ICPSR | INTER-UNIVERSITY CONSORTIUM FOR POLITICAL AND SOCIAL RESEARCH

ICPSR 34837

Age and Generations Study, 2007-2008

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Codebook

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ICPSR PROCESSING NOTES FOR #34837

Age and Generations Study, 2007-2008

1. **Confidentiality/Disclosure Risk:** In order to protect respondent anonymity and prevent disclosure risk, the variables **END1_T1**, **END1_T2**, **STARTTIME_T1**, **STARTTIME_T2**, **ENDTIME_T1**, **ENDTIME_T2**, **LOGINTIME_T2**, and **LOGINTIME_T2** were removed from the data collection.

2. **Value Discrepancies**:

   - Several variables, such as **Q1_T1** and **Q3_T1**, contain values in the data that are inconsistent with the Original P.I. Documentation. These values contain labels such as "Asked & Not Answered" or "Not Applicable". These responses have been designated missing by ICPSR.

   - For variable **Q60A_T1** and **Q60A_T2**, the values with labels of "Don't Know" and "Not Applicable" are inconsistent between the data and the documentation. No information was provided.

3. **Included Citation Reference:** The Original P.I. Documentation includes a reference on how to cite this collection. Please use the ICPSR citation reference found with this collection.

4. **Truncated Variable Labels:** The dataset contains several truncated variable labels. Please refer to the Original P.I. Documentation for the complete questions.

5. **Variable Discrepancy:** In Q21, the Original P.I. Documentation refers to the variable "Q12A_13", which does not exist in the dataset. The correct variables are **Q21A_13_T1** and **Q21A_13_T2.**

6. **Deleted Variables:** The Original P.I. Documentation contains the variables **S6A_T1**, **S6B_T1**, **S6C_T1**, **S6D_T1**, **S6A_T2**, **S6B_T2**, **S6C_T2** and **S6D_T2**. These variables have been deleted per P.I. request.

7. **Additional Information:** For additional information on the Age and Generations Study, please visit the [Sloan Center on Aging and Work Web Site](#).

AGE AND GENERATIONS STUDY: 2007-2008

CODEBOOK

June, 2012

Conducted by the

Sloan Center on Aging & Work/Workplace Flexibility

Boston College

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The Sloan Center on Aging & Work is grateful for the continued support of the Alfred P. Sloan Foundation.

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AGE AND GENERATIONS STUDY, 2007-2008
CUMULATIVE CODEBOOK
(Codebook for the Machine-Readable Data File)

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CATALOGING-IN-SOURCE*
(Machine-readable data file plus codebook)

Pitt-Catsouphes, Marcie and Smyer, Michael A. *The Age and Generations Study*, 2007-2008. [machine-readable data file/Principal Investigator, Marcie Pitt-Catsouphes; Co-Principal Investigator, Michael A. Smyer; Sponsored by Alfred P. Sloan Foundation. Chestnut Hill, MA: Sloan Center on Aging and Work, Boston College [producer]; Ann Arbor, MI: Inter-University consortium for Political and Social Research (ICPSR), University of Michigan [distributor], 2012.

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BIBLIOGRAPHIC REFERENCE

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CONTENTS

INTRODUCTION

The aging of the workforce has recently become an issue of interest to researchers, employers, and policy makers. To date, most of our knowledge about the experiences of older workers has been derived from studies that have gathered information from employees who work at multiple workplace settings; however, there has been limited effort to put the information about these employees' experiences in the context of relevant conditions of their workplaces in specific industry sectors. Researchers and business leaders adapting to the rapidly changing workplace are calling for more industry-specific data in the contexts of specific organizations. In addition, there is significant interest in how the aging of the workforce has affected employees' involvement in multi-generational work teams. For example, it is important to gain a better understanding about how policies and practices, such as the use of flexible work options, affects the team participation of older adult workers as compared to younger adult workers and workers at mid-life.

The Age & Generations Study was designed to document employee and employer outcomes related to the experiences of multi-generational teams in five industry sectors and to examine how the work relationships of these team members might change over time. The Study has been designed to answer two basic sets of questions, one focused on organizations and one on their employees:

- How do the interactions of multi-generational work units affect outcomes for employees in the department/unit (e.g., performance, job satisfaction, productivity, intention to remain in the organization)? Do these outcomes vary depending on the age composition of work teams and departments? Are these outcomes similar for organizations in different industry sectors?
- How do the interactions of multi-generational work units affect the department's/unit's performance and productivity outcomes (e.g., productivity associated with the use of flexible work options, availability of supervisor training, training of employees at different career stages)? Do these outcomes vary depending on the age composition of departments/units? Are these outcomes similar for different industry sectors?

DATA

A convenience sample was employed by the Center to identify organizations in a range of industry sectors that have expressed interest in the aging of the workforce or multigenerational workforce issues. These were organizations that had multi-generational department/work units with a minimum of 200 employees in the following five industry sectors: retail, pharmaceuticals, finance, health care, and higher education. Interested organizations assigned an individual, typically a director or manager in Human Resources, to serve as the liaison between the Center and the organization. The liaison completed an online survey asking for information about the organization, then was asked to choose 1 or 2 departments/units in their organization that had at least 100 employees to participate in the study (to ensure that the aggregated data will not contain samples so small that it might be possible to identify small groups of employees). The manager of the business unit or department in the organization that agreed to participate in the study was asked to complete an online survey about that specific department. Employees in the selected department(s)/unit(s) were then invited to complete a survey during company time.

The employee survey requested information on employees' perceptions of their work experiences, work that is done by their work groups, opportunities for learning and development, organizational policies, and their assessments of their health and well-being. This data was collected twice, with a minimum of a six month interval between the two data collection periods. Employees who decided to participate in the study were randomly assigned a User Name and Password which could be changed at will. The use of User Name and Password ensured that their responses to the two surveys could be linked through a common ID number in the dataset. No identifiers were attached to the data set; only the ID number was used. An external survey consulting agency, Survey Science, maintain a secured list of employee names, user names, passwords/ID numbers to enable employees who lost their User Names or Passwords to contact Survey Science to have it re-issued. The list of employee names and user names was destroyed no later than June 2008.

SAMPLE

In total, 2,195 employees from 13 departments within 9 organizations participated in this study. The within-department response rates range from a low of 28.5% to a high of 88.8%, with an average response rate of 55.3%. For eight of the organizations, a census methodology was employed, in which all of the employees within a given department were invited to participate in the survey. One organization, however, chose to use a random sampling approach, in which a random sample of 125 employees was drawn from the overall pool of employees in each of the 2 participating departments/units (one department had 774 employees and the other had 708). The participating organizations were affiliated with a range of industry sectors: 2 of the organizations were in the educational services industry; 2 were in health care and social assistance; 1 was in retail trade; 2 were in finance and insurance; 1 is in professional, scientific and technical services; and 1 was in the pharmaceutical industry. Five of the organizations had a worksite located outside of the U.S. and 4 do not, however all of the respondents worked in U.S. locations. All of the organizations in the sample were considered large businesses, each having over 1,000 employees: 4 of the organizations had between 1,000 and 10,000 employees, 4 had between 10,000 and 50,000 employees, and 1 had over 50,000 employees. While 4 of the participating organizations were for-profit, 5 were non-profit. Table 1 below describes characteristics of the employees who completed the employee survey.

Table 1. Employee Sample Characteristics Compared to U.S.

	Sample	U.S.
% women	59.2%	46.4%[a]
% men	40.8%	53.6%[a]
% full-time	87.7%	76.9%[b]
% part-time	12.3%	23.1%[b]
% hourly employees	52.4%	60.0%[c]
% salaried employees	47.6%	40.0%[c]
Median wage for hourly employees	$21/hour	-
Median salary for salaried employees	$80,000/year	-
Average age of employees	41 years	41 years
% under age 25	7.9%	13.6%[e]
% age 25 to 39	38.9%	33.0%[e]
% age 40 to 54	37.1%	35.7%[e]
% age 55 or older	16.1%	17.6%[e]
% with supervisory responsibilities	47.6%	-
% reporting that they have an additional job with a second employer	7.4%	-
% consultants	8.4%	-
% reporting that they were "working in retirement"; i.e., they had officially retired from a previous job	4.1%	-

[a] % of the U.S. Labor Force in 2007 (Bureau of Labor Statistics, 2008)
[b] % of the U.S. Workforce in 2007, full-time was measured by working 35 hours or more at one job (Bureau of Labor Statistics, 2008)
[c] % of the U.S. Workforce in 2007 (Bureau of Labor Statistics, 2008)
[d] Average age in the U.S. Labor Force in 2007 (Bureau of Labor Statistics, 2008)
[e] % of the U.S. Labor Force in 2007 (Bureau of Labor Statistics, 2008)

ADDITIONAL NOTES REGARDING THIS VERSION OF THE DATA SET

To maintain the confidentiality and anonymity of both the companies and individual subjects, numerous questions available in the original survey are either (a) Masked or (b) Omitted. Items that are masked include the word [MASKED] or "masked". An example of this is q41a_masked_t1, in which the names or initials of the respondents' coworkers were reported. The masked version of the variable is numeric, marked "1" if they reported a coworker's name or initials, while the variable as originally reported was text. Items that are removed included primarily text responses due to the frequency with which respondents provided identifying information about themselves, their coworkers, or their organization within the text. Missing data for individual variables is treated as system missing, but programmer codes are shown in this codebook to indicate skip patterns.

INDEX TO DATA SET

(BY VARIABLE AND LABEL)

respid	Unique Identifier
orgid	PRE2: Organization ID Number [Masked]
deptid	PRE3: Employee Customizations for Multiple Departments
t1status	PRE4: Time one (T1) status of the sample member
disp_main_t1	T1_DISP_MAIN: Primary Survey Disposition
disp_main_t2	T2_DISP_MAIN: Primary Survey Disposition
mode_t1	T1_MODE: Web vs. Mail
mode_t2	T2_Mode: Mode in which survey was completed
site_t1	site
site_t2	site
qconsent_t1	T1_QCONSENT: Do you wish to participate in this survey?
qconsent_t2	T2_QCONSENT: Do you wish to participate in this survey?
end1_t1	T1_END1: Thank you for your participation. Do you wish to be entered into the sw
end1_t2	T2_END1: Thank you for your participation. As a thank you for participating, you
starttime_t1	T1_STARTTIME: The date and time this participant/user began entering data.
starttime_t2	T2_STARTTIME: The date and time this participant/user began entering data.
endtime_t1	T1_ENDTIME: The date and time this participant/user finished entering data.
endtime_t2	T2_ENDTIME: The date and time this participant/user finished entering data.
elapsedtime_t1	T1_ELAPSEDTIME: The total number of minutes it took this participant/user to fin
elapsedtime_t2	T2_ELAPSEDTIME: The total number of minutes it took this participant/user to fin
sysdispo_t1	T1_SYSDISPO: The response disposition assigned in the survey system.
sysdispo_t2	T2_SYSDISPO: The response disposition assigned in the survey system.
logincount_t1	T1_LOGINCOUNT: Number of times the participant has logged in.
logincount_t2	T2_LOGINCOUNT: Number of times the participant has logged in.
pre4_t2	T2_PRE4: Time one (T1) status of the sample member
logintime_t1	T1_LOGINTIME: The date and time when this participant last logged in.
logintime_t2	T2_LOGINTIME: The date and time when this participant last logged in.
q1_t1	T1_Q1: How many years have you been with [VALUE: ORG_ID], in total? (will accept
q3_t1	T1_Q3: Do you have any supervisory responsibilities?
q4_t1	T1_Q4: Do you consider yourself to be in early-career, mid-career, or late-caree
q5_t1	T1_Q5: During a typical work week, about how many hours do you USUALLY work for
q5_2_t1	T1_Q5_2: Are you considered a full-time or part-time employee?
q5_3a_t1	T1_Q5_3A: Temporary worker paid directly by your company/organization?
q5_3b_t1	T1_Q5_3B: Temporary worker on the payroll of another company such as a temp agen
q5_3c_t1	T1_Q5_3C: Consultant?
q5_4_t1	T1_Q5_4: Do you receive benefits from [VALUE: PRE2]
q6_t1	T1_Q6: Looking at the following list, which best describes your work schedule?
q6_17_t1	T1_Q6_17: Looking at the following list, which best describes your work schedule
q7_t1	T1_Q7: In addition to your job at [VALUE: PRE2], do you work for a different emp
q7a_t1	T1_Q7A: In general, about how many hours per week do you work at your other job(
q8_t1	T1_Q8: We know you are currently working at [VALUE: PRE1], but have you ever off
q9a_t1	T1_Q9A: I feel secure in my job
q9b_t1	T1_Q9B: Regardless of economic conditions, I expect I will have a job at my curr
q10a_t1	T1_Q10A: Give you opportunities to do a number of different things
q10b_t1	T1_Q10B: Give you opportunities to deal with other people
q10c_t1	T1_Q10C: Give you opportunities for independent thought or action
q10c_13_t1	T1_Q10C_13: Give you opportunities for creative thought or action
q10d_t1	T1_Q10D: Give you opportunities to develop close friendships in your job
q10e_t1	T1_Q10E: Give you opportunities to do a job from beginning to end (e.g., the cha
q10f_t1	T1_Q10F: Give you the feeling that the job itself is very significant or importa
q11a_t1	T1_Q11A: I do not have enough time to get everything done in my job
q11b_t1	T1_Q11B: I can work at a comfortable pace
q11c_t1	T1_Q11C: My workload is too heavy
q11d_t1	T1_Q11D: I have to work very quickly to get everything done

