|  |  |  |
| --- | --- | --- |
| Column | Measure/Heading | What it is |
| A |  | Nothing of importance |
| B | PROLIFIC\_PID | ID of Prolific worker |
| C | EMPstatProlific | Employment status from Prolific’s screener questions  1 = Full-time  2 = Part-time |
| D | EMPstat2 | Asking whether they have coworkers they interact with. All had to answer ‘yes’ |
| E | EMPSTAT2 | Asking whether they work mostly virtual or mostly in-person  1 = Completely virtual  2 = Mostly virtual, sometimes in-person  3 = Equal parts virtual and in-person  4 = Mostly in-person, sometimes virtual  5 = Completely in-person |
| F – AK | Honesty-Humility and Conscientiousness from HEXACO | Items beginning with HH are honesty-humility items; items beginning with CS are conscientiousness items  1 = Strongly disagree  2 = Disagree  3 = Neutral  4 = Agree  5 = Strongly agree |
| AL – AW | Extraversion, Agreeableness, Negative Affectivity, and Open-Mindedness from the BFI-2-XS | Extraversion (EX), agreeableness (AG), negative affectivity (NEG), and open-mindedness (OM)  1 = Disagree strongly  2 = Disagree a little  3 = Neutral; no opinion  4 = Agree a little  5 = Agree strongly |
| AX | Attention check 1 | Only people who passed it are in this file |
| AY – BF | General Risk Propensity Scale | Start with ‘GRIP’  1 = Strongly disagree  2 = Disagree  3 = Neutral  4 = Agree  5 = Strongly agree |
| BG – BR | Intolerance of Uncertainty – Short | Start with ‘IUS’  1 = Not at all characteristic of me  2 = A little characteristic of me  3 = Somewhat characteristic of me  4 = Very characteristic of me  5 = Entirely characteristic of me |
| BS – CL | Competitive Worldview | Start with ‘CW’  1 = Strongly disagree  2 = Disagree  3 = Somewhat disagree  4 = Neither disagree nor agree  5 = Somewhat agree  6 = Agree  7 = Strongly agree |
| CM | Attention check 2 | Anyone who didn’t respond was removed from the file |
| CN – DG | Competitive Work Environment Scale | Start with ‘CWES’  1 = Strongly disagree  2 = Disagree  3 = Neutral  4 = Agree  5 = Strongly agree |
| DG – DO | Perceived Mobility | Start with ‘MOB’  1 = Strongly disagree  2 = Disagree  3 = Somewhat disagree  4 = Neither disagree nor agree  5 = Somewhat agree  6 = Agree  7 = Strongly agree |
| DP – DS | Interdependence | Start with ‘ID’  1 = Strongly disagree  2 = Disagree  3 = Neither disagree nor agree  4 = Agree  5 = Strongly agree |
| DT | Attention Check 3 | Only people who passed it are in the file |
| DU – EB | Self-Efficacy | Starts with ‘EFF’  1 = Strongly disagree  2 = Disagree  3 = Neither disagree nor agree  4 = Agree  5 = Strongly agree |
| EC – EE | Ladder measures | Start with ‘Ladder’  1 = First rung  2 = Second rung  …  9 = Ninth rung  10 = Top rung |
| EF – ER | Self-Monitoring | Start with ‘SM’  1 = Certainly, always false  2 = Generally false  3 = Somewhat false, but with exception  4 = Somewhat true, but with exception  5 = Generally true  6 = Certainly, always true |
| ES | Attention Check 4 | Only people who passed are in the file |
| ET – FY | Demographics | OccTitle: Occupation title (from ONet)  OccCode: ONet code  WorkTen: Workplace tenure (in years)  PosTen: Position tenure (in years)  AGE\_1: Age (in years)  GENDER: Gender   * 1 = Male * 2 = Female * 3 = Transgender male * 4 = Transgender female * 5 = Non-binary * 6 = Not listed. Specify. * 7 = Prefer not to answer   GENDER\_6\_TEXT: Gender if not listed  COUNTRY: Country   * 1 = United States of America * 2 = Canada * 3 = United Kingdom   USA: US state (if applicable)   * From 1 = Alabama to 56 = U.S. Virgin Islands   CAN: Canadian province/territory (if applicable)   * From 1 = Alberta to 13 = Yukon   UK: Part of UK (if applicable)   * 1 = England * 2 = Wales * 3 = Scotland * 4 = Northern Ireland   PolOr: Political Orientation   * 1 = Left (e.g., Liberal) * 2 * 3 * 4 = Moderate * 5 * 6 * 7 = Right (e.g., Conservative)   USAvote: Who they voted for   * 1 = Biden * 2 = Trump * 3 = Other   