | Alaska               | 32. | New Mexico                     |
| 3.  | Arizona              | 33. | New York                       |
| 4.  | Arkansas             | 34. | North Carolina                 |
| 5.  | California           | 35. | North Dakota                   |
| 6.  | Colorado             | 36. | Ohio                           |
| 7.  | Connecticut          | 37. | Oklahoma                       |
| 8.  | Delaware             | 38. | Oregon                         |
| 9.  | District of Columbia | 39. | Pennsylvania                   |
| 10. | Florida              | 40. | Rhode Island                   |
| 11. | Georgia              | 41. | South Carolina                 |
| 12. | Hawaii               | 42. | South Dakota                   |
| 13. | Idaho                | 43. | Tennessee                      |
| 14. | Illinois             | 44. | Texas                          |
| 15. | Indiana              | 45. | Utah                           |
| 16. | Iowa                 | 46. | Vermont                        |
| 17. | Kansas               | 47. | Virginia                       |
| 18. | Kentucky             | 48. | Washington                     |
| 19. | Louisiana            | 49. | West Virginia                  |
| 20. | Maine                | 50. | Wisconsin                      |
| 21. | Maryland             | 51. | Wyoming                        |
| 22. | Massachusetts        | 52. | American Samoa                 |
| 23. | Michigan             | 53. | Federated States of Micronesia |
| 24. | Minnesota            | 54. | Guam                           |
| 25. | Mississippi          | 55. | Marshall Islands               |
| 26. | Missouri             | 56. | Northern Mariana Islands       |
| 27. | Montana              | 57. | Palau                          |
| 28. | Nebraska             | 58. | Puerto Rico                    |
| 29. | Nevada               | 59. | Virgin Islands                 |
| 30. | New Hampshire        |     |                                |

[TERMINATE IMMEDIATELY IF DOES NOT LIVE IN US STATE (NETREGIONUS/5)]

**BASE: ALL RESPONDENTS**

**dmZipUS [Zip Code (US)]** What is your zip code?

[5 DIGITS – DISPLAY ERROR IF ZIP CODE IS NOT VALID]

**BASE: ALL US RESPONDENTS**

**dmHispanicUS [Hispanic Origin (US)]** Are you of Hispanic, Latino, or Spanish origin?

1. Yes
2. No

[PROGRAMMER NOTE: INSERT “Why do we ask this question?” pop-up BELOW CHOICES]

**BASE: ALL US RESPONDENTS**

**dmRaceMUSR [Race-Multi (US)]** What is your race? Please select all that apply.

[PROGRAMMER NOTE: DISPLAY IN ONE COLUMN.]

[MULTIPLE RESPONSE]

1. White
2. Black or African American
3. Native American or Alaskan Native
4. South Asian
5. Chinese
6. Korean
7. Japanese
8. Filipino
9. Arab/West Asian
12. Vietnamese
11. Other Asian
10. Native Hawaiian or Pacific Islander
13. Other race

[PROGRAMMER NOTE: INSERT "Why do we ask this question?" pop-up BELOW CHOICES]

**BASE: ALL RESPONDENTS**

**dmMarStat [Marital Status]** What is your current marital status?

1. Never married
2. Married or civil union
3. Divorced
4. Separated
5. Widowed
6. Living with partner

**BASE: ALL RESPONDENTS**

**dmEmploy [Employment Status]** Which of the following best describes your employment status?

[SINGLE RESPONSE]

1. Employed full time
2. Employed part time
3. Self-employed full time
4. Self-employed part time
5. Not employed, but looking for work
6. Not employed and not looking for work
7. Not employed, unable to work due to a disability or illness
8. Retired
9. Student
10. Stay-at-home spouse or partner

[PN: IF NOT EMPLOYED, TERMINATE IMMEDIATELY]

**BASE: EMPLOYED (dmEMPLOY/1-4)**

**Q701** You mentioned you are employed. How many jobs do you have?

[VALIDATION: SUM OF ROWS MUST BE GREATER THAN 0]

1. Full time jobs [RANGE: 0-5]
2. Part time jobs [RANGE: 0-20]

**BASE: EMPLOYED (dmEMPLOY/1-4)**

**Q700** You mentioned you are employed. How many hours a week do you typically work?

1. 1-8
2. 9-16
3. 17-24
4. 25-31
5. 32-40
6. 41-48
7. 49-56
8. 57+

## SECTION 1000 - EMPLOYEE SATISFACTION

[PN: Display Q1000INTRO and Q1005 on the same screen.]