q11e_t1	T1_Q11E: I do not have enough time to do my work to the best of my ability
q12_t1	T1_Q12: In general, how satisfied are you with the benefits - including access t
q13_t1	T1_Q13: Are there benefits that are important to you (and you would like to have
q14_t1	T1_Q14: To what extent does the access that you have to benefits affect your dec
q15a_t1	T1_Q15A: My company promotes the continuous learning and development of all empl
q15b_t1	T1_Q15B: I am given a real opportunity to improve my skills at this company thro
q15c_t1	T1_Q15C: I am satisfied with the training and development programs available to
q15_2_t1	T1_Q15_2: Do you work a shift?
q16a_t1	T1_Q16A: Make choices about which shift you work
q16b_t1	T1_Q16B: Choose a work schedule that varies from the typical schedule at your wo
q16c_t1	T1_Q16C: Occasionally request changes in starting and quitting times
q16d_t1	T1_Q16D: Frequently request changes in starting and quitting times, such as on a
q16e_t1	T1_Q16E: Reduce your work hours and work on a part-time basis while remaining in
q16f_t1	T1_Q16F: Structure jobs as a job share with another person where both receive th
q16g_t1	T1_Q16G: Compress the work week by working longer hours on fewer days for at lea
q16h_t1	T1_Q16H: Take sabbaticals or career breaks? that is take leaves, paid or unpaid,
q16i_t1	T1_Q16I: Take paid or unpaid time for education or training to improve job skill
q16j_t1	T1_Q16J: Take a paid leave for care giving or other personal or family responsib
q16k_t1	T1_Q16K: Work part-year; that is work for a reduced amount of time on an annual
q16l_t1	T1_Q16L: Work for part of the year at one worksite, and then part of the year at
q16m_t1	T1_Q16M: Work from an off-site location (such as home) for part (or all) of the
q16n_t1	T1_Q16N: Transfer to a job with reduced responsibilities and reduced pay, if you
q16o_t1	T1_Q16O: Phase into retirement by working reduced hours over a period of time pr
q16p_t1	T1_Q16P: Control when you take breaks
q16q_t1	T1_Q16Q: Have input into the amount of overtime hours you work
q16q_13_t1	T1_Q16Q_13: Have input into the number of hours you work
q16r_t1	T1_Q16R: Take extra unpaid vacation days
q16s_t1	T1_Q16S: Take paid time off to volunteer in the community
q16_2a_t1	T1_Q16_2A: Make choices about which shift you work
q16_2b_t1	T1_Q16_2B: Choose a work schedule that varies from the typical schedule at your
q16_2c_t1	T1_Q16_2C: Occasionally request changes in starting and quitting times
q16_2d_t1	T1_Q16_2D: Frequently request changes in starting and quitting times, such as on
q16_2e_t1	T1_Q16_2E: Reduce your work hours and work on a part-time basis while remaining
q16_2f_t1	T1_Q16_2F: Structure jobs as a job share with another person where both receive
q16_2g_t1	T1_Q16_2G: Compress the work week by working longer hours on fewer days for at l
q16_2h_t1	T1_Q16_2H: Take sabbaticals or career breaks? that is take leaves, paid or unpai
q16_2i_t1	T1_Q16_2I: Take paid or unpaid time for education or training to improve job ski
q16_2j_t1	T1_Q16_2J: Take a paid leave for care giving or other personal or family respons
q16_2k_t1	T1_Q16_2K: Work part-year; that is work for a reduced amount of time on an annua
q16_2l_t1	T1_Q16_2L: Work for part of the year at one worksite, and then part of the year
q16_2m_t1	T1_Q16_2M: Work from an off-site location (such as home) for part (or all) of th
q16_2n_t1	T1_Q16_2N: Transfer to a job with reduced responsibilities and reduced pay, if y
q16_2o_t1	T1_Q16_2O: Phase into retirement by working reduced hours over a period of time
q16_2p_t1	T1_Q16_2P: Control when you take breaks
q16_2q_t1	T1_Q16_2Q: Have input into the amount of overtime hours you work
q16_2r_t1	T1_Q16_2R: Take extra unpaid vacation days
q16_2s_t1	T1_Q16_2S: Take paid time off to volunteer in the community
q17_t1	T1_Q17: To what extent do you have access to the flexible work options you need
q20a_t1	T1_Q20A: Success as an employee?
q20b_t1	T1_Q20B: Overall quality of life?
q21a_t1	T1_Q21A: To get ahead in this organization, employees are expected to work more
q21a_13_t1	T1_Q21A_13: To get ahead in this organization, employees are expected to work lo
q21b_t1	T1_Q21B: Employees are regularly expected to put their jobs ahead of their perso
q21c_t1	T1_Q21C: In this organization, employees who make use of flexible work options (
q22_t1	T1_Q22: At present, how many people are on your work team?
q25_t1	T1_Q25: Which of the following statements best describe your work team with resp
q26a_t1	T1_Q26A: # employees in early-career
q26b_t1	T1_Q26B: # employees in mid-career

q26c_t1	T1_Q26C: # employees in late-career
q27_t1	T1_Q27: Is your immediate team leader/supervisor:
q28a_t1	T1_Q28A: I have a say in the way my work group performs its tasks
q28b_t1	T1_Q28B: My coworkers openly share work- related information with me
q28c_t1	T1_Q28C: I feel that I have the cooperation of the people in my work group
q28d_t1	T1_Q28D: I am able to influence decisions that affect my work group
q28e_t1	T1_Q28E: I am usually among the last to know about important changes in the orga
q28f_t1	T1_Q28F: I am usually invited to important meetings in my organization
q28g_t1	T1_Q28G: The members of my team usually help me to complete my work successfully
q28h_t1	T1_Q28H: The members of my team really care about the effects that work demands
q28i_t1	T1_Q28I: Your work team expects that employees will participate in decision-maki
q28j_t1	T1_Q28J: Your work team promotes a sense of professional community and connected
q29a_t1	T1_Q29A: Have lots of opportunities to learn new things related to work
q29b_t1	T1_Q29B: Recognize the accomplishments of employees at all stages of their caree
q29c_t1	T1_Q29C: Are reluctant to hire young adult workers
q29d_t1	T1_Q29D: Are reluctant to hire midlife workers
q29e_t1	T1_Q29E: Are reluctant to hire older workers
q29f_t1	T1_Q29F: Expect that all team members will 'give 100 percent'
q29g_t1	T1_Q29G: Have a clear understanding of the responsibilities of each team member
q29h_t1	T1_Q29H: Make good use of each employee's talents
q29i_t1	T1_Q29I: Use effective communication strategies
q29j_t1	T1_Q29J: Use the resources available in an effective way
q29k_t1	T1_Q29K: Manage conflict within the team effectively
q29l_t1	T1_Q29L: Adopt work practices that are efficient
q30a_t1	T1_Q30A: Adapts effectively to changing circumstances at work
q30b_t1	T1_Q30B: Welcomes organizational changes that are likely to produce positive res
q30c_t1	T1_Q30C: Develops ways to handle work problems that emerge
q31_t1	T1_Q31: In your opinion, to what extent has your team made a link between workpl
q32a_t1	T1_Q32A: Your work team clearly recognizes the importance that working and manag
q32b_t1	T1_Q32B: Members of your work team understand the importance that working and ma
q32c_t1	T1_Q32C: Members of your work team are aware of available flexible work options
q32d_t1	T1_Q32D: Members of your work team are comfortable discussing their needs for fl
q33a_t1	T1_Q33A: Distributes work within the team in a fair manner
q33b_t1	T1_Q33B: Makes job assignments fairly based on competencies, regardless of an em
q33c_t1	T1_Q33C: Provides opportunities for development in an even-handed manner, regard
q33b_13_t1	T1_Q33B_13: Makes job assignments fairly based on competencies
q33c_13_t1	T1_Q33C_13: Provides opportunities for development in an even-handed manner
q33d_t1	T1_Q33D: Ensures that all team members understand goals and metrics
q34a_t1	T1_Q34A: My team leader/supervisor gives me helpful feedback about my performanc
q34b_t1	T1_Q34B: My team leader/supervisor provides assignments that give me the opportu
q34c_t1	T1_Q34C: My team leader/supervisor cares about whether or not I achieve my caree
q34d_t1	T1_Q34D: My team leader/supervisor makes sure I get the credit when I accomplish
q34e_t1	T1_Q34E: My team leader/supervisor supports my attempts to acquire additional tr
q34f_t1	T1_Q34F: My team leader/supervisor really cares about the effects that work dema
q34g_t1	T1_Q34G: My team leader/supervisor often asks for my opinion before making impor
q34h_t1	T1_Q34H: My team leader/supervisor does NOT communicate information clearly
q35_t1	T1_Q35: To what extent does your team leader/supervisor support the use of effec
q36_t1	T1_Q36: Overall, how would you assess the effectiveness of your team leader/supe
s4a_t1	T1_S4A: Recruiting competent job applicants
s4b_t1	T1_S4B: Employees performance
s4c_t1	T1_S4C: Employees absenteeism
s4d_t1	T1_S4D: Responding to employees family needs
s4e_t1	T1_S4E: Employees loyalty to the company
s4f_t1	T1_S4F: Team morale
s4g_t1	T1_S4G: Providing effective supervision to the team
s4h_t1	T1_S4H: Unwanted turnover
s4i_t1	T1_S4I: Transferring knowledge from more experienced employees to less experienc
s4j_t1	T1_S4J: Lack of cooperation among employees

