NSW 2020 Variable Dictionary

Variable Labels	Variable Survey Questions
response_ID	Response ID
birth_year	What year were you born?
gender	What is your gender?
industry	Which of the following best describes your industry?
industry_detailed	Which of the following best describes your industry? (Detailed)
occupation	Which of the following best describes your current occupation?
occupation_detailed	Which of the following best describes your current occupation? (Detailed)

current_employment_num	How many people are currently employed by your organisation?
manager	Do you manage people as part of your current occupation?
household_descrip	Which of the following best describes your household?
current_job_length	How long have you been in your current job?
metro_regional	Metro / Regional
remote_time_2019	Thinking about your current job, how much of your time did you spend remote working last year?
agr_dis_2019_encouraged	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - My organisation encouraged people to work remotely
agr_dis_2019_prep	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - My organisation was well prepared for me to work remotely

agr_dis_2019_common	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - It was common for people in my organisation to work remotely
agr_dis_2019_permission	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - It was easy to get permission to work remotely
agr_dis_2019_collab	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - I could easily collaborate with colleagues when working remotely
agr_dis_2019_recommend	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - I would recommend remote working to others
time_preferred_2019	How much of your time would you have preferred to work remotely last year?
remote_last3months	Thinking about your current job, how much of your time did you spend remote working in the last 3 months?
agr_dis_last3months_encouraged	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - My organisation encouraged people to work remotely
agr_dis_last3months_prep	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - My organisation was well prepared for me to work remotely

agr_dis_last3months_common	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - It was common for people in my organisation to work remotely
agr_dis_last3months_permission	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - It was easy to get permission to work remotely
agr_dis_last3months_collab	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - I could easily collaborate with colleagues when working remotely
agr_dis_last3months_recommend	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - I would recommend remote working to others
time_preferred_last3months	How much of your time would you have preferred to work remotely in the last 3 months?
time_preferred_covid	Imagine that COVID-19 is cured or eradicated. Going forward, how much of your time would you prefer to work remotely?
agr_dis_covid_encouraged	Imagine that COVID-19 is cured or eradicated. How likely would you consider the following statements? - My employer would encourage more remote working
agr_dis_covid_changes	Imagine that COVID-19 is cured or eradicated. How likely would you consider the following statements? - My employer would make changes to support remote working

agr_dis_covid_choice	Imagine that COVID-19 is cured or eradicated. How likely would you consider the following statements? - I would have more choice about whether I work remotely
productivity_hour	This question is about your productivity. Productivity means what you produce for each hour that you work. It includes the amount of work you achieve each hour, and the quality of your work each hour. Please compare your productivity when you work remotely to when you work at your employerís workplace. Roughly how productive are you, each hour, when you work remotely?
workplace_activity_prep	On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? - Preparing for work and commuting
workplace_activity_working	On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? - Working
workplace_activity_personaltime	On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? - Personal and family time
workplace_activity_responsibilities	On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? - Caring and domestic responsibilities
remote_activity_prep	On a day when you do remote work, how many hours would you spend doing the following activities? - Preparing for work and commuting
remote_activity_working	On a day when you do remote work, how many hours would you spend doing the following activities? - Working

remote_activity_personaltime	On a day when you do remote work, how many hours would you spend doing the following activities? - Personal and family time
remote_activity_responsibilities	On a day when you do remote work, how many hours would you spend doing the following activities? - Caring and domestic responsibilities
remote_barrier_1	From the following, please select the most significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities
remote_barrier_2	From the following, please select the least significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities
remote_barrier_3	From the following, please select the most significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; Cyber security ; Lack of motivation ; Lack of motivation
remote_barrier_4	From the following, please select the least significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; Cyber security ; Lack of motivation ; Lack of motivation
remote_barrier_5	From the following, please select the most significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely
remote_barrier_6	From the following, please select the least significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely

remote_barrier_7	From the following, please select the most significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
remote_barrier_8	From the following, please select the least significant barrier to doing your work remotely - Connectivity (internet connection) ; Feeling left out and/or isolated ; Poor management ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
remote_barrier_9	From the following, please select the most significant barrier to doing your work remotely - IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities ; Cyber security ; Lack of motivation ; Lack of motivation
remote_barrier_10	From the following, please select the least significant barrier to doing your work remotely - IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities ; Cyber security ; Lack of motivation ; Lack of motivation
remote_barrier_11	From the following, please select the most significant barrier to doing your work remotely - IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities ; My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely
remote_barrier_12	From the following, please select the least significant barrier to doing your work remotely - IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities ; My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely
remote_barrier_13	From the following, please select the most significant barrier to doing your work remotely - IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
remote_barrier_14	From the following, please select the least significant barrier to doing your work remotely - IT equipment (computer, printer, etc.) ; Difficulty collaborating remotely ; Caring responsibilities ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working

