Hybrid Working - response to communication - FINAL

Start of Block: Introduction and consent

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intro\_consent   
**Welcome to our survey on the future of working at FTI consulting!**   
  **Returning to working in the office after the pandemic under new hybrid working principles**   
  
 We invite you to participate in this research, exploring employees’ and leaders’ perceptions and experiences of hybrid working at FTI Consulting. This is an independent piece of research conducted by researchers from Warwick Business School, in collaboration with FTI Consulting. The research project is endorsed by FTI Consulting.   
   
 The research project aims to establish employees’ and leaders’ perceptions and experiences with returning to office work after the Covid-19 pandemic. Your responses will help inform the company's hybrid working principles and how those are implemented company-wide.     To track the experience over time, we invite you to participate in three surveys.

This is the second survey?

We are also looking for volunteers to participate in a weekly diary study to better understand how the new hybrid work principles are implemented in everyday working life.

What to do if someone wants to be a part of this?

The first survey should take about **10-15 minutes** to complete. The survey will be open until **23rd July**.

  Please note that: Your participation is completely voluntary. You can withdraw at any time, and for any reason, simply by closing your browser. Your data is 100% confidential and at no point will your responses be shared with FTI Consulting.  The results will only be shared in aggregated form (tables and graphs) and no respondent will be identifiable.  At the end of this survey we invite you to participate in the follow-up research. If you agree, you can still decide later whether or not to actually participate.  If you do agree to be contacted again, we will ask for your email address in a separate survey form. That means your responses to this survey or any subsequent survey will never be stored in the same place as your email address. We explain this again in more detail at the end of this survey, where you have the opportunity to opt in. Data will be securely stored on University of Warwick computers and will be processed for the purpose of scientific analysis and feedback to FTI Consulting. Access to the data will be restricted to the WBS research team. Data will be reviewed after a period of 10 years, in line with the University of Warwick data retention policy.   
 Please refer to the University of Warwick Research Privacy Notice which is available here: https://warwick.ac.uk/services/idc/dataprotection/privacynotices/researchprivacynotice or by contacting the Information and Data Compliance Team at GDPR@warwick.ac.uk. This study has been reviewed and given favourable opinion by the University of Warwick’s Humanities and Social Science Research Ethics Committee (HSSREC).  
    
 **The research project is led by Prof Tina Kiefer at Warwick Business school. Please contact  Tina for any further information (Tina.Kiefer@wbs.ac.uk).**  
   Click here to download the [Participant Information Sheet](https://wbs.qualtrics.com/CP/File.php?F=F_7NIPtC3ldkY4cZM) .

* I have read the above and consent to take part in this study (1)
* I do not wish to participate and do not want to be contacted again (2)

Complaint **Who should I contact if I wish to make a complaint?** Any complaint should be addressed to the person below, who is a senior University of Warwick official entirely independent of this study:  
   **Head of Research Governance**  
 Research & Impact Services  
 University House  
 University of Warwick  
 Coventry  
 CV4 8UW  
 Email: researchgovernance@warwick.ac.uk  
 Tel: 02476 575733

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End of Block: Introduction and consent

Start of Block: Event: Changes Triggered by Pandemic

Intro   Thank you for agreeing to participate in this study!   Please note that you will have to complete it in one go. You cannot return to your responses in the survey once the browser window is closed.   Please answer each question as honestly as you can. Your first reaction to the questions is usually the most relevant.

