The Harris Poll
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APA WORK AND WELL-BEING SURVEY 2021

SCREENING QUESTIONS

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

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

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

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

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

BASE: ALL US RESPONDENTS
dmGen [Gender] Are you…?

1. Male
2. Female
3. Transgender
4. Non-binary or Gender Non-conforming
9. Prefer not to answer

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BASE: ALL US RESPONDENTS
dmAge [Age] What is your age?

[RANGE 0 -120]

|_|_|_|

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

[DISPLAY IN DROP DOWN LIST]

BASE: ALL RESPONDENTS
dmZipUS [Zip Code (US)] What is your zip code?

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

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

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

[SINGLE RESPONSE]

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

BASE: EMPLOYED (NETEMPLOY/1)
Q700 You mentioned you are employed. How many hours a week do you typically work?

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

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

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

BASE: ALL RESPONDENTS
dmRaceUS [Race (US)] What is your race?

[PROGRAMMER NOTE: DISPLAY IN ONE COLUMN.]
[SINGLE 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
10. Pacific Islander
11. Other Asian
12. Mixed Race
13. Some other race
99. Prefer not to answer

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EMPLOYEE PERSPECTIVE AND EXPERIENCES

BASE: ALL QUALIFIED RESPONDENTS
Q830 We will now ask you a series of questions about your work life. Please indicate how strongly you agree or disagree with the following statements.

If you are presently 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.

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q831 (Q6) My employer provides sufficient opportunities for me to be involved in decision making, problem solving and goal setting at work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

[PN: RANDOMIZE SEQUENCE OF Q832 TO Q908]

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q832 I receive regular feedback about my job performance.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q845 (Q9) My employer provides sufficient opportunities for internal career advancement.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q846 My employer offers employees opportunities to apply new knowledge and skills.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q855 (Q11) Overall, I am satisfied with the growth and development opportunities offered by my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

NEW

BASE: ALL QUALIFIED RESPONDENTS

Q856 The work I do is meaningful.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

NEW

BASE: ALL QUALIFIED RESPONDENTS

Q857 I know how my work contributes to the products or services of my organization.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q860 (Q12) My employer has programs and policies that allow employees to be flexible in where, how much or when they work (for example, through telecommuting, part-time options or flextime).

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q865 (Q13) I regularly participate in programs or utilize policies that allow me to be flexible in where, how much or when I work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q870 (Q14) Overall, I am satisfied with the work-life balance practices offered by my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q872 Employee recognition is based on a fair and useful performance evaluation system.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q875 (Q15) I receive adequate monetary compensation (for example, competitive pay, merit raises or bonuses) for my contributions at work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q880 (Q16) I receive non-monetary rewards (for example, awards, praise from supervisors or thank-you cards) for my achievements and contributions at work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q885 (Q17) Overall, I am satisfied with the employee recognition practices of my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q887 My employer provides its employees with adequate health insurance.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q888 My employer provides sufficient resources to help employees manage their stress.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED
BASE: ALL QUALIFIED RESPONDENTS
Q898 My employer provides the resources necessary for employees to meet their mental health needs.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q899 My employer provides a safe work environment.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q890 (Q18) My employer helps employees develop and maintain a healthy lifestyle.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q900 (Q19) I regularly participate in the health and wellness programs provided by my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q905 (Q20) Overall, I am satisfied with the health and safety practices of my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q906 My company or organization regularly communicates with employees.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q907 My company or organization regularly collects feedback from employees.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q1016 My employer regularly makes changes in response to employee feedback.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q908 My company or organization regularly considers the diversity of its workforce when developing new programs, policies or practices.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

BASE: ALL QUALIFIED RESPONDENTS

Q911 The next series of items relates to your overall well-being and how you feel about working for your current employer. Please indicate how strongly you agree or disagree with the following statements.

[PN: RANDOMIZE SEQUENCE OF Q1910 TO Q1051]

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q1910 (Q21) I have a positive relationship with my boss or supervisor.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q1915 (Q22) I have a positive relationship with my co-workers.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q926 (Q24) I am motivated to do my very best for my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q826 (Q5) All in all, I am satisfied with my job.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q931 (Q25) My company or organization makes me feel valued.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q801 (Q1) Overall, I am in good physical health.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q806 (Q2) Overall, I am in good psychological health.

1 Strongly disagree
2 Disagree
3 Neither agree nor disagree
4 Agree
5 Strongly agree
6 Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q966 (Q32) The demands of my job interfere with my ability to fulfill family or home responsibilities.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q971 (Q33) My home and family responsibilities interfere with my ability to perform my job well.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q948 (Q28) During my workday, I typically feel tense or stressed out.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q916 In the past month, physical problems such as a chronic illness, allergies, headaches, back pain or other physical health conditions kept me from achieving my goals at work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q917 In the past month, mental health problems such as depression, anxiety or other mental health issues kept me from achieving my goals at work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q936 (Q26) I intend to seek employment outside of my company or organization in the next year.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q1011 I would recommend my workplace to others as a good place to work.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

REVISED

BASE: ALL QUALIFIED RESPONDENTS

Q1012 I trust my employer.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q1051 The organization I work for treats me fairly.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

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EMPLOYEE STRESS

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q955 (Q30) Below is a list of factors people say impact stress levels from work. For each one, please indicate how significant the impact is on your stress level at work.

