 

**Survey Questions\***

**Empathy Index 2021**

Conducted for: SHRM

Conducted by: NORC at the University of Chicago

Sample Source: AmeriSpeak Probability-Based Panel

Sampled Population: General Population Age 18+, currently paid/employed or laid off/furloughed in 2021

Date Fielded: May 28th – June 17th, 2021

\*There are standardized introduction and thank you informational screens that are always delivered to AmeriSpeak panelists as they take the survey, which is not included here. At the end of the document, all of the demographic profile measures that have been asked of AmeriSpeak prior to the survey and included with the final delivered data are noted.

WINTRO\_1.

Thank you for agreeing to participate in our new AmeriSpeak survey!

This survey is about your personal experiences and opinions about your current (or most recent) employer and COVID-19.

EMPLOY1.

Which of the following describes your current employment status?

RESPONSE OPTIONS:

1. Working – as a paid employee for a company / organization
2. Working – self-employed
3. Not working – laid off or furloughed starting in 2021
4. Not working – laid off or furloughed starting before 2021
5. Not working – unemployed, looking for work
6. Not working – retired
7. Not working – disabled
8. Not working – other

[IF EMPLOY1=02, 04, 05, 06, 07, 08, or 98(SKIPPED ON WEB), TERMINATE]

SHRM1.

The question below is in reference to your [INSERT IF EMPLOY =1 current; INSERT IF EMPLOY =3 most recent] employer.

On a scale of 0 (Not Representative) to 10 (Completely Representative), rate your [INSERT IF EMPLOY1=3 most recent] organization on each of the following statements.

GRID ITEMS:

1. My organization [INSERT IF EMPLOY1=1 provides; INSERT IF EMPLOY1 = 3 provided] a sense of belonging to all staff.
2. My organization [INSERT IF EMPLOY1=1 demands; INSERT IF EMPLOY1 = 3 demanded] inclusion.
3. My organization [INSERT IF EMPLOY1=1 fosters; INSERT IF EMPLOY1 = 3 fostered] openness to different perspectives.
4. My organization [INSERT IF EMPLOY1=1 resolves; INSERT IF EMPLOY1 = 3 resolved] conflict rather than [INSERT IF EMPLOY1=1 buries; INSERT IF EMPLOY1 = 3 buried] it.
5. My organization [INSERT IF EMPLOY1=1 does; INSERT IF EMPLOY1 = 3 did] not make decisions based upon a person’s identity.

RESPONSE OPTIONS:

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0  Not Representative | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10  Completely Representative |

[SHOW IF EMPLOY1 = 1]

SHRM2.

With COVID-19 vaccines being more readily available and travel restrictions lifting, are you planning to use any paid time off (PTO) / vacation time within the remainder of the year for the purpose of rest & relaxation (not for sick time, doctor’s appointments, etc.)?

RESPONSE OPTIONS:

1. Yes, I already have a vacation planned where I will be traveling
2. Yes, I have a ‘staycation’ planned (using PTO / vacation time, but not traveling anywhere)
3. Yes, but I don’t have anything planned just yet
4. No, I don’t plan to take PTO / vacation time for the remainder of this year

05 N/A - I don’t receive PTO / vacation time at my job

[SHOW IF SHRM2 = 1, 2, 3]

SHRM3.

How much PTO / vacation time do you plan to use for rest & relaxation for the remainder of the year?

RESPONSE OPTIONS:

1. Less than 1 day
2. 1 – 2 days
3. 3 – 4 days
4. About 1 week
5. About 2 weeks
6. About 3 weeks
7. More than 3 weeks

77 Not sure

SHRM4.

[INSERT IF EMPLOY1=1 Have you taken; INSERT IF EMPLOY1 = 3 Did you take] any paid time off (PTO) / vacation time for the purpose of rest & relaxation (not for sick time, doctor’s appointments, etc.) since the beginning of the COVID-19 pandemic (around March 2020)?

RESPONSE OPTIONS:

1. Yes, I took a vacation where I traveled
2. Yes, I took a ’staycation‘ (used PTO / vacation time but stayed at home or locally)
3. No

04 N/A - I [INSERT IF EMPLOY1=1 don’t; INSERT IF EMPLOY1 = 3 didn’t] receive PTO / vacation time at my job

[SHOW IF SHRM4 = 1, 2]

SHRM5.