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Change\_experience   
 Please think about the **changes that you have experienced in your job since the outbreak of the Covid-19 pandemic** and how these have impacted your own job and work.   
 Overall, did those changes worsen or improve the following aspects of your work since the outbreak of the pandemic?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Much worsened (1) | Worsened (2) | Neither/nor (3) | Improved (4) | Much improved (5) |
| How balanced your work-life relationship is (CH\_1) |  |  |  |  |  |
| How well you are able to switch off after work (CH\_2) |  |  |  |  |  |
| Your workload (CH\_3) |  |  |  |  |  |
| How much pressure you feel to be available at all times (CH\_4) |  |  |  |  |  |
| The quality of your performance (CH\_5) |  |  |  |  |  |
| How effectively you can work (CH\_7) |  |  |  |  |  |
| How distracted you get at work (CH\_8) |  |  |  |  |  |
| How well you are able to serve clients (CH\_9) |  |  |  |  |  |
| How much clarity you have about your work routines (CH\_10) |  |  |  |  |  |
| How much autonomy you have at work (CH\_11) |  |  |  |  |  |
| How flexibly you can arrange your time (CH\_12) |  |  |  |  |  |
| How well you can accommodate important non-work tasks into your schedule (CH\_13) |  |  |  |  |  |
| How meaningful your job feels (CH\_14) |  |  |  |  |  |
| Your sense of purpose at work (CH\_15) |  |  |  |  |  |
| How connected you feel to others at work (CH\_16) |  |  |  |  |  |
| How well you collaborate within and across your team (CH\_17) |  |  |  |  |  |
| How much your company (or its representatives) meets your expectations (CH\_18) |  |  |  |  |  |
| How much your company fulfills its promises to its employees (CH\_19) |  |  |  |  |  |
| Your sense of belonging at work (CH\_21) |  |  |  |  |  |

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HW\_satisf   
The next few questions are about returning to work in the office.   
    
Overall, to what extent do you think the new hybrid working principles are a good thing?

* Not at all (1)
* To a small extent (2)
* To a moderate extent (3)
* To a large extent (4)
* To a very large extent (5)
* I don't know enough about them to have an opinion (6)

Counterfact\_HWtext Is there anything you feel FTI Consulting could or should do differently with respect to hybrid working to help you improve your work situation?

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End of Block: Event: Changes Triggered by Pandemic

Start of Block: Current Work Conditions

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HW\_preference How would you prefer to work in the future if you had total autonomy? In the first column, please tick all that you are keen to adopt yourself. In the second column, please tick those that currently apply to you.

|  |  |  |
| --- | --- | --- |
|  | My preference | My current practice |
|  | Keen to adopt myself (1) | Currently apply to me (1) |
| Work from home most or all of the time (HW\_preference\_1) |  |  |
| Go to the office (or be on site) all or most of the time (HW\_preference\_2) |  |  |
| Go to the office at least 2 times a week and work from home at least 2 times a week (HW\_preference\_3) |  |  |
| No fixed schedule but flexible as need arises (HW\_preference\_4) |  |  |
| Other, please specify (HW\_preference\_5) |  |  |

End of Block: Current Work Conditions

Start of Block: Org Responses to Changes Triggered by Hybrid Working Principles

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ANT\_Justice   
Again, thinking about returning to work in the office under the new hybrid working principles, how do you think your line manager (coach) will treat you under the new hybrid working principles?  
  
I think my line manager (coach) will…

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| Treat me in a polite manner (InterJ\_1) |  |  |  |  |  |
| Treat me with respect (InterJ\_2) |  |  |  |  |  |
| Refrain from improper remarks or comments (InterJ\_3) |  |  |  |  |  |
| Communicate with me in a candid manner (InfoJ\_1) |  |  |  |  |  |
| Explain processes related to the hybrid working principles thoroughly (InfoJ\_2) |  |  |  |  |  |
| Explain processes related to the hybrid working principles in a reasonable way (InfoJ\_3) |  |  |  |  |  |
| Communicate information regarding the new hybrid working principles in a timely manner (InfoJ\_4) |  |  |  |  |  |
| Tailor communication related to the hybrid working principles to meet my needs (InfoJ\_5) |  |  |  |  |  |
| Ask my views and feelings about the hybrid working principles (ProcJ\_1) |  |  |  |  |  |
| Give me influence over the outcome of the hybrid working principles (ProcJ\_2) |  |  |  |  |  |
| Apply procedures related to the hybrid working principles consistently (ProcJ\_3) |  |  |  |  |  |
| Ensure procedures related to the hybrid working principles are free of bias (ProcJ\_4) |  |  |  |  |  |
| Base procedures related to the hybrid working principles on accurate information (ProcJ\_5) |  |  |  |  |  |
| Uphold ethical and moral standards when implementing the hybrid working principles (ProcJ\_6) |  |  |  |  |  |

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Ant\_DJ   
Again, thinking about returning to work in the office under the new hybrid working principles, how often do you expect the following overall work related outcomes or rewards to be in line with your expectations about hybrid working?  
  
