



# June 2022 American Workplace Social Capital Survey Topline Questionnaire

Total 5,037 adults. | Interview dates: June 10–June 20, 2022.

*Note: All results shown are percentages. An asterisk (\*) replaces percentages greater than zero but less than 0.5 percent. Responses may not total to 100 percent due to rounding.*

## ASK ALL:

**Q.1** Which of the following best describes your current employment situation?

- 46 Working – full-time
- 10 Working – part-time
- 5 Not working – looking for work
- 21 Not working – retired
- 6 Not working – disabled
- 2 Not working – student
- 7 Not working – homemaker or stay at home parent
- 3 Other **[SPECIFY]**
- 1 Refused

## ASK IF WORKING PART-TIME OR FULL-TIME [N=2,638]:

**Q.2** How long have you worked in your present job for your current employer? **[FLIP SCALE 1-6; 6-1]**

- 17 Less than 1 year
- 16 1-2 years
- 15 3-4 years
- 19 5-9 years
- 19 10-19 years
- 14 20 years or more
- \* Refused

**Q.3** In your day-to-day work, how many of your coworkers, if any, do you work with closely?

- 17 None
- 9 One person
- 25 2-3 people
- 26 4-9 people
- 12 10-20 people
- 8 More than 20
- 3 Not applicable/Do not have any coworkers
- \* Refused

**Q.4** Is your current boss, or the primary person you report to, a man, a woman or don't you have a boss? **[FLIP SCALE OF OPTIONS 1-2 AND 2-1]**

52	A man
38	A woman
9	Don't have a boss
*	Refused

**ASK ALL:**

**Q.5** How satisfied or dissatisfied are you with the following aspects of your life? **[RANDOMIZE LIST OF ITEMS] [FLIP SCALE 1-5; 5-1]**

A. The amount of time you are able to spend with your family

19	Completely satisfied
35	Very satisfied
29	Somewhat satisfied
11	Not too satisfied
4	Not at all satisfied
1	Refused

B. The number of friends you have

20	Completely satisfied
35	Very satisfied
28	Somewhat satisfied
10	Not too satisfied
5	Not at all satisfied
1	Refused

C. Your personal health

11	Completely satisfied
36	Very satisfied
37	Somewhat satisfied
11	Not too satisfied
4	Not at all satisfied
1	Refused

D. The quality of life in your local community

14	Completely satisfied
37	Very satisfied
36	Somewhat satisfied
9	Not too satisfied
3	Not at all satisfied
1	Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N=2,638]:**

E. Your work or employment situation

19	Completely satisfied
37	Very satisfied
31	Somewhat satisfied
9	Not too satisfied
4	Not at all satisfied
1	Refused

F. The relationships you have with your coworkers

18	Completely satisfied
43	Very satisfied
32	Somewhat satisfied
4	Not too satisfied
1	Not at all satisfied
1	Refused

**ASK IF HAVE A BOSS [N=2,345]:**

G. Your relationship with your boss or supervisor

20	Completely satisfied
40	Very satisfied
30	Somewhat satisfied
6	Not too satisfied
3	Not at all satisfied
1	Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N= 2,638]:**

**Q.6** Currently, which of the following best describes your employment situation? Do you... **[FLIP SCALE 1-3; 3-1]**

62	Do all of your work at a workplace outside of your home
20	Work sometimes at home, and sometimes at a workplace outside of your home
16	Do all of your work from home
1	Refused

**ASK ALL:**

**Q.7** Not counting your relatives, about how many close friends would you say you have? Just your best estimate<sup>1</sup> **[RANDOMIZE LIST OF ITEMS]**

14	None/Do not have a close friend
6	One friend
13	Two friends
15	Three friends
10	Four friends
14	Five friends
11	Six to nine friends
16	Ten or more friends
2	Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N=2638]:**

**Q.8** How would you describe your relationship with your coworkers? Would you say you... **[FLIP SCALE 1-4; 4-1]**

26	Are close friends with one or more of your coworkers
52	Are friends with your coworkers, but would not consider any of them close friends
15	Are not friends with your coworkers
6	Not applicable/Do not have any coworkers
1	Refused

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<sup>1</sup> Respondents were asked to write in the number of close friends they have; these categories are groupings of these write-ins.

