

APA 2022 Workplace Survey

SCREENING QUESTIONS

BASE: ALL ONLINE RESPONDENTS

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)

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.

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

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
215. Spain
243. United Kingdom
996. Other country

BASE: ALL RESPONDENTS

Q268 How do you describe yourself? Please select all that apply.

[MULTIPLE RESPONSE] [CODE 1 CANNOT BE COMBINED WITH CODE 2] [ANCHOR 4 AT BOTTOM]

1. Male
2. Female
3. Transgender
4. Other
5. Non-binary/genderqueer/gender fluid

BASE: ALL RESPONDENTS

dmAge [Age] What is your age?

[RANGE 0 -120]

||||

BASE: ALL RESPONDENTS

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

[DISPLAY IN DROP DOWN LIST]

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

BASE: ALL US RESPONDENTS

dmRaceMUS [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

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

BASE: EMPLOYED (NETEMPLOY/1)

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

BASE: ALL QUALIFIED RESPONDENTS

Q1000 INTRO We will now ask you a series of questions about your work life. 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]

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

[ROWS; RANDOMIZE]

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
6. The policies in place to promote equity, diversity, and inclusion at your place of work
7. How well your workplace is preparing you for the future of your industry
8. The physical health and safety practices at your place of work
9. The mental health support you receive from your employer
10. The communication you receive from your employer
11. The opportunities for you to be innovative or creative in your work

BASE: ALL QUALIFIED RESPONDENTS

Q1015 Which of the following are offered to you by your employer? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; HOLD CODES 5-6 TOGETHER ROTATING; ANCHOR 97; EXCLUSIVE 97]

1. Remote work options
2. Flexible work schedule options
3. Predictable schedules
4. Pay transparency (e.g., salary bands, predictable raises and/or promotions, etc.)
5. Internal education opportunities (e.g., webinars, video trainings, etc.)
6. Support for external education opportunities (e.g., sponsored courses, tuition assistance, etc.)
7. Opportunities to receive performance feedback
8. Opportunities to make suggestions on how your employer can improve the workplace experience
9. Opportunities to be involved in decision making, problem solving, and goal setting
10. Employee recognition initiatives
11. A culture that encourages creative thinking
12. Rewards for generating new ideas or solutions
13. Procedures that allow you to report problems with coworkers or managers without fear of retaliation
97. None of these

BASE: ALL QUALIFIED RESPONDENTS

Q1020 Overall, compared to before the COVID-19 pandemic, would you say each of the following aspects of the workplace has gotten better, worse, or stayed about the same?

[COLUMNS; BANKED GRID]

1. Has gotten worse
2. Has stayed the same
3. Has gotten better

[ROWS] [RANDOMIZE]

1. Compensation
2. Work schedules (e.g., number of hours worked, flexible scheduling options offered, etc.)
3. Relationships with coworkers
4. Relationships with managers or supervisors
5. Opportunities for growth and development
6. Efforts to promote equity, diversity, and inclusion
7. How well the workplace is preparing workers for the future
8. Physical health and safety initiatives
9. Mental health and safety initiatives
10. Communication between employees and employers
11. Opportunities to be innovative or creative at work

BASE: ALL QUALIFIED RESPONDENTS (ADAPTED FROM 2021 Q936)

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 (ROWS 1-3, 8 ADAPTED FROM 2021)

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

[COLUMNS; BANKED GRID]

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

[ROWS] [RANDOMIZE]

1. I receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for my contributions at work.
2. The work I do is meaningful.
3. I receive adequate non-monetary rewards (for example, 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. My employer shares information in an honest and dependable way.
7. My employer encourages open and honest communication at all levels of the organization.
8. Employee recognition at my company is based on an accurate performance evaluation system.
9. I'm proud of my job.
10. The COVID-19 pandemic has pushed my employer to be more understanding of employees' needs.

