Remote Workers well-being and productivity wave 1

Start of Block: Informed Consent

Q3 We are a group of researchers interested in people's well-being and productivity while being quarantined and working remotely. We would like to invite you to take part in a longitudinal research study.

Description: The study consists of three parts, set one week apart from each other. The first survey, which you are about to start, will take around 20min. The other two surveys, to which you will be invited in one week and two weeks time, around 5 minutes each.

Eligibility Requirements: To be eligible to take part in the studies, you must be 18 years of age or older.

Ethics information: Upon completion of the studies, we will inform you in more detail about the ideas we are examining. If you have any questions at any time about the studies, please do not hesitate to contact the researcher (see below for contact details). Participation is voluntary and all responses will be collected anonymously. You are free to withdraw at any time, without giving a reason. However, you cannot withdraw after you completed the study, because we will not be able to identify your data. Contact details of lead researcher Daniel Russo

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Consent Form

You need to agree with each statement to participate. If you do not consent, please close this tab.

lab.	Please consent to each statement (1)
I confirm that I have read and understand the Information Sheet for the above study. (1)	0
2. I understand that no personal identifiable data will be collected. (2)	
3. I understand that my participation is voluntary and that I am free to withdraw from the project at any time without giving any reason and without penalty. I understand that any data collected up to the point of my withdrawal cannot be withdrawn because it cannot be identified. (3)	
4. I understand that my fully anonymised data will be used for the research purposes outlined above and provided in detail at the end of the survey. (4)	
5. I understand that the data collected about me will be used to support other research in the future, and may be made publicly available to benefit other researchers. (5)	
6. I agree to take part in the study. (6)	
Q54 This questionnaire refers to your feelings of week (April 20-26).	well-being and productivity ONLY of the past
O I do understand (4)	
O I do not understand (5)	

Q7 Timing	
First Click (1)	
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Well-being Below are five statements that you may agree or disagree with. Please be open and honest in your responding.

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	Strongly disagree (15)	Disagree (16)	Somewhat disagree (17)	Neither agree nor disagree (18)	Somewhat agree (19)	Agree (20)	Strongly agree (21)
In most ways, my life in the past week has been close to my ideal. (1)	0	0	0	0	0	0	0
The conditions of my life in the past week were excellent.	0	0	0	0		0	0
I was satisfied with my life in the past week. (5)	0	0	0	0	0	0	0
In the past week, I have gotten the important things I want. (6)	0	0	0	0	0	0	0
If I could live the past week over again, I would change almost nothing. (7)	0	0	0		0	0	

Productivity Please answer the following questions about your work. Remember that all answers are anonymous. 0 8 16 24 32 40 48 56 64 72 80 How many hours have you been working approximately in the past week? () How many hours were you expecting to work over the past week assuming there would be no global pandemic and lockdown? () Productivity How many tasks that you were supposed to complete last week did you effectively manage to complete? 10 20 30 40 50 60 70 80 90 100 completed tasks in % () Productivity If you rate your productivity (i.e., outcome) per hour, has it been more or less over the past week as compared to a normal week? 100% less 0% as ≥100% or more productive productive as productive normal -80 -60 -40 -20 0 20 40 60 80 100 100 My current productivity is ()

Q53 During the past week, how much time did you spend on each task percentage-wise (%)?
Coding (1)
Bugfixing (2)
Testing (3)
Specification (working on/with requirements) (4)
Reviewing code (5)
Writing documentation (6)
Meetings (7)
Writing and reading Email (8)
Interruptions (impromptu sync-up meetings) (9)
Helping (helping, managing or mentoring people) (10)
Networking (maintaining relationships) (11)
Learning (12)
Administrative tasks (13)
Breaks (14)
Various (e.g. planning, infrastructure set-up) (15)
Q36 Timing
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Start of Block: Block 1



Boredom Please indicate to what extent you agree with the following statements.