**ASK IF HAVE CLOSE FRIEND [N=4,356]:**

**Q.9** Thinking about how you first met the people you consider your close friends...  
Did you meet any of your close friends... **[SELECT ALL THAT APPLY] [RANDOMIZE LIST OF ITEMS]**

- 42 At work
- 10 Through your partner or spouse's work
- 30 In your neighborhood
- 21 At church or place of worship
- 44 At a school you attend now, or attended in the past
- 8 At your child's school
- 37 Through other friends
- 17 Through clubs or other organizations that you belong to
- 6 Online
- 6 Some other way (Specify)
- 1 Refused

**ASK ALL:**

**Q.10** How often, if at all, do you... **[RANDOMIZE ORDER] [FLIP SCALE 1-6; 6-1]**

A. Attend religious services

- 7 More than once a week
- 17 Once a week
- 5 Once or twice a month
- 9 A few times a year
- 18 Seldom
- 42 Never
- 1 Refused

B. Attend a prayer or religious study group

- 5 More than once a week
- 9 Once a week
- 4 Once or twice a month
- 6 A few times a year
- 15 Seldom
- 60 Never
- 1 Refused

C. Participate in a sports team or group workout session

- 6 More than once a week
- 4 Once a week
- 3 Once or twice a month
- 4 A few times a year
- 14 Seldom
- 67 Never
- 1 Refused

D. Volunteer in your community

3	More than once a week
4	Once a week
6	Once or twice a month
15	A few times a year
24	Seldom
47	Never
1	Refused

E. Participate in a hobby or activity group, like a book club, gardening club, or outdoors group

5	More than once a week
5	Once a week
8	Once or twice a month
7	A few times a year
17	Seldom
57	Never
1	Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N=2,638]:**

F. Spend time socializing with people you work with outside the office or workplace

5	More than once a week
7	Once a week
15	Once or twice a month
18	A few times a year
28	Seldom
26	Never
1	Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N=2,638]:**

**Q.11** At your current job, when was the last time you...? **[RANDOMIZE LIST OF ITEMS] [FLIP SCALE 1-7; 7-1]**

A. Helped organize a social event for your coworkers, like a birthday celebration, happy hour, or holiday gathering

2	Within the past 24 hours
4	Within the past 7 days
10	Within the past month
10	Within the past 6 months
8	Within the past 12 months
16	More than 12 months ago
51	Never
1	Refused

B. Took notes at group or team meeting

7	Within the past 24 hours
15	Within the past 7 days
13	Within the past month
9	Within the past 6 months
5	Within the past 12 months
9	More than 12 months ago
40	Never
1	Refused

C. Had someone take credit for your work or your ideas

2	Within the past 24 hours
4	Within the past 7 days
6	Within the past month
7	Within the past 6 months
7	Within the past 12 months
15	More than 12 months ago
57	Never
2	Refused

D. Discussed personal issues with a colleague or coworker

10	Within the past 24 hours
22	Within the past 7 days
16	Within the past month
9	Within the past 6 months
6	Within the past 12 months
6	More than 12 months ago
30	Never
1	Refused

E. Took on extra work or responsibilities to help out, even if they were not part of your job description

16	Within the past 24 hours
23	Within the past 7 days
18	Within the past month
11	Within the past 6 months
6	Within the past 12 months
5	More than 12 months ago
19	Never
1	Refused

F. Heard a coworker make a comment or joke that was racially insensitive

3	Within the past 24 hours
5	Within the past 7 days
7	Within the past month
6	Within the past 6 months
6	Within the past 12 months
14	More than 12 months ago
58	Never
1	Refused

G. Heard a coworker make a comment or joke that was sexist

4	Within the past 24 hours
6	Within the past 7 days
8	Within the past month
6	Within the past 6 months
5	Within the past 12 months
15	More than 12 months ago
55	Never
1	Refused