s4k_t1	T1_S4K: Employees discriminatory attitudes or behaviors
s4l_t1	T1_S4L: Conflict among employees
s4m_t1	T1_S4M: Other
s6a_t1	T1_S6A: Metric #1 - Over the past 12 months, how successful has your team been i
s6b_t1	T1_S6B: Metric #2 - Over the past 12 months, how successful has your team been i
s6c_t1	T1_S6C: Metric #3 - Over the past 12 months, how successful has your team been i
s6d_t1	T1_S6D: Metric #4 - Over the past 12 months, how successful has your team been i
q37_t1	T1_Q37: How would you rate the performance of your work team compared to other t
q38_t1	T1_Q38: How do you think your boss would rate the performance of your team, in c
q41a_masked_t1	High impact individual named
q41b_masked_t1	High impact individual named
q41c_masked_t1	High impact individual named
q41d_masked_t1	High impact individual named
q41e_masked_t1	High impact individual named
q41f_masked_t1	High impact individual named
q41g_masked_t1	High impact individual named
q41h_masked_t1	High impact individual named
q41i_masked_t1	Moderate impact individual named
q41j_masked_t1	Moderate impact individual named
q41k_masked_t1	Moderate impact individual named
q41l_masked_t1	Moderate impact individual named
q41m_masked_t1	Moderate impact individual named
q41n_masked_t1	Moderate impact individual named
q42a_t1	T1_Q42A: High impact individual #1 - Is this person on your work team?
q42b_t1	T1_Q42B: High impact individual #2 - Is this person on your work team?
q42c_t1	T1_Q42C: High impact individual #3 - Is this person on your work team?
q42d_t1	T1_Q42D: High impact individual #4 - Is this person on your work team?
q42e_t1	T1_Q42E: High impact individual #5 - Is this person on your work team?
q42f_t1	T1_Q42F: High impact individual #6 - Is this person on your work team?
q42g_t1	T1_Q42G: High impact individual #7 - Is this person on your work team?
q42h_t1	T1_Q42H: High impact individual #8 - Is this person on your work team?
q42i_t1	T1_Q42I: Moderate impact individual #1 - Is this person on your work team?
q42j_t1	T1_Q42J: Moderate impact individual #2 - Is this person on your work team?
q42k_t1	T1_Q42K: Moderate impact individual #3 - Is this person on your work team?
q42l_t1	T1_Q42L: Moderate impact individual #4 - Is this person on your work team?
q42m_t1	T1_Q42M: Moderate impact individual #5 - Is this person on your work team?
q42n_t1	T1_Q42N: Moderate impact individual #6 - Is this person on your work team?
q43a_t1	T1_Q43A: High impact individual #1 - To what extent have you turned to the follo
q43b_t1	T1_Q43B: High impact individual #2 - To what extent have you turned to the follo
q43c_t1	T1_Q43C: High impact individual #3 - To what extent have you turned to the follo
q43d_t1	T1_Q43D: High impact individual #4 - To what extent have you turned to the follo
q43e_t1	T1_Q43E: High impact individual #5 - To what extent have you turned to the follo
q43f_t1	T1_Q43F: High impact individual #6 - To what extent have you turned to the follo
q43g_t1	T1_Q43G: High impact individual #7 - To what extent have you turned to the follo
q43h_t1	T1_Q43H: High impact individual #8 - To what extent have you turned to the follo
q43i_t1	T1_Q43I: Moderate impact individual #1 - To what extent have you turned to the f
q43j_t1	T1_Q43J: Moderate impact individual #2 - To what extent have you turned to the f
q43k_t1	T1_Q43K: Moderate impact individual #3 - To what extent have you turned to the f
q43l_t1	T1_Q43L: Moderate impact individual #4 - To what extent have you turned to the f
q43m_t1	T1_Q43M: Moderate impact individual #5 - To what extent have you turned to the f
q43n_t1	T1_Q43N: Moderate impact individual #6 - To what extent have you turned to the f
q44a_t1	T1_Q44A: High impact individual #1 - To what extent have you turned to the follo
q44b_t1	T1_Q44B: High impact individual #2 - To what extent have you turned to the follo
q44c_t1	T1_Q44C: High impact individual #3 - To what extent have you turned to the follo
q44d_t1	T1_Q44D: High impact individual #4 - To what extent have you turned to the follo
q44e_t1	T1_Q44E: High impact individual #5 - To what extent have you turned to the follo
q44f_t1	T1_Q44F: High impact individual #6 - To what extent have you turned to the follo
q44g_t1	T1_Q44G: High impact individual #7 - To what extent have you turned to the follo

q44h_t1	T1_Q44H: High impact individual #8 - To what extent have you turned to the follo
q44i_t1	T1_Q44I: Moderate impact individual #1 - To what extent have you turned to the f
q44j_t1	T1_Q44J: Moderate impact individual #2 - To what extent have you turned to the f
q44k_t1	T1_Q44K: Moderate impact individual #3 - To what extent have you turned to the f
q44l_t1	T1_Q44L: Moderate impact individual #4 - To what extent have you turned to the f
q44m_t1	T1_Q44M: Moderate impact individual #5 - To what extent have you turned to the f
q44n_t1	T1_Q44N: Moderate impact individual #6 - To what extent have you turned to the f
q45a_t1	T1_Q45A: High impact individual #1 - We often turn to other people for their abi
q45b_t1	T1_Q45B: High impact individual #2 - We often turn to other people for their abi
q45c_t1	T1_Q45C: High impact individual #3 - We often turn to other people for their abi
q45d_t1	T1_Q45D: High impact individual #4 - We often turn to other people for their abi
q45e_t1	T1_Q45E: High impact individual #5 - We often turn to other people for their abi
q45f_t1	T1_Q45F: High impact individual #6 - We often turn to other people for their abi
q45g_t1	T1_Q45G: High impact individual #7 - We often turn to other people for their abi
q45h_t1	T1_Q45H: High impact individual #8 - We often turn to other people for their abi
q45i_t1	T1_Q45I: Moderate impact individual #1 - We often turn to other people for their
q45j_t1	T1_Q45J: Moderate impact individual #2 - We often turn to other people for their
q45k_t1	T1_Q45K: Moderate impact individual #3 - We often turn to other people for their
q45l_t1	T1_Q45L: Moderate impact individual #4 - We often turn to other people for their
q45m_t1	T1_Q45M: Moderate impact individual #5 - We often turn to other people for their
q45n_t1	T1_Q45N: Moderate impact individual #6 - We often turn to other people for their
q46a_t1	T1_Q46A: My line of work/career field is an important part of who I am
q46b_t1	T1_Q46B: This line of work/career field has a great deal of personal meaning to
q46c_t1	T1_Q46C: I do not feel emotionally attached to this line of work/career field
q46d_t1	T1_Q46D: I strongly identify with my chosen line of work/career field
q46e_t1	T1_Q46E: I am satisfied with the success I have achieved in my career
q46f_t1	T1_Q46F: I am satisfied with the progress I have made toward meeting my overall
q46g_t1	T1_Q46G: I am satisfied with the progress I have made toward meeting my goals fo
q46h_t1	T1_Q46H: I am satisfied with the progress I have made toward meeting my financia
q46i_t1	T1_Q46I: I am satisfied with the progress I have made toward meeting my goals fo
q47_t1	T1_Q47: How interested are you in pursuing a career that is different than the o
q48a_t1	T1_Q48A: If you stay with your current employer, do you think you would have an
q48b_t1	T1_Q48B: If you had the opportunity at another organization to pursue a career y
q49a_t1	T1_Q49A: I am confident I get the success I deserve in life
q49b_t1	T1_Q49B: Sometimes I feel depressed
q49c_t1	T1_Q49C: When I try, I generally succeed
q49d_t1	T1_Q49D: Sometimes when I fail, I feel worthless
q49e_t1	T1_Q49E: I complete tasks successfully
q49f_t1	T1_Q49F: Sometimes, I do not feel in control of my work
q49g_t1	T1_Q49G: Overall, I am satisfied with myself
q49h_t1	T1_Q49H: I am filled with doubts about my competence
q49i_t1	T1_Q49I: I determine what will happen in my life
q49j_t1	T1_Q49J: I do not feel in control of my success in my career
q49k_t1	T1_Q49K: I am capable of coping with most of my problems
q49l_t1	T1_Q49L: There are times when things look pretty bleak and hopeless to me
q50e_t1	T1_Q50E: Early-career employees take initiative
q50m_t1	T1_Q50M: Mid-career employees take initiative
q50l_t1	T1_Q50L: Late-career employees take initiative
q51e_t1	T1_Q51E: Early-career employees add creativity to team projects
q51m_t1	T1_Q51M: Mid-career employees add creativity to team projects
q51l_t1	T1_Q51L: Late-career employees add creativity to team projects
q52e_t1	T1_Q52E: Early-career employees are productive
q52m_t1	T1_Q52M: Mid-career employees are productive
q52l_t1	T1_Q52L: Late-career employees are productive
q53e_t1	T1_Q53E: Early-career employees have high levels of skills compared to what is n
q53m_t1	T1_Q53M: Mid-career employees have high levels of skills compared to what is nee
q53l_t1	T1_Q53L: Late-career employees have high levels of skills compared to what is ne
q54e_t1	T1_Q54E: Early-career employees are often our best employees

q54m_t1	T1_Q54M: Mid-career employees are often our best employees
q54l_t1	T1_Q54L: Late-career employees are often our best employees
q55a_t1	T1_Q55A: At my work, I feel bursting with energy
q55b_t1	T1_Q55B: I find the work that I do full of meaning and purpose
q55c_t1	T1_Q55C: Time flies when I?m working
q55d_t1	T1_Q55D: When I get up in the morning, I feel like going to work
q55e_t1	T1_Q55E: I am enthusiastic about my job
q55f_t1	T1_Q55F: I am immersed in my work
q55g_t1	T1_Q55G: I persevere, even when things do not go well
q55h_t1	T1_Q55H: I am proud of the work that I do
q55i_t1	T1_Q55I: I feel happy when I am working intensely
q56a_t1	T1_Q56A: I really care about the future of my organization
q56b_t1	T1_Q56B: It would take a lot to get me to leave my organization
q56c_t1	T1_Q56C: I would like to be working for my organization one year from now
q56d_t1	T1_Q56D: Compared to other organizations I know about, I think my organization i
q56e_t1	T1_Q56E: I would highly recommend my organization to a friend seeking employment
q56f_t1	T1_Q56F: I am always willing to give extra effort to help my organization succee
q57_t1	T1_Q57: All in all, how satisfied are you with your job?
q58a_t1	T1_Q58A: How would you rate your job performance, as an individual employee? For
q58b_t1	T1_Q58B: Think about your most recent assessment of your job performance or the
q58c_t1	T1_Q58C: How would you rate your performance as a work team member?
q59_t1	T1_Q59: Thinking ahead 2 years, what do you expect your situation will be?
q60_t1	T1_Q60: How likely is it that you would
q60a_t1	T1_Q60A: If you do formally retire from your current job, do you anticipate work
q61_t1	T1_Q61: How likely is it that you would work
q62_t1	T1_Q62: Overall, how would you rate your health during the past 4 weeks
q63_t1	T1_Q63: During the PAST 4 WEEKS, how much did physical health problems limit you
q64_t1	T1_Q64: During the PAST 4 WEEKS, how much difficulty did you have doing your dai
q65_t1	T1_Q65: How much bodily pain have you had during the PAST 4 WEEKS?
q66_t1	T1_Q66: During the PAST 4 WEEKS, how much energy did you have?
q67_t1	T1_Q67: During the PAST 4 WEEKS, how much did your physical health or emotional
q68_t1	T1_Q68: During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PR
q69_t1	T1_Q69: During the PAST 4 WEEKS, how much did personal or emotional problems kee
q70_t1	T1_Q70: Are you?
q71_t1	T1_Q71: In what year were you born?
q72_t1	T1_Q72: Do you consider yourself to be: a young adult, adult at mid-life, older
q73_t1	T1_Q73: Which of the following best describes your race/ethnicity?
q74_t1	T1_Q74: What is the highest grade you have completed in school?
q75_t1	T1_Q75: Are you presently?
q75a_t1	T1_Q75A: Do you provide 50% or more of the total combined annual income for your
q76a_t1	T1_Q76A: # of children age 18 and younger
q76b_t1	T1_Q76B: # of children age 19-22
q76c_t1	T1_Q76C: # of children age 23 and older
q77_t1	T1_Q77: Do you provide financial assistance to any children age 19 and older, in
q78_t1	T1_Q78: Do you provide care to grandchildren under the age of 18 on a WEEKLY bas
q79_t1	T1_Q79: Do you provide regular care to a disabled or ill spouse/partner?
q80_t1	T1_Q80: Do you provide care to an elderly family member on a WEEKLY basis?
q81_t1	T1_Q81: Do you provide significant amounts of financial support to your parents
q82_t1	T1_Q82: Do you anticipate needing to provide care for a loved one 65 years or ol
q83a_t1	T1_Q83A.The way you divide your time between work and personal or family life
q83b_t1	T1_Q83B.The way you divide your attention between work and home
q83c_t1	T1_Q83C: Your ability to balance the needs of your job with those of your person
q83d_t1	T1_Q83D: How well your work life and your personal or family life fit together
q83e_t1	T1_Q83E: The opportunity you have to perform your job well and yet be able to pe
q84_t1	T1_Q84: All things considered how do you feel about your life these days?
q85_t1	T1_Q85: Are you paid on an hourly or salary basis?
q85a_t1	T1_Q85A: $ - What is your hourly wage?
q85b_t1	T1_Q85B: What is your approximate current annual salary?