	Strongly disagree (11)	Disagree (12)	Somewhat disagree (13)	Neither agree nor disagree (14)	Somewhat agree (15)	Agree (16)	Strongly agree (17)
I often find myself at "loose ends," not knowing what to do. (16)	0	0	0	0	0	0	0
I find it hard to entertain myself. (20)	0	\circ	\circ	\circ	0	\circ	0
Many things I have to do are repetitive and monotonous. (21)	0	0	0	0	0	0	0
It takes more stimulation to get me going than most people. (22)	0	0	0	0	0	0	0
I don't feel motivated by most things that I do. (23)	0	0	0	0	0	0	0
In most situations, it is hard for me to find something to do or see to keep me interested. (24)	0	0	0	0	0	0	0
Much of the time, I just sit around doing nothing. (25)	0	0	0	0	0	0	0

		0				
Please indica	ate how fred	uently you e	engaged in th	ne following	behaviours	over the
never complying to this guideline (1)	- (2)	- (3)	- (5)	- (6)	- (7)	always complying to this guideline (8)
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
	Please indicated in the complying to this guideline	Please indicate how frequency of the complying to this - (2) guideline	Please indicate how frequently you end of the complying to this - (2) - (3) guideline	Please indicate how frequently you engaged in the never complying to this - (2) - (3) - (5) guideline	Please indicate how frequently you engaged in the following lands of the complying to this - (2) - (3) - (5) - (6) guideline	Please indicate how frequently you engaged in the following behaviours on the complying to this and the complying to this and the complying to the complete th

Conspiracy beliefs Please indicate to what extent you agree with each of the following statements.

	Strongly disagree (11)	Disagree (12)	Somewhat disagree (13)	Neither agree nor disagree (14)	Somewhat agree (15)	Agree (16)	Strongly agree (17)
The real truth about Coronavirus is being kept from the public. (1)	0	0	0	0	0	0	0
The facts about Coronavirus simply do not match what we have been told by 'experts' and the mainstream media. (4)	0	0	0	0	0	0	
Coronavirus is a bio- weapon designed by the Chinese government because they are benefiting from the pandemic most. (5)	0	0	0	0	0	0	
Coronavirus is just like a normal flu. (6)	0	\circ	0	\circ	\circ	0	\circ
Coronavirus is a bio- weapon designed by environmental activists because the environment is benefiting	0	0	0	0	0	0	

from the virus most. (7)



Brief COPE These items deal with ways you've been coping with the stress in your life <u>in the past week.</u> There are many ways to try to deal with problems. Obviously, different people deal with things in different ways, but we are interested in how you've tried to deal with it. Use these response choices. Try to rate each item separately in your mind from the others. Make your answers as true FOR YOU as you can.

	I've not been doing this at all (4)	- (5)	- (6)	- (7)	I've been doing this a lot (8)
I've been turning to work or other activities to take my mind off things. (1)	0	0	0	0	0
I've been concentrating my efforts on doing something about the situation I'm in. (4)	0	0	0	0	0
I've been saying to myself "this isn't real.". (5)	0	0	0	0	0
I've been using alcohol or other drugs to make myself feel better. (6)	0	0	0	0	0
I've been getting emotional support from others. (7)	0	0	0	0	0
I've been giving up trying to deal with it. (8)	0	0	0	0	0
I've been taking action to try to make	0	\circ	0	0	0

the situation better. (9)					
I've been refusing to believe that it has happened.	0	0	0	0	0
I've been saying things to let my unpleasant feelings escape. (11)	0	0	0	0	0
I've been getting help and advice from other people. (12)	0	0	\circ	0	0
I've been using alcohol or other drugs to help me get through it. (13)	0	0	0	0	0
I've been trying to see it in a different light, to make it seem more positive. (14)	0	0	0	0	0
I've been criticizing myself. (15)	0	\circ	\circ	\circ	\circ
I've been trying to come up with a strategy about what to do. (16)	0	0	0	0	0
I've been getting comfort and understanding from	0	0	0	0	0

someone. (17)					
I've been giving up the attempt to cope. (18)	0	\circ	\circ	0	0
I've been looking for something good in what is happening.	0	0	0	0	0
I've been making jokes about it. (20)	0	0	0	0	\circ
l've been doing something to think about it less, such as going to movies, watching TV, reading, daydreaming, sleeping, or shopping. (21)					0
I've been accepting the reality of the fact that it has happened. (23)	0	0	0	0	0
I've been expressing my negative feelings. (24)	0	\circ	0	0	0
I've been trying to find comfort in my religion or spiritual beliefs. (25)	0	0	0	0	0

I've been trying to get advice or help from other people about what to do. (26)	0	0	0	0	0
I've been learning to live with it. (27)	0	0	0	0	0
I've been thinking hard about what steps to take. (28)	0	0	0	0	0
I've been blaming myself for things that happened. (29)	0	0	0	0	0
I've been praying or meditating. (30)	0	0	0	0	0
I've been making fun of the situation. (31)	0				0
Q37 Timing First Click (1) Last Click (2) Page Submit (3) Click Count (4)					
Page Break —					

End of Block: Block 1

Start of Block: Block 2



psychological needs Please read each of the following statements carefully, thinking about how true it was for you in the <u>past week</u>.