### **BASE: ALL QUALIFIED RESPONDENTS**

**Q1000 INTRO** We will now ask you a series of questions about your work life. [IF Q701/>1, INSERT: If you are currently employed by more than one organization, for the remainder of this survey please think about the organization for which you work the most hours per week.]

### **BASE: ALL QUALIFIED RESPONDENTS**

**Q1005** Overall, how satisfied are you with your job?

1. Not at all satisfied
2. Not very satisfied
3. Somewhat satisfied
4. Very satisfied

### **BASE: ALL QUALIFIED RESPONDENTS**

**Q1010** How satisfied are you with each of the following aspects of your job?

[COLUMNS; BANKED GRID; ONLY SHOW C5 IF dmEmploy/3-4]

1. Not at all satisfied
2. Not very satisfied
3. Somewhat satisfied
4. Very satisfied

5. Not applicable

[ROWS; RANDOMIZE; HOLD CODES 3-4 TOGETHER – RANDOMIZED WITIN] [ONLY SHOW C5 FOR R3-4]

1. Your compensation
2. Your work schedule (e.g., number of hours worked, flexible scheduling options offered, etc.)
3. Your relationships with your coworkers
4. Your relationships with your managers or supervisors
5. The opportunities for growth and development at your place of work

### **BASE: ALL QUALIFIED RESPONDENTS**

**Q1013** Now thinking about your employer, how satisfied are you with each of the following?

[COLUMNS; BANKED GRID; ONLY SHOW C5 IF dmEmploy/3-4]

1. Not at all satisfied
2. Not very satisfied
3. Somewhat satisfied
4. Very satisfied
5. Not applicable

[ROWS; RANDOMIZE]

1. The policies in place to promote equity, diversity, and inclusion at your place of work
2. How well your workplace is preparing you for the future of your industry
3. The physical health and safety practices at your place of work
4. The support for mental health and wellbeing you receive from your employer

**BASE: ALL QUALIFIED RESPONDENTS**

**Q5020** Which of the following does your employer offer? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 99; EXCLUSIVE 96,99] [HOLD CODES 15-16 TOGETHER – RANDOMIZED WITHIN] [ONLY SHOW CODE 99 IF dmEmploy/3-4]

2. The ability to work remotely [SUPPRESSED IN 2023; SHOW IN 2024]
3. Meeting-free days
4. Four-day work weeks
5. Health insurance with coverage for mental health and substance use disorders
6. Employee assistance programs (EAPs)
7. People on site who have received mental health training
8. Company-wide mental health days (e.g., designated days where everyone takes a break from email or takes the day off or some other action to reduce stress that day, etc.)
9. Support for employees who are caregivers (e.g., flexible schedules, assistance for childcare, eldercare, etc.)
14. A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers
15. Opportunities to give feedback (e.g., regarding company culture, colleagues' performance, trainings, etc.)
16. Opportunities to receive feedback
17. Opportunities to be involved with decision making, problem solving, and goal setting
96. None of the above [EDITED IN 2023]
99. Not applicable

**BASE: ALL QUALIFIED RESPONDENTS**

**Q6036** How important, if at all, are the following?

[COLUMNS; BANKED GRID]

1. Not at all important
2. Not very important
3. Somewhat important
4. Very important

[ROWS; RANDOMIZE; HOLD CODES 1-2, 8-10 TOGETHER ROTATING] [SPLIT TWO SCREENS RANDOMLY INTO TWO SETS OF 6]

1. That I work for an organization that values my physical wellbeing.
2. That I work for an organization that values my emotional and psychological wellbeing.
3. That my workplace be somewhere that I feel I belong.
4. To feel supported by the people I work with.
5. To have a job with a predictable schedule.
6. To work for an organization that respects boundaries between work and non-work time.
7. To feel respected at work.
8. To have a job where I feel that the work I do is meaningful.
9. To have a job where I consistently have opportunities to learn.
10. To have a job where I get a sense of accomplishment.
11. Employer support for employee mental health.
12. To work for an organization that shares my values regarding the climate and natural environment.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1025** Do you intend to look for a new job at a different company or organization in the next year?

1. Yes
2. No

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1030** How much do you agree or disagree with each of the following statements?