CANvote: Who they voted for   * 1 = Trudeau * 2 = Scheer * 3 = Singh * 4 = Other   UKvote: Who they voted for   * 1 = Johnson * 2 = Corbyn * 3 = Other   ETHNICITY: Ethnicity   * 1 = White * 2 = South Asian * 3 = Chinese * 4 = Black or African American * 5 = Filipino * 6 = Hispanic, Latino or Spanish * 7 = Middle Eastern or North African * 8 = Southeast Asian * 9 = West Asian * 10 = Korean * 11 = Japanese * 12 = Aboriginal * 13 = Not listed. Specify. * 14 = Prefer not to say   ETHNICITY\_13\_TEXT: Ethnicity if not listed  LANG: Language spoken at home   * 1 = English * 2 = French * 3 = Spanish * 4 = Not listed. Specify.   LANG\_4\_TEXT: Language if not listed  EDU: Education level   * 1 = Did not complete high school * 2 = High school (or equivalent) * 3 = College/University * 4 = Master’s degree * 5 = PhD/JD/MD   MAJOR: Major in school  MARITAL: Marital status   * 1 = Currently dating, not cohabiting * 2 = Single, never married * 3 = Divorced or separated * 4 = Married or cohabiting * 5 = Widowed   CHILD: Number of children  PERSINCcan: Personal income (if applicable)   * 1 = No income * 2 = 10 000 – 30 000 * 3 = 30 001 – 50 000 * 4 = 50 001 – 75 000 * 5 = 75 001 – 100 000 * 6 = Greater than 100 000   PERSINCusa: Personal income (if applicable)  PERSINCuk: Personal income (if applicable)  HHLDINCcan: Household income (if applicable)  HHLDINCusa: Household income (if applicable)  HHLDINCuk: Household income (if applicable)  SPAREINCcan: Spare income (if applicable)  SPAREINCusa: Spare income (if applicable)  SPAREINCuk: Spare income (if applicable) |
| **WAVE 2** | | |
| FZ | T2\_Change | Asking participants if they had changed jobs since wave 2. I believe those who did had all time 2 items switched to NA |
| GA | T2\_TimeChange | Can ignore |
| GB | T2\_EMPstatProlific | Employment status from Prolific’s screener questions  1 = Full-time  2 = Part-time |
| GC | T2\_EMPstat2 | Asking whether they have coworkers they interact with. All had to answer ‘yes’ |
| GD | T2\_Country | Participant country  1 = United States  2 = Canada  3 = United Kingdom |
| GE | T2\_EMPSTAT2 | Asking whether they work mostly virtual or mostly in-person  1 = Completely virtual  2 = Mostly virtual, sometimes in-person  3 = Equal parts virtual and in-person  4 = Mostly in-person, sometimes virtual  5 = Completely in-person |
| GF – GU | Maslach Burnout | Start with ‘T2\_BO’  1 = Never  2 = Once  3 = A few times  4 = Once a week  5 = A few times a week  6 = Every day |
| GV – HE | Job Satisfaction | Start with ‘T2\_JS’  1 = Strongly disagree  2 = Disagree  3 = Neither disagree nor agree  4 = Agree  5 = Strongly agree |
| HF – HQ | Perceived Disadvantage Index | Start with ‘T2\_PDI’  1 = Strongly disagree  2 = Disagree  3 = Somewhat disagree  4 = Neither disagree nor agree  5 = Somewhat agree  6 = Agree  7 = Strongly agree |
| HR | Attention Check 1 | Participants had all wave 2 items changed to ‘NA’ if they failed this |
| HS – IL | PANAS | Start with ‘T2\_PANAS’  1 = Very slightly or not at all  2 = A little  3 = Moderately  4 = Quite a bit  5 = Extremely |
| IM – IV | Benign and Malicious Envy | Start with ‘T2\_BM’  1 = Strongly disagree  2 = Disagree  3 = Somewhat disagree  4 = Somewhat agree  5 = Agree  6 = Strongly agree |
| IW – JA | Mental Health Index | Start with ‘T2\_MHI’  1 = None of the time  …  6 = All of the time |
| JB – JE | Workplace Uncertainty | Start with ‘T2\_UNC’  1 = Strongly disagree  2 = Somewhat disagree  3 = Neither disagree nor agree  4 = Somewhat agree  5 = Strongly agree |
| JF | Attention Check 2 | Participants had all wave 2 items changed to ‘NA’ if they failed this |
| JG – JM | Workplace Boredom | Start with ‘T2\_BORE’  1 = Never  2 = Sometimes  3 = Often  4 = Always |
| JN – KG | Organizational Citizenship Behavior | Start with ‘T2\_OCB’  1 = Never  2 = Once or twice  3 = Once or twice per week  4 = Every day |
| KH – KT | Prosocial Rule-Breaking | Start with ‘T2\_PRB’  1 = Never  2 = Sometimes  3 = Often  4 = Always |