  
How often do you think the hybrid working principles will provide you with rewards that ...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| reflect the effort you put into your work? (DistrJ\_1) |  |  |  |  |  |
| reflect what you contribute to the company? (DistrJ\_2) |  |  |  |  |  |
| are justified, given your performance? (DistrJ\_3) |  |  |  |  |  |
| are appropriate for the work you have completed? (DistrJ\_4) |  |  |  |  |  |

End of Block: Org Responses to Changes Triggered by Hybrid Working Principles

Start of Block: Individual Responses to Work and Change

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Promo\_help Thinking about work during the last month, how often have you engaged in the following behaviours?

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|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| I helped others who had work-related problems (HELP\_1) |  |  |  |  |  |
| I helped co-workers make progress on their work (HELP\_2) |  |  |  |  |  |
| I helped co-workers avoid potential problems with their work (HELP\_3) |  |  |  |  |  |
| I actively took on more tasks in my work (PROMT\_1) |  |  |  |  |  |
| I added complexity to my tasks by changing their structure or sequence (PROMT\_2) |  |  |  |  |  |
| I increased the frequency of difficult decisions I made in my work (PROMT\_3) |  |  |  |  |  |
| I tried to think of my job as a whole, rather than as separate tasks (PROMC\_1) |  |  |  |  |  |
| I thought about how my job contributed to the organization’s goals (PROMC\_2) |  |  |  |  |  |
| I thought about new ways of viewing my overall job (PROMC\_3) |  |  |  |  |  |
| I thought about ways in which my job as a whole contributed to society (PROMC\_4) |  |  |  |  |  |
| I made efforts to get to know other people at work better. (PROMR\_1) |  |  |  |  |  |
| I sought to interact with other people at work, regardless of how well I knew them. (PROMR\_2) |  |  |  |  |  |
| I tried to spend more time with a wide variety of people at work. (PROMR\_3) |  |  |  |  |  |

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Performance Thinking about work during the last month, how often has the following applied to you?   
I have...

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| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| carried out the core parts of my job well (TPROF\_1) |  |  |  |  |  |
| completed my core tasks well using the standard procedures (TPROF\_2) |  |  |  |  |  |
| ensured my tasks were completed properly (TPROF\_3) |  |  |  |  |  |
| **not** worked to the best of my ability (CWB\_1) |  |  |  |  |  |
| spent time on tasks **unrelated** to work during working hours (CWB\_2) |  |  |  |  |  |
| taken unnecessary breaks (CWB\_3) |  |  |  |  |  |

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Prevention Thinking about work during the last month, how often have you engaged in the following behaviours?

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|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| I actively reduced the scope of tasks I worked on (PREVT\_1) |  |  |  |  |  |
| I tried to simplify some of the tasks that I worked on (PREVT\_2) |  |  |  |  |  |
| I sought to make some of my work mentally less intense (PREVT\_3) |  |  |  |  |  |
| I assessed the different elements of my job to determine which parts were most meaningful (PREVC\_2) |  |  |  |  |  |
| I tried to think of my job as a set of separate tasks, rather than as a ‘whole’ (PREVC\_3) |  |  |  |  |  |
| I minimized my interactions with people at work that I did not get along with (PREVR\_1) |  |  |  |  |  |
| I changed my work so that I only interacted with people that I felt good about working with (PREVR\_2) |  |  |  |  |  |
| I tried to avoid situations at work where I had to meet new people (PREVR\_3) |  |  |  |  |  |

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Engagement and OJ Thinking about work during the last month, how often has the following applied to you?