[RN: ROWS 1-3, 8 ADAPTED FROM 2021] [ONLY SHOW C5 IF dmEmploy/3-4]

[COLUMNS; BANKED GRID]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree
5. Not applicable

[ROWS] [RANDOMIZE; SPLIT TWO SCREENS RANDOMLY INTO ONE SET WITH CODES 1- 5 AND ONE SET OF 6-11] [ONLY SHOW C5 FOR R9]

1. I receive adequate monetary compensation (i.e., competitive pay, benefits, merit raises or bonuses) for my contributions at work.
2. The work I do is meaningful.
3. I receive adequate non-monetary rewards (e.g., awards, praise from supervisors or thank-you cards) for my achievements and contributions at work.
4. I'm worried that my compensation has not kept up with inflation.
5. I feel I can reach my highest potential at my current place of work.
6. I'm proud of the work I do.
7. My workplace provides me with access to resources to achieve my best work.
8. The work I do has a positive impact on society.
9. I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.
10. When I am working, I often feel fully engaged.
11. I have to work more hours per week than I want to.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1040** How often, if at all, do you feel each of the following?

[COLUMNS; BANKED GRID]

1. Never
2. Rarely
3. Sometimes
4. Often
5. Always

[ROWS] [RANDOMIZE]

1. Optimistic about my future at work in general.
2. Hopeful about my work because I see pathways to success.
3. Confident in my ability to get through tough times at work.
4. Effective in performing my work duties.



<b>SECTION 5000 - MENTAL HEALTH AND SAFETY</b>
--

**BASE: ALL RESPONDENTS****Q5000** In general, would you say your mental health is...?

1. Poor
2. Fair
3. Good
4. Excellent

[ROTATE ORDER OF Q1011 AND Q1012]

**BASE: ALL QUALIFIED RESPONDENTS****Q1011** What are one or two things about your current job that have a **positive** impact on your overall mental health, happiness, and wellbeing?

[LARGE MANDATORY TEXT BOX]

**BASE: ALL QUALIFIED RESPONDENTS****Q1012** What are one or two things about your current job that have a **negative** impact on your overall mental health, happiness, and wellbeing?

[LARGE MANDATORY TEXT BOX]

**BASE: ALL RESPONDENTS [RN: KESSLER-6 QUESTION]****Q5035** During the past 30 days, about how often did you feel ...

[COLUMNS; BANKED GRID]

1. None of the time
2. A little of the time
3. Some of the time
4. Most of the time
5. All of the time

[ROWS] [NO RANDOMIZATION]

1. ...nervous?
2. ...hopeless?
3. ...restless or fidgety?
4. ...so depressed that nothing could cheer you up?
5. ...that everything was an effort?
6. ...worthless?

[RN: COMPOSITE SCORES TO BE CALCULATED ON A 0-4 SCALE]

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1925** Which of the following negative outcomes, if any, have you experienced in the last month? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 98; EXCLUSIVE 98]

1. Difficulty focusing at work
3. Desire to quit my job
4. Lack of interest, motivation, or energy at work
5. Irritability or anger with co-workers and customers
6. Lower productivity at work
7. Lack of effort at work
8. Emotional exhaustion at work
9. A desire to keep to myself when I'm at work
10. Not feeling motivated to do my very best at work
11. A feeling of being ineffective at work
12. Being bullied or harassed at work
13. Feeling lonely or isolated at work
14. Experiencing harm to my mental health at work
96. Other, please specify
98. None, I have not experienced negative outcomes in the last month

**BASE: ALL QUALIFIED RESPONDENTS**

**Q5030** How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID] [ONLY SHOW C5 IF dmEmploy/3-4]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree
5. Not applicable

[ROWS] [RANDOMIZE; HOLD CODES 11-12 TOGETHER – RANDOMIZED WITHIN] [ONLY SHOW C5 FOR R2-9 & R11-12]

1. During my workday, I typically feel tense or stressed out.
2. My employer provides sufficient resources to help employees manage their stress.
4. My employer regularly provides information about available mental health resources.
5. I worry that if I told my employer about a mental health condition, it would have a negative impact on me in the workplace.
8. My employer is more concerned about the mental health of employees now than they were in the past.
9. My employer thinks our workplace environment is a lot mentally healthier than it actually is.
10. My work environment has a negative impact on my mental health.
11. I matter to my employer.
12. I matter to my coworkers.

<b>SECTION 2000 - WORKPLACE ENVIRONMENT</b>
---

**BASE: ALL QUALIFIED RESPONDENTS**

**Q6050** Which of the following best describes your current work environment?

[ROTATE 1-3 AND 3-1]

1. All in-person
2. Hybrid (e.g., partially in-person)
3. All remote

**BASE: ALL QUALIFIED RESPONDENTS**

**Q6055** Regardless of how you currently work, which of the following would be your preferred way to work?

[HOLD ORDER FROM Q6050]

1. All in-person
2. Hybrid (e.g., partially in-person)
3. All remote

**HIDDEN QUESTION**

**Q6053**

1. Not working in preferred work environment (IF RESPONSE AT Q6050 DOES NOT MATCH Q6055)
2. Working in preferred work environment (IF RESPONSE AT Q6050 DOES MATCH Q6055)

**BASE: ALL QUALIFIED RESPONDENTS**

**Q6057** Have you personally been impacted by a recent change, by your employer, that requires employees to work in-person at least some of the time?

