

# Exponential Research

Covid-19 Report\*

\*Sample



# Introduction\*

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**\*To be written by Elina**



# Legal Disclaimer\*

Exponential Research survey provides insights on different aspects concerning your well-being. In order for you to gain the full benefit of the Exponential Research survey we need to process personal data relating to you in connection with our services to you, and such processing is subject to the applicable policies relating to data protection. We always endeavour to comply with the requirements under applicable data protection legislation.

Further, your individual survey results are based on the responses and other information provided by you to us. The results from Exponential Research survey are general-purpose insights only and do not qualify as medical advice. Acting upon those insights to improve your health and well-being is at your sole discretion and risk, and you should always consult a health care professional before acting upon them to determine if they are right for your needs.

**\*To be confirmed by Elina**

# 1. Personality\*

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**\*To be written by Elina**



# 1. Personality\*

## Survey questions

*Here are a number of personality traits that may or may not apply to you. Indicate the extent to which you agree with that statement. You should rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.*

1. *Extroverted, enthusiastic*
2. *Critical, quarrelsome*
3. *Dependable, self-disciplined*
4. *Anxious, easily upset*
5. *Open to new experiences, complex*
6. *Reserved, quiet*
7. *Sympathetic, warm*
8. *Disorganized, careless*
9. *Calm, emotionally stable*
10. *Conventional, uncreative*

**\*To be confirmed by Elina**

## Your individual results

Extroverted, enthusiastic				2.0 / 7.0
Critical, quarrelsome				4.0 / 7.0
Dependable, self-disciplined				7.0 / 7.0
Anxious, easily upset				7.0 / 7.0
Open to new experiences, complex				6.0 / 7.0
Reserved, quiet				6.0 / 7.0
Sympathetic, warm				5.0 / 7.0
Disorganized, careless				2.0 / 7.0
Calm, emotionally stable				4.0 / 7.0
Conventional, uncreative				7.0 / 7.0



## 2. Emotions\*

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**\*To be written by Elina**



## 2. Emotions\*

### Survey questions

























*Indicate the extent to which you have felt this way over the last week*

1. *Stressed*
2. *Excited*
3. *Bored*
4. *Serene*
5. *Nervous*
6. *Alert*
7. *Sad*
8. *Relaxed*
9. *Upset*
10. *Elated*
11. *Depressed*
12. *Calm*
13. *Tense*
14. *Happy*
15. *Fatigued*
16. *Contented*

**\*To be confirmed by Elina**



## Your individual results

Stressed				6.0 / 7.0
Excited				2.0 / 7.0
Bored				7.0 / 7.0
Serene				5.0 / 7.0
Nervous				5.0 / 7.0
Alert				5.0 / 7.0
Sad				6.0 / 7.0
Relaxed				4.0 / 7.0
Upset				5.0 / 7.0
Elated				1.0 / 7.0
Depressed				3.0 / 7.0
Calm				5.0 / 7.0
Tense				5.0 / 7.0
Happy				5.0 / 7.0
Fatigued				7.0 / 7.0
Contented				4.0 / 7.0

### 3. Mental well-being\*

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**\*To be written by Elina**



### 3. Mental well-being\*

#### Survey questions

**Distress** means the situation when a person feels tense, restless, nervous, or anxious, and his/her mind is troubled all the time. How much have you felt this kind of stress in the past week because of

1. The Covid-19 pandemic
2. Your personal financial situation
3. Demands of your work
4. Needing to work in close proximity to other people
5. Working remotely
6. Demands of non-work responsibilities

**Resilience** indicates the extent to which you currently agree with the following statements

1. I tend to bounce back quickly after hard times.
2. It does not take me long to recover from a stressful event.
3. I usually come through difficult times with little trouble.

