**Required questions**

(1) What is your sex?

Male

Female

Other

Prefer not to say

(2) What is your age in years?

[This should be a text entry response option]

(3) What is your race/ethnicity?

[Use the automatic choices feature in Qualtrics]

(4) In years, how long have your worked with your current employer?

[This should be a text entry response option]

**Optional questions**

(1) Relationship status

[Use the automatic choices feature in Qualtrics]

(2) Number of dependents

[This should be a text entry response option]

**Other questions (will need to search the INN)**

(1) Personality (i.e., Big Five traits)

(2) Leader-member exchange

(3) Locus of control

(4) Positive affect (and/or negative affect)

(5) Emotional exhaustion

(6) Distributive justice (or procedural justice, or informational justice)

(7) Challenge stressors (or hindrance stressors)