remote_barrier_15	From the following, please select the most significant barrier to doing your work remotely - Cyber security ; Lack of motivation ; Lack of motivation ; My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely
remote_barrier_16	From the following, please select the least significant barrier to doing your work remotely - Cyber security ; Lack of motivation ; Lack of motivation ; My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely
remote_barrier_17	From the following, please select the most significant barrier to doing your work remotely - Cyber security ; Lack of motivation ; Lack of motivation ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
remote_barrier_18	From the following, please select the least significant barrier to doing your work remotely - Cyber security ; Lack of motivation ; Lack of motivation ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
remote_barrier_19	From the following, please select the most significant barrier to doing your work remotely - My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
remote_barrier_20	From the following, please select the least significant barrier to doing your work remotely - My organisation's software and systems ; My workspace (e.g. suitable chair, lighting, noise levels, facilities) ; I have tasks that can't be done remotely ; Lack of remote working skills ; My living situation (e.g. location, home size, who I live with) ; Management discourages remote working
compare_remote_1	Compare remote working to working at your employerís workplace. Select the best aspect of remote working for you - Managing my family responsibilities ; My working relationships ; Preparing for work and commuting ; The number of hours I work ; My work-life balance ; My on-the-job learning opportunities
compare_remote_2	Compare remote working to working at your employerís workplace. Select the worst aspect of remote working for you - Managing my family responsibilities ; My working relationships ; Preparing for work and commuting ; The number of hours I work ; My work-life balance ; My on-the-job learning opportunities

compare_remote_3	Compare remote working to working at your employerís workplace. Select the best aspect of remote working for you - Managing my family responsibilities ; My working relationships ; Preparing for work and commuting ; Managing my personal commitments ; My opportunities to socialise ; My mental wellbeing
compare_remote_4	Compare remote working to working at your employerís workplace. Select the worst aspect of remote working for you - Managing my family responsibilities ; My working relationships ; Preparing for work and commuting ; Managing my personal commitments ; My opportunities to socialise ; My mental wellbeing
compare_remote_5	Compare remote working to working at your employerís workplace. Select the best aspect of remote working for you - Managing my family responsibilities ; My working relationships ; Preparing for work and commuting ; My daily expenses ; My personal relationships ; My job satisfaction
compare_remote_6	Compare remote working to working at your employerís workplace. Select the worst aspect of remote working for you - Managing my family responsibilities ; My working relationships ; Preparing for work and commuting ; My daily expenses ; My personal relationships ; My job satisfaction
compare_remote_7	Compare remote working to working at your employerís workplace. Select the best aspect of remote working for you - The number of hours I work ; My work-life balance ; My on-the-job learning opportunities ; Managing my personal commitments ; My opportunities to socialise ; My mental wellbeing
compare_remote_8	Compare remote working to working at your employerís workplace. Select the worst aspect of remote working for you - The number of hours I work ; My work-life balance ; My on-the-job learning opportunities ; Managing my personal commitments ; My opportunities to socialise ; My mental wellbeing
compare_remote_9	Compare remote working to working at your employerís workplace. Select the best aspect of remote working for you - The number of hours I work ; My work-life balance ; My on-the-job learning opportunities ; My daily expenses ; My personal relationships ; My job satisfaction
compare_remote_10	Compare remote working to working at your employerís workplace. Select the worst aspect of remote working for you - The number of hours I work ; My work-life balance ; My on-the-job learning opportunities ; My daily expenses ; My personal relationships ; My job satisfaction

compare_remote_11	Compare remote working to working at your employerís workplace. Select the best aspect of remote working for you - Managing my personal commitments ; My opportunities to socialise ; My mental wellbeing ; My daily expenses ; My personal relationships ; My job satisfaction
compare_remote_12	Compare remote working to working at your employerís workplace. Select the worst aspect of remote working for you - Managing my personal commitments ; My opportunities to socialise ; My mental wellbeing ; My daily expenses ; My personal relationships ; My job satisfaction