	No agreement (1)	- (2)	Some agreement (3)	- (4)	Much agreement (5)
I felt a sense of contact with people who care for me, and whom I care for. (1)	0	0	0	0	0
I was lonely. (4)	\circ	0	\circ	\circ	\circ
I felt close and connected with other people who are important to me. (5)	0	0	0	0	\circ
I felt unappreciated by one or more important people. (6)	0	0	0	0	\circ
I felt a strong sense of intimacy with the people I spent time with. (7)	0	0	0	0	0
I had disagreements or conflicts with people I usually get along with. (8)	0	0	0	0	0
I was successfully completing difficult tasks and projects. (9)	0	0	0	0	0

I experienced some kind of failure, or was unable to do well at something. (10)	0	0	0	0	0
I took on and mastered hard challenges. (11)	0	0	0	0	0
I did something stupid, that made me feel incompetent. (12)	0	0	0	0	0
I did well even at the hard things. (13)	0	0	0	0	\circ
I struggled doing something I should be good at. (14)	0	0	0	0	0
I was free to do things my own way. (15)	0	\circ	\circ	\circ	\circ
I had a lot of pressures I could do without. (16)	0	0	0	0	0
My choices expressed my "true self." (17)	0	0	0	0	0
There were people telling me what I had to do. (18)	0	0	0	0	0
I was really doing what interests me.	0	\circ	\circ	\circ	\circ

I had to do things against my will. (20)

Office set-up Please tell us now about your working conditions. Neither Somewhat Strongly Strongly agree Disagree Somewhat Agree disagree disagree nor agree (12)agree (15) (16)(11)(13)disagree (17)(14)In my home office, I do have the technical equipment to do the work I need to do (e.g., appropriate computer, screen. stable and fast internet connection) (1) I do have all the software and access rights I need on my computer to work effectively from home (4) My office chair and desk are comfortable, ergonomic, and designed to prevent back pain or other related issues. (5)



communication The following questions refer to communication with colleagues and line managers. If you don't have any colleagues or line managers, please skip the following three items.

	Strongly disagree (1)	- (2)	- (3)	- (4)	- (5)	Strongly agree (6)
I feel that my colleagues and line manager have been supporting me over the past week. (1)	0	0	0	0	0	0
I feel that my colleagues and line manager believed in me over the past week. (4)		0	0		0	0
Overall, I am happy with the interactions with my colleagues and line managers over the past week. (5)					0	

Quality of Sleep Quality of sleep:

	very low (1)	- (2)	- (3)	- (4)	- (5)	- (6)	very high (7)
How has the quality of your sleep overall been in the past week? (1)	0	0	0	0	0	0	0

33

Stress The questions in this scale ask you about your feelings and thoughts during the <u>last</u> <u>week</u>.

week.	Never (1)	Almost never (2)	Somethimes (3)	Fairly often (4)	Very often (5)
In the last week, how often have you felt that you were unable to control the important things in your life? (1)	0	0	0	0	0
In the last week, how often have you felt confident about your ability to handle your personal problems? (4)	0	0		0	0
In the last week, how often have you felt that things were going your way? (5)	0	0	0	0	0
In the last week, how often have you felt difficulties were piling up so high that you could not overcome them? (6)		0		0	0

	Does not apply at all (1)	- (2)	- (3)	- (4)	- (5)	- (6)	Fully applies (7)
I am getting up and going to bed roughly at the same time every day during the past week. (1)	0	0	0	0	0	0	0
I am exercising roughly at the same time (e.g., going for a walk every day at noon). (4)		0				0	0
I am eating roughly at the same time every day. (5)	0	0	0	0	0	0	0

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Self-Control Using the so	ale provided,	please	indicate	how	much	each	of the	followin	g
statements reflects how	you typically a	are.							

