

(MS583) WELL-BEING AND WORKING CONDITIONS SURVEY

Intro

At the end of this introduction, you will be directed to the survey.

This survey will ask you questions about your workplace experiences, your well-being, and your intentions to leave your job.

This survey takes 5 minutes to complete.

sot_alp_job_01

Are you currently:

- Working at a job or business (1)
- Not working now, but worked in the past 6-months (2)
- Not working now and have not worked for pay in the past 6-months (3)

CONDITION	f('sot_alp_job_01').any('2', '3')	
	true	false
	Info exit ()	

exit

Thank you, this survey is only for people who are currently working.

STOP Screened –

END Condition f('sot_alp_job_01').any('2', '3')

sot_alp_salary_01

[Not required]

What is your annual base salary for 2021?

- \$29,999 or less (1)
- \$30-49,999 (2)

- \$50-69,999 (4)
- \$70-89,999 (6)
- \$89,999 or more (8)

sot_alp_dem_01

[Not required]

Approximately, what percentage of the people in your workplace identify as people of color?

- None (0)
- 1-25% (1)
- 26-50% (2)
- 51-75% (3)
- 76%-100% (4)
- I don't know (5)

sot_alp_dem_02

[Randomized answerlist]

How does your supervisor identify?

SELECT ALL THAT APPLY

- American Indian or Alaska Native (1)
- Asian (2)
- Black or African American (3)
- Hispanic/Latinx (4)
- Native Hawaiian or Other Pacific Islander (5)
- White (6)
- I don't know (8) [*Keep position ♦ Exclusive*]

sot_alp_dem_03

[Not required]

Do you have any children who are attending a public school (district-run or charter) in grades K-12 this school year (2021-2022)?

- Yes (1)
- No (2)

sot_alp_dem_04

[Not required]

Since September 2021, have you spent a majority of your time working...

- ...at your workplace (1)
- ...remotely, at some other location (2)

YWB

Your Well-Being

sot_alp_wlb_01

[Not required]

Since September 2021, how often has your work been stressful?

- Never (1)
- Hardly ever (2)
- Sometimes (3)
- Often (4)
- Always (5)

sot_alp_wlb_02

[Not required]

How well are you coping with the stress of your job right now?

- 1 Not well at all (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 Very well (5)

sot_alp_wlb_03

[Randomized answerlist]

What are the top sources of stress in your job right now?

SELECT ALL THAT APPLY

- My pay is too low (1)
- My benefits (e.g., healthcare, retirement, pension) are too low (2)
- I have taken on more additional tasks than normal because of staff shortages at my workplace (3)
- Lacking support from leaders at my workplace (4)
- My health or the health of a loved one who is at high risk for contracting COVID-19 (5)
- Implementing COVID-19 mitigation measures (e.g., mask-wearing, COVID- testing, social distancing) in my workplace (6)
- Following COVID-19 mitigation measures (e.g., mask-wearing, COVID-19 testing, social distancing) in my workplace (7)
- The intrusion of political issues and opinions in my job (8)
- Having to be in-person for my job (9)
- Having to be remote for my job (10)
- Limited decision-making authority at my workplace (11)
- Lack of adequate coaching or mentoring (12)
- Feeling as though the leaders at my job micromanage and do not trust me to act as a professional (13)
- There are no sources of stress in my job right now (14) [*Keep position ♦ Exclusive*]
- Other (specify) (15)_____ [*Keep position ♦ Other*]

CONDITION	f('sot_alp_wlb_03').size() > 1 && f('sot_alp_wlb_03').any('1', '2', '3', '4', '5', '6', '7', '8', '9', '10', '11', '12', '13', '15')	
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	Question s9()	

sot_alp_wlb_04

[Randomized answerlist ♦ Not required ♦ Ranking]

Of the sources of job-related stress that you indicated, rank the top three from 1 (highest) to 3 (lowest).

Rank up to top three sources of stress from 1 to 3 .

- ___ My pay is too low (1)
- ___ My benefits (e.g., healthcare, retirement, pension) are too low (2)
- ___ I have taken on more additional tasks than normal because of staff shortages at my workplace (3)
- ___ Lacking support from leaders at my workplace (4)
- ___ My health or the health of a loved one who is at high risk for contracting COVID-19 (5)
- ___ Implementing COVID-19 mitigation measures (e.g., mask-wearing, COVID- testing, social distancing) in my workplace (6)
- ___ Following COVID-19 mitigation measures (e.g., mask-wearing, COVID-19 testing, social distancing) in my workplace (7)
- ___ The intrusion of political issues and opinions in my job (8)
- ___ Having to be in-person for my job (9)
- ___ Having to be remote for my job (10)
- ___ Limited decision-making authority at my workplace (11)
- ___ Lack of adequate coaching or mentoring (12)
- ___ Feeling as though the leaders at my job micromanage me and do not trust me to act as a professional (13)
- ___ ^f("sot_alp_wlb_03_15_other")^ (15) [*Keep position*]

END	Condition f('sot_alp_wlb_03').size() > 1 && f('sot_alp_wlb_03').any('1', '2', '3', '4', '5', '6', '7', '8', '9', '10', '11', '12', '13', '15')
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sot_alp_wlb_05

[Not required]

Over the last 2 weeks, how often have you been bothered by the following problems?