| KU | Attention Check 3 | Participants had all wave 2 items changed to ‘NA’ if they failed this |
| KV – MA | Counterproductive Work Behaviors | Start with ‘T2\_CWB’  1 = Never  2 = Once or twice  3 = Once or twice per week  4 = Every day |
| MB – MD | Turnover intentions | Start with ‘T2\_TI’  1 = Strongly disagree  2 = Disagree  3 = Neither disagree nor agree  4 = Agree  5 = Strongly agree |
| ME – MK | Supportive Voice | Start with ‘T2\_SV’  1 = Almost never  …  5 = Almost always |
| ML – MN | Challenging Voice | Start with ‘T2\_CV’  1 = Almost never  …  5 = Almost always |
| MO | Attention Check 4 | Participants had all wave 2 items changed to ‘NA’ if they left this blank |
| MP – MU | COVID experiment | Control conditions for each country start with ‘Control’, experimental conditions for each country start with ‘Ex’ |
| **WAVE 3** | | |
| MV | T3\_EMPstatProlific | Employment status from Prolific’s screener questions  1 = Full-time  2 = Part-time |
| MW | T3\_EMPstat2 | Asking whether they have coworkers they interact with. All had to answer ‘yes’ |
| MX | T3\_Change | Asking participants if they had changed jobs since wave 2. I believe those who did had all time 2 items switched to NA |
| MY | T3\_TimeChange | Can ignore |
| NA – NP | Maslach Burnout | Start with ‘T3\_BO’  1 = Never  2 = Once  3 = A few times  4 = Once a week  5 = A few times a week  6 = Every day |
| NQ | T3\_T6\_Click\_Count | Can ignore – accidentally left this in while cleaning data |
| NR – OA | Job Satisfaction | Start with ‘T3\_JS’  1 = Strongly disagree  2 = Disagree  3 = Neither disagree nor agree  4 = Agree  5 = Strongly agree |
| OB – OM | Perceived Disadvantage Index | Start with ‘T3\_PDI’  1 = Strongly disagree  2 = Disagree  3 = Somewhat disagree  4 = Neither disagree nor agree  5 = Somewhat agree  6 = Agree  7 = Strongly agree |
| ON | Attention Check 1 | Participants had all wave 3 items changed to ‘NA’ if they failed this |
| OO – PH | PANAS | Start with ‘T3\_PANAS’  1 = Very slightly or not at all  2 = A little  3 = Moderately  4 = Quite a bit  5 = Extremely |
| PI – PR | Benign and Malicious Envy | Start with ‘T3\_BM’  1 = Strongly disagree  2 = Disagree  3 = Somewhat disagree  4 = Somewhat agree  5 = Agree  6 = Strongly agree |
| PS – PW | Mental Health Index | Start with ‘T3\_MHI’  1 = None of the time  …  6 = All of the time |
| PX – QA | Workplace Uncertainty | Start with ‘T3\_UNC’  1 = Strongly disagree  2 = Somewhat disagree  3 = Neither disagree nor agree  4 = Somewhat agree  5 = Strongly agree |
| QB | Attention Check 2 | Participants had all wave 3 items changed to ‘NA’ if they failed this |
| QC – QI | Workplace Boredom | Start with ‘T3\_BORE’  1 = Never  2 = Sometimes  3 = Often  4 = Always |
| QJ – RC | Organizational Citizenship Behavior | Start with ‘T3\_OCB’  1 = Never  2 = Once or twice  3 = Once or twice per week  4 = Every day |
| RD – RP | Prosocial Rule-Breaking | Start with ‘T3\_PRB’  1 = Never  2 = Sometimes  3 = Often  4 = Always |
| RQ | Attention Check 3 | Participants had all wave 3 items changed to ‘NA’ if they failed this |
| RR – SW | Counterproductive Work Behaviors | Start with ‘T3\_CWB’  1 = Never  2 = Once or twice  3 = Once or twice per week  4 = Every day |
| SX – SZ | Turnover intentions | Start with ‘T3\_TI’  1 = Strongly disagree  2 = Disagree  3 = Neither disagree nor agree  4 = Agree  5 = Strongly agree |
| TA | T3\_T20\_Click\_Count | Can ignore – accidentally left this in while cleaning data |
| TB – TH | Supportive Voice | Start with ‘T3\_SV’  1 = Almost never  …  5 = Almost always |
| TI – TK | Challenging Voice | Start with ‘T3\_CV’  1 = Almost never  …  5 = Almost always |
| TL – TO | Workplace Withdrawal | Start with ‘T3\_WD’; not in wave 2, added because the withdrawal subscale in CWB was not great |
| TP | Attention Check 4 | Participants had all wave 3 items changed to ‘NA’ if they left this blank |