NSW 2021 Variable Dictionary

response_ID	Response ID
birth_year	What year were you born?
gender	What is your gender?
current_job_length	How long have you been in your current job? If you have more than one job, please answer all questions for your main job.
industry	Which of the following best describes your industry?
occupation	Which of the following best describes your current occupation?
current_employment_num	How many people are currently employed by your organisation?
household_descrip	Which of the following best describes your household?
metro_regional	Metro or Regional
remote_time_2020_Q3	Thinking about your current job, how much of your work time did you spend working remotely in the last quarter of last year? This means October-December 2020 If you work a 5 day week, each day of remote working equals 20% of your time.
time_preferred_2020_Q3	How much of your work time would you have preferred to work remotely during the last quarter of last year? This means October-December 2020 If you work a 5 day week, each day of remote working equals 20% of your time.
remote_time_2021	Thinking about your current job, how much of your work time have you spent working remotely this year? If you work a 5 day week, each day of remote working equals 20% of your time.
time_preferred_2021	How much of your work time would you have preferred to work remotely so far this year? If you work a 5 day week, each day of remote

	working equals 20% of your time.
time_preferred_covid	Imagine that COVID-19 is cured or eradicated. Going forward, how much of your work time would you prefer to work remotely? If you work a 5 day week, each day of remote working equals 20% of your time.
covid_policy_change	These questions are about the remote working arrangements in your organisation. Has your employer changed or updated their policy on remote work since COVID-19? This means since February/March 2020
hybrid	In the past 6 months, have you ever worked part of your day remotely, and part of it at your employerís workplace?
hybrid_time	How often do you work this way?
time_preferred_hybrid	How often would you like to work this way?
req_workplace_policy	Does your employer have a policy that workers must be at the employerís workplace some of the time?
workplace_time	How much of your work time does your employerís policy require you to be at their workplace? If you work a 5 day week, 1 day equals 20% of your work time.
agr_dis_policy_suitability	Thinking about your employerís policy on remote working, how strongly do you agree or disagree with the following statements? Please select a single response per row - My employerís remote working policy suits me
agr_dis_policy_personal_choice_workload	Thinking about your employerís policy on remote working, how strongly do you agree or disagree with the following statements? Please select a single response per row - I get to choose how much work I do remotely
agr_dis_policy_personal_choice_days	Thinking about your employerís policy on remote working, how strongly do you agree or disagree with the following statements? Please select a single response per row - I choose which days I work remotely

agr_dis_policy_mngr-discretion	Thinking about your employerís policy on remote working, how strongly do you agree or disagree with the following statements? Please select a single response per row - My direct manager has discretion to allow or deny remote work
policy_satisfaction	How do you feel about your employerís remote working policy?
agr_dis_last6months_encouraged	Thinking about remote working in the last 6 months, how strongly do you agree or disagree with the following statements? Please select a single response per row - My organisation encouraged people to work remotely
agr_dis_last6months_prep	Thinking about remote working in the last 6 months, how strongly do you agree or disagree with the following statements? Please select a single response per row - My organisation was well prepared for me to work remotely
agr_dis_last6months_common	Thinking about remote working in the last 6 months, how strongly do you agree or disagree with the following statements? Please select a single response per row - It was common for people in my organisation to work remotely
agr_dis_last6months_permission	Thinking about remote working in the last 6 months, how strongly do you agree or disagree with the following statements? Please select a single response per row - It was easy to get permission to work remotely
agr_dis_last6months_collab	Thinking about remote working in the last 6 months, how strongly do you agree or disagree with the following statements? Please select a single response per row - I could easily collaborate with colleagues when working remotely
agr_dis_last6months_promo_reduc	Thinking about remote working in the last 6 months, how strongly do you agree or disagree with the following statements? Please select a single response per row - Working remotely reduces my chances of promotion
agr_dis_last6months_reg-breaks	Thinking about remote working in the last 6

	months, how strongly do you agree or disagree with the following statements? Please select a single response per row - I take more regular breaks while working remotely
pos_neg_remote_employer	Do you think remote working is a positive or a negative for your employer?
remote_support	Who is most supportive of remote working in your organisation?
agr_dis_covid_encouraged	Imagine that COVID-19 is cured or eradicated. How likely would you consider the following statements? - My employer would encourage more remote working
agr_dis_covid_changes	Imagine that COVID-19 is cured or eradicated. How likely would you consider the following statements? - My employer would make changes to support remote working
agr_dis_covid_choice	Imagine that COVID-19 is cured or eradicated. How likely would you consider the following statements? - I would have more choice about whether I work remotely