[ONLY SHOW CODE 4 IF dmEmploy/3-4]

1. Yes
2. No, my employer has made a recent change but it did not impact me
3. No, my employer has not made a recent change
4. Not applicable

**BASE: HAS BEEN IMPACTED BY EMPLOYER'S RECENT CHANGE REQUIRING EMPLOYEES WORK IN-PERSON SOMETIMES (Q6057/1)**

**Q6058** Thinking about your employer's recent change that requires employees to work in-person at least some of the time, do you feel this was a positive or negative change for you personally?

[ROTATE 1-5 AND 5-1]

1. Very negative
2. Somewhat negative
3. Neither positive nor negative
4. Somewhat positive
5. Very positive

**BASE: CURRENTLY WORK ALL IN-PERSON (Q6050/1)**

**Q6070** How much of a positive or negative impact has working fully in-person had on each of the following?

[COLUMNS; BANKED GRID] [ONLY SHOW C6 IF dmEmploy/3-4]

1. Very negative impact
2. Somewhat negative impact
3. Somewhat positive impact
4. Very positive impact
5. Neither – it has not had an impact
6. Not applicable

[ROWS] [RANDOMIZE; HOLD CODES 3-4 TOGETHER – RANDOMIZED WITHIN] [ONLY SHOW C6 FOR R7]

1. Your motivation
2. Your productivity
3. Your mental health
4. Your physical health
5. Your plans to stay at your current job
6. Your ability to balance your work obligations with your personal obligations
7. Your relationships with your colleague(s)
8. Your relationship with your family
9. The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)

**BASE: WORK ALL REMOTE (Q6050/3)**

**Q6071** How much of a positive or negative impact has working fully remote had on each of the following?

[COLUMNS; BANKED GRID] [ONLY SHOW C6 IF dmEmploy/3-4]

1. Very negative impact
2. Somewhat negative impact
3. Somewhat positive impact
4. Very positive impact
5. Neither – it has not had an impact
6. Not applicable

[ROWS] [RANDOMIZE; HOLD CODES 3-4 TOGETHER – RANDOMIZED WITHIN] [ONLY SHOW C6 FOR R7]

1. Your motivation
2. Your productivity
3. Your mental health
4. Your physical health
5. Your plans to stay at your current job
6. Your ability to balance your work obligations with your personal obligations
7. Your relationships with your colleague(s)
8. Your relationship with your family
9. The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)

**BASE: WORK HYBRID (Q6050/2)**

**Q6072** How much of a positive or negative impact has working hybrid had on each of the following?

[COLUMNS; BANKED GRID] [ONLY SHOW C6 IF dmEmploy/3-4]

1. Very negative impact
2. Somewhat negative impact
3. Somewhat positive impact
4. Very positive impact
5. Neither – it has not had an impact
6. Not applicable

[ROWS] [RANDOMIZE; HOLD CODES 3-4 TOGETHER – RANDOMIZED WITHIN] [ONLY SHOW C6 FOR R7]

1. Your motivation
2. Your productivity
3. Your mental health
4. Your physical health
5. Your plans to stay at your current job
6. Your ability to balance your work obligations with your personal obligations
7. Your relationships with your colleague(s)
8. Your relationship with your family
9. The amount of money you spend to be able to go to work (e.g., transportation to/from work, clothing you wear at work, expenses for childcare or pet care)

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2000** How would you describe your overall workplace experience?

[PN: SPLIT SAMPLE WITH HALF SHOWN CODES 1,2,3 4 AND HALF SHOWN 4,3,2,1]

1. Very toxic
2. Somewhat toxic
3. Somewhat healthy
4. Very healthy

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2002** How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID] [ONLY SHOW C5 IF dmEmploy/3-4]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree
5. Not applicable

[ROWS] [RANDOMIZE, HOLD 1 & 2 TOGETHER ROTATED] [SPLIT TWO SCREENS RANDOMLY INTO TWO SETS]

[ONLY SHOW C5 FOR R1-2, 5, 11]

1. My workplace fosters positive relationships among coworkers.
2. My workplace fosters positive relationships between managers and the people they manage.
3. My workplace has opportunities for collaboration and teamwork.
4. I feel valued at work.
5. I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.
6. I feel my personal values are respected in my workplace.
7. I feel my workplace values skills over educational degrees.
8. When I am at work, I feel like I belong.
9. I would recommend my place of work to others as a good place to work.
10. I feel lonely when I'm working.
11. My employer does not respect my personal boundaries.
12. I feel comfortable being myself in the workplace.
13. I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.
14. I don't have enough control over when, where, and how I do my work.
15. I'm not learning new things at work that will help me in the future.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2001** Would you describe your company's culture in any of the following ways? Please select all that apply.