**\*To be confirmed by Elina**

# 3. Mental well-being\*

## Survey questions

**General Self-efficacy** indicates the extent to which you currently agree with the following statements

1. *I will be able to successfully overcome many challenges.*
2. *I am confident that I can perform effectively on many different tasks.*
3. *Even when things are tough, I can perform quite well.*

**Recovery** indicates the extent that each of the following sentences describe accurately your experiences and activities during your free time currently

### I. Downtime

1. *I forget about work.*
2. *I don't think about work at all.*
3. *I distance myself from my work.*
4. *I get a break from the demands of work.*

### II. Relaxation

1. *I kick back and relax.*
2. *I do relaxing things.*
3. *I use the time to relax.*
4. *I take time for leisure.*

**\*To be confirmed by Elina**



# 3. Mental well-being\*

## Survey questions

**Recovery** indicates the extent that each of the following sentences describe accurately your experiences and activities during your free time currently

### III. Mastery

1. *I learn new things.*
2. *I seek out intellectual challenges.*
3. *I do things that challenge me.*
4. *I do something to broaden my horizons.*

### IV. Control

1. *I feel like I can decide for myself what to do.*
2. *I decide my own schedule.*
3. *I determine for myself how I will spend my time.*
4. *I take care of things the way that I want them done.*

**\*To be confirmed by Elina**

# 3. Mental well-being\*

## Survey questions

**Work-life Conflict** indicates the extent to which you currently agree with the following statements

1. *The demands of my work interfere with my home and family life.*
2. *The amount of time my job takes up makes it difficult to fulfill family responsibilities.*
3. *Things I want to do at home do not get done because of the demands my job puts on me.*
4. *My job produces strain that makes it difficult to fulfill family duties.*
5. *Due to work-related duties, I have to make changes to my plans for family activities.*

**\*To be confirmed by Elina**

## Your individual results

Distress				3.0 / 7.0
Resilience				2.7 / 7.0
General Self-efficacy				5.0 / 7.0
Recovery				4.9 / 7.0
Work-life Conflict				4.0 / 7.0

## 4. Attitude and motivation\*

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**\*To be written by Elina**





# 4. Attitude and motivation\*

## Survey questions

**Motivation** indicates the extent to which you currently agree with the following statements

### I. **Autonomy**

1. *At work, I feel a sense of choice and freedom in the things I undertake.*
2. *I feel that my decisions on my job reflect what I really want.*
3. *I feel my choices on my job express who I really am.*
4. *I feel I have been doing what really interests me in my job.*

### II. **Competence**

1. *I feel confident that I can do things well on my job.*
2. *In my job, I feel I can successfully complete difficult tasks.*
3. *At work, I feel capable at what I do.*
4. *When I am at work, I feel competent to achieve my goals.*

### III. **Relatedness**

1. *I feel that the people I care about at work also care about me.*
2. *I experience a warm feeling with the people I spend time with at work*
3. *I feel connected with people who care for me at work, and for whom I care at work.*
4. *At work, I feel close and connected with other people who are important to me.*

**\*To be confirmed by Elina**

## 4. Attitude and motivation\*

### Survey questions

**Benevolence** indicates the extent to which you currently agree with the following statements

1. *At work, I feel that my actions have a positive impact on the people around me.*
2. *The things I do at work contribute to the betterment of society.*
3. *I have been able to improve the welfare of other people through my work.*
4. *In general, my work has a positive influence in the lives of other people.*

**\*To be confirmed by Elina**

## Your individual results

Motivation



4.7 / 7.0

Benevolence



4.2 / 7.0

## 5. Team cohesion\*

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**\*To be written by Elina**





# 5. Team cohesion\*

## Survey questions

**Connectivity Choice** indicates the extent to which you currently agree with the following statements

1. *I can choose when and how I am in contact with others at my work.*
2. *I can regulate the time I spend communicating with my co-workers.*
3. *I can "turn off" any or all communication media when I want to do so.*
4. *I can find time to work uninterrupted when I need to do so.*

**Interdependence** indicates the extent to which

1. *You depend on the members of this work group for information and/or materials*
2. *The members of this work group depend on you for information and/or materials*

**\*To be confirmed by Elina**

# 5. Team cohesion\*

## Survey questions

**Psychological Safety** indicates the extent to which you currently agree with the following statements













1. *Members of our work group are able to bring up problems and tough issues.*
2. *Working with members of this work group, my unique skills and talents are valued and utilized.*
3. *It is safe to take a risk on this work group.*

**Social Connectivity** indicates the extent to which

1. *I consider members of this team to be good friends (i.e., we share personal interests, do nonwork things together etc.).*
2. *I have known the people that I work with on this team for a long time.*
3. *I have non work-related discussion with the members of this team, e.g., on leisure activities, family and friends.*
4. *When I have a personal problem of difficulty at work, I am able to talk to someone on this team.*
5. *This team has strong social ties.*