**Q.12** Thinking about your own work experiences, how well, if at all, do the following describe your current job... **[RANDOMIZE LIST OF ITEMS] [FLIP SCALE 1-4; 4-1]**

A. I have opportunities to develop new skills

29	Very well
44	Somewhat well
18	Not too well
7	Not at all well
2	Refused

B. My current job is a good fit for my personal interests and abilities

39	Very well
42	Somewhat well
12	Not too well
5	Not at all well
1	Refused

C. My work schedule or the hours I work often change

18	Very well
23	Somewhat well
23	Not too well
34	Not at all well
1	Refused

D. I am paid fairly for the work that I do

28	Very well
45	Somewhat well
17	Not too well
8	Not at all well
1	Refused

E. Even when I'm not working, I often think about my work

19	Very well
41	Somewhat well
25	Not too well
14	Not at all well
2	Refused

F. My work is an important part of who I am

30	Very well
41	Somewhat well
18	Not too well
9	Not at all well
1	Refused

G. I'm generally proud to tell people where I work or what I do for a living

46	Very well
39	Somewhat well
9	Not too well
5	Not at all well
1	Refused

H. I often doubt my professional abilities or achievements

9	Very well
24	Somewhat well
30	Not too well
35	Not at all well
2	Refused

I. I feel like I am part of a team

38	Very well
42	Somewhat well
12	Not too well
6	Not at all well
2	Refused

**ASK IF HAVE A BOSS [N= 2,345]:**

**Q.13** Thinking about your relationship with your current boss or direct supervisor, how often would you say that... **[RANDOMIZE LIST OF ITEMS] [FLIP SCALE 1-4; 4-1]**

A. You are free to take care of personal matters during the workday

43	Often
33	Sometimes
14	Seldom
8	Never
1	Refused

B. Your boss trusts you to do your job

79	Often
14	Sometimes
4	Seldom
2	Never
1	Refused

C. You feel that you are treated fairly by your boss

61	Often
27	Sometimes
7	Seldom
4	Never
1	Refused

D. Your boss expresses appreciation for the work you do

48	Often
32	Sometimes
13	Seldom
6	Never
1	Refused



E. You and your boss discuss your career goals and opportunities

19 Often  
34 Sometimes  
25 Seldom  
21 Never  
1 Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N= 2,638]:**

**Q.14** Do you ever feel you need to change certain aspects of who you are, in terms of how you look, speak, or act when you are at your workplace, or do you feel free to be completely who you are at work? **[FLIP SCALE 1-3; 3-1]**

6 Feel need to make major changes  
37 Feel need to make minor changes  
56 Feel completely free to be who I am  
1 Refused

**ASK ALL:**

**Q.15** Even if you already have a job, are you currently... **[FLIP SCALE 1-4; 4-1]**

11 Looking for a new full-time position  
6 Looking for a new part-time position  
11 Not looking for a new position, but will be looking in the next 6 months  
69 Not looking for a new position and will NOT be looking in the next 6 months  
3 Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N=2,638]:**

**Q.16** Regardless of how much time you spend doing it, how much meaning and fulfillment, if any, does your current job or career provide you? **[FLIP SCALE 1-4; 4-1]**