[RANDOMIZE; MR; ANCHOR AND EXCLUSIVE CODE 98]

My company's culture...

1. Respects time off
2. Encourages employees to take care of their mental health
3. Encourages breaks during the workday
4. Understands when employees need flexibility to handle unforeseen personal issues
98. None of the above

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2005** How much do you agree or disagree with the following statements about the small team or group of people who you work most closely with on a day-to-day basis?

[COLUMNS; BANKED GRID] [ONLY SHOW C5 IF dmEmploy/3-4]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree
5. Not applicable

[ROWS] [RANDOMIZE]

1. If an employee makes a mistake, it tends to be held against them.
2. Employees value each other's unique skills and talents.
3. Employees are comfortable bringing up problems and tough issues.
4. Employees sometimes reject others for being different.
5. Employees feel safe taking risks.
6. Employees feel comfortable asking others for help.
7. Employees sometimes act in a way that deliberately undermines the efforts of others.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2010** Have any of the following happened to you at work in the past 12 months? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE ANCHOR 97;  
EXCLUSIVE 97]

1. Someone yelled at or verbally abused me. [EDITED IN 2024]
3. Someone displayed physical violence toward me. [EDITED IN 2024]
5. Someone harassed me (i.e., treated me disrespectfully). [EDITED IN 2024]
97. None of these.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2020** How effective is your direct manager or supervisor at each of the following?

[COLUMNS; BANKED GRID] [ONLY SHOW C5 IF dmEmploy/3-4]

1. Not at all effective
2. Not very effective
3. Somewhat effective
4. Very effective
5. Not applicable

[ROWS; RANDOMIZE]

1. Resolving conflicts in the workplace
2. Respecting your psychological and emotional wellbeing

**BASE: ALL QUALIFIED RESPONDENTS**

**Q2027** How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID] [ONLY SHOW C5 IF dmEmploy/3-4]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree
5. Not applicable

[ROWS] [RANDOMIZE] [[ONLY SHOW C5 FOR R1]

1. People in my organization who are not my age don't see the value in my ideas.
2. I appreciate the opportunity to work with people of different ages at my workplace.
3. I feel self-conscious about my age at work.
4. I feel more comfortable working with people my own age than other age groups.
5. I am worried about my job security because of my age.
6. Having employees from a range of age groups is an advantage for my workplace.

<b>SECTION 3000 - EMPLOYEE EXPERIENCE WITH EQUITY, DIVERSITY, AND INCLUSION</b>
---

**BASE: ALL QUALIFIED RESPONDENTS (TRENDED)**

**Q206** Does the organization you work for treat you fairly compared with others?

1. Yes
2. No
3. I don't know

**BASE: ALL QUALIFIED RESPONDENTS (TRENDED; MODIFIED)**

**Q207** Have you experienced discrimination (i.e., unequal treatment based on some aspect of your identity such as race/ethnicity, gender, sexual orientation, disability status, age, etc.) in your current workplace?

[COLUMNS; BANKED GRID]

1. Yes
2. No
3. Decline to answer

[ROWS; ROTATE]

1. Been the target of discrimination
2. Witnessed incidents of discrimination



<b>SECTION 7000 – PRODUCTIVITY &amp; PERFORMANCE</b>
--

**BASE: ALL QUALIFIED RESPONDENTS**

**Q7005** How would you rate your current performance at work on a scale from 1 to 5?

1. 1 – Poor
2. 2 – Below average
3. 3 – Good
4. 4 – Very good
5. 5 – Outstanding

**BASE: ALL QUALIFIED RESPONDENTS**

**Q7010** How would you rate your productivity at work?

**[ROTATE: 1-3; 3-1]**

1. Low
2. Moderate
3. High

**BASE: ALL QUALIFIED RESPONDENTS**

**Q7015** In your opinion, how much of a positive impact could each of the following have on your productivity at work?

[COLUMNS; BANKED GRID] **[ONLY SHOW C5 IF dmEmploy/3-4]**

1. No positive impact
2. Slight positive impact
3. Moderate positive impact
4. Strong positive impact
5. Very strong positive impact
6. Not applicable

