**Time Invariant**

**Demographics & Controls**

* *Age* (What is your age?)
  + Integer
* *Ethnicity* (What best describes your ethnic background?)
  + American Indian or Alaska Native
  + Asian
  + Black or African American
  + Hispanic or Latino
  + Native Hawaiian or Other Pacific Islander
  + Two or more races
  + White/Caucasian
  + Prefer not to say
* *Gender* (What best describes your gender identity?)
  + Woman
  + Man
  + Nonbinary
  + Other
  + Prefer not to say
* *Time in Role/Tenure* (How long have you been in your current role?)
  + Less than a year
  + 1 to 3 years
  + 3 to 5 years
  + More than 5 years
* *Education Level* (What is the highest degree or level of school you have **completed**?)
  + Some high school, no diploma
  + High school diploma or the equivalent (e.g., GED)
  + Some college, no degree
  + Vocational training
  + Associate degree
  + Bachelor’s degree
  + Master’s degree
  + Professional or Doctorate degree
* *Employment Status* (Are you currently employed for at least 30 hours of service per week)?
  + Binary
    - True
    - False
* *Remote Flag* (Are you working remotely today for the duration of the survey?)
  + Binary
    - True
    - False

**The Human-Machine Trust and Liking Scale (HMTLS; Merritt, 2011)**

* *Trust*
  + I believe ChatGPT is a competent performer
  + I trust ChatGPT
  + I have confidence in the advice given by ChatGPT
  + I can depend on ChatGPT
  + I can rely on ChatGPT to behave in consistent ways
  + I can rely on ChatGPT to do its best every time I take its advice
* *Liking*
  + I like working with ChatGPT
  + I wish ChatGPT weren’t around (R)
  + I dislike ChatGPT (R)
  + I’m glad I have the option of using ChatGPT
  + Overall, I feel positively toward ChatGPT

**Attitudes Towards AI at Work (AAAW; Park et al., 2024)**

* *Perceived Humanlikeness of AI*
  + ChatGPT has desires
  + ChatGPT has beliefs
  + ChatGPT has ability to experience emotion
  + ChatGPT has free will
* *Perceived Adaptability of AI*
  + ChatGPT learns from experience at work
  + ChatGPT improves itself at work
  + ChatGPT can learn at work
  + ChatGPT adapts itself over time at work
* *Perceived Quality of AI*
  + ChatGPT provides workers with a complete set of information
  + The information provided by ChatGPT is well formatted
  + ChatGPT operates reliably
  + The information from ChatGPT is always up to date
* *ChatGPT Use Anxiety*
  + Using ChatGPT for work is somewhat intimidating to me
  + I would feel nervous operating ChatGPT in front of other people at work
  + I would feel uneasy if I was given a job where I had to use ChatGPT
  + I would feel paranoid talking with ChatGPT at work
* *Job Insecurity*
  + I am worried that what I can do now with my work skills will be replaced by ChatGPT today
  + I am worried about my career due to ChatGPT replacing employees
  + I think my job could be replaced by ChatGPT
  + I am worried about ChatGPT replacing what humans can do at work
* *Personal Utility of AI*
  + Using ChatGPT would allow me to have increased confidence in my skills at work
  + Using ChatGPT would provide me with personal feelings of worthwhile accomplishment at work
  + Using ChatGPT would provide me with feelings of enjoyment at work from using the technology
  + Using ChatGPT would give me greater control over my work

**Time Variant**

**Flags**

* *Meeting* (I have attended a meeting)
  + True
  + False

**The Shirom-Melamed Burnout Measure (SMBM; Shirom & Melamed, 2006)**

* *Physical Fatigue*
  + I feel tired
  + I am lacking energy for my work
  + I feel physically drained
  + I feel fed-up
  + I feel like my “batteries” are “dead”
  + I feel burned out
* *Cognitive Weariness*
  + My thinking process is slow
  + I have difficulty concentrating
  + I feel I am not thinking clearly
  + I feel I am not focused on my thinking
  + I have difficulty thinking about complex things
* *Emotional Exhaustion*
  + I feel I am unable to be sensitive to the needs of coworkers or customers
  + I feel I am not capable of investing emotionally in coworkers or customers
  + I feel I am not capable of being sympathetic to coworkers or customers

**Basic Psychological Need Satisfaction and Scale (BPNSFWS;** Olafsen et al., 2021**)**

* *Competency Satisfaction*
  + I feel that the people I care about at work also care about me
  + I feel connected to the people at work who care about me and whom I care about
  + I feel closely connected to other people who are important to me at work
  + I experience a warm and food feeling with the people I spend time with at work
* *Autonomy Satisfaction*
  + I have a feeling of choice and freedom in what I do at work
  + I feel that the decisions I make at work reflect what I really want
  + At work I feel that the choices I make expresses who I really am
  + At work I feel that I do what really interests me
* *Relatedness Satisfaction*
  + I feel confident that I can do things well at work
  + I feel capable in doing what I do at work
  + I feel competent to reaching my goals at work
  + I feel that I can successfully complete difficult tasks at work

**Psychological Need Thwarting Scale (PNTS;** Bartholomew et al., 2011)

* *Competency Thwarting*
  + There are occasions where I feel incompetent because others impose unrealistic expectations upon me.
  + There are times when I am told things that make me feel incompetent.
  + There are situations where I am made to feel inadequate.
  + I feel inadequate because I am not given opportunities to fulfill my potential.
* *Autonomy Thwarting*
  + I feel prevented from making choices regarding the way I train.
  + I feel pushed to behave in certain ways.
  + I feel obliged to follow training decisions made for me.
  + I feel under pressure to agree with the training regimen I am provided.
* *Relatedness Thwarting* 
  + I feel I am rejected by those around me.
  + I feel others can be dismissive of me.
  + I feel other people dislike me.
  + I feel some of the coworkers around me are envious when I achieve success.