

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)

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

[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 |
| 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

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

[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

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; SPLIT TWO SCREENS RANDOMLY INTO SETS OF 6]

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
8. The physical health and safety practices at your place of work
9. The support for mental health and wellbeing you receive from your employer
11. The opportunities for you to be innovative or creative in your work
12. The amount of control you have over how, when, and where you do your work
13. The amount of personal fulfillment you get from your work
14. The resources and accommodations in place to promote accessibility

BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2023]

Q1011 What are two or three 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 [NEW IN 2023]

Q1012 What are two or three things about your current job that have a **negative** impact on your overall mental health, happiness, and wellbeing?

[LARGE MANDATORY TEXT BOX]

BASE: ALL QUALIFIED RESPONDENTS

Q1015 Which of the following does your employer offer? 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 give and receive performance feedback
9. Opportunities to be involved in decision making, problem solving, and goal setting
10. Employee recognition initiatives
97. None of these

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

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

[RN: ROWS 1-3, 8 ADAPTED FROM 2021]

[COLUMNS; BANKED GRID]

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

[ROWS] [RANDOMIZE; SPLIT TWO SCREENS RANDOMLY INTO SETS OF 7]

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 (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.
8. Employee recognition at my company is based on an accurate performance evaluation system.
11. My workplace fosters positive relationships among coworkers.
12. My workplace fosters positive relationships between managers and the people they manage.
13. I worry that new forms of technology will take over some or all of my work duties within the next 10 years.
14. My workplace has opportunities for collaboration and teamwork.
15. I feel valued at work.
16. I'm proud of the work I do.
17. I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.

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?

[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

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 (i.e., treated me disrespectfully).
6. Someone outside of my organization harassed me (i.e., treated me disrespectfully).
97. None of these.

BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2023]

Q2014 Which of the following have you ever experienced or have been afraid of experiencing at work?

[COLUMNS; BANKED GRID]

1. Have experienced
2. Have not experienced, but afraid of experiencing
3. Have not experienced and not afraid of experiencing

[ROWS] [RANDOMIZE]

1. Being scared while at work
2. Being physically injured in an accident
3. Being the victim of a crime
4. Being bullied or harassed
5. Catching an illness
6. Experiencing harm to my mental health
7. Feeling lonely or isolated

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

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; RANDOMIZE]

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.
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.
10. I feel comfortable being myself in the workplace.
11. I feel like my workplace does not support me because of my identity.

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 (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.
4. My employer provides sufficient accommodation for those with medical conditions at work.
11. When I am at work, I feel like I belong.
12. I would recommend my place of work to others as a good place to work.
13. I feel lonely when I'm working.
14. When I am working, I often feel fully engaged.
15. I am confident in the ability of my organization's CEO (or other primary leader) to successfully lead my organization.
16. I have positive relationships with people at my work.
17. My employer does not respect my personal boundaries.
18. My employer thinks our workplace environment is a lot mentally healthier than it actually is.
19. I am treated fairly at my place of work.
20. My work environment has a negative impact on my mental health.
21. My employer does not provide a safe work environment.

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: ALL QUALIFIED RESPONDENTS (TRENDED; MODIFIED)

Q1921 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 don't have enough flexibility at work to be able to keep my work life and my personal life in balance.
2. I don't have enough control over when, where, and how I do my work.
3. I don't matter to my employer.
4. I don't matter to my coworkers.
5. I have no good opportunities for growth or advancement at work.
6. I'm not learning new things at work that will help me in the future.
7. I have to work more hours per week than I want to.

BASE: ALL QUALIFIED RESPONDENTS (TRENDED; MODIFIED)

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, 99; EXCLUSIVE 98, 99]

3. Desire to quit
 5. Irritability or anger with co-workers and customers
 6. Lower productivity 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
 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

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

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

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.)
14. A variety of inclusive, low-pressure social gatherings (either virtual or in-person) to connect and interact with coworkers
96. None of the above

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.
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.
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 2023)

Q1315b Which of the following best describes your current work environment?

[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

BASE: ALL QUALIFIED RESPONDENTS [EDITED IN 2023]

Q6000 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: HYBRID WORKER [Q1315b/2-4]

Q6006 Would you say you are more productive when you work in-person or when you work remotely?

1. Much more productive remote
2. Somewhat more productive remote
3. Neither more productive remote nor in person
4. Somewhat more productive in person
5. Much more productive in person

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
10. Opportunities to be involved in decision making, problem solving, and goal setting
11. Employee recognition initiatives
13. Rewards for generating new ideas or solutions
16. Work opportunities that encourage teamwork and collaboration [NEW ITEM]
96. None of the above [EDITED IN 2023]

BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2023]

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 8-10 TOGETHER ROTATING]

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 has meaning.
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.

BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2023]

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

SECTION 8000 - TECHNOLOGY

BASE: ALL QUALIFIED RESPONDENTS [MOVED IN 2023]

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: MONITORED [Q6020A/1] [NEW IN 2023]

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

BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2023]

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

[COLUMNS; BANKED GRID]

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

[ROWS; RANDOMIZE]

1. Advancements in technology are making my job worse, not better.
2. I feel uncomfortable with the way my employer uses technology to track me at work.
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 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.

BASE: ALL QUALIFIED RESPONDENTS [NEW IN 2023]

Q7000 What are the most important things your employer either is doing or should be doing to help protect and foster your emotional and psychological wellbeing?

[LARGE MANDATORY TEXT BOX]

SECTION 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 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

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; EDIT 2023)

Q1355 Are you a member of 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/or 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/or 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 open 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

Q1555 How do you describe your disability/ability status? We are interested in this identification regardless of whether you typically request accommodation for this disability. Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; ANCHOR 10, ANCHOR & EXCLUSIVE 97 99]

1. A sensory impairment (e.g., vision or hearing)
2. A communication impairment
3. A learning disability
4. A chronic health condition
5. A mobility/orthopedic impairment
6. A mental health challenge
7. A development disability
8. An autism spectrum disorder
9. A temporary impairment due to illness or injury
10. A disability or impairment not listed above [Text Box]
97. I do not identify with a disability or impairment
99. Prefer not to answer

BASE: ALL QUALIFIED RESPONDENTS

Q1556 What are the disabilities that you live with? Please note all that apply.

Examples of statuses include, but are not limited to: anxiety, bipolar disorder, auditory processing disorder, blindness, colorblindness, Dyslexia, PTSD, Traumatic brain injury, hearing impaired, etc.

[MEDIUM TEXT BOX]

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
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'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]

[[]]

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