	Not at all (1)	Several days (2)	More than half the days (3)	Nearly every day (4)
Little interest or pleasure in doing things (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling down, depressed or hopeless (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sot_alp_wlb_06

[Randomized answerlist ♦ Not required]

How strongly do you agree with each of the following?

	Strongly disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
I tend to bounce back quickly after hard times. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It does not take me long to recover from a stressful event. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sot_alp_wlb_07

[Randomized answerlist ♦ Not required]

Please indicate your agreement or disagreement with the following statements about your job?

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
The stress and disappointments involved in my job aren't really worth it. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't seem to have as much enthusiasm now as I did when I began my job. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I look forward to my job in the future. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am glad I selected my job as a career. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sot_alp_wlb_08

[Randomized answerlist]

What well-being and mental health supports are currently available to you as benefits through your employer, your professional association, or your health insurance?

SELECT ALL THAT APPLY

- Employee assistance program (1)
- Mental healthcare services, such as counseling (2)
- Wellness activities, such as yoga, mindfulness, or meditation (3)
- Explicit, sincere encouragement and support from my supervisor or other leaders to use paid time off for mental health days (4)
- Peer support groups at my workplace (5)
- There are no mental health supports available to me (6) [Keep position ♦ Exclusive]
- I don't know (7) [Keep position ♦ Exclusive]
- Other (specify): (8)_____ [Keep position ♦ Other]

sot_alp_wpc_01

[Randomized answerlist ♦ Not required]

Please indicate your agreement or disagreement with each of the following statements.

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
My supervisor's behavior toward staff is supportive and encouraging. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has done a good job of communicating COVID-19 pandemic-related policies and plans to staff since September 2021. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I reported experiencing or witnessing harassment at my workplace to my supervisor or another leader, I am confident that they would respond. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is effective at supporting the mental health and well-being of staff. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sot_alp_sc_02

[Not required]

Since September 2021, how often have incidents of violence, such as physical or verbal fights or individuals carrying weapons, caused you to fear for your own physical safety when you are at your workplace?

- Never (1)
- Rarely (2)
- Sometimes (3)
- Often (4)
- N/A – This is not applicable to me because I work remotely (5)

sot_alp_sc_03

[Randomized answerlist ♦ Not required]

Have any individuals expressed any hostility or aggression towards you because of any of the following COVID-19 mitigation measures at your workplace since September 2021?

SELECT ALL THAT APPLY

- COVID-19 vaccine requirement for employees (1)
- A requirement that employees wear masks (2)
- A ban on requiring COVID-19 vaccines for employees (3)
- A ban on requiring masks for employees (4)
- I have not experienced hostility or aggression related to any of these topics since September 2021 (5) [Keep position ♦ Exclusive]

sot_alp_wpc_07

[Not required]

How much do you agree or disagree with the following statement:

Supervisors and leaders at my workplace are making a significant effort to ensure that our staff is racially and ethnically diverse.

- Strongly agree (1)
- Somewhat agree (2)
- Somewhat disagree (3)
- Strongly disagree (4)
- I don't know (5)

sot_alp_wpc_08

[Not required]

Since September 2021, to what extent does your workplace cultivate a sense of belonging for staff who identify as people of color?

- Not at all (1)
- To a small extent (2)
- To a moderate extent (3)
- To a great extent (4)
- I don't know (5)

sot_alp_wpc_09

[Randomized answerlist ♦ Not required]

Since September 2021, how often have any of the following things happened to you in your day-to-day work experience because of your actual or perceived race or ethnicity?

	Not at all since September 2021 (1)	A few times since September 2021, but less than monthly (2)	About monthly or a few times per month since September 2021 (3)	Once per week or more since September 2021 (4)
People acted as though they were uncomfortable approaching me because of my race or ethnicity. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of my race or ethnicity, people assumed that I am a foreigner. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced online or in-person harassment (emotional, verbal, or physical) at my workplace because of my race or ethnicity. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced verbal or nonverbal microaggression at my workplace because of my race or ethnicity. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been singled out to perform additional tasks (e.g., lead	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all since September 2021 (1)	A few times since September 2021, but less than monthly (2)	About monthly or a few times per month since September 2021 (3)	Once per week or more since September 2021 (4)
discussions of diversity) at my job because of my race or ethnicity. (5)				
I am held to a different set of standards and expectations than my peers because of my race or ethnicity (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sot_alp_wpc_11

[Randomized answerlist ♦ Not required]

Please indicate your agreement or disagreement with the following statements.