[ROWS; RANDOMIZE, HOLD 2-4 AND 8-9 TOGETHER ROTATED WITH EACH GROUP] **[ONLY SHOW C5 FOR R7]**

1. Opportunities to be innovative or creative
2. Control over how you do your work
3. Control over when you do your work
4. Control over where you do your work
5. Personal fulfillment from the work you do
6. Access to resources needed to do your work
7. Your relationship with your direct manager or supervisor
8. Your overall psychological wellbeing at a particular time
9. Your overall physical wellbeing at a particular time

**BASE: ALL QUALIFIED RESPONDENTS**

**Q7030** What are the most important things your employer either is doing or should be doing to help make you more effective and efficient at your job?

[LARGE MANDATORY TEXT BOX] **[ONLY SHOW CODE 99 IF dmEmploy/3-4]**

99. Not applicable

<b>SECTION 8000 - TECHNOLOGY</b>
----------------------------------

**BASE: ALL QUALIFIED RESPONDENTS**

**Q8005** How often do you intentionally use artificial intelligence (AI) tools to assist you with your work?

1. Daily
2. Weekly
3. Monthly
4. Several times a year
5. Once a year
6. Never

**BASE: ALL QUALIFIED RESPONDENTS**

**Q8006** Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?

**[ONLY SHOW CODE 4 IF dmEmploy/3-4]**

1. Yes
2. No
3. Not sure
4. Not applicable

**BASE: EVER USE ARTIFICIAL INTELLIGENCE TO ASSIST WITH THEIR WORK (Q8005/1-5)**

**Q8015** How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

[COLUMNS; BANKED GRID]

1. Very negative impact
2. Somewhat negative impact
3. Neither positive nor negative impact
4. Somewhat positive impact
5. Very positive impact

[ROWS; RANDOMIZE]

1. Your productivity
2. The quality of your work
3. Your time management
4. Your mental health
5. Your job satisfaction
6. Your creativity

**BASE: ALL QUALIFIED RESPONDENTS**

**Q8000** How much do you agree or disagree with each of the following statements about technology in the workplace?

[COLUMNS; BANKED GRID] [ONLY SHOW C5 IF dmEmploy/3-4]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree

5. Not applicable

[ROWS; RANDOMIZE, HOLD 5  
AND 10 TOGETHER ROTATED]  
[ONLY SHOW C5 FOR R3-4, 7,  
8]

1. Advancements in technology are making my job worse, not better.
3. I'm confident that my employer adequately protects the security of any private data or information they have about me.
4. My employer is good about respecting my privacy.
5. I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.
6. Advancements in technology are helping me work more efficiently and accurately.
7. I worry that my employer uses technology to spy on me during work hours.
8. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.
9. I am able to accomplish more at my job now than in the past because of new technologies.
10. I worry that a new form of technology will eventually make some or all of my job duties obsolete in the future.
11. I believe new technologies (e.g., artificial intelligence (AI)) will lead to an increase in available jobs in the future.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q6020A** As far as you're aware, does your employer use technology (e.g., computers, software, cameras, GPS, bar-code scanners, etc.) to monitor you while working?

When we say "monitor," we mean tracking any of the following: productivity, speed, location, browser activity, social media posts, emails, text messages, safety equipment usage, break times, when you start and end work, what applications you have on your work devices, etc.

[ONLY SHOW CODE 3 IF dmEmploy/3-4]

1. Yes
2. No
3. Not applicable

**BASE: MONITORED [Q6020A/1]**

**Q6020B** You mentioned your employer monitors you while working. With that in mind, how much do you agree or disagree with each of the following statements?

*My employer's current practice of using technology to monitor me while I'm working...*

[COLUMNS; BANKED GRID]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree

[ROWS; RANDOMIZE]

1. Is an invasion of my privacy
2. Helps protect my safety while I'm at work
3. Helps me stay focused
4. Makes me feel anxious
5. Causes me to feel stress
6. Makes me feel like they do not trust me
7. Improves my workplace experience
8. Makes me more productive
9. Has no impact on my workplace experience
10. Helps ensure that I am rewarded for my productivity even when nobody is around to see it
11. Makes me want to look for a different job
12. Makes me feel uncomfortable

**BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2024]**

**Q6040** How much do you agree or disagree with each of the following statements regarding a four-day work week?

[COLUMNS; BANKED GRID]

1. Strongly disagree
2. Somewhat disagree
3. Somewhat agree
4. Strongly agree

[ROWS] [RANDOMIZE]

1. Four-day work weeks will likely become the norm in America within my lifetime.
2. I could be just as effective at work if I only worked four days per week.
3. I would be happier at work if I only worked four days per week.