	Not at all (1) -	(2)	- (3)	- (4)	Very (5)
I am good at resisting temptation.	0		0	0	()	0
I wish I had more self- discipline. (4)	0		\circ	\circ	(\circ
I often act without thinking through all the alternatives. (5)	0		0	0	(0
Technological S	Skills Your ted			(25)	(26)	(27)	Perfectly
	little (22)	- (23)	- (24)	- (25)	- (26)	- (27)	(28)
How well do your technological skills equip you for working remotely from home? (1)	0	0	0	0	0	0	0

X

Volunteering The questions in this scale ask you about specific behaviour that you might have done during the <u>last week</u>.

	Not at all (1)	- (2)	- (3)	- (4)	- (5)	- (6)	Very often (7)
I have been volunteering in my community (e.g., supported elderly or other people in high risk groups) (1)	0	0	0	0	0	0	0
I have been supporting my family (e.g., home schooling my children) (4)	0	0	0	0	0	0	0
I have been supporting friends and family members (e.g., listened to the worries of my friends) (5)		0					0

X

Extraversion Please indicate to what extent you agree with the following statements. Strongly Strongly Disagree (2) Neutral (3) Agree (4) disagree (1) agree (5) Nobody likes talking with me. (1) I easily approach strangers. (4) I like to talk with others. (5) I am seldom cheerful. (6) Q38 Timing First Click (1) Last Click (2) Page Submit (3) Click Count (4)

Page Break —

Start of Block: Block 3

Diet Now for	some quest	ions on a di	fferent topic.	Eating habit	s:		
	Never (1)	Less than once a week (2)	Less than 4 times a week but at least once a week (3)	Less than once a day but at least 4 times a week (11)	Once a day (12)	Twice a day (13)	Three times or more a day (14)
How often you eat fruit, excluding drinking juice? (1)	0	0	0	0	0	0	0
How often you eat vegetables or salad, excluding potatoes? (5)	0		0	0	0	0	0

Distractions at	home Distractions	s at home:			
	Not at all (20)	Sometimes (21)	About half the time (22)	Most of the time (23)	Very often (24)
I am often distracted from my work (e.g., noisy neighbors, children who need my attention) (1)	0	0	0	0	0
I am able to focus on my work for longer time periods (4)	0	0	\circ	0	0
appropriate):	How many hou	ırs in the past w	ns (please use de veek have you be horseshoes, golf,	en mildly exercis	sing (e.g.,
appropriate): fast walking, ba	How many hou	irs in the past was bicycling, vo	ns (please use de veek have you be lleyball, badminto	en moderately e	xercising (e.g.,
appropriate): running, joggin	How many hou	irs in the past w I, soccer, squas	ns (please use de veek have you be sh, basketball, cro ince bicycling)?	en strenuously e	exercising (e.g.,

	0 (1)	1 (2)	2 (3)	3 (4)	4 (5)	5 (6)	6 (7)	7 (8)	8 (9)	9 (10)	10 (11)
How would you rate your financial situation these days?	0	0	0	0	0	0	0	0	0	0	0
Looking ahead six months into the future, what do you expect your financial situation will be like at that time?" (4)			0	0	0	0					

Financial Situation Please tell us a bit about your financial situation. Recall that your responses

Generalized Anxiety Over the <u>last week</u>, how often have you been bothered by the following problems?

Not at all (1)	Once last week (4)	More than once (5)	Nearly every day (9)	Every day (10)
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	\circ	\circ	\circ	\circ
0	\circ	0	\circ	\circ
0	\circ	\circ	0	0
0	0	0	0	0
	Not at all (1)		NOT AT ALL CLI	

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Anxiety COVID	-19 Over the last	<u>week,</u> have you	been concerne	d about the follow	ving problem?
	Not at all concerned (1)	- (2)	- (3)	- (4)	Extremely concerned (5)
How concerned do you feel about COVID-19? (1)	0	0	0	0	0
How concerned do you feel about future pandemics?	0	0	0	0	0
Loneliness Ove	er the <u>last week,</u> h	now much do the	e following state More than	ments apply to yo Nearly every	ou? Every day
	Not at all (37)	week (38)	once (39)	day (40)	(41)
I experience a general sense of emptiness. (1)	0	0	0	0	0
I miss having people around. (6)	0	0	0	0	0
I often feel rejected. (10)		\circ	\circ	\circ	\circ

Loneliness 2	Over the last	week, hov	w much do t	he following	statements ap	ply to you	ı?
	Not at all (37)	- (38)	- (39)	- (40)	Absolutley (41)
There are plenty of people I can rely on when I have problems. (4			0	0)	0
There are many people I can trust completely.	0		0	0)	0
There are enough people I feel close to. (9)			0	0)	0
Mental exerci	se The questi	ons in thi	s scale ask	you about yo	ur mental exe	rcising du	ring the <u>last</u>
	Not at all (11)	- (12)	- (13)	- (14)	- (15)	- (16)	Very (17)
I did a lot to keep my brain active. (1)	0	0	0	0	0	0	0
I performed mental exercises (e.g., Sudokus, riddles, crosswords, meditation). (4)	0		0			0	

MWMS Why do you or would you put efforts into your current job?