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|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| I was full of energy in my work (Eng\_1) |  |  |  |  |  |
| I felt enthusiastic about my work (Eng\_2) |  |  |  |  |  |
| I was inspired by my job (Eng\_3) |  |  |  |  |  |
| I was completely immersed in my work (Eng\_4) |  |  |  |  |  |
| I felt emotionally drained from my work (EXHAU\_1) |  |  |  |  |  |
| I felt used up at the end of the work day (EXHAU\_2) |  |  |  |  |  |
| I dreaded getting up in the morning and having to face another day of work (EXHAU\_3) |  |  |  |  |  |
| I have been satisfied with my present job (JS\_1) |  |  |  |  |  |
| Overall, I was treated fairly by my organisation (OJ\_1) |  |  |  |  |  |
| In general, the treatment I received around here was fair (OJ\_2) |  |  |  |  |  |
| In general, I could count on my organisation to be fair (OJ\_3) |  |  |  |  |  |

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End of Block: Individual Responses to Work and Change

Start of Block: Individual Factors WB

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mood Over the past month, how often have you felt the following at work?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| Active (PA\_1) |  |  |  |  |  |
| Determined (PA\_2) |  |  |  |  |  |
| Attentive (PA\_3) |  |  |  |  |  |
| Inspired (PA\_4) |  |  |  |  |  |
| Alert (PA\_5) |  |  |  |  |  |
| Afraid (NA\_1) |  |  |  |  |  |
| Nervous (NA\_2) |  |  |  |  |  |
| Upset (NA\_3) |  |  |  |  |  |
| Hostile (NA\_4) |  |  |  |  |  |
| Ashamed (NA\_5) |  |  |  |  |  |
| Energized (drive) |  |  |  |  |  |
| Drained (drain) |  |  |  |  |  |

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PsychWB (MstRelPur) Over the past month, how often have the following applied to you at work?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| The demands of everyday work got me down (WBMST\_1) |  |  |  |  |  |
| I felt I was in charge of the situation in which I work (WBMST\_2) |  |  |  |  |  |
| I was good at managing the responsibilities of daily working life (WBMST\_3) |  |  |  |  |  |
| Maintaining working relationships was difficult and frustrating for me (WBREL\_1) |  |  |  |  |  |
| I enjoyed personal and mutual conversations at work (WBREL\_2) |  |  |  |  |  |
| I have **not** experienced many warm and trusting relationships with others at work (WBREL\_3) |  |  |  |  |  |
| The job gave me a chance to use my personal initiative or judgment in carrying out the work (Aut\_1) |  |  |  |  |  |
| I was able to choose the way to go about my job (Aut\_2) |  |  |  |  |  |
| The job provided me with significant autonomy in making decisions or carrying out the work (Aut\_3) |  |  |  |  |  |

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personality How well do the following statements describe you?  
  
  
I am someone who...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly disagree (1) | Disagree (2) | Neither agree nor disagree (3) | Agree (4) | Strongly agree (5) |
| is reserved (Extra\_1) |  |  |  |  |  |
| is generally trusting (Agree\_1) |  |  |  |  |  |
| tends to be lazy (Con\_1) |  |  |  |  |  |
| is relaxed, handles stress well (Neuro\_1) |  |  |  |  |  |
| has few artistic interests (Open\_1) |  |  |  |  |  |
| is outgoing, sociable (Extra\_2) |  |  |  |  |  |
| tends to find fault with others (Agree\_2) |  |  |  |  |  |
| does a thorough job (Con\_2) |  |  |  |  |  |
| gets nervous easily (Neuro\_2) |  |  |  |  |  |
| has an active imagination (Open\_2) |  |  |  |  |  |
| has paid great attention to the questions in this survey (Attention\_1) |  |  |  |  |  |

End of Block: Individual Factors WB

Start of Block: Being a Leader

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LM\_function Are you currently a line manager (or coach) at your company?

* Yes (1)
* No (2)

Skip To: End of Block If Are you currently a line manager (or coach) at your company? = No

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LM\_interact In the past month, how often have you had the opportunity to interact with the members of the team that you supervise?

* Hardly ever (1)
* Rarely (2)
* Sometimes (3)
* Often (4)
* Very often (5)

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LM\_PSStrust In the past month, how often has the following applied to you as a line manager or coach?  
  