workplace_activity_prep	Think about your experience this year. On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Preparing for work and commuting
workplace_activity_working	Think about your experience this year. On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Working

workplace_activity_responsibilities	Think about your experience this year. On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Caring and domestic responsibilities
workplace_activity_personaltime	Think about your experience this year. On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Personal and family time
workplace_activity_sleep	Think about your experience this year. On a day when you attend your employer's workplace, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Sleep
remote_activity_prep	Think about your experience this year. On a day when you work remotely, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Preparing for work and commuting
remote_activity_working	Think about your experience this year. On a day when you work remotely, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Working
remote_activity_responsibilities	Think about your experience this year. On a day when you work remotely, how many hours

	would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Caring and domestic responsibilities
remote_activity_personaltime	Think about your experience this year. On a day when you work remotely, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Personal and family time
remote_activity_sleep	Think about your experience this year. On a day when you work remotely, how many hours would you spend doing the following activities? For example, a response of ë1í means 1 hour. A response of ë0.5í means half an hour. Your responses should add to 24 hours. - Sleep
pay_cut_negotiation	Imagine your employer offered you the option to work remotely whenever you chose, in return for negotiating a pay cut that you both agree on. Would you be interested in negotiating?
pay_cute_acceptability	What is the biggest pay cut you would accept? Please give your answer as a percentage.
remote_barriers_improvement 1	Have the following barriers to remote working improved or worsened for you over the past 6 months? - My caring responsibilities
remote_barriers_improvement 2	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Connectivity (for example internet)
remote_barriers_improvement 3	Have the following barriers to remote working improved or worsened for you over the past 6 months? - My organisation's software and systems

remote_barriers_improvement 4	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Difficulty collaborating remotely
remote_barriers_improvement 5	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Poor management
remote_barriers_improvement 6	Have the following barriers to remote working improved or worsened for you over the past 6 months? - IT equipment (computer or printer)
remote_barriers_improvement 7	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Feeling left out and/or isolated
remote_barriers_improvement 8	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Extra costs
remote_barriers_improvement 9	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Cyber security
remote_barriers_improvement 10	Have the following barriers to remote working improved or worsened for you over the past 6 months? - I have tasks that can't be done remotely
remote_barriers_improvement 11	Have the following barriers to remote working improved or worsened for you over the past 6 months? - My workspace (e.g. suitable chair, lighting, noise levels, facilities)
remote_barriers_improvement 12	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Motivation
remote_barriers_improvement 13	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Management discourages remote working

remote_barriers_improvement 14	Have the following barriers to remote working improved or worsened for you over the past 6 months? - My living situation (e.g. location, home size, who I live with)
remote_barriers_improvement 15	Have the following barriers to remote working improved or worsened for you over the past 6 months? - Lack of remote working skills
remote_barriers_improvement 16	Have the following barriers to remote working improved or worsened for you over the past 6 months? - My health and safety when working remotely
workplace_barriers_1	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Interruptions ; Difficulty collaborating with remote colleagues ; Lack of privacy
workplace_barriers_2	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Interruptions ; Difficulty collaborating with remote colleagues ; Lack of privacy
workplace_barriers_3	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Connectivity/internet issues ; Lack of appropriate work and meeting spaces ; Problems with audio-visual setup ; Lack of privacy

workplace_barriers_4	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Connectivity/internet issues ; Lack of appropriate work and meeting spaces ; Problems with audio-visual setup ; Lack of privacy
workplace_barriers_5	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Interruptions ; Connectivity/internet issues ; Lack of appropriate work and meeting spaces ; Difficulty innovating
workplace_barriers_6	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Interruptions ; Connectivity/internet issues ; Lack of appropriate work and meeting spaces ; Difficulty innovating
workplace_barriers_7	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Connectivity/internet issues ; Difficulty collaborating with remote colleagues ; Difficulty innovating ; Lack of privacy
workplace_barriers_8	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Connectivity/internet issues ; Difficulty collaborating with remote colleagues ; Difficulty innovating ; Lack of privacy

workplace_barriers_9	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Interruptions ; Connectivity/internet issues ; Difficulty innovating
workplace_barriers_10	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Interruptions ; Connectivity/internet issues ; Difficulty innovating
workplace_barriers_11	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Interruptions ; Lack of appropriate work and meeting spaces ; Problems with audio-visual setup
workplace_barriers_12	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Interruptions ; Lack of appropriate work and meeting spaces ; Problems with audio-visual setup
workplace_barriers_13	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Interruptions ; Connectivity/internet issues ; Problems with audio-visual setup ; Difficulty collaborating with remote colleagues