	Not at all (1)	Very little (2)	A little (3)	Moderately (4)	Strongly (5)	Very strongly (6)	Completely (7)
To get others' approval (e.g., supervisor, colleagues, family, clients). (1)	0	0	0	0	0	0	0
Because others will respect me more (e.g., supervisor, colleagues, family, clients). (4)	0	0	0	0	0	0	0
To avoid being criticized by others (e.g., supervisor, colleagues, family, clients). (5)	0	0	0	0	0	0	0
Because others will reward me financially only if I put enough effort in my job (e.g., employer, supervisor).	0	0	0	0		0	
Because others offer me greater job security if I put enough effort in my job (e.g., employer, supervisor).	0	0	0	0		0	

(7)							
Because I risk losing my job if I don't put enough effort in it. (8)	0	0	0	0	0	0	0
Because I have fun doing my job. (9)	0	0	0	\circ	0	\circ	0
Because what I do in my work is exciting. (10)	0	0	0	\circ	0	\circ	0
Because the work I do is interesting. (11)	0	\circ	0	0	\circ	0	0

social contacts The following questions refer to your social contacts outside of work.

	Strongly disagree (1)	- (2)	- (3)	- (4)	- (5)	Strongly agree (6)
I feel that the people with whom I have been in contact over the past week support me. (1)	0	0	0	0		0
I feel that the people with whom I have been in contact over the past week believe in me. (4)	0			0		0
I am happy with the amount of social contact I had in the past week. (5)	0	0	0	0		0
End of Block	k: Block 3					

Start of Block: Demographics and debriefing

Q41 You almost made it! Now some questions about yourself.
What is your gender?
○ Woman (1)
O Man (2)
O Non-binary (3)
O Prefer not to disclose (5)
O Prefer to self-describe (6)
Q43 In which country are you currently based?
○ United Kingdom (1)
O United States (2)
Other: (3)
Skip To: Q52 If Q43 != 2
Q45 In which state do you currently reside?
▼ Alabama (1) Wyoming (52)
Q52 Is there still a lockdown where you are living (i.e., are still all schools and non-essential shops closed)?
○ Yes (1)
O Unsure (2)
O No (3)

Q48 How old are you?		18	26	34	43	51	59	67	75	84	92	100
	In years: ()				_	_	1			_		
					:							
Q58 My living situation at the mome	ent:											
C Living alone (3)												
C Living with other people (4)												
Skip To: Q49 If Q58 = 3												
Q59 How many of the people you're	e living with a	t the	e mo	men	t are	;						
Babies / Infants (0-1	years old) (3)										
Toddlers (1-3 years of	old) (4)											
-												
Childern (4- 11 years	s old) (9)											
Teenangers (12- 17	years old) (1	10)										
Adults (18+ years old	d) (11)											

Q49 What type	of organization do you work for?									
P	Public (1)									
P	Private (2)									
	Other (3)									
	Insure (4)									
Q50 What was y	our approximate yearly househo	old ind	come	before	taxes	s in US-	Dolla	ır in 2	2019	?
O (4)										
20,000-4	0,000 (5)									
O 40,001-6	60,000 (6)									
O 60,001-8	30,000 (7)									
0 80,001-1	00,000 (8)									
>100,000) (9)									
	entage of your time have you bee past 12 months?					e., not p 50 60				
	% of your work time ()		=					_		

Q54 In the pa	ast twelve month, how often did you fly for work (eac	ch boarding a plane counts as
	Flights shorter than 1500km (800 miles): (1)	
	Flights between 1500-4500km (800 - 2600miles):	(2)
	Flights over 4500km (2600 miles): (3)	
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Thank you for participating in the first wave of this longitudinal study. We will contact you again in approximately one week and in two weeks and ask you to complete a shorter survey. It is important for us that you participate in all three waves.

Q55 If you have any questions, please feel free to contact us:

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End of Block: Demographics and debriefing