[COLUMNS]

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

[ROWS; RANDOMIZE; SHOW SCALE AT TOP, MIDDLE AND BOTTOM]

1. Lack of participation in decision making
2. Problems with my supervisor
3. Uncertain or undefined job expectations
4. Job insecurity
5. Lack of opportunity for growth or advancement
6. Unpleasant or dangerous physical conditions
7. Long hours
8. Low salaries
9. Too heavy of a workload
10. Personal life interfering during work hours
11. Physical illnesses and ailments
12. Inflexible hours
13. Commuting
14. Problems with my co-workers
15. Unrealistic job expectations
16. Work interfering during personal or family time
17. Lack of paid time off or sick leave
18. Lack of telecommuting/remote work options

TRENDED

BASE: ALL QUALIFIED RESPONDENTS

Q1900 Please indicate how strongly you agree or disagree with each of the following statements about the relationship between your work and non-work life.

[COLUMNS]

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

[ROWS; RANDOMIZE] [HOLD CODES 3,4 TOGETHER]

1. My work time and personal time should be separate.
2. I have control over whether or not I do work-related activities during non-work hours.
3. I am satisfied with my work life.
4. I am satisfied with my non-work life.
5. My job fits well with the other areas of my life.

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NEW
BASE: ALL QUALIFIED RESPONDENTS
Q1919 When you are working, how frequently do you feel fully engaged?

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

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

[COLUMNS] [SHOW SCALE AT TOP, MIDDLE, AND BOTTOM]
1. Never or almost never
2. Very infrequently
3. Quite infrequently
4. Sometimes
5. Quite frequently
6. Very frequently
7. Always or almost always

[ROWS] [RANDOMIZE]

1. I feel tired.
2. I have no energy for starting work in the morning.
3. I feel physically drained.
4. I feel fed up.
5. I feel like my “batteries” are “dead.”
6. I feel burned out.
7. My thinking process is slow.
8. I have difficulty concentrating.
9. I feel I'm not thinking clearly.
10. I feel I'm not focused in my thinking.
11. I have difficulty thinking about complex things.
12. I feel I am unable to be sensitive to the needs of co-workers and customers.
13. I feel I am not capable of investing emotionally in co-workers and customers.
14. I feel I am not capable of being sympathetic to co-workers and customers.

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

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

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

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PSYCHOLOGICALLY HEALTHY WORKPLACE

[PN: SHOW Q100intro and Q100 on the same screen]

BASE: ALL QUALIFIED RESPONDENTS
Q100intro For the remainder of this survey, when we say "psychologically healthy workplace" we mean a workplace that promotes these five areas:

- Employee growth and development
- Employee involvement
- Employee recognition
- Health and safety
- Work-life balance

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q100 Please indicate how strongly you agree or disagree with the following statement.

My current workplace is psychologically healthy.

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q105 What actions do you think employers can take to achieve a psychologically healthy workplace (i.e., promotes employee growth and development, employee involvement, employee recognition, health and safety, and work-life balance)? Please select all that apply.

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

1. Increase traditional benefit offerings (e.g., insurance, retirement accounts, etc.)
2. Offer more training
3. Allow flexibility (e.g., where and when you work)
4. Encourage employees to take time off from work (e.g., not checking in, taking wellness days, etc.)
5. Provide mental health resources (e.g., connection to remote therapists, access to online peer groups, etc.)
6. Promote equity, diversity, and inclusion efforts (e.g., while hiring, during trainings, in day-to-day conversations, etc.)
7. Pay employees fairly
8. Regularly recognize employee contributions
9. Provide meaningful work
96. Other, please specify
98. Not sure

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q106 If you could only have one, which one of the following would you want most from your employer?

[RANDOMIZE; ANCHOR 98]

1. More time off (e.g., paid time off, wellness days, sick time, etc.)
2. More money (e.g., higher salary, bonuses, etc.)
3. More benefits (e.g., better insurance offerings, retirement, etc.)
4. More company events (live or virtual)
5. More training
6. More meaningful work
7. More flexibility
98. None of these

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q108 Thinking about before the COVID-19 pandemic, how important was it then for you to prioritize your mental health?

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

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q110 Since the COVID-19 pandemic began, has prioritizing your mental health become more or less important to you?

1. Much less important
2. Somewhat less important
3. No change
4. Somewhat more important
5. Much more important

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NEW
BASE: ALL QUALIFIED RESPONDENTS
Q112 Which of the following actions from your employer do you think would help your mental health? Please identify those that you think would help, regardless of if your employer already offers them. Please select all that apply.