workplace_barriers_14	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Interruptions ; Connectivity/internet issues ; Problems with audio-visual setup ; Difficulty collaborating with remote colleagues
workplace_barriers_15	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Lack of appropriate work and meeting spaces ; Difficulty innovating ; Lack of privacy
workplace_barriers_16	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Lack of appropriate work and meeting spaces ; Difficulty innovating ; Lack of privacy
workplace_barriers_17	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Connectivity/internet issues ; Lack of appropriate work and meeting spaces ; Difficulty collaborating with remote colleagues
workplace_barriers_18	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Connectivity/internet issues ; Lack of appropriate work and meeting

	spaces ; Difficulty collaborating with remote colleagues
workplace_barriers_19	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Interruptions ; Problems with audio-visual setup ; Difficulty innovating ; Lack of privacy
workplace_barriers_20	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Interruptions ; Problems with audio-visual setup ; Difficulty innovating ; Lack of privacy
workplace_barriers_21	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Lack of appropriate work and meeting spaces ; Problems with audio-visual setup ; Difficulty collaborating with remote colleagues ; Difficulty innovating
workplace_barriers_22	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Lack of appropriate work and meeting spaces ; Problems with audio-visual setup ; Difficulty collaborating with remote colleagues ; Difficulty innovating
workplace_barriers_23	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Connectivity/internet

	issues ; Problems with audio-visual setup ; Lack of privacy
workplace_barriers_24	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Connectivity/internet issues ; Problems with audio-visual setup ; Lack of privacy
workplace_barriers_25	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Interruptions ; Lack of appropriate work and meeting spaces ; Difficulty collaborating with remote colleagues ; Lack of privacy
workplace_barriers_26	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Interruptions ; Lack of appropriate work and meeting spaces ; Difficulty collaborating with remote colleagues ; Lack of privacy
workplace_barriers_27	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the biggest barriers of working this way? - Noisy work environment ; Problems with audio-visual setup ; Difficulty collaborating with remote colleagues ; Difficulty innovating
workplace_barriers_28	Think about when you worked at your employerís workplace and some of your colleagues were working remotely. What were the smallest barriers of working this way? - Noisy work environment ; Problems with

	audio-visual setup ; Difficulty collaborating with remote colleagues ; Difficulty innovating
agr_dis_remote_feeling	How strongly do you agree or disagree with the following statements? - On days when I work remotely I feel better
agr_dis_remote_active	How strongly do you agree or disagree with the following statements? - On days when I work remotely I am more active
agr_dis_coworker_interaction_feeling	How strongly do you agree or disagree with the following statements? - I feel better on days when I see my colleagues in person
manager	Do you manage people as part of your current occupation?
employee_remote_work	Do employees you manage ever work remotely?
agr_dis_mgr_resp_discretion	How strongly do you agree or disagree with the following statements?- I have discretion to offer or deny remote work to employees I manage
agr_dis_mgr_resp_emp_retainment	How strongly do you agree or disagree with the following statements?- Offering remote work helps me retain employees
agr_dis_mgr_resp_recruitment	How strongly do you agree or disagree with the following statements?- Offering remote work helps me to recruit employees
agr_dis_mgr_resp_collab_effectivness	How strongly do you agree or disagree with the following statements?- My team works well together when they work remotely
agr_dis_mgr_resp_easy_management	How strongly do you agree or disagree with the following statements?- I find it easy to manage employees remotely (e.g. tasking and monitoring progress)

agr_dis_mgr_resp_poor_perf	How strongly do you agree or disagree with the following statements?- I find it easy to manage poor performers remotely
agr_dis_mgr_resp_prep	How strongly do you agree or disagree with the following statements?- I feel well-prepared to manage employees remotely
agr_dis_mgr_resp_results	How strongly do you agree or disagree with the following statements?- Managing people remotely makes me more focused on results
agr_dis_mgr_resp_emp_contact	How strongly do you agree or disagree with the following statements?- I find it easy to contact my employees when they work remotely
productivity_hour	This question is about your productivity. Productivity means what you produce for each hour that you work. It includes the amount of work you achieve each hour, and the quality of your work each hour. Please compare your productivity when you work remotely to when you work at your employerís workplace. Roughly how productive are you, each hour, when you work remotely?
productivity_hour _management	Now think about the productivity of the employees you manage. Roughly how productive are the employees you manage, each hour, when they work remotely?