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
I personally feel valued at my workplace. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff are actively involved in making decisions about what happens at my workplace. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sot_alp_hours_01

[Open Text ♦ Numeric ♦ Not required ♦ Lower limit=1 ♦ Lower limit type=GreaterOrEqual ♦ Upper limit=126 ♦ Upper limit type=SmallerOrEqual ♦ Total Digits=3]

Including hours spent during the workday, before and after work, and on the weekends, how many hours do you spend on ALL activities related to your job during a typical FULL WEEK since September 2021?

ENTER A WHOLE NUMBER BETWEEN 0 AND 126 HOURS `.cf-numeric-list-answer__text { margin-left: -478px; }`

(1) _____ Total WEEKLY hours spent on all activities related to your job since September 2021 (1)

sot_alp_staff_01

[Not required]

Since September 2021, have you been asked to assume more responsibilities than was normal before the pandemic to make up for staffing shortages?

- Yes (1)
- No (2)
- I don't know (3)

sot_alp_ce_02

[Not required]

Since September 2021, how sufficient is your access to resources, supports, or guidance to help you navigate the COVID-19 pandemic in your workplace?

- Completely insufficient (1)
- Somewhat insufficient (2)
- Somewhat sufficient (3)
- Completely sufficient (4)
- N/A – I do not have a need for this (5)

sot_alp_ce_05

[Not required]

Do you believe systemic racism—meaning racism is embedded in systems and structures throughout society rather than present only in interpersonal interactions—exists?

- Yes (1)
- No (2)
- I'm not sure (3)

sot_alp_ce_06

[Not required]

Some states have passed legislation that limits how K-12 public school teachers discuss racism, sexism, and other topics people disagree about in the classroom.

Do you think there should be legal limits on those classroom conversations?

- Yes (1)
- No (2)
- I'm not sure (3)

sot_alp_ce_07

[Not required]

Do you think that states and K-12 public school districts should be allowed to ban schools from requiring masks, vaccines, or other COVID-19-related safety measures?

- Yes (1)
- No (2)
- I'm not sure (3)

sot_alp_ce_08

[Not required]

Do you think states and K-12 public school districts should be allowed to mandate whether schools require masks, vaccines, or other COVID-19-related safety measures?

- Yes (1)
- No (2)
- I'm not sure (3)

sot_alp_ret_01

[Not required]

What is the likelihood that you will leave your job by September 2022, compared to the likelihood you would have left your job before the COVID-19 pandemic?

- Likely to leave before the COVID-19 pandemic, but unlikely now (1)
- Unlikely to leave before, but likely now (2)
- Likely to leave both before and now (3)
- Unlikely to leave both before and now (4)

sot_alp_ret_02

Do you plan to leave your current job by September 2022?

- Yes (1)
- No (2)
- I am considering it (3)
- I don't know (4)

CONDITION	f('sot_alp_ret_02').any('1', '3')			
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true	false			
Question sot_alp_ret_03()				

sot_alp_ret_03

[Randomized answerlist ♦ Not required]

What are your plans for leaving your current job before September 2022?

- I am taking early retirement (1)
- I am scheduled to retire (2)
- I am taking a new job with the same position but at a different workplace (3)
- I am taking a new position within the same field at a different workplace (4)
- I am taking a job outside of my current field (5)
- I am being furloughed or laid off (6)
- I am taking a break from working (7)
- I don't know (98) [Keep position]
- Other (please specify): (91)_____ [Keep position ♦ Other]

CONDITION	f('sot_alp_ret_03').any('1', '3', '4', '5', '7', '91')			
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true	false			
Question sot_alp_ret_04()				

sot_alp_ret_04

[Randomized answerlist ♦ Not required ♦ Ranking]

What are the top three reasons you are leaving, or considering leaving, your current job?

Rank up to top three reasons from 1 to 3

- I do not agree with my organization's COVID-19-related safety measures (1)
- I do not agree with my organization's policies about race, racism, or bias (2)
- The stress and disappointments of my job aren't worth it (3)
- I do not have adequate opportunities for professional learning (4)
- I don't like the way my organization is being led (5)
- The pay and benefits (health care, sick time, retirement) are too low (6)
- I do not have adequate opportunities to advance professionally (7)
- I am caring for children or other family members (8)
- I am not treated fairly because of my actual or perceived race or ethnicity (9)
- I have to work too many hours to get my job done (10)
- Other, please specify: (11) _____ [Keep position ♦ Other]

END
Condition f('sot_alp_ret_03').any('1', '3', '4', '5', '7', '91')

END
Condition f('sot_alp_ret_02').any('1', '3')

CS_001 - CS_001

[Not required]

Could you tell us how interesting or uninteresting you found the questions in this interview?

- Very interesting (1)
- Interesting (2)
- Neither interesting nor uninteresting (3)
- Uninteresting (4)
- Very uninteresting (5)