Results with TopicBERT on pros

Table 2 below presents top topics found for each stress type. The topics are sorted by the number or reviews discussing them (i.e., topic 0 is more prevalent in the dataset than topic 1). For example, Table 1 shows the sizes of the top topics for *Low Stress*.

**Table 1**: The sizes of top topics found for *Low Stress*. Here, we parsed 51,729 reviews pertaining to companies in the top 50 percentiles (out of 99,654 reviews for *Low Stress* companies in total).

| **Topic** | **Count** |
| --- | --- |
| -1 | 19275 | Topic -1 is the largest. -1 refers to all outliers which do not have a topic assigned. Forcing documents in a topic could lead to poor performance. Thus, we ignore Topic -1. |
| 0 | 1134 | Topic 0 relates is discussed by 1134 reviews. |
| 1 | 785 | -||- |
| 2 | 648 | -||- |
| 3 | 599 | -||- |
| 4 | 569 | -||- |
| 5 | 494 | -||- |
| 6 | 467 | -||- |
| 7 | 459 | -||- |
| 8 | 410 | -||- |
| 9 | 382 | -||- |
| 10 | 361 | -||- |

More info for all the other stress types is in the notebook *TopicBERT-pros.ipynb.*

**If you want to share the code with Lia, this has all the data, code, and results so far:**

[**https://www.dropbox.com/sh/b63ujlfszrm4cn2/AAAWvJlr3VdVlUIo-3qFmJkBa?dl=0**](https://www.dropbox.com/sh/b63ujlfszrm4cn2/AAAWvJlr3VdVlUIo-3qFmJkBa?dl=0)