BASE: DON'T FEEL THEY RECEIVE ADEQUATE COMPENSATION [Q1030/R1, C1-2]

Q1035 You indicated that you don't receive adequate monetary compensation (i.e., competitive pay, merit raises or bonuses) for your contributions at work. Why do you feel you don't receive adequate monetary compensation? Please select all that apply.

[MULTIPLE RESPONSE] [RANDOMIZE; ANCHOR 96]

1. There are people at my work who get paid more for doing a similar job
2. My pay has not kept up with inflation
3. My pay does not reflect all of the work I do
4. I don't get paid fair market value for my job
5. The company/organization keeps too much of the profits and doesn't pay employees enough
96. Other, please specify [TEXT BOX]

SECTION 2000 - WORKPLACE ENVIRONMENT

BASE: ALL QUALIFIED RESPONDENTS

Q2000 Now we are going to ask you a few questions about your workplace environment. How would you describe your overall workplace experience?

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

BASE: ALL QUALIFIED RESPONDENTS

Q2005 How much do you agree or disagree with the following statements about the environment at your place of work?

[COLUMNS; BANKED GRID]

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

[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.
8. Employees feel comfortable opening up when they are stressed or overwhelmed.

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.

When we say "Someone within your organization" we mean co-workers, managers, etc. When we say "Someone outside your organization" we mean customers, vendors, visitors to your workplace, etc.

[MULTIPLE RESPONSE; RANDOMIZE HOLD 1-2, 3-4, 5-6 TOGETHER IN THAT ORDER; ANCHOR 97; EXCLUSIVE 97]

1. Someone within my organization yelled at or verbally abused me
2. Someone outside of my organization yelled at or verbally abused me
3. Someone within my organization displayed physical violence toward me
4. Someone outside of my organization displayed physical violence toward me
5. Someone within my organization harassed me
6. Someone outside of my organization harassed me
97. None of these

BASE: ALL QUALIFIED RESPONDENTS

Q2015 How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID]

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

[ROWS] [RANDOMIZE]

1. I am often scared while I am at work.
2. My employer thinks our workplace environment is a lot healthier than it actually is.
3. My work environment has a negative impact on my mental health.
4. My employer is doing everything they can to foster a healthy work environment.
5. Overall, I am satisfied with my work environment.

SECTION 3000 - EMPLOYEE EXPERIENCE WITH EQUITY, DIVERSITY, AND INCLUSION

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, ability 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

BASE: ALL QUALIFIED RESPONDENTS

Q208 In your current workplace, have you experienced negative slights, insults, or jokes that devalue your identity or negate your thoughts, feelings, or experiences based on your identity or background?

[COLUMNS; BANKED GRID]

1. Yes
2. No
3. Decline to answer

[ROWS; ROTATE]

1. Been the target of these types of negative slights, insults, or jokes
2. Witnessed incidents of these types of negative slights, insults, or jokes

BASE: ALL QUALIFIED RESPONDENTS (ADAPTED FROM 2021)

Q205 Does your current workplace have policies and/or initiatives related to the following?

[COLUMNS; BANKED GRID]

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

[ROWS]

1. Equity policies and/or initiatives (i.e., providing resources and creating conditions to help everyone, regardless of social identity or background, achieve their highest outcomes)
2. Diversity policies and/or initiatives (i.e., ensuring a variety of perspectives for employees from different social identity groups are addressed in organizational policies and practices like hiring and career growth opportunities)
3. Inclusion policies and/or initiatives (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)

BASE: EDI IS PRACTICED AT CURRENT WORKPLACE [Q205/C1 FOR ANY ROW 1-3]

Q3000 You mentioned there are policies and/or initiatives for the following at your place of work. In your opinion, how effective are each of the policies and/or initiatives?