[MULTIPLE RESPONSE; RANDOMIZE; HOLD 8-9; ANCHOR 96, 98, 99; EXCLUSIVE 98, 99]

1. Offer flexible hours
2. Offer the ability to telecommute/work remotely
3. Designate certain days of the week as meeting-free
4. Shift towards a 4-day work week
5. Encourage breaks during the workday
6. Encourage employees to use paid time off
7. Encourage employees to set boundaries for work and non-work time
8. Provide support for workers with childcare responsibilities
9. Provide support for workers with elder care responsibilities
10. Encourage employees to take care of their health
96. Other, please specify
98. I do not think any of these from my employer would help my mental health
99. N/A, these are not possible in my line of work

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q117 Thinking again about before the COVID-19 pandemic, how important was it to your employer to prioritize the mental health of employees?

1. Not at all important
2. Not very important
3. Somewhat important
4. Very important
5. N/A, I was not employed before the COVID-19 pandemic

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q120 Since the COVID-19 pandemic began, has prioritizing the mental health of employees become more or less important to your employer?

1. Much less important
2. Somewhat less important
3. No change
4. Somewhat more important
5. Much more important

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EQUITY, DIVERSITY, AND INCLUSION

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q200 Generally speaking, how important are equity, diversity, and inclusion in the workplace?

When we mention social identity groups, we mean groups based on race/ethnicity, gender, sexual orientation, ability status, age, etc.

[COLUMNS]
1. Not at all important
2. Not very important
3. Somewhat important
4. Very important
5. Absolutely essential

[ROWS; RANDOMIZE]
1. Equity (i.e., providing resources and creating conditions to help diverse populations and all social identity groups achieve their highest outcomes)
2. Diversity (i.e., ensuring representation of various social identity groups in organizational policies and practices like hiring and career growth opportunities)
3. Inclusion (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q205 To what extent do you think equity, diversity, and inclusion efforts are being practiced at your current workplace?

[COLUMNS}
1. Not at all practiced at my current workplace
2. Somewhat practiced at my current workplace
3. Fully practiced at my current workplace

[ROWS; SHOW IN SAME ORDER AS Q200]
1. Equity (i.e., providing resources and creating conditions to help diverse populations and all social identity groups achieve their highest outcomes)
2. Diversity (i.e., ensuring representation of various social identity groups in organizational policies and practices like hiring and career growth opportunities)
3. Inclusion (i.e., creating an environment that celebrates and appreciates different perspectives and experiences)

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q206 Does the organization you work for treat you fairly compared to others?

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

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NEW
BASE: ALL QUALIFIED RESPONDENTS
Q207 Have you experienced each of the following acts related to 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]
1. Yes
2. No
3. Decline to answer

[ROWS; ROTATE]
1. Been the target of discrimination
2. Witnessed incidents of discrimination

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q210 To what extent do you agree or disagree with each of the following statements about your current workplace?

[COLUMNS]
1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree
6. Not applicable

[ROWS; RANDOMIZE]

1. I am confident that incidents of discrimination will be dealt with in an appropriate manner.
2. I am confident that I can report incidents of discrimination without fear of consequences.

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CUSTOM DEMOGRAPHICS

NEW
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. Work that is administrative, managerial, professional, or desk work
2. Work that requires manual labor
3. Work related to customer interaction, entertainment, sales, or other service-oriented work
4. Other

BASE: ALL QUALIFIED RESPONDENTS
Q1311 Which of following best describes the industry you work in?

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

BASE: ALL QUALIFIED RESPONDENTS
Q810 (Q3) Which of the following best describes most of your duties within your company or organization?

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

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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

NEW
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]

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q1315 Which of following best describes your work environment at each of these points in time?

[COLUMNS; HOLD 1-2 AND 4-5 ROTATING ALWAYS KEEPING 1 AND 5 ON THE OUTSIDE]
1. All in-person
2. Mostly in-person
3. Equal split between in-person and remote
4. Mostly remote
5. All remote

[ROWS; SHOW IN THIS ORDER]

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

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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

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

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

NEW
BASE: HAS RACIAL AND ETHNICY DIVERSITY IN SENIOR LEADERSHIP POSITIONS (Q1850/1)
Q1855 What proportion of senior leadership at your organization are people of color (i.e., from racial and ethnic groups other than white non-Hispanic)?

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

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q1860 Does your organization have LGBTQ+ (lesbian, gay, bisexual, transgender, queer, and other) representation in senior leadership positions?

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

BASE: ALL QUALIFIED RESPONDENTS
Q1314 What political party are you currently registered as?

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

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NEW
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 96,98,99, RANDOMIZING 2-6 WITHIN BUT KEEPING 2,3 TOGETHER] [ANCHOR 96, 98, 99]

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

NEW
BASE: ALL QUALIFIED RESPONDENTS
Q1550 Do you, or does anyone in your household, have any of the following conditions?

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

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

NEW
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

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DEMOGRAPHICS

BASE: ALL US RESPONDENTS 18+

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

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

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

BASE: ALL US RESPONDENTS 18+

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

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

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

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

BASE: ALL US RESPONDENTS 18+

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

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

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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?

|_|_|

NEW
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]

|_|_|

NEW
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
Child 15	|_|_|	1 2