**Table 2**: Topics discovered on *pros* from the *top 50 percentiles* of companies (by f(Q), i.e., the strength of association) in each of the stress types. The words are output by TopicBERT as descriptive of the topic, and the score gives the word’s importance.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Topic | Low Stress | Negative Stress | Passive | Positive Stress |
| 0 | company  cisco, 0.0078  ciscos, 0.0043  networking, 0.0019  internship, 0.0018  interns, 0.0017  network, 0.0015  csap, 0.0014  companies, 0.0013  san, 0.0012  collaboration, 0.0012 | **Economic pressure**  **discounts, 0.0097**  **items, 0.0063**  **merchandise, 0.0056**  **sale, 0.0040**  **discounted, 0.0032**  **coupons, 0.0023**  **purchases, 0.0018**  **stores, 0.0016**  **rewards, 0.0016**  **prices, 0.0015** | Industry  retail, 0.0067  customer, 0.0058  store, 0.0054  stores, 0.0048  sales, 0.0035  busy, 0.0024  cashier, 0.0024  shop, 0.0021  merchandise, 0.0020  regulars, 0.0018 | **Play**  **teams, 0.0093**  **teamwork, 0.0069**  **teammates, 0.0065**  **members, 0.0057**  **supportive, 0.0031**  **together, 0.0022**  **collaboration, 0.0022**  **collaborative, 0.0020**  **communication, 0.0017**  **organization, 0.0013** |
| 1 | **Purpose (?)**  **schedule, 0.0150**  **scheduling, 0.0133**  **schedules, 0.0108**  **timings, 0.0036**  **hour, 0.0025**  **flexibility, 0.0021**  **pace, 0.0018**  **office, 0.0018**  **autonomy, 0.0017**  **timing, 0.0016** | **Play**  **teams, 0.0113**  **teammates, 0.0087**  **teamwork, 0.0084**  **members, 0.0080**  **players, 0.0031**  **collaboration, 0.0026**  **collaborative, 0.0019**  **goals, 0.0017**  **leaders, 0.0015**  **goal, 0.0013** | **Play**  **teams, 0.0146**  **members, 0.0125**  **teamwork, 0.0105**  **players, 0.0052**  **teammates, 0.0039**  **collaboration, 0.0031**  **supportive, 0.0031**  **support, 0.0028**  **group, 0.0021**  **goals, 0.0020** | company  retail, 0.0055  apple, 0.0050  store, 0.0041  customers, 0.0031  apples, 0.0030  mac, 0.0023  customer, 0.0022  stores, 0.0017  product, 0.0015  purchase, 0.0014 |
| 2 | **Economic pressure**  **matching, 0.0152**  **401k, 0.0111**  **401, 0.0100**  **pension, 0.0080**  **insurance, 0.0059**  **contribution, 0.0047**  **bonus, 0.0042**  **hsa, 0.0035**  **retirement, 0.0028**  **bonuses, 0.0025** | ???  animals, 0.0210  pets, 0.0189  pet, 0.0163  dogs, 0.0153  petsmart, 0.0120  animal, 0.0070  cats, 0.0045  grooming, 0.0044  puppies, 0.0037  groomer, 0.0029 | **Inertia???**  **vacation, 0.0315**  **holidays, 0.0193**  **holiday, 0.0154**  **weeks, 0.0122**  **days, 0.0104**  **vacations, 0.0081**  **christmas, 0.0068**  **pto, 0.0039**  **weekends, 0.0037**  **vacationsick, 0.0033** | company  intel, 0.0198  intels, 0.0039  semiconductor, 0.0031  manufacturing, 0.0022  design, 0.0019  interns, 0.0017  hardware, 0.0016  processors, 0.0015  intern, 0.0015  companies, 0.0014 |
| 3 | **Play**  **home, 0.0236**  **option, 0.0085**  **options, 0.0040**  **house, 0.0029**  **fridays, 0.0026**  **workfromhome, 0.0024**  **office, 0.0024**  **schedule, 0.0023**  **arrangements, 0.0016**  **workhome, 0.0016** | **Economic pressure**  **food, 0.0125**  **meals, 0.0115**  **meal, 0.0109**  **bread, 0.0084**  **bakery, 0.0073**  **pastries, 0.0070**  **baked, 0.0059**  **eat, 0.0049**  **baker, 0.0029**  **foods, 0.0026** | **Emotional pressure**  **hired, 0.0080**  **tasks, 0.0065**  **stress, 0.0048**  **repetitive, 0.0042**  **hang, 0.0039**  **hiring, 0.0029**  **busy, 0.0028**  **turnover, 0.0027**  **workload, 0.0027**  **monkey, 0.0025** | company  googlers, 0.0032  googles, 0.0028  engineers, 0.0020  engineer, 0.0019  classes, 0.0015  software, 0.0015  infrastructure, 0.0015  offices, 0.0014  billions, 0.0014 |