[COLUMNS; BANKED GRID]

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

[ROWS: INSERT INITIATIVES IF C1 WAS SELECTED AT Q205 IN THE SAME ORDER]

BASE: ALL QUALIFIED RESPONDENTS (ROWS 1-3 ADAPTED FROM 2021)

Q3005 How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID]

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

[ROWS] [RANDOMIZE; SHOW ROWS 4 AND 5 ONLY TO THOSE WHO HAVE EDI POLICIES (Q205/C1 FOR ANY ROW 1-3)]

1. I am confident that incidents of discrimination at work will be dealt with in an appropriate manner.
2. I am confident that I can report incidents of discrimination at work without fear of consequences.
3. My company or organization regularly considers the diversity of its workforce when developing new programs, policies or practices.
4. The equity, diversity and inclusion efforts at my company are mostly for show.
5. I have seen equity, diversity, and inclusion initiatives make real change at my workplace.
6. I feel comfortable being myself in the workplace.
7. I often feel like my workplace does not accept me.
8. My company has worked hard to address subtle incidents of discrimination (e.g., negative slights, insults, or jokes) in the workplace.
9. My company has effective procedures in place to protect employees who report subtle incidents of discrimination (e.g., negative slights, insults, or jokes) at work.

SECTION 4000 - PHYSICAL HEALTH AND SAFETY

BASE: ALL QUALIFIED RESPONDENTS

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

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

BASE: ALL QUALIFIED RESPONDENTS

Q4005 Are you currently living with a chronic health condition, such as diabetes, heart disease, asthma, cancer, obesity, chronic pain, etc.?

1. Yes
2. No
99. Decline to answer

BASE: ALL QUALIFIED RESPONDENTS

Q4010 Which of the following does your employer offer to enhance your physical safety at work? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 97; EXCLUSIVE 97]

1. Clear policies and/or safety guidelines
2. Personal protective equipment (PPE)
3. Trainings on how to prevent workplace injury
4. Ergonomic tools and/or workstations
5. Rewards for safe behavior
6. An environment where breaks are encouraged
7. Locks, guards, or other efforts to ensure unwanted or dangerous people cannot access the workspace
8. Meetings on workplace safety
9. A comfortable place to take breaks
10. A comfortable environment to work in (e.g., lighting and temperature are comfortable, good air quality, etc.)
96. Other, please specify [TEXT BOX]
97. None

BASE: EMPLOYER OFFERS PHYSICAL SAFETY ENHANCEMENTS [Q4010/NE 97 OR Q4010/NE ONLY 96]

Q4015 How effective are each of the following in ensuring your physical safety at work?

[COLUMNS; BANKED GRID]

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

[ROWS: INSERT OFFERINGS SELECTED AT Q4010 IN THE SAME ORDER; DO NOT SHOW Q4010/96 "OTHER"]

BASE: ALL QUALIFIED RESPONDENTS (ROWS 1-3 ADAPTED FROM 2021)

Q4020 How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID]

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

[ROWS] [RANDOMIZE]

1. My employer helps employees develop and maintain a healthy lifestyle.
2. In the past month, physical problems such as a chronic illness, allergies, headaches, back pain, or other physical health conditions kept me from achieving my goals at work.
3. My employer provides a safe work environment.
4. My employer provides sufficient accommodations to those with medical conditions at work.
5. I feel comfortable asking my employer about my physical health needs.
6. I am worried I am going to be physically injured at my job.
7. I am worried I am going to contract a disease or illness at my job.
8. My employer is doing all they can to protect my physical safety while I am at work.
9. During the peaks of the COVID-19 pandemic, my employer did everything they could to protect my physical safety at work.
10. I am not worried about my physical safety while I'm at work.

SECTION 5000 - MENTAL HEALTH AND SAFETY

BASE: ALL RESPONDENTS

Q5000 In general, would you say your mental health is...?

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

BASE: ALL QUALIFIED RESPONDENTS

Q5005 Are you currently living with a mental health condition, such as anxiety, depression, ADHD, eating disorder, PTSD, autism spectrum disorder, etc.?