**\*To be confirmed by Elina**

## Your individual results

Connectivity Choice				3.2 / 7.0
Interdependence				4.0 / 7.0
Psychological Safety				5.0 / 7.0
Social Connectivity				5.0 / 7.0

## 6. Outcomes\*

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**\*To be written by Elina**





## 6. Outcomes\*

### Survey questions

**Radical Creativity** indicates when you think of ideas you have come up with at work during the past few weeks, to what extent you characterize them as being

1. Departures from what is currently done or offered
2. Discoveries of completely new processes or products
3. Departures from what is currently done or offered
4. Radical inventions beyond existing processes of products

**Incremental Creativity** indicates when you think of ideas you have come up with at work during the past few weeks, to what extent you characterize them as being

1. Extensions building on what is currently done or what is currently offered
2. Adaptations to existing processes or products
3. Incremental improvements upon existing processes or products

**Routine Performance** indicates the extent

1. Compared to the normal situation (before COVID-19), how much more or less work have you done during the past week
2. Compared to the normal situation (before COVID-19), how much higher or lower has the quality of your work been during the past week

**\*To be confirmed by Elina**

## 6. Outcomes\*

### Survey questions

**Connectivity Overload** indicates the extent to which you currently agree with the following statements

1. *The amount of email, messages, etc., I receive makes it difficult to be productive in my work*
2. *The amount of time I spend on the phone and/or online meetings makes it difficult to be productive in my work*
3. *Radical inventions beyond existing processes of products*

**After-hour connectivity** indicates the extent

1. *During the COVID-19 situation, how often have you read and replied to email, chat, or other messages from co-workers outside of business hours (8 am - 6 pm)*
2. *During the COVID-19 situation, how often have you attended work meetings (online meetings, telephone conversations, conference calls, etc.) (8 am - 6 pm)*

**\*To be confirmed by Elina**

# 6. Outcomes\*

## Survey questions

**Burnout** indicates the extent to which you currently agree with the following statements

### I. **Physical**

1. *I feel physically drained.*
2. *I feel like my "batteries are dead".*
3. *I feel burned out.*

### II. **Cognitive**

1. *I feel I'm not thinking clearly.*
2. *I have difficulty thinking about complex things.*
3. *I feel I'm not focused in my thinking.*

### III. **Emotional**

1. *I feel I am unable to be sensitive to the needs of my co-workers and customers.*
2. *I feel I am not capable of investing emotionally in co-workers and customers.*
3. *I feel I am not capable of being sympathetic to co-workers and customer.*

**\*To be confirmed by Elina**

## 6. Outcomes\*

### Survey questions

**Life Satisfaction** indicates the extent to which you currently agree with the following statements

1. *I am satisfied with my life.*
2. *The conditions of my life are excellent.*
3. *In most ways my life is close to my ideal.*

**Meaningfulness** indicates the extent to which you currently agree with the following statements

1. *The work I do on this job is meaningful to me.*
2. *My job activities are significant to me.*
3. *I feel that the work I do on my job is valuable.*

**\*To be confirmed by Elina**

## 6. Outcomes\*

### Survey questions

**Work Engagement Scale** indicates the extent to which, considering the past week, how often have you experienced the following feelings


























1. *At my work, I feel bursting with energy.*
2. *At my job, I feel strong and vigorous.*
3. *I am enthusiastic about my job.*
4. *My job inspires me.*
5. *When I get up in the morning, I feel like going to work.*
6. *I feel happy when I am working intensely.*
7. *I am proud of the work that I do.*
8. *I am immersed in my work.*
9. *I get carried away when I'm working.*

**Goal Clarity** indicates the extent to which you currently agree with the following statements

1. *I have clear, planned goals and objectives for my job.*
2. *I know what my responsibilities are.*
3. *I know exactly what is expected of me.*

**\*To be confirmed by Elina**

## Your individual results

Radical Creativity				6.5 / 7.0
Incremental Creativity				6.0 / 7.0
Connectivity Overload				2.3 / 7.0
After-hour Connectivity				1.0 / 7.0
Burnout Risk				5.1 / 7.0
Life Satisfaction				3.3 / 7.0
Meaningfulness				4.3 / 7.0
Work Engagement Scale				3.2 / 7.0
Goal Clarity				5.0 / 7.0