| 4 | **Play**  **co, 0.0279**  **workers, 0.0218**  **coworker, 0.0045**  **cooperative, 0.0035**  **crew, 0.0033**  **supervisors, 0.0028**  **members, 0.0022**  **supportive, 0.0019**  **coop, 0.0018**  **group, 0.0017** | Industry  pharmacy, 0.0222  pharmacist, 0.0146  pharmacists, 0.0127  technician, 0.0074  pharmacies, 0.0057  technicians, 0.0044  techs, 0.0035  pharmaceutical, 0.0034  pharm, 0.0029  pharmaceuticals, 0.0019 | **Economic pressure**  **401k, 0.0311**  **match, 0.0265**  **matching, 0.0183**  **401, 0.0112**  **pension, 0.0070**  **insurance, 0.0063**  **espp, 0.0038**  **hsa, 0.0036**  **matches, 0.0036**  **matched, 0.0035** | company  pwc, 0.0230  firm, 0.0037  clients, 0.0024  pwcs, 0.0023  firms, 0.0022  staff, 0.0022  consulting, 0.0019  associates, 0.0018  associate, 0.0017  professionals, 0.0015 |
| 5 | company  disney, 0.0451  disneyland, 0.0135  tickets, 0.0065  admission, 0.0064  merchandise, 0.0057  discounts, 0.0047  guests, 0.0041  disneys, 0.0034  marvel, 0.0032  entertainment, 0.0032 | **Potential**  **program, 0.0095**  **trainers, 0.0072**  **programs, 0.0036**  **hires, 0.0032**  **trained, 0.0030**  **tools, 0.0028**  **travel, 0.0025**  **trainer, 0.0025**  **technical, 0.0023**  **equipment, 0.0019** | **Economic pressure**  **food, 0.0309**  **lunch, 0.0235**  **meals, 0.0107**  **lunches, 0.0101**  **meal, 0.0081**  **eat, 0.0057**  **breakfast, 0.0054**  **tips, 0.0053**  **break, 0.0047**  **clean, 0.0033** | **Purpose/Potential**  **resume, 0.0308**  **builder, 0.0178**  **brand, 0.0054**  **build, 0.0031**  **prestige, 0.0023**  **firm, 0.0021**  **cv, 0.0021**  **boost, 0.0020**  **reputation, 0.0019**  **gain, 0.0018** |
| 6 | **Purpose**  **leadership, 0.0183**  **executive, 0.0075**  **leaders, 0.0060**  **strategy, 0.0036**  **transparency, 0.0033**  **leader, 0.0033**  **visionary, 0.0027**  **focus, 0.0027**  **feedback, 0.0026**  **focused, 0.0023** | **Play**  **co, 0.0255**  **workers, 0.0181**  **enjoyed, 0.0030**  **mangers, 0.0025**  **trainers, 0.0024**  **cool, 0.0024**  **together, 0.0021**  **welcoming, 0.0020**  **boat, 0.0018**  **pleasant, 0.0016** | **Economic pressure**  **corporation, 0.0048**  **retirement, 0.0046**  **benefit, 0.0032**  **offers, 0.0028**  **savings, 0.0024**  **profitable, 0.0022**  **corporate, 0.0021**  **profit, 0.0020**  **advantages, 0.0020**  **satisfaction, 0.0019** | **Potential (?)**  **intern, 0.0298**  **interns, 0.0289**  **internship, 0.0224**  **events, 0.0065**  **program, 0.0041**  **activities, 0.0037**  **internships, 0.0037**  **networking, 0.0023**  **network, 0.0020**  **seniors, 0.0019** |