  
As a line manager (or coach) I have...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Sometimes (3) | Often (4) | Very often (5) |
| asked my team members' opinions (LPSS\_1) |  |  |  |  |  |
| inquired about the wellbeing of my team members (LPSS\_2) |  |  |  |  |  |
| provided help to my team members when they had a problem (LPSS\_3) |  |  |  |  |  |
| not responded to my team member for a while (LPSS\_4) |  |  |  |  |  |
| trusted my team members to perform their tasks independently (LTRU\_1) |  |  |  |  |  |
| been open and upfront with my team members (LTRU\_2) |  |  |  |  |  |
| **not** always made all team members feel trusted (LTRU\_3) |  |  |  |  |  |
| **not** always been honest and truthful with all team members (LTRU\_4) |  |  |  |  |  |
| felt my team members' motives and intentions were good (LTRU\_5) |  |  |  |  |  |

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LM\_ambidexL   
In the past month, how often have you engaged in the following behaviours towards your team members?  
  
  
As a line manager (or coach) I have…

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Occasionally (3) | Often (4) | Very often (5) |
| allowed different ways of accomplishing a task (LOP\_1) |  |  |  |  |  |
| encouraged experimentation with different ideas (LOP\_2) |  |  |  |  |  |
| given possibilities for independent thinking and acting (LOP\_3) |  |  |  |  |  |
| given room for their own ideas (LOP\_4) |  |  |  |  |  |
| monitored and controlled goal attainment (LCL\_1) |  |  |  |  |  |
| established routines (LCL\_2) |  |  |  |  |  |
| controlled adherence to guidelines and rules (LCL\_3) |  |  |  |  |  |
| paid attention to task accomplishment according to set standards (LCL\_4) |  |  |  |  |  |

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End of Block: Being a Leader

Start of Block: Your Leader

TM\_interact Over the past month, how often have you had the opportunity to interact with your line manager or coach?

* Hardly ever (1)
* Rarely (2)
* Sometimes (3)
* Often (4)
* Very often (5)

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TM\_PSSTrust In the past month, how often did your line manager (or coach) engage in the following behaviours?   
  
  
My line manager (or coach) has...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Occasionally (3) | Often (4) | Very often (5) |
| asked me or team members' opinions (TMLPS\_1) |  |  |  |  |  |
| inquired about me or team members' wellbeing (TMLPS\_2) |  |  |  |  |  |
| provided help to me or team members when they had a problem (TMLPS\_3) |  |  |  |  |  |
| not responded to me or team member for a while (TMLPS\_4) |  |  |  |  |  |
| trusted me or team members to perform tasks independently (TMTru\_1) |  |  |  |  |  |
| been open and upfront with me or team members (TMTru\_2) |  |  |  |  |  |
| **not** always made me or team members' feel trusted (TMTru\_3) |  |  |  |  |  |
| **not** always been honest and truthful with me or team members (TMTru\_4) |  |  |  |  |  |
| believed our motives and intentions were good (TMTru\_5) |  |  |  |  |  |

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TM\_ambidexL   
In the past month, how often has your line manager (or coach) engaged in the following behaviours?  
  
   
My line manager (or coach) has...

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Hardly ever (1) | Rarely (2) | Occasionally (3) | Often (4) | Very often (5) |
| allowed different ways of accomplishing a task (TMOP\_1) |  |  |  |  |  |
| encouraged experimentation with different ideas (TMOP\_2) |  |  |  |  |  |
| given possibilities for independent thinking and acting (TMOP\_3) |  |  |  |  |  |
| given room for my own ideas (TMOP\_4) |  |  |  |  |  |
| monitored and controlled goal attainment (TMCL\_1) |  |  |  |  |  |
| established routines (TMCL\_2) |  |  |  |  |  |
| controlled adherence to guidelines and rules (TMCL\_3) |  |  |  |  |  |
| paid attention to task accomplishment according to set standards (TMCL\_4) |  |  |  |  |  |

End of Block: Your Leader

Start of Block: Demographics

Location   
Finally, we need to ask you a few questions about yourself. Please remember, the data is 100% confidential.  
  
  
  
In which location do you mainly work?