q86_t1	T1_Q86: Approximately, what was your total household income (before taxes) from
q1_t2	T2_Q1: How many years have you been with in total?
q3_t2	T2_Q3: Do you have any supervisory responsibilities?
q3a_t2	T2_Q3A: Are these supervisory responsibilities new since the last survey? In oth
q4_t2	T2_Q4: Do you consider yourself to be in early-career, mid-career, or late-caree
q5_t2	T2_Q5: During a typical work week, about how many hours do you USUALLY work for
q5a_3_t2	T2_Q5A_3: Looking at the following list, which best describes your employment si
q5a_4a_t2	T2_Q5A_4A: Are you eligible to receive benefits from [VALUE: ORG_ID]?
q6_t2	T2_Q6: Looking at the following list,which best describes your work schedule?
q6_17_t2	T2_Q6_17: Looking at the following list, which best describes your work schedule
q7_t2	T2_Q6_17: In addition to your job at {VALUE: PRE2}, do you work for a different
q7a_t2	T2_Q7A: In general, about how many hours per week do you work at your other job(
q8_t2	T2_Q8: We know you are currently working at [VALUE: PRE1], but have you ever off
q9a_t2	T2_Q9A: I feel secure in my job; How accurate are the following statements?
q9b_t2	T2_Q9B: Regardless of economic conditions, I expect I will have a job at my curr
q10a_t2	T2_Q10A: give you opportunities to do a number of different things; To what exte
q10b_t2	T2_Q10B: give you opportunities to deal with other people; To what extent does y
q10c_t2	T2_Q10C: give you opportunities for independent thought or action; To what exten
q10c_13_t2	T2_Q10C_13: give you opportunities for creative thought or action; To what exten
q10d_t2	T2_Q10D: give you opportunities to develop close friendships in your job; To wha
q10e_t2	T2_Q10E: give you opportunities to do a job from beginning to end (e.g., the cha
q10f_t2	T2_Q10F: give you the feeling that the job itself is very significant or importa
q11a_t2	T2_Q11A: I do not have enough time to get everything done in my job.; Do you agr
q11b_t2	T2_Q11B: I can work at a comfortable pace.; Do you agree with the following stat
q11c_t2	T2_Q11C: My workload is too heavy.; Do you agree with the following statements?
q11d_t2	T2_Q11D: I have to work very quickly to get everything done.; Do you agree with
q11e_t2	T2_Q11E: I do not have enough time to do my work to the best of my ability.; Do
q12_t2	T2_Q12: In general, how satisfied are you with the benefits - including access t
q13_t2	T2_Q13: Are there benefits that are important to you (and you would like to have
q14_t2	T2_Q14: To what extent does the access that you have to benefits affect your dec
q15a_t2	T2_Q15A: My company promotes the continuous learning and development of all empl
q15b_t2	T2_Q15B: I am given a real opportunity to improve my skills at this company thro
q15c_t2	T2_Q15C: I am satisfied with the training and development programs available to
q15_2_t2	T2_Q15_2: Do you work a shift?
q16a_t2	T2_Q16A: Make choices about which shift you work.; Do you HAVE ACCESS to the fol
q16b_t2	T2_Q16B: Choose a work schedule that varies from the typical schedule at your wo
q16c_t2	T2_Q16C: Occasionally request changes in starting and quitting times.; Do you HA
q16d_t2	T2_Q16D: Frequently request changes in starting and quitting times, such as on a
q16e_t2	T2_Q16E: Reduce your work hours and work on a part-time basis while remaining in
q16f_t2	T2_Q16F: Structure jobs as a job share with another person where both receive th
q16g_t2	T2_Q16G: Compress the work week by working longer hours on fewer days for at lea
q16h_t2	T2_Q16H: Take sabbaticals or career breaks - that is take leaves, paid or unpaid
q16i_t2	T2_Q16I: Take paid or unpaid time for education or training to improve job skill
q16j_t2	T2_Q16J: Take a paid leave for care giving or other personal or family responsib
q16k_t2	T2_Q16K: Work part-year; that is work for a reduced amount of time on an annual
q16l_t2	T2_Q16L: Work for part of the year at one worksite, and then part of the year at
q16m_t2	T2_Q16M: Work from an off-site location (such as home) for part (or all) of the
q16n_t2	T2_Q16N: Transfer to a job with reduced responsibilities and reduced pay, if you
q16o_t2	T2_Q16O: Phase into retirement by working reduced hours over a period of time pr
q16p_t2	T2_Q16P: Control when you take breaks.; Do you HAVE ACCESS to the following opti
q16q_t2	T2_Q16Q: Have input into the amount of overtime hours you work.; Do you HAVE ACC
q16q_13_t2	T2_Q16Q_13: Have input into the number of hours you work.; Do you HAVE ACCESS to
q16r_t2	T2_Q16R: Take extra 'unpaid' vacation days.; Do you HAVE ACCESS to the following
q16s_t2	T2_Q16S: Take paid time off to volunteer in the community.; Do you HAVE ACCESS t
q16_2a_t2	T2_Q16_2A: Make choices about which shift you work.; Have you ever USED any of t
q16_2b_t2	T2_Q16_2B: Choose a work schedule that varies from the typical schedule at your
q16_2c_t2	T2_Q16_2C: Occasionally request changes in starting and quitting times.; Have yo
q16_2d_t2	T2_Q16_2D: Frequently request changes in starting and quitting times, such as on

q16_2e_t2	T2_Q16_2E: Reduce your work hours and work on a part-time basis while remaining
q16_2f_t2	T2_Q16_2F: Structure jobs as a job share with another person where both receive
q16_2g_t2	T2_Q16_2G: Compress the work week by working longer hours on fewer days for at l
q16_2h_t2	T2_Q16_2H: Take sabbaticals or career breaks - that is take leaves, paid or unpa
q16_2i_t2	T2_Q16_2I: Take paid or unpaid time for education or training to improve job ski
q16_2j_t2	T2_Q16_2J: Take a paid leave for care giving or other personal or family respons
q16_2k_t2	T2_Q16_2K: Work part-year; that is work for a reduced amount of time on an annua
q16_2l_t2	T2_Q16_2L: Work for part of the year at one worksite, and then part of the year
q16_2m_t2	T2_Q16_2M: Work from an off-site location (such as home) for part (or all) of th
q16_2n_t2	T2_Q16_2N: Transfer to a job with reduced responsibilities and reduced pay, if y
q16_2o_t2	T2_Q16_2O: Phase into retirement by working reduced hours over a period of time
q16_2p_t2	T2_Q16_2P: Control when you take breaks.; Have you ever USED any of the followin
q16_2q_t2	T2_Q16_2Q: Have input into the amount of overtime hours you work.; Have you ever
q16_2r_t2	T2_Q16_2R: Take extra "unpaid" vacation days.; Have you ever USED any of the fol
q16_2s_t2	T2_Q16_2S: Take paid time off to volunteer in the community.; Have you ever USED
q17_t2	T2_Q17: To what extent do you have access to the flexible work options you need
q20a_t2	T2_Q20A: success as an employee?
q20b_t2	T2_Q20B: overall quality of life?; To what extent does having flexible work opti
q21a_t2	T2_Q21A: To get ahead in this organization, employees are expected to work more
q21a_13_t2	T2_Q21A_13: To get ahead in this organization, employees are expected to work lo
q21b_t2	T2_Q21B: Employees are regularly expected to put their jobs ahead of their perso
q21c_t2	T2_Q21C: In this organization, employees who make use of flexible work options (
q22_t2	T2_Q22: At present, how many people are on your work team?
q87_t2	T2_Q87: To what extent have the members of your work team changed since you fill
q88a_t2	T2_Q88A: # young adult employees; In your opinion, approximately how many of the
q88b_t2	T2_Q88B: # mid-life employees; In your opinion, approximately how many of the me
q88c_t2	T2_Q88C: # older adult employees; In your opinion, approximately how many of the
q26a_t2	T2_Q26A: # employees in early-career; In your opinion, approximately how many of
q26b_t2	T2_Q26B: # employees in mid-career; In your opinion, approximately how many of t
q26c_t2	T2_Q26C: # employees in late-career; In your opinion, approximately how many of
q89_t2	T2_Q89: Has your immediate team leader/supervisor changed since you filled out t
q27_t2	T2_Q27: Is your immediate team leader/supervisor:
q28a_t2	T2_Q28A: I have a say in the way my work group performs its tasks.; Do you agree
q28b_t2	T2_Q28B: My coworkers openly share work-related information with me.; Do you agr
q28c_t2	T2_Q28C: I feel that I have the cooperation of the people in my work group.; Do
q28d_t2	T2_Q28D: I am able to influence decisions that affect my work group.; Do you agr
q28e_t2	T2_Q28E: I am usually among the last to know about important changes in the orga
q28f_t2	T2_Q28F: I am usually invited to important meetings in my organization.; Do you
q28g_t2	T2_Q28G: The members of my team usually help me to complete my work successfully
q28h_t2	T2_Q28H: The members of my team really care about the effects that work demands
q28i_t2	T2_Q28I: The members of my team expect that employees will participate in decisi
q28j_t2	T2_Q28J: The members of my team promote a sense of professional community and co
q29a_t2	T2_Q29A: have lots of opportunities to learn new things related to work.; Do you
q29b_t2	T2_Q29B: recognize the accomplishments of employees at all stages of their caree
q29c_t2	T2_Q29C: are reluctant to hire young adult workers.; Do you agree with the follo
q29d_t2	T2_Q29D: are reluctant to hire midlife workers.; Do you agree with the following
q29e_t2	T2_Q29E: are reluctant to hire older workers.; Do you agree with the following s
q29f_t2	T2_Q29F: expect that all team members will 'give 100 percent.'; Do you agree wit
q29g_t2	T2_Q29G: have a clear understanding of the responsibilities of each team member.
q29h_t2	T2_Q29H: make good use of each employee's talents; Do you agree with the followi
q29i_t2	T2_Q29I: use effective communication strategies.; Do you agree with the followin
q29j_t2	T2_Q29J: use the resources available in an effective way.; Do you agree with the
q29k_t2	T2_Q29K: manage conflict within the team effectively.; Do you agree with the fol
q29l_t2	T2_Q29L: adopt work practices that are efficient.; Do you agree with the followi
q30a_t2	T2_Q30A: Adapts effectively to changing circumstances at work; Please rate the e
q30b_t2	T2_Q30B: Welcomes organizational changes that are likely to produce positive res
q30c_t2	T2_Q30C: Develops ways to handle work problems that emerge.; Please rate the ext
q31_t2	T2_Q31: In your opinion, to what extent has your team made a link between workpl

