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 [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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1 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
   6 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

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<th>Yes</th>
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<td>36</td>
<td>62</td>
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B. Celebrated company achievements

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

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<td>42</td>
<td>57</td>
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D. Provided reimbursement for education or training

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<td>68</td>
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E. Introduced a formal on-the-job training program

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<td>75</td>
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F. Offered a permanent flexible work-from-home policy

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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 +/– 1.5 percentage points at the 95 percent level of confidence. The design effect for the survey is 1.2.