How much PTO / vacation time did you use for the purpose of rest & relaxation since the beginning of the COVID-19 pandemic (around March 2020)?

RESPONSE OPTIONS:

1. Less than 1 day
2. 1 – 2 days
3. 3 – 4 days
4. About 1 week
5. About 2 weeks
6. About 3 weeks
7. More than 3 weeks

SHRM6.

To what extent do you agree or disagree with the following statements?

RANDOMIZE GRID ITEMS:

1. I can unplug or disconnect from work when I’m on PTO / vacation time.
2. My supervisor [INSERT IF EMPLOY1=1 encourages; INSERT IF EMPLOY1 = 3 encouraged] me to take PTO / vacation time.
3. My company / organization [INSERT IF EMPLOY1=1 encourages; INSERT IF EMPLOY1 = 3 encouraged] me to take PTO / vacation time.
4. My supervisor [INSERT IF EMPLOY1=1 respects; INSERT IF EMPLOY1 = 3 respected] my PTO / vacation time (e.g., [INSERT IF EMPLOY1=1 does; INSERT IF EMPLOY1 = 3 did] not attempt to contact me).

RESPONSE OPTIONS:

1. Strongly disagree
2. Somewhat disagree
3. Neither disagree nor agree
4. Somewhat agree
5. Strongly agree

SHRM7.

How supportive are you of continuing each of the following COVID-19 benefits in 2021?

RANDOMIZE GRID ITEMS:

1. Unemployment stipends for those who have been furloughed or laid-off due to COVID-19
2. Caregiving stipends for those with childcare or eldercare responsibilities
3. Small business tax incentives / credits for COVID-related purposes
4. Stimulus payments based on annual income

RESPONSE OPTIONS:

1. Very unsupportive
2. Somewhat unsupportive
3. Neither unsupportive nor supportive
4. Somewhat supportive
5. Very supportive

SHRM8.

To what extent do you agree or disagree with the following statements?

RANDOMIZE GRID ITEMS:

1. My company / organization [INSERT IF EMPLOY1=1 is; INSERT IF EMPLOY1 = 3 was] understaffed.
2. My team [INSERT IF EMPLOY1=1 is; INSERT IF EMPLOY1 = 3 was] understaffed.
3. [INSERT IF EMPLOY1=1 I’ve; INSERT IF EMPLOY1 = 3 I] had to work harder (longer hours, more projects, etc.) due to staffing shortages at my company / organization.

RESPONSE OPTIONS:

1. Strongly disagree
2. Somewhat disagree
3. Neither disagree nor agree
4. Somewhat agree
5. Strongly agree

COMPANY\_SIZE.

Approximately how many people [INSERT IF EMPLOY1=1 are; INSERT IF EMPLOY1 = 3 were] employed by your entire [INSERT IF EMPLOY1=3 most recent] company / organization[INSERT IF EMPLOY1=1 ?; INSERT IF EMPLOY1 = 3 at the time of your departure?]

RESPONSE OPTIONS:

1. Less than 20
2. 20-49
3. 50-99
4. 100-249
5. 250-499
6. 500-999
7. 1,000-2,499
8. 2,500-4,999
9. 5,000-9,999
10. 10,000-24,999
11. 25,000 or more

INDUSTRY.

Which best represents your [INSERT IF EMPLOY1=3 most recent] company’s / organization’s industry?

RESPONSE OPTIONS:

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. Religious, Grantmaking, Civic, Professional, Trade and Similar Organizations
20. Public Administration
21. Other, please specify [TEXTBOX]

COMPANY\_LOCATION.

In which state or U.S. territory [INSERT IF EMPLOY1=1 is; INSERT IF EMPLOY1=3 was] your workplace primarily located?

RESPONSE OPTIONS:

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

COMPANY\_NAME.

What is the name of the company / organization that you [INSERT IF EMPLOY1=1 currently work; INSERT IF EMPLOY1 = 3 most recently worked] for? [TEXT BOX]

SHRM9.

Which of the following describes you?