| 7 | **Purpose**  **projects, 0.0300**  **project, 0.0109**  **creative, 0.0094**  **developers, 0.0064**  **creativity, 0.0048**  **ideas, 0.0045**  **initiatives, 0.0027**  **creatives, 0.0027**  **artists, 0.0026**  **games, 0.0025** | **Economic pressure**  **match, 0.0250**  **401k, 0.0162**  **matching, 0.0144**  **401, 0.0108**  **pension, 0.0045**  **matched, 0.0038**  **hsa, 0.0032**  **reimbursement, 0.0022**  **savings, 0.0022**  **premiums, 0.0019** | **Economic pressure**  **paycheck, 0.0280**  **bills, 0.0133**  **unemployment, 0.0079**  **taxes, 0.0074**  **pays, 0.0069**  **paid, 0.0064**  **wage, 0.0058**  **money, 0.0044**  **paying, 0.0040**  **welfare, 0.0038** | **Purpose**  **leadership, 0.0201**  **discipline, 0.0046**  **leaders, 0.0043**  **skills, 0.0043**  **responsibility, 0.0042**  **leader, 0.0035**  **courage, 0.0033**  **lead, 0.0032**  **autonomy, 0.0029**  **commitment, 0.0026** |
| 8 | **Potential**  **program, 0.0070**  **certification, 0.0059**  **certifications, 0.0053**  **programs, 0.0050**  **trainings, 0.0044**  **onboarding, 0.0036**  **boarding, 0.0034**  **teach, 0.0033**  **class, 0.0028**  **exams, 0.0028** | company  walgreens, 0.0346  walgreen, 0.0055  brand, 0.0027  pharmacy, 0.0026  stores, 0.0025  profit, 0.0023  pharmacists, 0.0022  walmart, 0.0013  cashier, 0.0013  brands, 0.0013 | **Inertia**  **security, 0.0699**  **secure, 0.0185**  **stability, 0.0056**  **firing, 0.0037**  **safety, 0.0036**  **safe, 0.0036**  **secured, 0.0033**  **guards, 0.0031**  **breach, 0.0031**  **guaranteed, 0.0029** | **Play (?)**  **travel, 0.0496**  **traveling, 0.0136**  **international, 0.0060**  **travelling, 0.0059**  **sharing, 0.0050**  **shuttle, 0.0036**  **camaraderie, 0.0032**  **shifts, 0.0032**  **swaps, 0.0031**  **retirement, 0.0028** |
| 9 | **Inertia/Economic pressure?**  **benefitsgreat, 0.0034**  **fair, 0.0029**  **friendlygood, 0.0027**  **immigrants, 0.0025**  **labor, 0.0024**  **pays, 0.0022**  **money, 0.0021**  **jobs, 0.0020**  **wage, 0.0020**  **paying, 0.0019** | **Emotional pressure**  **horrible, 0.0070**  **terrible, 0.0039**  **joke, 0.0038**  **sucks, 0.0037**  **lie, 0.0033**  **awful, 0.0029**  **suck, 0.0028**  **doesnt, 0.0026**  **dont, 0.0025**  **lies, 0.0025** | **Emotional pressure**  **worst, 0.0109**  **positive, 0.0075**  **doesnt, 0.0059**  **horrible, 0.0057**  **terrible, 0.0049**  **worse, 0.0044**  **bad, 0.0042**  **pathetic, 0.0038**  **arent, 0.0038**  **positives, 0.0037** | company  amazon, 0.0312  aws, 0.0042  amazons, 0.0033  customer, 0.0022  customers, 0.0019  alexa, 0.0018  amazonian, 0.0018  decisions, 0.0018  switch, 0.0017  amazonians, 0.0017 |
| 10 | **Economic pressure**  **balancesalaryemployee, 0.0076**  **policiesworklife, 0.0067**  **workfamily, 0.0039**  **salaries, 0.0035**  **compensation, 0.0032**  **payment, 0.0031**  **balanced, 0.0026**  **pension, 0.0026**  **compared, 0.0025**  **cost, 0.0022** | **Economic pressure**  **overtime, 0.0494**  **mandatory, 0.0062**  **hourly, 0.0034**  **shift, 0.0027**  **incentives, 0.0026**  **extra, 0.0025**  **steady, 0.0023**  **shifts, 0.0022**  **hour, 0.0019**  **wages, 0.0018** | **Economic pressure**  **overtime, 0.0822**  **mandatory, 0.0091**  **snacks, 0.0080**  **required, 0.0061**  **offered, 0.0037**  **bonuses, 0.0034**  **fmc, 0.0032**  **allowed, 0.0031**  **paid, 0.0029**  **incentive, 0.0029** | **Purpose**  **brand, 0.0527**  **name, 0.0308**  **reputation, 0.0184**  **brands, 0.0123**  **recognizable, 0.0055**  **prestigious, 0.0050**  **prestige, 0.0037**  **marketing, 0.0031**  **wellknown, 0.0029**  **fortune, 0.0026** |