**BASE: ALL QUALIFIED RESPONDENTS**

**Q6045** How concerned are you that an economic slump, downturn, or recession will cause you to be laid off, furloughed, or lose your job in the next 12 months?

1. Not at all concerned
2. Not very concerned
3. Somewhat concerned
4. Very concerned

<b>SECTION DEMOGRAPHICS</b>
-----------------------------

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1300** Which ONE of the following **best** describes the type of work that you do?

[RANDOMIZE 1-3; ANCHOR 4]

1. Office work (administrative, managerial, professional, desk work, etc.)
2. Manual labor (driving, working with your hands, assembling, moving, etc.)
3. Customer/client/patient service (education, retail, food service, healthcare, entertainment, etc.)
4. Other

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1311** Which of following **best** describes the industry you work in?

[PN: LIST ALPHABETICALLY] [ANCHOR 19 TO BOTTOM]

1. Agriculture, Forestry, Fishing and Hunting
2. Mining, Quarrying, and Oil and Gas Extraction
3. Utilities
4. Construction
5. Manufacturing
6. Wholesale Trade
7. Retail Trade
8. Transportation and Warehousing
9. Information
10. Finance and Insurance
11. Real Estate and Rental and Leasing
12. Professional, Scientific, and Technical Services
13. Management of Companies and Enterprises
14. Administrative and Support and Waste Management and Remediation Services
15. Educational Services
16. Health Care and Social Assistance
17. Arts, Entertainment, and Recreation
18. Accommodation and Food Services
19. Other Services (except Public Administration)
20. Public Administration

**BASE: ALL QUALIFIED RESPONDENTS**

**Q810 (Q3)** Which of the following **best** describes most of your duties within your company or organization?

1. Upper level job within organization: upper level manager involving coordination of organization, development of plans/goals for the organization, supervision of managers, etc.
2. Middle level job within organization: involves some management and supervision or coordination of other people or departments, etc.
3. Front line job within organization: directly involved with production of products or providing services, such as sales, secretarial, bookkeeping, clerical, customer service, etc.
4. Individual contributor: do not have management responsibilities, but have a middle level or senior position

**BASE: ALL QUALIFIED RESPONDENTS**

**Q815 (Q4)** Which of the following **best** describes the company or organization where you currently work?

1. For-profit
2. Not-for-profit
3. Local, state, or federal government

**BASE: ALL QUALIFIED RESPONDENTS**

**Q820 (Q4A)** How many employees does your company or organization have in the U.S. and globally? If your company has more than one location, please provide the total number of employees that your organization has at all locations. Your best estimate is fine.

1. Fewer than 20
2. 20 to 49
3. 50 to 99
9. 100 to 249
4. 250 to 499
5. 500 to 999
6. 1,000 to 4,999
7. 5,000 to 9,999
8. 10,000 or more

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1350** Which of the following describes the primary type of compensation you receive?

1. Salary
2. Hourly wage
3. Commission
96. Other

**BASE: ALL QUALIFIED RESPONDENTS**

**Q4000** Now we are going to ask you question about your health. In general, would you say your physical health is...?

1. Poor
2. Fair
3. Good
4. Excellent

**BASE: ALL QUALIFIED RESPONDENTS**

**Q4050** How do you describe your disability status? We are interested in this identification regardless of whether you typically request accommodations for this disability. Please select one.

1. I have a physical disability
2. I have a cognitive, emotional, learning, or mental disability
3. I have both a physical disability, as well as a cognitive, emotional, learning, or mental disability
4. I do not have a disability
5. Prefer not to answer

**BASE: HAS A DISABILITY (Q4050/1-3)**

**Q1880** Which of the following best describes a disability you have? Please select all that apply.

[RANDOMIZE; MR; ANCHOR CODE 96-98; EXCLUSIVE 98] [ONLY SHOW CODE 1, 4, 8, & 10 IF Q4050/1,3; ONLY SHOW CODE 3, 6, & 7 IF Q4050/2,3] [INSERT TEXT BOX AT CODE 96]