1. Yes
2. No
99. Decline to answer

BASE: CURRENTLY LIVING WITH MENTAL HEALTH CONDITION [Q5005/1]

Q5010 You mentioned you are currently living with a mental health condition. Are you currently receiving therapy for your condition?

1. Yes
2. No

BASE: ALL QUALIFIED RESPONDENTS (TRENDED; MODIFIED)

Q1920 Below are a number of statements that describe different feelings that you may experience at work. Please indicate how frequently, in the past 30 workdays, you have experienced each of the following feelings at work.

[COLUMNS; BANKED GRID]

1. Never or almost never
2. Very infrequently
3. Quite infrequently
4. Sometimes
5. Quite frequently
6. Very frequently
7. Always or almost always

[ROWS] [RANDOMIZE]

1. I feel tired.
2. I feel physically drained.
3. I feel fed up.
4. I feel burned out.
5. My thinking process is slow.
6. I have difficulty concentrating.
7. I feel I'm not thinking clearly.

BASE: ALL QUALIFIED RESPONDENTS (TRENDED; MODIFIED)

Q1925 Which of the following, if any, have you experienced in the last month because of work-related stress? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 98, 99; EXCLUSIVE 98, 99]

1. Difficulty focusing
2. Negative thoughts
3. Desire to quit
4. Lack of interest, motivation, or energy
5. Irritability or anger with co-workers and customers
6. Lower productivity
7. Lack of effort at work
96. Other, please specify
98. None, I have not experienced negative impacts because of work-related stress
99. Not applicable; I have not felt work-related stress

BASE: ALL QUALIFIED RESPONDENTS

Q5017 In the last month, have current events (e.g., the coronavirus pandemic, the war in Ukraine, inflation, etc.) caused you to have trouble focusing at work?

1. Yes
2. No

ii.

BASE: ALL QUALIFIED RESPONDENTS

Q5020 Which of the following does your employer offer to support your mental health? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 97; EXCLUSIVE 97]

1. Flexible work hours
2. The ability to work remotely
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. A culture where time-off is respected
10. A culture where managers encourage employees to take care of their mental health
11. A culture where breaks are encouraged
12. Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.)
13. Comfortable and low-pressure social gatherings (either virtual or in-person) to interact with coworkers
96. Other, please specify [TEXT BOX]
97. None

BASE: EMPLOYER OFFERS MENTAL HEALTH SUPPORT [Q5020/NE 97 OR Q5020/NE ONLY 96]

Q5025 You mentioned your employer offers the following. How effective are each of the following in supporting your mental health at work?

[COLUMNS; BANKED GRID]

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

[ROWS: INSERT OFFERINGS SELECTED AT Q5020 IN THE SAME ORDER; DO NOT SHOW Q5020/96 "OTHER"]

BASE: ALL QUALIFIED RESPONDENTS (ROW 1-3 FROM 2021)

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

[COLUMNS; BANKED GRID]

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

[ROWS] [RANDOMIZE]

1. During my workday, I typically feel tense or stressed out.
2. My employer provides sufficient resources to help employees manage their stress.
3. My employer provides the resources necessary for employees to meet their mental health needs.
4. My employer frequently 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.
6. I feel comfortable asking my employer about my mental health needs.
7. My employer is understanding of the needs of parents and caregivers.
8. My employer is more concerned about the mental health of employees now than they were in the past.

SECTION 6000 - FUTURE OF WORK

BASE: ALL QUALIFIED RESPONDENTS (TRENDED; MODIFIED)

Q1315 Which of the following best describes your work environment at each of these points in time?

[COLUMNS; BANKED GRID; RANDOM REVERSE 1-5 AND 5-1]

1. All in-person
2. Mostly in-person
3. Equal split between in-person and remote
4. Mostly remote
5. All remote

[ROWS; SHOW IN THIS ORDER]

1. Before the COVID-19 pandemic (prior to March 2020)
2. During the first year of the COVID-19 pandemic (March 2020 to March 2021)
3. During the second year of the COVID-19 pandemic (March 2021 to March 2022)
4. Currently

BASE: ALL QUALIFIED RESPONDENTS

Q6000 Regardless of whether you have worked remotely before or not, how interested are you in working remotely in the future?