q32a_t2	T2_Q32A: Your work team clearly recognizes the importance that working and manag
q32b_t2	T2_Q32B: Members of your work team understand the importance that working and ma
q32c_t2	T2_Q32C: Members of your work team are aware of available flexible work options.
q32d_t2	T2_Q32D: Members of your work team are comfortable discussing their needs for fl
q33a_t2	T2_Q33A: Distributes work within the team in a fair manner.; To what extent do y
q33b_t2	T2_Q33B: Makes job assignments fairly based on competencies, regardless of an em
q33c_t2	T2_Q33C: Provides opportunities for development in an even-handed manner, regard
q33b_13_t2	T2_Q33B_13: Makes job assignments fairly based on competencies.; To what extent
q33c_13_t2	T2_Q33C_13: Provides opportunities for development in an even-handed manner.; To
q33d_t2	T2_Q33D: Ensures that all team members understand goals and metrics.; To what ex
q34a_t2	T2_Q34A: My team leader/supervisor gives me helpful feedback about my performanc
q34b_t2	T2_Q34B: My team leader/supervisor provides assignments that give me the opportu
q34c_t2	T2_Q34C: My team leader/supervisor cares about whether or not I achieve my caree
q34d_t2	T2_Q34D: My team leader/supervisor makes sure I get the credit when I accomplish
q34e_t2	T2_Q34E: My team leader/supervisor supports my attempts to acquire additional tr
q34f_t2	T2_Q34F: My team leader/supervisor really cares about the effects that work dema
q34g_t2	T2_Q34G: My team leader/supervisor often asks for my opinion before making impor
q34h_t2	T2_Q34H: My team leader/supervisor does NOT communicate information clearly.; To
q35_t2	T2_Q35: To what extent does your team leader/supervisor support the use of effec
q36_t2	T2_Q36: Overall, how would you assess the effectiveness of your team leader/supe
s4a_t2	T2_S4A: Recruiting competent job applicants; To what extent are each of the foll
s4b_t2	T2_S4B: Employees' performance; To what extent are each of the following challen
s4c_t2	T2_S4C: Employees' absenteeism; To what extent are each of the following challen
s4d_t2	T2_S4D: Responding to employees' family needs; To what extent are each of the fo
s4e_t2	T2_S4E: Employees' loyalty to the company; To what extent are each of the follow
s4f_t2	T2_S4F: Team morale; To what extent are each of the following challenges for you
s4g_t2	T2_S4G: Providing effective supervision to the team; To what extent are each of
s4h_t2	T2_S4H: Unwanted turnover; To what extent are each of the following challenges f
s4i_t2	T2_S4I: Transferring knowledge from more experienced employees to less experienc
s4j_t2	T2_S4J: Lack of cooperation among employees; To what extent are each of the foll
s4k_t2	T2_S4K: Employees' discriminatory attitudes or behaviors; To what extent are eac
s4l_t2	T2_S4L: Conflict among employees; To what extent are each of the following chall
s4m_t2	T2_S4M: Other; To what extent are each of the following challenges for your team
s6a_t2	T2_S6A: Over the past 12 months, how successful has your team been in meeting th
s6b_t2	T2_S6B: Over the past 12 months, how successful has your team been in meeting th
s6c_t2	T2_S6C: Over the past 12 months, how successful has your team been in meeting th
s6d_t2	T2_S6D: Over the past 12 months, how successful has your team been in meeting th
q37_t2	T2_Q37: How would you rate the performance of your work team compared to other t
q38_t2	T2_Q38: How do you think your boss would rate the performance of your team, in c
q46a_t2	T2_Q46A: My line of work/career field is an important part of who I am.; Do you
q46b_t2	T2_Q46B: This line of work/career field has a great deal of personal meaning to
q46c_t2	T2_Q46C: I do not feel 'emotionally attached' to this line of work/career field.
q46d_t2	T2_Q46D: I strongly identify with my chosen line of work/career field.; Do you a
q46e_t2	T2_Q46E: I am satisfied with the success I have achieved in my career.; Do you a
q46f_t2	T2_Q46F: I am satisfied with the progress I have made toward meeting my overall
q46g_t2	T2_Q46G: I am satisfied with the progress I have made toward meeting my goals fo
q46h_t2	T2_Q46H: I am satisfied with the progress I have made toward meeting my financia
q46i_t2	T2_Q46I: I am satisfied with the progress I have made toward meeting my goals fo
q47_t2	T2_Q47: How interested are you in pursuing a career that is different than the o
q48a_t2	T2_Q48A: If you stay with your current employer, do you think you would have an
q48b_t2	T2_Q48B: If you had the opportunity at another organization to pursue a career y
q49a_t2	T2_Q49A: I am confident I get the success I deserve in life.; Do you agree with
q49b_t2	T2_Q49B: Sometimes I feel depressed.; Do you agree with the following statements
q49c_t2	T2_Q49C: When I try, I generally succeed.; Do you agree with the following state
q49d_t2	T2_Q49D: Sometimes when I fail, I feel worthless.; Do you agree with the followi
q49e_t2	T2_Q49E: I complete tasks successfully.; Do you agree with the following stateme
q49f_t2	T2_Q49F: Sometimes, I do not feel in control of my work.; Do you agree with the
q49g_t2	T2_Q49G: Overall, I am satisfied with myself.; Do you agree with the following s

q49h_t2   T2_Q49H: I am filled with doubts about my competence.; Do you agree with the fol

q49i_t2   T2_Q49I: I determine what will happen in my life.; Do you agree with the followi

q49j_t2   T2_Q49J: I do not feel in control of my success in my career.; Do you agree with

q49k_t2   T2_Q49K: I am capable of coping with most of my problems.; Do you agree with the

q49l_t2   T2_Q49L: There are times when things look pretty bleak and hopeless to me.; Do y

q50e_t2   T2_Q50E: Early-career employees take initiative.; In general, how true do you th

q50m_t2   T2_Q50M: Mid-career employees take initiative.; In general, how true do you thin

q50l_t2   T2_Q50L: Late-career employees take initiative.; In general, how true do you thi

q51e_t2   T2_Q51E: Early-career employees add creativity to team projects.; In general, ho

q51m_t2   T2_Q51M: Mid-career employees add creativity to team projects.; In general, how

q51l_t2   T2_Q51L: Late-career employees add creativity to team projects.; In general, how

q52e_t2   T2_Q52E: Early-career employees are productive.; In general, how true do you thi

q52m_t2   T2_Q52M: Mid-career employees are productive.; In general, how true do you think

q52l_t2   T2_Q52L: Late-career employees are productive.; In general, how true do you thin

q53e_t2   T2_Q53E: Early-career employees have high levels of skills compared to what is n

q53m_t2   T2_Q53M: Mid-career employees have high levels of skills compared to what is nee

q53l_t2   T2_Q53L: Late-career employees have high levels of skills compared to what is ne

q54e_t2   T2_Q54E: Early-career employees are often our best employees.; In general, how t

q54m_t2   T2_Q54M: Mid-career employees are often our best employees.; In general, how tru

q54l_t2   T2_Q54L: Late-career employees are often our best employees.; In general, how tr

q55a_t2   T2_Q55A: At my work, I feel bursting with energy.; Have you had these feelings a

q55b_t2   T2_Q55B: I find the work that I do full of meaning and purpose.; Have you had th

q55c_t2   T2_Q55C: Time flies when I'm working.; Have you had these feelings about your wo

q55d_t2   T2_Q55D: When I get up in the morning, I feel like going to work.; Have you had

q55e_t2   T2_Q55E: I am enthusiastic about my job.; Have you had these feelings about your

q55f_t2   T2_Q55F: I am immersed in my work.; Have you had these feelings about your work?

q55g_t2   T2_Q55G: I persevere, even when things do not go well.; Have you had these feeli

q55h_t2   T2_Q55H: I am proud of the work that I do.; Have you had these feelings about yo

q55i_t2   T2_Q55I: I feel happy when I am working intensely.; Have you had these feelings

q55j_t2   T2_Q55J: At my job, I feel strong and vigorous.; Have you had these feelings abo

q55k_t2   T2_Q55K: My job inspires me.; Have you had these feelings about your work? How

q55l_t2   T2_Q55L: I get carried away when I am working.; Have you had these feelings abou

q56a_t2   T2_Q56A: I really care about the future of my organization.; Do you agree with t

q56b_t2   T2_Q56B: It would take a lot to get me to leave my organization.; Do you agree w

q56c_t2   T2_Q56C: I would like to be working for my organization one year from now.; Do y

q56d_t2   T2_Q56D: Compared to other organizations I know about, I think my organization i

q56e_t2   T2_Q56E: I would highly recommend my organization to a friend seeking employment

q56f_t2   T2_Q56F: I am always willing to give extra effort to help my organization succee

q57_t2   T2_Q57: All in all, how satisfied are you with your job?

q58a_t2   T2_Q58A: How would you rate your job performance, as an individual employee' For

q58b_t2   T2_Q58B: Think about your most recent assessment of your job performance or the

q58c_t2   T2_Q58C: How would you rate your performance as a work team member?

q59_t2   T2_Q59: Thinking ahead 2 years, what do you expect your situation will be?

q60_t2   T2_Q60: How likely is it that you would

q60a_t2   T2_Q60A: If you do formally retire from your current job, do you anticipate work

q61_t2   T2_Q61: How likely is it that you would work

q62_t2   T2_Q62: Overall, how would you rate your health during the past 4 weeks

q63_t2   T2_Q63: During the PAST 4 WEEKS, how much did physical health problems limit you

q64_t2   T2_Q64: During the PAST 4 WEEKS, how much difficulty did you have doing your dai

q65_t2   T2_Q65: How much bodily pain have you had during the PAST 4 WEEKS?

q66_t2   T2_Q66: During the PAST 4 WEEKS, how much energy did you have?

q67_t2   T2_Q67: During the PAST 4 WEEKS, how much did your physical health or emotional

q68_t2   T2_Q68: During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PR

q69_t2   T2_Q69: During the PAST 4 WEEKS, how much did personal or emotional problems kee

q70_t2   T2_Q70: Are you?

q71_t2   T2_Q71: In what year were you born?

q72_t2   T2_Q72: Do you consider yourself to be: a young adult, adult at mid-life, older

q73_t2   T2_Q73: Which of the following best describes your race/ethnicity?

q74_t2   T2_Q74: What is the highest grade you have completed in school?
q75_t2   T2_Q75: Are you presently?
q75a_t2   T2_Q75A: Do you provide 50% or more of the total combined annual income for your
q76a_t2   T2_Q76A: # of children age 18 and younger; How many children do you have who are
q76b_t2   T2_Q76B: # of children age 19-22; How many children do you have who are in the f
q76c_t2   T2_Q76C: # of children age 23 and older; How many children do you have who are i
q77_t2   T2_Q77: Do you provide financial assistance to any children age 19 and older, in
q78_t2   T2_Q78: Do you provide care to grandchildren under the age of 18 on a WEEKLY bas
q79_t2   T2_Q79: Do you provide regular care to a disabled or ill spouse/partner?
q80_t2   T2_Q80: Do you provide care to an elderly family member on a WEEKLY basis?
q81_t2   T2_Q81: Do you provide significant amounts of financial support to your parents
q82_t2   T2_Q82: Do you anticipate needing to provide care for a loved one 65 years or ol
q83a_t2   T2_Q83A: The way you divide your time between work and personal or family life.;
q83b_t2   T2_Q83B: The way you divide your attention between work and home.; How satisfied
q83c_t2   T2_Q83C: Your ability to balance the needs of your job with those of your person
q83d_t2   T2_Q83D: How well your work life and your personal or family life fit together.;
q83e_t2   T2_Q83E: The opportunity you have to perform your job well and yet be able to pe
q84_t2   T2_Q84: All things considered how do you feel about your life these days?
q85_t2   T2_Q85: Are you paid on an hourly or salary basis?
q85a_t2   T2_Q85A: What is your hourly wage?
q85b_t2   T2_Q85B: What is your approximate current annual salary?
q86_t2   T2_Q86: Approximately, what was your total household income (before taxes) from

CODES FOR THE SURVEYS

IDENTIFYING VARIABLES

respid. Unique identifier
This is a unique identifier, used to replace the original identification numbers used by respondents. In some participating organizations, these identifications were the name or initials or the respondent. This replaces CUSTOMID and NUMERID which were present in the original dataset.

orgid. PRE2: Organization ID Number [Masked]

deptid. PRE3: Employee Customizations for Multiple Departments

SYSTEM VARIABLES

All system variables except t1status are available both for time 1 (indicated by a _t1 suffix) and time 2 (indicated by a _t2 suffix)

t1status.		Pre4_ Time one (T1) status of the sample member
	1	T1 Responder
	2	T1 Non-responder
	3	Not in T1
	4	Not in T2

disp_main.		Primary Survey Disposition
	1	Complete
	2	Partial
	10	Self report
	21	Refusal - Hard
	28	Active

mode.		Mode in which survey was completed
	1	Web data
	2	Mail data

site.		site *[This variable is masked and originally included the site location for mail surveys.]*
	1	[MASKED]
	2	[MASKED]

qconsent .		Do you wish to participate in this survey?
	1	Yes, I give my voluntary consent to participate in this survey
	2	No, I do not consent to participate in this survey.

end1. Thank you for your participation. Do you wish to be entered into the sweepstakes [*Employees at some organizations had the opportunity to be entered in a sweepstakes at the completion of the survey].*

Thank you for your participation.