**Legend for topic colours:**

* **Company Specific**: e.g., for low stress cisco, accenture, and boeing, or for positive stress google, apple, and intel (these topics might not be relevant for us).
* **Industry specific**: e.g., for low stress retail (but also found for passive) and airlines, for negative stress pharmaceuticals, and for passive depot (these might not be relevant for us).

1. **Play:** employees work because they are motivated by the work itself and they enjoy it.
2. **Purpose**: employees work because they value their work's impact.
3. **Potential**: employees work because they are enhancing their potential.
4. **Inertia**: the motive is so far removed from the work that employees cannot identify why they are working.
5. **Economic pressure**: ``paycheck'' is one of the only reasons to work for that company.
6. **Emotional pressure**: employees seem to feel pressured from their subordinates and they work because of an external force threatening employees' identity.
7. There are several topics I could not label (e.g., animals) – they are left in black.

## Supplemental Material

I also explored the topics on the full sets of reviews/companies from each stress type. I think the results shown above were better.

**Table 3**: Topics discovered by TopicBERT on the *pros* from *all* companies in each of the stress types

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Topic | Low Stress | Negative Stress | Passive | Positive Stress |
| 0 | matching, 0.0110  401, 0.0066  pension, 0.0060  contribution, 0.0039  hsa, 0.0034  espp, 0.0030  matched, 0.0019  savings, 0.0018  retirement, 0.0018  bonus, 0.0015 | items, 0.0049  merchandise, 0.0046  sale, 0.0031  discounted, 0.0022  coupons, 0.0021  deals, 0.0015  purchases, 0.0014  prices, 0.0014  purchase, 0.0013  price, 0.0011 | retail, 0.0035  cashier, 0.0026  interaction, 0.0023  cashiers, 0.0017  interact, 0.0014  shop, 0.0013  interacting, 0.0013  relationships, 0.0012  interactions, 0.0011  satisfaction, 0.0010 | teamwork, 0.0059  teammates, 0.0052  members, 0.0052  teams, 0.0051  collaborative, 0.0016  collaboration, 0.0016  players, 0.0015  supportive, 0.0015  groups, 0.0009  leaders, 0.0009 |
| 1 | retail, 0.0101  clothes, 0.0093  store, 0.0084  discount, 0.0083  clothing, 0.0066  discounts, 0.0059  stores, 0.0048  merchandise, 0.0033  fashion, 0.0014  apparel, 0.0014 | matching, 0.0086  401, 0.0072  pension, 0.0048  hsa, 0.0045  contribution, 0.0030  matched, 0.0026  espp, 0.0023  vested, 0.0022  retirement, 0.0017  savings, 0.0015 | matching, 0.0133  401, 0.0083  pension, 0.0055  espp, 0.0037  hsa, 0.0032  vested, 0.0030  options, 0.0030  plans, 0.0028  401k, 0.0025  insurance, 0.0025 | apple, 0.0076  apples, 0.0030  mac, 0.0023  retail, 0.0022  iphone, 0.0021  ipod, 0.0013  purchase, 0.0012  applecare, 0.0011  store, 0.0010  stores, 0.0010 |
| 2 | cisco, 0.0064  ciscos, 0.0042  csap, 0.0014  networking, 0.0010  internet, 0.0010  collaboration, 0.0010  internship, 0.0010  interns, 0.0009  joined, 0.0008  silicon, 0.0008 | ibms, 0.0037  ibmers, 0.0029  ibmer, 0.0018  consulting, 0.0017  watson, 0.0016  cloud, 0.0015  cognitive, 0.0012  clients, 0.0012  computing, 0.0009  expertise, 0.0008 | vacation, 0.0315  holidays, 0.0193  holiday, 0.0154  weeks, 0.0122  days, 0.0104  vacations, 0.0081  christmas, 0.0068  pto, 0.0039  weekends, 0.0037  vacationsick, 0.0033 | matching, 0.0135  401, 0.0069  pension, 0.0050  insurance, 0.0049  401k, 0.0045  matched, 0.0032  healthcare, 0.0026  retirement, 0.0020  vested, 0.0019  reimbursement, 0.0019 |