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

BASE: REMOTE WORKER AT SOME POINT [Q1315 R1-R4/C2-C5]

Q6005 Would you say your overall feelings toward remote work have been positive or negative?

1. Very negative
2. Somewhat negative
3. Somewhat positive
4. Very positive

BASE: ALL QUALIFIED RESPONDENTS

Q6020A As far as you're aware, does your employer use technology (e.g., computers, software, cameras, 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.

1. Yes
2. No

BASE: ALL QUALIFIED RESPONDENTS

Q6030 Regardless of whether or not these are practiced at your current workplace, which of the following would you like to see employers offer more of moving forward? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 97; EXCLUSIVE 97]

1. Remote work options
2. Flexible work schedule options
3. Predictable schedules
4. Pay transparency (i.e., salary bands, predictable for raises and/or promotions)
5. Equity, diversity, and inclusion initiatives
6. Internal education opportunities (e.g., webinars, video trainings, etc.)
7. Support for external education opportunities (e.g., sponsored courses, tuition assistance, etc.)
8. Opportunities to receive performance feedback
9. Opportunities to make suggestions on how your employer can improve the workplace experience
10. Opportunities to be involved in decision making, problem solving, and goal setting
11. Employee recognition initiatives
12. A culture that encourages creative thinking
13. Rewards for generating new ideas or solutions
14. Physical health and safety initiatives
15. Procedures that allow you to report problems with coworkers or managers without fear of retaliation
96. Other, please specify [TEXT BOX]
97. None

BASE: ALL QUALIFIED RESPONDENTS

Q6031 Regardless of whether or not these are practiced at your current workplace, which of the following types of mental health support would you like to see employers offer more of moving forward? Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 96, 97; EXCLUSIVE 97]

1. Flexible work hours
2. The ability to work remotely
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. A culture where time-off is respected
10. A culture where managers encourage people to take care of their mental health
11. A culture where breaks are encouraged
12. Support for employees who are caregivers (e.g., assistance for childcare, eldercare, etc.)
13. Comfortable and low-pressure social gatherings (either virtual or in-person) to interact with coworkers
96. Other, please specify [TEXT BOX]
97. None

BASE: ALL QUALIFIED RESPONDENTS

Q6035 How much do you agree or disagree with each of the following statements?

[COLUMNS; BANKED GRID]

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

[ROWS; RANDOMIZE; HOLD CODES 8-10 TOGETHER ROTATING; SHOW ROW 9 TO THOSE WHOSE EMPLOYERS MONITOR ONLY (Q6020A/1)]

1. At my place of work, you will have fewer opportunities for growth and advancement if you work remotely.
2. [IF CURRENTLY WORKING REMOTELY (Q1315/R4_C2-C5), SHOW: I'm thankful that I have the opportunity to work remotely.; IF CURRENTLY WORKING IN-PERSON, SHOW (Q1315/R4_C1): I wish I could have the opportunity to work remotely.]
3. I am excited about the future of my industry.
4. I am worried about the future of my industry.
5. Advancements in technology are making my job worse, not better.
6. My employer is preparing me for future changes to our industry.
7. My employer is making sure I have the skills I will need in the future.
8. How employers support their employees' mental health will be an important consideration for me when looking for work in the future
9. I feel uncomfortable with the way my employer uses technology to track me at work.
10. How employers treat their employees will be an important consideration for me when looking for work in the future

CUSTOM DEMOGRAPHICS

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]

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

Q1312 How long have you worked at your current job? If you have worked at your current job for less than 1 month, please enter 1 month.

[DO NOT ALLOW 0 IN BOTH]

[_] years [RANGE: 0- (dmAge-15)]

[_] months [RANGE: 0-11]

BASE: ALL QUALIFIED RESPONDENTS (NEW 2022)

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 (NEW 2022)

Q1355 Are you a member of a labor union or of an employee association similar to a labor union?