If you would like to enter your name in the lottery for one of the $100 gift certificates that will be awarded to 5 people from your department, please provide us with your contact information.   This information will not be connected to your survey. It will go to a separate database that will be maintained purely for the purposes of selecting lottery winners.

1	Yes
2	No

starttime.   The date and time this participant/user began entering data.

endtime.   The date and time this participant/user

elapsedtime.   The total number of minutes it took

sysdispo.   Response disposition
     1   Complete
     2   Partial

logincount.   Number of times the participant has logged in

pre4.   Time 1 status of the sample participant
     1   T1 responder
     2   T1 non-responder
     3   Not in T1

logintime.   The date and time when this participant last logged in

SECTION I: YOUR WORKPLACE

With the exception of q2_a, q5_4, and q5a_4a, all Section 1variables are available both for time 1 (indicated by a _t1 suffix) and time 2 (indicated by a _t2 suffix)

q1. How many years have you been with [Organization Name], in total? (Accepts decimals)

     [INSERT NUMERIC RESPONSE]years

_____

q2. Which of the following terms best describes your current job or occupation? *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

q3. Do you have any supervisory responsibilities?

     0   No
     1   Yes

_____

q3a_t2   T2_Q3A: Are these supervisory responsibilities new since the last survey? [*This variable was only present at time 2]*

     0   No
     1   Yes

_____

People sometimes use the word "career" when they talk about the progress they hope to make in their line of work.

q4. Do you consider yourself to be in early-career, mid-career, or late-career?

     1   Early-career
     2   Mid-career
     3   Late-career

_____

q5.   During a typical work week, about how many hours do you USUALLY work for your job with this organization?   [INSERT NUMERIC RESPONSE] Hours

_____

q5_2. Are you considered a full-time or part-time employee?

      1   Full-time   2   Part-time

_____

q5_3. Are you a…

      1   Yes   2   No

      q5_3a. temporary worker paid directly by your company/organization?
      q5_3b. temporary worker on the payroll of another company such as a temp agency?
      q5_3c. consultant?

_____

{PRG: SHOW IF Q5_3a OR Q5_3b OR Q5_3c = 1}

q5_4. Do you receive benefits from {Organization Name} *[This variable was only present at time 1]*

      0   No
      1   Yes

q5a_4a. T2_Q5A_4A: Are you eligible to receive benefits from [VALUE: ORG_ID]? *[This variable was only present at time 2]*

      0   No
      1   Yes

_____

q6.   Looking at the following list, which best describes your work schedule? *[q6_17 provides a slight wording variation at the request of one company.]*

      1   A regular daytime schedule
      2   A regular evening schedule
      3   A regular night schedule
      4   A rotating schedule -- one that changes by time of day or day of week
      5   A split schedule consisting of two distinct periods in each workday
      6   A flexible or variable schedule with no set hours, on-call
      7   Some other schedule

_____

q7.   In addition to your job at [Organization Name], do you work for a different employer?

      0   No
      1   Yes

_____

{PRG: SHOW IF Q7 = 1}

q7A. In general, about how many hours per week do you work at your other job(s)? (will accept decimals)

[INSERT NUMERIC RESPONSE] Hours per week

_____

q8. We know you are currently working at [Organization Name], but have you ever officially retired from another job?

        0   No
        1   Yes
[Note: Responses at time 2 were:
1   Yes
2   No
3   I am semi-retired
4   Other]

_____

q9. How accurate are the following statements?

1	Very inaccurate	4	Somewhat accurate
2	Inaccurate	5	Accurate
3	Somewhat inaccurate	6	Very accurate

q9A. I feel secure in my job.
q9B. Regardless of economic conditions, I expect I will have *a* job at my current organization at least for the next 5 years.

_____

q10. To what extent does your job…?

1   Not at all
2   To a limited extent
3   To a moderate extent
4   To a great extent

q10A. give you opportunities to do a number of different things
q10B. give you opportunities to deal with other people
q10C. give you opportunities for independent thought or action
q10D. give you opportunities to develop close friendships in your job
q10E. give you opportunities to do a job from beginning to end (e.g., the chance to do the whole job)?
q10F. give you the feeling that the job itself is very significant or important in the broader scheme of things

_____

q11. Do you agree with the following statements?

1   Strongly disagree
2   Disagree
3   Somewhat disagree
4   Somewhat agree
5   Agree
6   Strongly agree

q11A. I do not have enough time to get everything done in my job.
q11B. I can work at a comfortable pace.
q11C. My workload is too heavy.
q11D. I have to work very quickly to get everything done.
q11E. I do not have enough time to do my work to the best of my ability.

SECTION II: ABOUT YOUR ORGANIZATION

q12. In general, how satisfied are you with the benefits - including access to insurance, days off, and different types of services - that are available to you through your employer?

      1   Very dissatisfied
      2   Dissatisfied
      3   Somewhat dissatisfied
      4   Somewhat satisfied
      5   Very satisfied

_____

q13. Are there benefits that are important to you (and you would like to have), but which are NOT offered by your current employer?

      0   No
      1   Yes

_____

{SHOW Q13_2 IF Q13=1}

q13_2. Please list up to 3 benefits that you would like to have offered by your current employer/organization.

    13_2A. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
    13_2B. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
    13_2C. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q14. To what extent does the access that you have to benefits affect your decision about staying with your current employer?

      1   Not at all
      2   To a limited extent
      3   To a moderate extent
      4   To a great extent

_____

Q15. Do you agree with the following statements?

      1   Strongly disagree
      2   Disagree
      3   Somewhat disagree
      4   Somewhat agree
      5   Agree
      6   Strongly agree

    Q15A. My company promotes the continuous learning and development of all employees.
    Q15B. I am given a real opportunity to improve my skills at this company through education and training programs.
    Q15C. I am satisfied with the training and development programs available to me.

_____

{SHOW S1 IF Q3=1}

S1. Business literature and the media sometimes use the words "workplace flexibility." What does workplace flexibility mean to you? [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q15_2. Do you work a shift? *(Shift work refers to a job schedule in which employees work hours other than the standard hours of 8 A.M. to 5 P.M. or a schedule other than the standard workweek - Monday through Friday.)*

      0   No
      1   Yes

_____

Q16. Do you HAVE ACCESS to the following options at {Organization Name}?

      0   No
      1   Yes

Q16A. {PRG: SHOW IF Q15_2 = 1} Make choices about which shift you work.

Q16B. {PRG: SHOW IF Q15_2 = 2} Choose a work schedule that varies from the typical schedule at your worksite.

Q16C. Occasionally request changes in starting and quitting times.

Q16D. Frequently request changes in starting and quitting times, such as on a daily basis.

Q16E. {PRG: SHOW IF Q5_2 = 1} Reduce your work hours and work on a part-time basis while remaining in the same position or at the same level.

Q16F. Structure jobs as a job share with another person where both receive their "fair share" of compensation and benefits.

Q16G. Compress the work week by working longer hours on fewer days for at least part of the year.

Q16H. Take sabbaticals or career breaks– that is take leaves, paid or unpaid, of one or more months and return to a comparable job.

Q16I. Take paid or unpaid time for education or training to improve job skills.

Q16J. Take a paid leave for care giving or other personal or family responsibilities (e.g., parental or elder care giving responsibilities) beyond that which is required by law.

Q16K. Work part-year; that is work for a reduced amount of time on an annual basis (e.g., work full-time during the fall, winter, and spring and then take the summer off).

Q16L. Work for part of the year at one worksite, and then part of the year at another worksite.

Q16M. Work from an off-site location (such as home) for part (or all) of the regular work week, possibly linked by telephone and computer.

Q16N. Transfer to a job with reduced responsibilities and reduced pay, if you want to.

Q16O. Phase into retirement by working reduced hours over a period of time prior to full retirement.

Q16p. Control when you take breaks.

Q16q. Have input into the amount of overtime hours you work.

Q16r. Take extra "unpaid" vacation days.

Q16s. Take paid time off to volunteer in the community.

_____

Q16_2. Do you TAKE ADVANTAGE of the following options?

      0   No
      1   Yes

Q16_2A. {PRG: SHOW IF Q15_2 = 1} Make choices about which shift you work.

Q16_2B. {PRG: SHOW IF Q15_2 = 2} Choose a work schedule that varies from the typical schedule at your worksite.

Q16_2C. Occasionally request changes in starting and quitting

Q16_2D. Frequently request changes in starting and quitting times, such as on a daily basis.

Q16_2E. {PRG: SHOW IF Q5_2 = 1} Reduce your work hours and work on a part-time basis while remaining in the same position or at the same level.

Q16_2F. Structure jobs as a job share with another person where both receive their "fair share" of compensation and benefits.

Q16_2G. Compress the work week by working longer hours on fewer days for at least part of the year.

Q16_2H. Take sabbaticals or career break– that is take leaves, paid or unpaid, of one or more months and return to a comparable job.

Q16_2I. Take paid or unpaid time for education or training to improve job skills.

Q16_2J. Take a paid leave for care giving or other personal or family responsibilities (e.g., parental or elder care giving responsibilities) beyond that which is required by law.

Q16_2K. Work part-year; that is work for a reduced amount of time on an annual basis (e.g., work full-time during the fall, winter, and spring and then take the summer off).

Q16_2L. Work for part of the year at one worksite, and then part of the year at another worksite.

Q16_2M. Work from an off-site location (such as home) for part (or all) of the regular work week, possibly linked by telephone and computer.

Q16_2N. Transfer to a job with reduced responsibilities and reduced pay, if you want to.

Q16_2O. Phase into retirement by working reduced hours over a period of time prior to full retirement.

Q16_2P. Control when you take breaks.

Q16_2Q. Have input into the amount of overtime hours you work.

Q16_2R. Take extra "unpaid" vacation days.

Q16_2S. Take paid time off to volunteer in the community.

_____

{SHOW S2 IF Q3=1}

S2.   In your opinion, what are the positive business outcomes associated with the availability of flexible work options? [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

{SHOW S3 IF Q3=1}

S3.   In your opinion, what are the negative business outcomes associated with the availability of flexible work options? [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q17. To what extent do you have access to the flexible work options you need to fulfill your work and personal needs?

     1   Not at all
     2   To a limited extent
     3   To a moderate extent
     4   To a great extent

_____

{SHOW Q18 IF ANY Q16_2 SERIES = 1}

Q18. How has the use of flexible work options affected you, at work or at home? *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

[ENTER TEXT RESPONSE]

_____

Q19. Are there any "down-sides" to using flexible work options at your company/organization?   [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q20. To what extent does having flexible work options contribute to…

     1   Not at all
     2   To a limited extent
     3   To a moderate extent

4   To a great extent

  Q20A. success as an employee?

  Q20B. overall quality of life?

_____

Q21. Do you agree with the following statements

  1   Strongly disagree
  2   Disagree
  3   Somewhat disagree
  4   Somewhat agree
  5   Agree
  6   Strongly agree

  Q21A. To get ahead in this organization, employees are expected to work more than 50 hours a week, whether at the workplace or at home*. [For one organization, an alternative phrasing was used: "To get ahead in this organization, employees are expected to work long hours" in variable q12a_13]*
  Q21B. Employees are regularly expected to put their jobs ahead of their personal or family lives.
  Q21C. In this organization, employees who make use of flexible work options (e.g., flextime, job sharing, part-time work) are viewed as less serious about their careers than those who do not make use of such options.