* United Kingdom (1)
* Ireland (2)
* Belgium (3)
* France (4)
* Germany (5)
* Spain (6)
* United Arab Emirates - Dubai (DIFC) (7)
* United Arab Emirates - Dubai (Port Saeed) (8)
* United Arab Emirates - Abu Dhabi (9)
* Qatar (10)
* South Africa (11)

Segment In which segment of FTI Consulting do you work?

* Corporate (1)
* Corporate Finance (2)
* Economic & Financial Consulting (3)
* Forensic & Litigation Consulting (4)
* Strategic Communication (5)
* Technology (6)

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Mgt\_level Which level best applies to you?

* Level 1 (Associate, Consultant or equivalent) (1)
* Level 2 (Senior Consultant or equivalent) (2)
* Level 3 (Director or equivalent) (3)
* Level 4 (Senior Director or equivalent) (4)
* Level 5 or level 6 (Managing Director or equivalent; Senior Managing Director) (5)

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Gender You are:

* Female (1)
* Male (2)
* Non binary (3)
* Other (4)
* Prefer not to say (5)

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| Page Break |  |

Job\_role Are you working in a billable job-role or in a core operations role? Which of the below best describes your job?

* Billable job role (1)
* Administrative Support (2)
* Finance (4)
* IT (5)
* Legal (6)
* HR (7)
* Marketing (8)
* Real Estate and Facilities (9)
* Other, please specify (10) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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FT\_PT Do you work at FTI consulting?

* Full-time? (1)
* Part-time? If so, how many hours a week? (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Tenure How many years have you worked for FTI Consulting?

▼ Less than a year (1) ... More than 20 years (22)

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Age How old are you?

▼ 18 (1) ... 90 (73)

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| Page Break |  |

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Ethnicity How would you describe your ethnicity?

* White (1)
* East Asian (e.g. Chinese, Japanese, Korean) (2)
* South Asian (e.g. Pakistani, Indian) (3)
* Other Asian background (4)
* African (5)
* Caribbean (6)
* Other Black background (7)
* Arab (8)
* Mixed background (9)
* Other ethnic group (10)
* Prefer not to say (11)

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workhours   
How many hours a week have you worked on average over the past month (including overtime)?

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daysoff In the past 4 weeks, how many days have you not worked at all (count weekend, days off, and annual leave/holidays)?

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End of Block: Demographics

Start of Block: FutureResearch Consent

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Consent\_Future **Are you happy to participate in the follow-up surveys?**  In order to gather useful data to help inform the new hybrid working principles in an evidence-based way, we will repeat this survey once Covid-19 restrictions ease and staff members start to return to the office more regularly. The survey will help FTI consulting to understand how your experience of hybrid working may change over time and how it may affect your wellbeing at work.   Your help and support is vital to help us as the roll out of our hybrid working principles begins.   
   **With this in mind, may we contact you again to invite you to participate in the follow-up survey?**   Note that when you receive your invitation, you can still decide whether or not you would like to participate in  future surveys. If you do agree to be contacted again, we will ask for your email address in a separate form. Your email address will not be stored in the same place as your responses.   Download the Participation Information Sheet [here](https://wbs.qualtrics.com/CP/File.php?F=F_0pmBXNblxPOucKy)

* Yes, I am happy to be contacted again for the follow-up research (1)
* No, don't contact me again (2)

End of Block: FutureResearch Consent

Start of Block: Thank you

Thank you Thank you for your participation. We appreciate your time and effort!   
   
   
 **If you are feeling anxious or depressed due to the impact that Covid-19 has had on your work and/or life, you may find some help here:** https://www.nhs.uk/mental-health/nhs-voluntary-charity-services/charity-and-voluntary-services/get-help-from-mental-health-helplines/   
 **If you are struggling with work issues due to pandemic, the CIPD website offers many practical suggestions:** <https://www.acas.org.uk/coronavirus> <https://www.nhs.uk/oneyou/every-mind-matters/7-simple-tips-to-tackle-working-from-home/> <https://www.verywellmind.com/the-stress-of-working-from-home-4141174>   
   
 If there is anything else you would like to say regarding working at FTI Consulting or the new hybrid work principles, please add it in the box below:

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End of Block: Thank you