1. Blind or Low Vision
2. Chronic health condition(s)
3. Cognitive/intellectual
4. Deaf or Hard-of-Hearing
5. Developmental delay(s)
6. Learning
7. Mental health (anxiety, depression, PTSD, OCD, etc.)
8. Mobility-related/Orthopedic
9. Speech-language/Communication
10. Temporary disability due to illness or injury
96. Prefer to self-describe
98. Prefer not to answer

**BASE: HAS A DISABILITY (Q4050/1-3)**

**Q4051.** Does your employer know that you are living with a disability?

1. Yes
2. No
3. Not sure

**BASE: HAS A DISABILITY (Q4050/1-3)**

**Q4052** Do you receive any accommodations at work as a result of your disability?

1. Yes
2. No
3. I don't know

**BASE: ALL QUALIFIED RESPONDENTS**

**Q1560 [Caregiver status]** Have you ever or do you currently serve as a caregiver to a family member or friend?

*By 'caregiver', we mean providing paid or unpaid long-term care to a family member or friend with an episodic, permanent, or temporary condition who needs help taking care of themselves. The individual(s) could be an adult or child, and caregiving activities may include helping with basic personal hygiene, household chores, managing finances, attending doctor's appointments, administering medications, and making arrangements for other services. Please do not consider basic duties of parenting.*

1. Yes, currently
2. Yes, in the past
3. No

**BASE: ALL QUALIFIED RESPONDENTS**

**Q498** Of the following, which do you consider yourself to be?

[ALWAYS SHOW CODE 1 FIRST, AND CODE 7 LAST BEFORE 96,98,94, RANDOMIZING 2-6 WITHIN BUT KEEPING 2,3 TOGETHER AND ROTATE WITHIN] [ANCHOR 96, 98, 94]

1. Heterosexual (straight)
2. Lesbian
3. Gay
4. Bisexual
5. Queer
6. Pansexual
7. Asexual
96. Other sexual orientation
98. Not sure
94. Decline to answer



## DEMOGRAPHICS

### **BASE: ALL US RESPONDENTS 18+**

**dmEduUS [Education (US)]** What is the highest level of education you have completed?

[SINGLE RESPONSE]

[PROGRAMMER NOTE: DISPLAY IN ONE COLUMN, GOING DOWN.]

1. Less than high school
2. Completed some high school
3. High school graduate
4. Job-specific training program(s) after high school
5. Some college, but no degree
6. Associate's degree
7. Bachelor's degree (such as B.A., B.S.)
8. Some graduate school, but no degree
9. Graduate degree (such as MBA, MS, M.D., Ph.D.)

### **BASE: ALL US RESPONDENTS 18+**

**dmHhIncUS [Household Income (US)]** How much total combined income did all members of your household earn before taxes last year?

*This includes money from jobs; net income from business, farm, or rent; pensions; dividends; interest; social security payments; and any other money income received by members of your household who are eighteen (18) years of age or older.*

[PROGRAMMER NOTE: DISPLAY IN ONE COLUMN, GOING DOWN.]

1. Less than \$15,000
2. \$15,000 to \$24,999
3. \$25,000 to \$34,999
4. \$35,000 to \$49,999
5. \$50,000 to \$74,999
6. \$75,000 to \$99,999
7. \$100,000 to \$124,999
8. \$125,000 to \$149,999
9. \$150,000 to \$199,999
10. \$200,000 to \$249,999
11. \$250,000 or more
99. Prefer not to answer

[PROGRAMMER NOTE: INSERT "Why do we ask this question?" pop-up BELOW CHOICES]

**BASE: ALL US RESPONDENTS 18+**

**dmNetUse [Internet Usage]** Please indicate how much time you spend on the Internet in an average week. Please include all places you might log on, such as at home/work/elsewhere by desktop, laptop, tablet, smartphone, etc.

1. Less than 1 hour
2. 1 - 4 hours
3. 5 - 9 hours
4. 10 - 19 hours
5. 20 hours or more

**BASE: ALL US RESPONDENTS 18+**

**dmAdultHh [Adults in Household]**

[IF AGE 18 OR OVER (dmAge/>17)]

Including yourself, how many people age 18 or older live in your household?

|||

**BASE: ALL US RESPONDENTS 18+**

**dmChildHh [Children in Household]**

[IF AGE 18 OR OVER (dmAge/>17)]

How many people under the age of 18 live in your household?

|||

**BASE: HAVE AT LEAST ONE CHILD IN HOUSEHOLD (dmChildHh/1+)**

**Q3004** And, how many people under the age of 18 live in your household at least 50% of the time for whom you are the parent or guardian?

[RANGE: 0-RESPONSE GIVEN AT dmChildHh, NON-MANDATORY]

|||