SECTION III: ABOUT YOUR WORK GROUP

[Unlike the other sections, section III included a large number of questions that were ONLY asked at time 1. These questions were omitted at time 2 to conserve time.]

As you know, the Age & Generations Study focuses on work groups at the workplace. Some organizations use the word "team" to describe a work group.

Employers use different definitions of work teams. For example, some organizations might say that all the employees at a single worksite belong to a work team. At other workplaces, work teams might be temporary groups that work together on a specific project. Sometimes, work teams are "contained" in a single department/unit, whereas other times teams include members who are assigned to different departments/units. Some employees even belong to more than one team at the same time!

For the purposes of this survey, please consider a team to be;

  A GROUP OF EMPLOYEES WHO SHARE RESPONSIBILITIES FOR SOME WORK TASKS OR FOR WORK OUTCOMES. A TEAM WOULD INCLUDE INDIVIDUALS WHO WOULD ALL THINK THEY ARE PART OF THAT GROUP.

When you answer the questions below, please focus on your primary or "main" work group (even if you belong to several different groups).

q22. At present, how many people are on your work team? (will accept decimals)

  [INSERT NUMERIC RESPONSE] people

_____

q23. When you think about the responsibilities of your current job, what three responsibilities do you think are the most important for you to complete successfully as an INDIVIDUAL CONTRIBUTOR? That is, work that you do more or less independently?

Q23a. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
Q23b. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
Q23c. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

q24. When you think about the responsibilities of your current job, what three responsibilities do you think are the most important for you to complete successfully as a TEAM MEMBER? That is, work that you coordinate with other members of your team?

Q24A. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
Q24B. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
Q24C. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

q25. Which of the following statements best describe your work team with respect to the similarities/differences in employees' ages. Please select just ONE statement. *[This variable was only present at time 1]*

1   The members of my work team are all about the same age as I am.
2   The members of my work team are different ages; however, most of them are young adults.
3   The members of my work team are different ages; however, most of them are at midlife adults.
4   The members of my work team are different ages; however, most of them are older adults.
5   The members of my work team are different ages, with a fairly balanced mix of employees of different ages.

_____

q26. In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees?

Q26A. [INSERT NUMERIC RESPONSE] # employees in early-career
Q26B. [INSERT NUMERIC RESPONSE] # employees in mid-career
Q26C. [INSERT NUMERIC RESPONSE] # employees in late-career

_____

q27. Is your immediate team leader/supervisor:

1   About the same age as you (within about 10 years).
2   At least 10 years older.
3   At least 10 younger.
4   I really have no idea the approximate age of my immediate supervisor.

_____

q28. Do you agree with the following statements?

1   Strongly disagree
2   Disagree
3   Somewhat disagree
4   Somewhat agree
5   Agree
6   Strongly agree

Q28A. I have a say in the way my work group performs its tasks.
Q28B. My coworkers openly share work- related information with me.
Q28C. I feel that I have the cooperation of the people in my work group.
Q28D. I am able to influence decisions that affect my work group.
Q28E. I am usually among the last to know about important changes in the organization.
Q28F. I am usually invited to important meetings in my organization.

Q28G. The members of my team usually help me to complete my work successfully.
Q28H. The members of my team really care about the effects that work demands have on my personal and family life.
Q28I. Your work team expects that employees will participate in decision-making that affects their work.
Q28J. Your work team promotes a sense of professional community and connectedness among co-workers.

_____

q29. Do you agree with the following statements about your work team?

       1   Strongly disagree
       2   Disagree
       3   Somewhat disagree
       4   Somewhat agree
       5   Agree
       6   Strongly agree

The members of my work team…

Q29A. …have lots of opportunities to learn new things related to work.
Q29B. … recognize the accomplishments of employees at all stages of their careers.
Q29C. …are reluctant to hire young adult workers.
Q29D. …are reluctant to hire midlife workers.
Q29E. …are reluctant to hire older workers.
Q29F. …expect that all team members will "give 100 percent."
Q29G. ….have a clear understanding of the responsibilities of each team member.
Q29H. …make good use of each employee's talents
Q29I. …use effective communication strategies.
Q29J. …use the resources available in an effective way.
Q29K. …manage conflict within the team effectively.
Q29L. …adopt work practices that are efficient.

_____

Q30. Please rate the extent to which your team:

       1   Not at all
       2   To a limited extent
       3   To a moderate extent
       4   To a great extent

Q30A. Adapts effectively to changing circumstances at work
Q30B. Welcomes organizational changes that are likely to produce positive results.
Q30C. Develops ways to handle work problems that emerge.

_____

Q31. In your opinion, to what extent has your team made a link between workplace flexibility and overall business effectiveness?

       1   Not at all
       2   To a limited extent
       3   To a moderate extent
       4   To a great extent

_____

Q32. Do you agree with the following statements?

       1   Strongly disagree
       2   Disagree

3 Somewhat disagree
4 Somewhat agree
5 Agree
6 Strongly agree

Q32A. Your work team clearly recognizes the importance that working and managing flexibly has for BUSINESS SUCCESS.
Q32B. Members of your work team understand the importance that working and managing flexibly has for employees' lives at work and at HOME.
Q32C. Members of your work team are aware of available flexible work options.
Q32D. Members of your work team are comfortable discussing their needs for flexibility.
_____

Q33. To what extent do you agree with the following statements about your team leader/supervisor?

Our team leader…

1 Strongly disagree
2 Disagree
3 Somewhat disagree
4 Somewhat agree
5 Agree
6 Strongly agree

Q33A. Distributes work within the team in a fair manner.
Q33B. Makes job assignments fairly based on competencies, regardless of an employee's age. *[One organization used an alternative phrasing for this question, recorded s q33b_13 "Makes job assignments fairly based on competencies"]*
Q33C. Provides opportunities for development in an even-handed manner, regardless of an employee's age. *[One organization used an alternative phrasing for this question, recorded as q33c_13 "Provides opportunities for development in an even-handed manner"]*
Q33D. Ensures that all team members understand goals and metrics.
_____

Q34. To what extent do you agree with the following statements?

1 Strongly disagree
2 Disagree
3 Somewhat disagree
4 Somewhat agree
5 Agree
6 Strongly agree

Q34A. My team leader/supervisor gives me helpful feedback about my performance.
Q34B. My team leader/supervisor provides assignments that give me the opportunity to develop and strengthen new skills.
Q34C. My team leader/supervisor cares about whether or not I achieve my career goals.
Q34D. My team leader/supervisor makes sure I get the credit when I accomplish something substantial on the job.
Q34E. My team leader/supervisor supports my attempts to acquire additional training or education to further my career.
Q34F. My team leader/supervisor really cares about the effects that work demands have on my personal and family life.
Q34G. My team leader/supervisor often asks for my opinion before making important decisions.
Q34H. My team leader/supervisor does NOT communicate information clearly.
_____

Q35. To what extent does your team leader/supervisor support the use of effective flexible work arrangements?

1	Not at all
2	To a limited extent
3	To a moderate extent
4	To a great extent

_____

Q36. Overall, how would you assess the effectiveness of your team leader/supervisor?

1	Very poor
2	Poor
3	Good
4	Very good
5	Excellent

_____

{PRG: SHOW S4 IF Q3=1 }

S4. To what extent are each of the following challenges for your team:

1	Not at all
2	To a limited extent
3	To a moderate extent
4	To a great extent

S4A. Recruiting competent job applicants
S4B. Employees' performance
S4C. Employees' absenteeism
S4D. Responding to employees' family needs
S4E. Employees' loyalty to the company
S4F. Team morale
S4G. Providing effective supervision to the team
S4H. Unwanted turnover
S4I. Transferring knowledge from more experienced employees to less experienced employees
S4J. Lack of cooperation among employees
S4K. Employees' discriminatory attitudes or behaviors
S4L. Conflict among employees
S4M. Other

_____

S4m_OTH. What other challenges face your team? [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

{PRG: SHOW S5 IF Q3=1}

The next few questions will ask about important metrics/objectives established for your team.

S5. Please list up to 4 of your team's top metrics/objectives.

S5A. Metric #1 [TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
S5B. Metric #2 [TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
S5C. Metric #3 [TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
S5D. Metric #4 [TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

{PRG: SHOW S6, S7, S8 IF Q3=1}

S6. Over the past 12 months, how successful has your team been in meeting these metrics/objectives?

      1   Not at all successful
      2   Somewhat successful
      3   Successful
      4   Very successful

_____

{PRG: SHOW S6, S7, S8 IF Q3=1}

S7. . (up to 3 per metric) have helped your team to successfully meet your metrics/objectives?   [TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

{PRG: SHOW S6, S7, S8 IF Q3=1}

S8. What factors (up to 3 per metric) have made it difficult for you to meet your metrics/objectives?
[TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q37. How would you rate the performance of your work team compared to other teams/departments in the organization?

      1   Very poor
      2   Poor
      3   Good
      4   Very good
      5   Excellent

_____

Q38. How do you think your boss would rate the performance of your team, in comparison to other teams/departments in your organization?

      1   Very poor
      2   Poor
      3   Good
      4   Very good
      5   Excellent

_____

Q39. In your opinion, what are the three most important things your team could do to improve its performance?

39A. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
39B. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
39C. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q40. Your work team probably includes people who are different ages. What are the three most important skills a TEAM LEADER/SUPERVISOR should have to help a team with employees of different ages to be as effective as possible?

40A. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*
40B. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

40C. [ENTER TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

Q41_INTRO.

Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.

HIGH IMPACT

Q41A. High impact individual #1 [TEXT RESPONSE]
Q41B. High impact individual #2 [TEXT RESPONSE]
Q41C. High impact individual #3 [TEXT RESPONSE]
Q41D. High impact individual #4 [TEXT RESPONSE]
Q41E. High impact individual #5 [TEXT RESPONSE]
Q41F. High impact individual #6 [TEXT RESPONSE]
Q41G. High impact individual #7 [TEXT RESPONSE]
Q41H. High impact individual #8 [TEXT RESPONSE]
MODERATE IMPACT
Q41I. Moderate impact individual #1 [TEXT RESPONSE]
Q41J. Moderate impact individual #2 [TEXT RESPONSE]
Q41K. Moderate impact individual #3 [TEXT RESPONSE]
Q41L. Moderate impact individual #4 [TEXT RESPONSE]
Q41M. Moderate impact individual #5 [TEXT RESPONSE]
Q41N. Moderate impact individual #6 [TEXT RESPONSE]
[All items from q41a to 1q41n were masked to maintain confidentiality and anonymity. The variables presented in the dataset indicate only if a name or initials were indicated in the original variable, if coded 1:

q41a_masked_t1	*High impact individual named*
q41b_masked_t1	*High impact individual named*
q41c_masked_t1	*High impact individual named*
q41d_masked_t1	*High impact individual named*
q41e_masked_t1	*High impact individual named*
q41f_masked_t1	*High impact individual named*
q41g_masked_t1	*High impact individual named*
q41h_masked_t1	*High impact individual named*
q41i_masked_t1	*Moderate impact individual named*
q41j_masked_t1	*Moderate impact individual named*
q41k_masked_t1	*Moderate impact individual named*
q41l_masked_t1	*Moderate impact individual named*
q41m_masked_t1	*Moderate impact individual named*
q41n_masked_t1	*Moderate impact individual named*

This question series was only asked at time 1]

_____

q42. Is this person on your work team? *[These items were only present at time 1]*
0   No
1   Yes

HIGH IMPACT
q42a. {PRG: RESTORE RESPONSE TO Q41a}
q42b. {PRG: RESTORE RESPONSE TO Q41b}
q42c. {PRG: RESTORE RESPONSE TO Q41c}
q42d. {PRG: RESTORE RESPONSE TO Q41d}
q42e. {PRG: RESTORE RESPONSE TO Q41e}
q42f. {PRG: RESTORE RESPONSE TO Q41f}
q42g. {PRG: RESTORE RESPONSE TO Q41g}

q42h. {PRG: RESTORE RESPONSE TO Q41h}
MODERATE IMPACT
q42i. {PRG: RESTORE RESPONSE TO Q41i}
q42j. {PRG: RESTORE RESPONSE TO Q41j}
q42k. {PRG: RESTORE RESPONSE TO Q41k}
q42l. {PRG: RESTORE RESPONSE TO Q41l}
q42m. {PRG: RESTORE RESPONSE TO Q41m}
q42n. {PRG: RESTORE RESPONSE TO Q41n}

_____

Q43. To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work?