1. Yes
2. No

BASE: ALL QUALIFIED RESPONDENTS

Q1840 Does your organization have women in senior leadership positions?

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

BASE: HAS WOMEN IN SENIOR LEADERSHIP POSITIONS [Q1840/1]

Q1845 Does your organization have equal representation of women in senior leadership positions?

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

BASE: ALL QUALIFIED RESPONDENTS

Q1850 Does your organization have people of color (i.e., from racial and ethnic groups other than white non-Hispanic) in senior leadership positions?

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

BASE: HAS RACIAL AND ETHNIC DIVERSITY IN SENIOR LEADERSHIP POSITIONS [Q1850/1]

Q1855 What proportion of senior leadership at your organization are people of color (i.e., from racial and ethnic groups other than white non-Hispanic)?

1. 1%-25%
2. 26%-50%
3. 51%-75%
4. 76%-100%
5. I don't know

BASE: ALL QUALIFIED RESPONDENTS

Q1860 Does your organization have LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and other) representation in senior leadership positions?

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

BASE: ALL QUALIFIED RESPONDENTS

Q1314 What political party are you currently registered as?

[ROTATE 1 AND 2]

1. Democrat
2. Republican
3. Independent
4. Other
5. I am not registered
6. Decline to answer

BASE: ALL QUALIFIED RESPONDENTS

Q1550 Do you, or does anyone in your household, have any of the following conditions?

[COLUMN; BANKED GRID]

1. Yes, myself only
2. Yes, someone else only
3. Yes, both myself and someone else
4. No
5. Decline to answer

[ROWS; RANDOMIZE]

1. Blindness or a severe visual impairment in either eye
2. Deafness or hard of hearing in either ear
3. A long-lasting condition that substantially limits one or more basic physical activities, such as walking, climbing stairs, reaching, lifting, or carrying
4. A long-lasting physical, mental, or emotional condition that increases the difficulty of learning, remembering, or concentrating

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

Q1553 (Q31) What is the primary way you receive health insurance today?

[SINGLE RESPONSE] [ANCHOR 10,8,11, 9 IN THAT ORDER]

1. Health insurance provided by current or former employer
2. Health insurance provided by family member's employer
3. Individual insurance policy bought by myself/my family
4. Medicare
5. Medicaid
6. Health insurance provided to students
7. Veterans benefits (active military, veterans, TriCare, reserve, etc.)
10. Health insurance from an exchange [NEW IN 2015]
8. Other [SPECIFY]
11. I have health insurance, but I don't know what type of organization provides it and/or how it is obtained
9. None; do not have health insurance

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 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

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]

[[]]

BASE: GUARDIAN/PARENT OF CHILD(REN) <18 LIVING IN HOUSEHOLD AT LEAST 50% OF TIME

(Q3004/>=1)

Q3016 Next, we would like to find out the age and gender of each child under 18 living in your household at least 50% of the time for whom you are the parent or guardian. Please enter "0" for children less than one year of age.

[RANGE 0-17]

[MANDATORY RESPONSE.]

[GRID CAPTURING AGE AND GENDER OF EACH CHILD]

[PN: PLEASE DISPLAY THE NUMBER OF CHILDREN ROWS BELOW AS MENTIONED AT Q3004]

[Column headings]:	Q3016 "Age"	Q3017 Boy/Girl
Child 1	[[]]	1 2
Child 2	[[]]	1 2
Child 3	[[]]	1 2
Child 4	[[]]	1 2
Child 5	[[]]	1 2
Child 6	[[]]	1 2
Child 7	[[]]	1 2
Child 8	[[]]	1 2
Child 9	[[]]	1 2
Child 10	[[]]	1 2
Child 11	[[]]	1 2
Child 12	[[]]	1 2
Child 13	[[]]	1 2
Child 14	[[]]	1 2