SCREENING QUESTIONS

BASE: ALL ONLINE RESPONDENTS (srvyMode/1)
scrIntroTitle [INSERT LANDING PAGE TITLE]

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

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

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

BASE: ALL ONLINE RESPONDENTS (srvyMode/1) AND NOT Phronesis Partners (list=phr)
dmConsent
Thank you for agreeing to participate in this survey. Your views are important to us, and your answers will be kept in strict confidence. Please click here to read our privacy policy before agreeing to continue with the survey.

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

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

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

BASE: ALL RESPONDENTS
dmCntry [Country] In which country or region do you currently reside?

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

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?

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BASE: ALL RESPONDENTS

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

[DISPLAY IN DROP DOWN LIST]

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

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

1. Yes
2. No

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

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

[PROGRAMMER NOTE: DISPLAY IN ONE COLUMN.]
[MULTIPLE RESPONSE]

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

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

BASE: ALL RESPONDENTS
dmMarStat [Marital Status] What is your current marital status?

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

BASE: ALL RESPONDENTS
dmEmploy [Employment Status] Which of the following best describes your employment status?

[SINGLE RESPONSE]

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

BASE: ALL RESPONDENTS
netEmploy HIDDEN: Employment Status (Net)

1. Employed (FT, PT or Self) [dmEmploy/1,2,3,4]
2. All Other (Unemployed, Retired, Student, Homemaker, etc.) [dmEmploy/5-10]

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; ACCORDION GRID; ONLY SHOW C5 IF dmEmploy/3-4]

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

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

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

PsyCap Scale – PCQ-5
BASE: ALL QUALIFIED RESPONDENTS
Q1014 Please indicate how much you agree or disagree with the following statements about how you approach your work.

[COLUMNS; ACCORDIAN]

1. Strongly disagree
2. Disagree
3. Somewhat disagree
4. Somewhat agree
5. Agree
6. Strongly agree

[ROWS; RANDOMIZE]

1. I feel confident contributing to discussions about the organization's strategy.
2. Right now I see myself as being pretty successful at work.
3. I can think of many ways to reach my current work goals.
4. I can get through difficult times at work because I've experienced difficulty before.
5. I'm optimistic about what will happen to me in the future as it pertains to work.

BASE: ALL QUALIFIED RESPONDENTS
Q6037 How important, if at all, is it for you to work for an organization that values your emotional and psychological well-being?

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

BASE: ALL QUALIFIED RESPONDENTS
Q1025 Do you intend to look for a new job at a different company or organization in the next year?

1. Yes
2. No

BASE: ALL QUALIFIED RESPONDENTS

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

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

[COLUMNS; ACCORDION GRID]

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

5. Not applicable [suppress]

[ROWS] [RANDOMIZE; [SUPPRESS ROW 7 IN 2025]

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

SECTION 5000 - MENTAL HEALTH AND SAFETY

BASE: ALL QUALIFIED RESPONDENTS

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

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

BASE: ALL QUALIFIED RESPONDENTS

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

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

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

[ROWS] [RANDOMIZE; HOLD CODES 11-12 TOGETHER – RANDOMIZED WITHIN] [ONLY SHOW C5 FOR R2-9 & R11-12] [SUPPRESS ROW 8 IN 2025] [NEW ITEMS ROW 13-17 ADDED IN 2025]

1. During my workday, I typically feel tense or stressed out.
2. My employer provides sufficient resources to help employees manage their stress.
4. My employer regularly provides information about available mental health resources.
5. I worry that if I told my employer about a mental health condition, it would have a negative impact on me in the workplace.
8. My employer is more concerned about the mental health of employees now than they were in the past.
9. My employer thinks our workplace environment is a lot mentally healthier than it actually is.
10. My work environment has a negative impact on my mental health.
11. I matter to my employer.
12. I matter to my coworkers.
13. My work stress makes it difficult for me to sleep.
14. Recently, my personal relationship(s) have been suffering as a result of stress I'm experiencing at work.
15. I'm stressed about the possibility of losing my job
16. Things feel uncertain at my job right now.
17. There are changes happening at my job with little to no warning

SECTION 2000 - WORKPLACE ENVIRONMENT

BASE: ALL QUALIFIED RESPONDENTS
Q6050 Which of the following best describes your current work environment?

[ROTATE 1-3 AND 3-1]

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

BASE: ALL QUALIFIED RESPONDENTS
Q6055 Regardless of how you currently work, which of the following would be your preferred way to work?

[HOLD ORDER FROM Q6050]

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

HIDDEN QUESTION
Q6053
1. Not working in preferred work environment (IF RESPONSE AT Q6050 DOES NOT MATCH Q6055)
2. Working in preferred work environment (IF RESPONSE AT Q6050 DOES MATCH Q6055)

BASE: ALL QUALIFIED RESPONDENTS
Q2000 How would you describe your overall workplace experience?

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

BASE: ALL QUALIFIED RESPONDENTS
Q2002 How much do you agree or disagree with each of the following statements?