36 A great deal  
43 Some  
14 Not much  
5 None at all  
1 Refused

**ASK ALL:**

**Q.17** In the past seven days, how often, if at all, did you feel... **[RANDOMIZE LIST ORDER] [FLIP SCALE 1-5; 5-1]**

A. Valued or appreciated by the people around you

21 Every day  
27 Nearly every day  
29 A few times  
13 Once or twice  
8 Never  
1 Refused

B. Lonely or isolated

4 Every day  
5 Nearly every day  
15 A few times  
19 Once or twice  
55 Never  
1 Refused

C. Anxious or worried

6	Every day
7	Nearly every day
20	A few times
28	Once or twice
38	Never
1	Refused

D. Stressed out or overwhelmed at work

6	Every day
11	Nearly every day
24	A few times
29	Once or twice
28	Never
1	Refused

E. Engaged or excited about your work

13	Every day
23	Nearly every day
30	A few times
19	Once or twice
13	Never
1	Refused

F. Like you are not good at your job

3	Every day
4	Nearly every day
12	A few times
21	Once or twice
58	Never
1	Refused

G. Supported by your coworkers

22	Every day
29	Nearly every day
25	A few times
12	Once or twice
10	Never
1	Refused

**ASK ALL:**

**Q.18** Have you ever had a work mentor, that is someone in your field of work or industry who gave you advice and helped guide you in your job or career? **[FLIP SCALE 1-2; 2-1]**

43	Yes
56	No
1	Refused

**Q.19** Thinking about your own work experiences...Which of these things, if any, is important to you personally when choosing a job? **[RANDOMIZE LIST ORDER] [FLIP SCALE 1-4; 4-1]**

A. Having a high-paying job

18 One of the most important  
35 Very important  
35 Somewhat important  
9 Less important  
2 Refused

B. Having flexibility to balance work and personal life

32 One of the most important  
46 Very important  
15 Somewhat important  
4 Less important  
2 Refused

C. Having opportunities for promotion or advancement

17 One of the most important  
38 Very important  
30 Somewhat important  
13 Less important  
2 Refused

D. Making a meaningful contribution to society

13 One of the most important  
36 Very important  
35 Somewhat important  
13 Less important  
2 Refused

E. Having a job that others respect and value

14 One of the most important  
37 Very important  
32 Somewhat important  
15 Less important  
2 Refused

F. Having a job that focuses on helping others

13 One of the most important  
33 Very important  
35 Somewhat important  
16 Less important  
2 Refused

G. Being in a workplace that is welcoming for people like you

22 One of the most important  
50 Very important  
19 Somewhat important  
6 Less important  
2 Refused

H. Being able to work remotely when you want

13	One of the most important
22	Very important
27	Somewhat important
36	Less important
3	Refused

**ASK IF EMPLOYED PART-TIME OR FULL-TIME [N=2,638]:**

**Q.20** Have In the past 12 months, has your employer... **[RANDOMIZE] [FLIP SCALE 1-2; 2-1]**

A. Organized a company happy hour or other social activity

36	Yes
62	No
2	Refused

B. Celebrated company achievements

51	Yes
48	No
1	Refused

C. Provided one-time across the board salary increases or bonuses

42	Yes
57	No
1	Refused

D. Provided reimbursement for education or training

30	Yes
68	No
1	Refused

E. Introduced a formal on-the-job training program

24	Yes
75	No
1	Refused

F. Offered a permanent flexible work-from-home policy

25	Yes
74	No
1	Refused

# Survey Methodology

The survey was designed and conducted by the Survey Center on American Life. Interviews were conducted among a random sample of 5,037 adults (age 18 and up) living in the United States, including all 50 states and the District of Columbia. All interviews were conducted among participants of the Ipsos KnowledgePanel, a probability-based panel designed to be representative of the US general population, not just the online population. Interviewing was conducted between June 10 and June 20 2022. Interviews were conducted in Spanish and English.

Initially, participants are chosen scientifically by a random selection of telephone numbers and residential addresses. Persons in selected households are then invited by telephone or mail to participate in the Ipsos KnowledgePanel. For those who agree to participate but do not already have internet access, Ipsos provides at no cost a laptop and internet service provider connection. People who already have computers and internet service are permitted to participate using their own equipment. Panelists then receive unique log-in information for accessing surveys online and then are sent emails throughout each month inviting them to participate in research.

The data were weighted to adjust for gender by age, race, education, Census region by metropolitan status, and household income. The sample weighting was accomplished using an iterative proportional fitting (IFP) process that simultaneously balances the distributions of all variables.

The use of survey weights in statistical analyses ensures that the demographic characteristics of the sample closely approximate the demographic characteristics of the target population. The margin of error for the qualified survey sample is  $\pm 1.5$  percentage points at the 95 percent level of confidence. The design effect for the survey is 1.2.