| 3 | co, 0.0182  workers, 0.0114  coworker, 0.0036  coops, 0.0025  coop, 0.0021  cooperative, 0.0020  con, 0.0013  supervisor, 0.0011  logistics, 0.0011  cooperation, 0.0010 | meal, 0.0100  meals, 0.0094  bread, 0.0055  eat, 0.0055  pastries, 0.0049  delicious, 0.0038  baked, 0.0034  bakery, 0.0033  foods, 0.0026  restaurant, 0.0024 | leadership, 0.0103  ceo, 0.0088  leaders, 0.0064  executive, 0.0062  leader, 0.0031  visionary, 0.0023  change, 0.0021  focus, 0.0020  strategy, 0.0018  organization, 0.0017 | project, 0.0088  impactful, 0.0032  impact, 0.0024  ideas, 0.0023  visibility, 0.0019  initiatives, 0.0017  bright, 0.0017  scope, 0.0014  technologies, 0.0014  intelligent, 0.0014 |
| 4 | option, 0.0045  options, 0.0019  workfromhome, 0.0019  flex, 0.0018  workhome, 0.0017  fridays, 0.0014  arrangements, 0.0013  allow, 0.0012  days, 0.0010  schedules, 0.0009 | animals, 0.0216  pets, 0.0195  pet, 0.0166  dogs, 0.0153  petsmart, 0.0123  animal, 0.0073  cats, 0.0045  puppies, 0.0038  birds, 0.0016  petshotel, 0.0015 | depot, 0.0140  depots, 0.0019  hd, 0.0015  retail, 0.0014  stores, 0.0013  offers, 0.0013  improvement, 0.0012  kitchen, 0.0011  cashier, 0.0011  purchase, 0.0011 | deloitte, 0.0188  consulting, 0.0049  deloittes, 0.0034  firms, 0.0022  consultants, 0.0021  practitioners, 0.0019  audit, 0.0016  partners, 0.0014  professionals, 0.0013  consultant, 0.0012 |
| 5 | airlines, 0.0130  airline, 0.0126  flights, 0.0110  airplanes, 0.0089  aircraft, 0.0087  aviation, 0.0053  planes, 0.0038  airplane, 0.0031  plane, 0.0019  jet, 0.0019 | pharmacy, 0.0189  pharmacist, 0.0131  pharmacists, 0.0118  technician, 0.0063  pharmacies, 0.0050  pharmaceutical, 0.0046  pharma, 0.0040  techs, 0.0031  pharm, 0.0026  pharmaceuticals, 0.0017 | oracle, 0.0157  oracles, 0.0041  cloud, 0.0034  database, 0.0032  enterprise, 0.0021  applications, 0.0019  acquired, 0.0018  acquisition, 0.0014  acquisitions, 0.0013  ibm, 0.0013 | intel, 0.0229  intels, 0.0041  manufacturing, 0.0024  hardware, 0.0017  silicon, 0.0016  processors, 0.0014  processor, 0.0013  fab, 0.0012  engineer, 0.0011  chip, 0.0011 |
| 6 | project, 0.0079  variety, 0.0028  developers, 0.0023  assignments, 0.0017  creative, 0.0016  skill, 0.0013  choose, 0.0013  deadlines, 0.0013  intelligent, 0.0012  design, 0.0012 | cafeteria, 0.0286  gym, 0.0216  cafe, 0.0131  starbucks, 0.0077  facility, 0.0049  coffee, 0.0048  lunch, 0.0048  cafeterias, 0.0036  facilities, 0.0023  rooms, 0.0020 | sick, 0.0224  vacation, 0.0154  vacations, 0.0100  weeks, 0.0096  days, 0.0041  holidays, 0.0032  week, 0.0023  sabbatical, 0.0022  dental, 0.0018  appointment, 0.0016 | leaders, 0.0035  leader, 0.0033  executive, 0.0023  integrity, 0.0017  supportive, 0.0017  autonomy, 0.0015  transparency, 0.0015  collaborative, 0.0015  lead, 0.0014  focus, 0.0014 |
| 7 | accenture, 0.0163  consulting, 0.0051  accentures, 0.0040  firms, 0.0020  consultants, 0.0012  clients, 0.0011  workforce, 0.0010  consultant, 0.0010  hires, 0.0009  outsourcing, 0.0009 | union, 0.0205  unionized, 0.0076  fired, 0.0041  unions, 0.0027  raises, 0.0026  wages, 0.0023  increases, 0.0020  labor, 0.0018  raise, 0.0016  hourly, 0.0016 | members, 0.0119  teamwork, 0.0109  teams, 0.0098  teammates, 0.0048  players, 0.0044  goals, 0.0020  bonding, 0.0019  hardworking, 0.0018  challenge, 0.0017  effort, 0.0016 | nordstrom, 0.0266  nordstroms, 0.0044  fashion, 0.0027  stores, 0.0024  sell, 0.0018  selling, 0.0016  store, 0.0015  cosmetics, 0.0013  salesperson, 0.0013  sale, 0.0013 |