*Select all that apply.*

RESPONSE OPTIONS:

1. Asexual
2. Bisexual
3. Cisgender (i.e., identify with the sex assigned at birth)
4. Gay / Lesbian
5. Heterosexual / Straight
6. Non-binary
7. Pansexual
8. Queer
9. Transgender
10. A sexual orientation or identity not listed here
11. Prefer not to say

**Demographic Profile:**

**Additional questions asked of panelists prior to this survey**

**and are included with the survey data**

| Variable | Values |
| --- | --- |
| Gender | 1 = Male |
| 2 = Female |
| Age | Age in years |
| Age (7 categories) | 1 = 18-24; 2 = 25-34; 3 = 35-44; 4 = 45-54; 5 = 55-64; 6 = 65-74; 7 = 75+ |
| Age (4 categories) | 1 = 18-29; 2 = 30-44; 3 = 45-59; 4 = 60+ |
| Education (5 categories) | 1 = Less than HS |
| 2 = HS graduate |
| 3 = Vocational/tech school/some college/associates |
| 4 = Bachelor’s degree |
| 5 = Post grad study/professional degree |
| Race/Ethnicity | 1 = White, Non-Hispanic |
| 2 = Black, Non-Hispanic |
| 3 = Other, Non-Hispanic |
| 4 = Hispanic |
| 5 = 2+ races, Non-Hispanic |
| 6 = Asian/Pacific Islander, Non-Hispanic |
| Housing Type | 1 = A one-family house detached from any other house |
| 2 = A one-family house attached to one or more houses |
| 3 = A building with 2 or more apartments |
| 4 = A mobile home or trailer |
| 5 = Boat, RV, van, etc. |
| Household Income (18 categories) | 1 = Less than $5,000 2 = $5,000 to $9,999 |
| 3 = $10,000 to $14,999 4 = $15,000 to $19,999 |
| 5 = $20,000 to $24,999 6 = $25,000 to $29,999 |
| 7 = $30,000 to $34,999 8 = $35,000 to $39,999 |
| 9 = $40,000 to $49,999 10 = $50,000 to $59,999 |
| 11 = $60,000 to $74,999 12 = $75,000 to $84,999 |
| 13 = $85,000 to $99,999 14 = $100,000 to $124,999 |
| 15 = $125,000 to $149,999 16 = $150,000 to $174,999 |
| 17 = $175,000 to $199,999 18 = $200,000 or more |
| Household Income (9 categories) | 1 = Less than $10,000 |
| 2 = $10,000 to $19,999 |
| 3 = $20,000 to $29,999 |
| 4 = $30,000 to $39,999 |
| 5 = $40,000 to $49,999 |
| 6 = $50,000 to $74,999 |
| 7 = $75,000 to $99,999 |
| 8 = $100,000 to $149,999 |
| 9 = $150,000 or more |
| Household Income (4 categories) | 1 = Less than $30,000 |
| 2 = $30,000 to $59,999 |
| 3 = $60,000 to $99,999 |
| 4 = $100,000 or more |
| Marital Status | 1 = Married |
| 2 = Widowed |
| 3 = Divorced |
| 4 = Separated |
| 5 = Never married |
| 6 = Living with partner |
| Metropolitan Statistical Area  Status | 0 = Non-Metro |
| 1 = Metro (as defined US OMB Core-Based Statistical Area) |
| Home Internet Access | 0 = No |
| 1 = Yes |
| Telephone Service | 1 = Landline telephone only |
| 2 = Have a landline, but mostly use cellphone |
| 3 = Have cellphone, but mostly use landline |
| 4 = Cellphone only |
| 5 = No telephone service |
| Ownership of Living Quarters | 1 = Owned or being bought by you or someone in your household |
| 2 = Rented for cash |
| 3 = Occupied without payment of cash rent |
| Region 4 (US Census) | 1 = Northeast |
| 2 = Midwest |
| 3 = South |
| 4 = West |
| Region 9 (US Census) | 1 = New England |
| 2 = Mid-Atlantic |
| 3 = East-North Central |
| 4 = West-North Central |
| 5 = South Atlantic |
| 6 = East-South Central |
| 7 = West-South Central |
| 8 = Mountain |
| 9 = Pacific |
| State | State of residence |
| Household Size | Total number of members in household |
| HH members, age 0-1 | Number of household members in age group |
| HH members, age 2-5 | Number of household members in age group |
| HH members, age 6-12 | Number of household members in age group |
| HH members, age 13-17 | Number of household members in age group |
| HH members, age 18+ | Number of household members in age group |
| Current Employment Status | 1 = Working - as a paid employee |
| 2 = Working - self-employed |
| 3 = Not working - on temporary layoff from a job |
| 4 = Not working - looking for work |
| 5 = Not working – retired |
| 6 = Not working – disabled |
| 7 = Not working – other |