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

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

[ROWS] [RANDOMIZE, HOLD 1 & 2 TOGETHER ROTATED] [ONLY SHOW C5 FOR R1-2, 5, 9, 11]
1. My workplace fosters positive relationships among coworkers.
2. My workplace fosters positive relationships between managers and the people they manage.
3. My workplace has opportunities for collaboration and teamwork.
4. I feel valued at work.
5. I am micromanaged (e.g., supervised, instructed, or monitored too closely) at work.
6. I feel my personal values are respected in my workplace.
7. I feel my workplace values skills over educational degrees.
8. When I am at work, I feel like I belong.
9. I would recommend my place of work to others as a good place to work.
10. I feel lonely when I'm working.
11. My employer does not respect my personal boundaries.
12. I feel comfortable being myself in the workplace.
13. I don't have enough flexibility at work to be able to keep my work life and my personal life in balance.
14. I don't have enough control over when, where, and how I do my work.
15. I'm not learning new things at work that will help me in the future.

SECTION 7000 – PRODUCTIVITY & PERFORMANCE

BASE: ALL QUALIFIED RESPONDENTS

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

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

SECTION 8000 - TECHNOLOGY

BASE: ALL QUALIFIED RESPONDENTS
Q8005 How often do you intentionally use artificial intelligence (AI) tools to assist you with your work?

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

BASE: ALL QUALIIFIED RESPONDENTS
Q8006 Does your employer have an official policy about acceptable employee use(s) of artificial intelligence (AI)?

[ONLY SHOW CODE 4 IF **dmEmploy/3-4**]
1. Yes
2. No
3. Not sure
4. Not applicable

BASE: EVER USE ARTIFICIAL INTELLIGENCE TO ASSIST WITH THEIR WORK (Q8005/1-5)
Q8015 How much of a positive or negative impact has using artificial intelligence (AI) tools to assist you with your work had on each of the following?

[COLUMNS; ACCORDION GRID]
1. Very negative impact
2. Somewhat negative impact
3. Neither positive nor negative impact
4. Somewhat positive impact
5. Very positive impact

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

BASE: ALL QUALIFIED RESPONDENTS

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

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

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

5. Not applicable

[ROWS; RANDOMIZEHOLD 5 AND 10 TOGETHER ROTATED] [ONLY SHOW C5 FOR R3-4, 7, 8, 15, 16, 17] [SUPPRESS ROWS 3-4, 6, AND 10-11 IN 2025] [ADD NEW ITEMS ROWS 12-17 IN 2025]

1. Advancements in technology are making my job worse, not better.
3. I'm confident that my employer adequately protects the security of any private data or information they have about me.
4. My employer is good about respecting my privacy.
5. I worry that artificial intelligence (AI) may make some or all of my job duties obsolete in the future.
6. Advancements in technology are helping me work more efficiently and accurately.
7. I worry that my employer uses technology to spy on me during work hours.
8. I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties.
9. I am able to accomplish more at my job now than in the past because of new technologies.
10. I worry that a new form of technology will eventually make some or all of my job duties obsolete in the future.
11. I believe new technologies (e.g., artificial intelligence (AI)) will lead to an increase in available jobs in the future.
12. Technological changes have created new opportunities for me in my current role and/or career path
13. Technological changes are primarily benefiting employers, not workers.
14. Technology will never be able to replace human workers in the job that I do.
15. My employer is transparent about how technology will impact jobs in our organization.
16. I feel pressured by my employer to use artificial intelligence (AI) at work.
17. I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI).

BASE: ALL QUALIFIED RESPONDENTS

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

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

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

1. Yes
2. No
3. Not applicable

SECTION 6000 - FUTURE OF WORK

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

ONLY SHOW IF dmemploy/3-4: If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

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

BASE: ALL QUALIFIED RESPONDENTS
Q6046 How concerned are you about losing your job in the next few weeks or months?

ONLY SHOW IF dmemploy/3-4: If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

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

BASE: ALL QUALIFIED RESPONDENTS
Q9024 Have you started to take any action (e.g., updating resume / CV, applying to jobs, etc.) to prepare for potentially losing your job?

1. Yes
2. No, not yet
3. No, I don't need to because my job feels secure

BASE: ALL QUALIFIED RESPONDENTS
Q9025 How much do you agree or disagree with each of the following statements?

ONLY SHOW IF dmemploy/3-4: If you are self-employed, please interpret 'losing your job' as no longer being able to sustain your current self-employment (e.g., due to loss of clients, market shifts, or other business challenges).

[COLUMNS; ACCORDION GRID]

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

[ROWS] [RANDOMIZE] [HOLD 2 AND 3 TOGETHER]

1. I would have no idea where to start if I lost my job.
2. I am confident that I would find a new job if I lost my current job.
3. I am confident that I would find a new job with the same or better pay if I lost my current job.
4. I would need to find a job in a different field or industry if I lost my current job.
5. It would take me a significant amount of time to find a new job if I lost my current job.
7. I would consider changing jobs if the job market was better.

BASE: ALL QUALIFIED RESPONDENTS
Q9026 When work becomes especially difficult or uncertain, what helps you keep going? *Please be as descriptive as possible.*

[INSERT LARGE MANDATORY TEXT BOX]

BASE: ALL QUALIFIED RESPONDENTS

Q9027 Thinking about the next 2–3 years, what gives you the most confidence or concern about your future at work? *Please be as descriptive as possible.*

[INSERT 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

STANDARD 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?

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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?

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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]

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