

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]**

<ul style="list-style-type: none"> c) 3 days [TAG: 3] d) 4 days [TAG: 4] e) 5+ days [TAG: 5]
<p>4. You have indicated that you are working this week. How many full paid working days are you <u>working from home</u> this week?</p> <p><i>Multiple choice Required Vertical Single-select</i></p> <p>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)."</p> <ul style="list-style-type: none"> a) None, all my paid working days were on business premises [TAG: 0] b) 1 full paid day <u>working from home</u> [TAG: 1] c) 2 full paid days <u>working from home</u> [TAG: 2] d) 3 full paid days <u>working from home</u> [TAG: 3] e) 4 full paid days <u>working from home</u> [TAG: 4] f) 5+ full paid days <u>working from home</u> [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**.

<p>Self-employed</p> <p>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"</p>
<p>139. When did you start your own business?</p> <p><i>Multiple choice Required Vertical Single-select</i></p> <ul style="list-style-type: none"> a) Before March 2020 b) On or after March 2020 (during the COVID-19 pandemic)
<p>142. Excluding yourself but including employees and independent contractors, how many staff members are part of your business?</p> <p><i>Multiple choice Required Vertical Single-select</i></p> <ul style="list-style-type: none"> 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 <u>to work</u>	Number input _____ minutes Min: 0 Max: 240
Time commuting <u>back from work</u>	

[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 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

[Set random_videocall_question to ...](#)

[\[Q50 logic: Show for 1/3 of respondents \]](#)

50. How does the efficiency of **video calls for one-on-one and small group meetings (up to 4 people)** compare to the efficiency of **in-person meetings**?

Multiple choice | Required | Vertical | Single-select

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

[\[Q51 logic: Show for 1/3 of respondents \]](#)

51. How does the efficiency of **video calls for medium sized group meetings (5 to 9 people)** compare to the efficiency of **in-person meetings**?

Multiple choice | Required | Vertical | Single-select

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

[\[Q52 logic: Show for 1/3 of respondents \]](#)

52. How does the efficiency of **video calls for large group meetings (10 or more people)** compare to the efficiency of **in-person meetings?**

Multiple choice | Required | Vertical | Single-select

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

Worked from home

show block if Q6 selected choice is "Yes"

Set random_covid_wording to 50/50 random selection of block

Show for 50% of respondents

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

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

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

Multiple choice | Required | Vertical | Single-select

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

- 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 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 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 <u>I enjoy eating lunch at</u>	Number input _____ restaurants/dining places <u>Min:</u> 0 <u>Max:</u> 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](https://www.speedtest.net)

126.

Combination | Required

Download speed Upload speed	Number input _____ mbps <u>Decimal places:</u> 2 <u>Min:</u> 0
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Max: 550