| 8 | interns, 0.0178  internship, 0.0168  intern, 0.0161  internships, 0.0039  relocation, 0.0016  interning, 0.0016  sessions, 0.0015  mentors, 0.0013  tasks, 0.0012  meetings, 0.0012 | overtime, 0.0183  unlimited, 0.0049  mandatory, 0.0037  ot, 0.0025  hourly, 0.0023  extra, 0.0019  aep, 0.0018  offered, 0.0017  incentives, 0.0014  wages, 0.0012 | internship, 0.0028  coupons, 0.0028  interns, 0.0021  associate, 0.0019  retail, 0.0017  stores, 0.0016  cares, 0.0016  volunteer, 0.0014  happy, 0.0013  intern, 0.0013 | brand, 0.0236  reputation, 0.0108  brands, 0.0091  recognizable, 0.0043  prestige, 0.0034  recognized, 0.0029  branding, 0.0028  respected, 0.0025  prestigious, 0.0023  brandname, 0.0022 |
| 9 | boeing, 0.0231  boeings, 0.0033  aerospace, 0.0025  degree, 0.0023  airplanes, 0.0023  tuition, 0.0019  airplane, 0.0014  aircraft, 0.0014  intern, 0.0010  cost, 0.0010 | growing, 0.0057  huge, 0.0033  expanding, 0.0027  largest, 0.0022  country, 0.0021  divisions, 0.0018  evolving, 0.0018  areas, 0.0016  states, 0.0015  massive, 0.0013 | co, 0.0200  workers, 0.0112  pleasant, 0.0044  supervisors, 0.0029  cooperative, 0.0029  jobl, 0.0028  supportive, 0.0024  coworker, 0.0024  worker, 0.0023  stress, 0.0019 | google, 0.0215  googlers, 0.0032  googles, 0.0026  engineers, 0.0019  engineer, 0.0018  billions, 0.0014  software, 0.0014  millions, 0.0013  gyms, 0.0013  googler, 0.0011 |
| 10 | travel, 0.0097  traveling, 0.0080  international, 0.003  travelling, 0.0030  abroad, 0.0024  airline, 0.0020  foreign, 0.0018  countries, 0.0017  internationally, 0.0016  trip, 0.0014 | pto, 0.0069  pt, 0.0041  ptcb, 0.0039  accrued, 0.0021  ptos, 0.0020  amount, 0.0020  40, 0.0015  per, 0.0015  fto, 0.0011  90, 0.0011 | items, 0.0100  discounts, 0.0082  deals, 0.0038  sale, 0.0035  clothes, 0.0029  merchandise, 0.0027  purchases, 0.0024  shopping, 0.0023  bargain, 0.0019  discounted, 0.0019 | interns, 0.0250  intern, 0.0247  internship, 0.0207  events, 0.0042  internships, 0.0024  activities, 0.0024  mentors, 0.0017  interning, 0.0017  mentorship, 0.0017  interned, 0.0015 |

Legend for colours:

Company Specific: e.g., for low stress cisco, accenture, and boeing, or for positive stress google, apple, and intel.

Industry specific: e.g., for low stress retail (but also found for passive) and airlines, for negative stress pharmaceuticals, and for passive depot.

1. **Play:** means that employees work because they are motivated by the work itself and they enjoy it.
2. **Purpose**: […] purpose means that employees work because they value their work's impact. The sense of purpose behind the work of the employees in *positive stress* companies is expressed through their use of word `future', for instance ``working on the future of consumer electronics.’’.
3. **Potential**: Through the mentions of `able' (e.g., ``learned so much and was *able* to use it for my next role.'') we can see how employees express enhancing their potential, as one of the reasons to work for the positive stress companies.
4. **Inertia**: […] inertia happens when the motive is so far removed from the work that employees cannot identify why they are working.
5. **Economic pressure**: is revealed through many reviews stating that ``paycheck'' is one of the only reasons to work for that company. Both are indirect reasons that lead to reduced performance.
6. **Emotional pressure**: Employees seem to feel pressured from their subordinates and perhaps their reason to work even turns to emotional pressure, i.e., the work because of an external force threatening employees' identity.