1   I have not turned to this person during the last month
2   I have turned to this person 1-2 times during the last month
3   I have turned to this person 3-4 times during the last month
4   I have turned to this person 4-5 times during the last month
5   I have turned to this person 7 or more times during the last month

HIGH IMPACT
q43a.
q43b.
q43c.
q43d.
q43e.
q43f.
q43g.
q43h.
MODERATE IMPACT
q43i.
q43j.
q43k.
q43l.
q43m.
q43n.

_____

q44. To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? *[These items were only present at time 1]*

1   I have not turned to this person during the last month
2   I have turned to this person 1-2 times during the last month
3   I have turned to this person 3-4 times during the last month
4   I have turned to this person 4-5 times during the last month
5   I have turned to this person 7 or more times during the last month

HIGH IMPACT
q44a.
q44b.
q44c.
q44d.
q44e.
q44f.
q44g.
q44h.
MODERATE IMPACT
q44i.

q44j.
q44K.
q44L.
q44M.
q44N.

_____

q45. We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. *[These items were only present at time 1]*

      1   I have not turned to this person during the last month
      2   I have turned to this person 1-2 times during the last month
      3   I have turned to this person 3-4 times during the last month
      4   I have turned to this person 4-5 times during the last month
      5   I have turned to this person 7 or more times during the last month

HIGH IMPACT
      q45a.
      q45b.
      q45c.
      q45d.
      q45e.
      q45f.
      q45g.
      q45h.
MODERATE IMPACT
      q45i.
      q45j.
      q45k.
      q45l.
      q45m.
      q45n.

_____

SECTION IV: YOUR WORK STYLE AND OUTLOOK ON LIFE

q46. Do you agree with the following statements?

      1   Strongly disagree
      2   Disagree
      3   Somewhat disagree
      4   Somewhat agree
      5   Agree
      6   Strongly agree
      q46a. My line of work/career field is an important part of who I am.
      q46b. This line of work/career field has a great deal of personal meaning to me.
      q46c. I do not feel "emotionally attached" to this line of work/career field.
      q46d. I strongly identify with my chosen line of work/career field.
      q46e. I am satisfied with the success I have achieved in my career.
      q46f. I am satisfied with the progress I have made toward meeting my overall career goals.
      q46g. I am satisfied with the progress I have made toward meeting my goals for advancement.
      q46h. I am satisfied with the progress I have made toward meeting my financial objectives.
      q46i. I am satisfied with the progress I have made toward meeting my goals for the development of new skills.

_____

q47. How interested are you in pursuing a career that is different than the one you currently have?

     1   Not at all interested
     2   Minimally interested
     3   Somewhat interested
     4   Interested
     5   Very interested

_____

q48a. If you stay with your current employer, do you think you would have an opportunity to try a new career?

q48b. If you had the opportunity at another organization to pursue a career you would like to try (different   from   the   one   you currently have), would you leave your current organization?

     1   Definitely not
     2   Probably not
     3   Maybe
     4   Probably yes
     5   Definitely yes

_____

q49. Do you agree with the following statements?

     1   Strongly disagree
     2   Disagree
     3   Somewhat disagree
     4   Somewhat agree
     5   Agree
     6   Strongly agree

q49a. I am confident I get the success I deserve in life.
q49b. Sometimes I feel depressed.
q49c. When I try, I generally succeed.
q49d. Sometimes when I fail, I feel worthless.
q49e. I complete tasks successfully.
q49f. Sometimes, I do not feel in control of my work.
q49g. Overall, I am satisfied with myself.
q49h. I am filled with doubts about my competence.
q49i. I determine what will happen in my life.
q49j. I do not feel in control of my success in my career.
q49k.   I am capable of coping with most of my problems.
q49l. There are times when things look pretty bleak and hopeless to me.

_____

q50. In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career?

     1   Not true for anyone
     2   True for a few
     3   True for many
     4   True for most/all

q50e. Early-career employees take initiative.
q50m. Mid-career employees take initiative.
q50l. Late-career employees take initiative.

_____

q51. In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career?

 1 Not true for anyone
 2 True for a few
 3 True for many
 4 True for most/all

 q51e. Early-career employees add creativity to team projects.
 q51m. Mid-career employees add creativity to team projects.
 q51l. Late-career employees add creativity to team projects.

_____

q52. In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career?

 1 Not true for anyone
 2 True for a few
 3 True for many
 4 True for most/all

 q52E. Early-career employees are productive.
 q52M. Mid-career employees are productive.
 q52L. Late-career employees are productive.

_____

q53. In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career?

 1 Not true for anyone
 2 True for a few
 3 True for many
 4 True for most/all

 q53e. Early-career employees have high levels of skills compared to what is needed for their jobs.
 q53m. Mid-career employees have high levels of skills compared to what is needed for their jobs.
 q53l. Late-career employees have high levels of skills compared to what is needed for their jobs.

_____

q54. In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career?

 1 Not true for anyone
 2 True for a few
 3 True for many
 4 True for most/all

 q54e. Early-career employees are often our best employees.
 q54m. Mid-career employees are often our best employees.
 q54l. Late-career employees are often our best employees.

_____

SECTION V: OVERALL ASSESSMENTS

q55. Have you had these feelings about your work? How often?

1	Never
2	Almost never-A few times a year or less
3	Rarely-Once a month or less
4	Sometimes-A few times a month
5	Often-Once a week
6	Very often-A few times a week
7	Always-Every day

q55a. At my work, I feel bursting with energy.
q55b. I find the work that I do full of meaning and purpose.
q55c. Time flies when I'm working.
q55d. When I get up in the morning, I feel like going to work.
q55e. I am enthusiastic about my job.
q55f. I am immersed in my work.
q55g. I persevere, even when things do not go well.
q55h. I am proud of the work that I do.
q55i. I feel happy when I am working intensely.

_____

q56. Do you agree with the following statements?

1	Strongly disagree
2	Disagree
3	Somewhat disagree
4	Somewhat agree
5	Agree
6	Strongly agree

q56a. I really care about the future of my organization.
q56b. It would take a lot to get me to leave my organization.
q56c. I would like to be working for my organization one year from now.
q56d. Compared to other organizations I know about, I think my organization is a great place to work.
q56e. I would highly recommend my organization to a friend seeking employment.
q56f. I am always willing to give extra effort to help my organization succeed.

_____

q57. All in all, how satisfied are you with your job?

1	Very dissatisfied
2	Dissatisfied
3	Somewhat dissatisfied
4	Somewhat satisfied
5	Satisfied
6	Very satisfied

_____

q58.

1	Very poor
2	Poor
3	Good
4	Very good
5	Excellent

q58a. How would you rate your job performance, as an individual employee? For example, how well do you perform your job compared to other members of your team?

q58b. Think about your most recent assessment of your job performance or the most recent time you received feedback from your supervisor. How do you think your supervisor would rate your performance, in comparison to other members of your team?

q58c. How would you rate your performance as a work team member?

_____

q59. Thinking ahead 2 years, what do you expect your situation will be?

1	I want to stay working at my current job for my organization.
2	I expect to look around for a new job within my organization.
3	I expect to look around for a new job with another organization.
4	I expect to retire.

_____

{PRG: SHOW Q60 IF Q59 = 2 or Q59 = 3}

q60. How likely is it that you would:

1	Move to a job with LESS responsibility
2	Move to a job with the SAME responsibility
3	Move to a job with MORE responsibility

_____

{PRG: SHOW Q60a IF Q59=4}

Q60A. If you do formally retire from your current job, do you anticipate working again at any other paid job?

1	Yes
2	No
7	Don't know

_____

{PRG: SHOW Q61 IF Q60a = 1}

q61. How likely is it that you would work:

1	Full-time
2	Part-time
3	Fill-in occasionally
4	Become a consultant
5	Start your own business
6	Other

_____

{PRG: SHOW Q61_OTH IF Q61 = 6}

q61_OTH. What other paid job would you work? [TEXT RESPONSE] *[This variable was omitted from the data set to ensure confidentiality and anonymity]*

_____

q62. Overall, how would you rate your health during the past 4 weeks

1	Very poor
2	Poor
3	Good
4	Very good
5	Excellent

_____

q63. During the PAST 4 WEEKS**,** how much did physical health problems limit your usual physical activities (such as walking or climbing stairs)?

1	Not at all
2	Very little
3	Somewhat
4	Quite a lot
5	Could not do physical activities

_____

q64. During the PAST 4 WEEKS, how much difficulty did you have doing your daily work, both at home and away from home because of your physical health?

1	None at all
2	A little bit
3	Some
4	Quite a lot
5	Could not do daily work

_____

q65. How much bodily pain have you had during the PAST 4 WEEKS?

1	None
2	Very mild
3	Mile
4	Moderate
5	Severe
6	Very severe

_____

q66. During the PAST 4 WEEKS, how much energy did you have?

1	Very much
2	Quite a lot
3	Some
4	A little
5	None

_____

q67. During the PAST 4 WEEKS, how much did your physical health or emotional problems limit your usual social activities with family or friends?

     1   Not at all
     2   Very little
     3   Somewhat
     4   Quite a lot
     5   Could not do social activities

_____

q68. During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PROBLEMS (such as feeling anxious, depressed, or irritable)?

     1   Not at all
     2   Slightly
     3   Moderately
     4   Quite a lot
     5   Extremely

_____

q69. During the PAST 4 WEEKS, how much did personal or emotional problems keep you from doing your usual work, school or other daily activities?

     1   Not at all
     2   Very little
     3   Somewhat
     4   Quite a lot
     5   Could not do daily activities

_____

SECTION VI: A LITTLE ABOUT YOU

q70. Are you …

     1   Male   2   Female

_____

q71. In what year were you born?

     19___ [ENTER TWO DIGIT NUMERIC RESPONSE]

_____

q72. Do you consider yourself to be: a young adult, adult at mid-life, older adult?

     1   Young adult
     2   Adult at mid-life
     3   Older adult
     4   Other

_____

q73. Which of the following best describes your race/ethnicity?

1	White/Euro-American
2	Black/African-American
3	Hispanic or Latino
4	Native American
5	Asian/Asian-American
6	Mixed ethnicities/races
7	Other

_____

q74. What is the highest grade you have completed in school…

1	Less than high school
2	High school diploma or GED
3	Some college
4	2-year college degree
5	Bachelor's degree or higher
6	Some graduate training or graduate school
7	Graduate degree

_____

q75. Are you presently …

1	Never married
2	Living with someone as couple but not married
3	Married
4	Separated
5	Divorced
6	Widowed
7	Other

_____

{SHOW Q75a IF Q75=2 or 3}

Q75A. Do you provide 50% or more of the total combined annual income for your household?

0	No
1	Yes

_____

Q76. How many children do you have who are in the following age groups?

Q76A. [ENTER NUMERIC RESPONSE] # of children age 18 and younger
Q76B. [ENTER NUMERIC RESPONSE] # of children age 19-22
Q76C. [ENTER NUMERIC RESPONSE] # of children age 23 and older

_____

{SHOW Q77 IF Q76b>0 OR Q76c>0}

Q77. Do you provide financial assistance to any children age 19 and older, including financial help with post high school education?

0	No
1	Yes

_____

Q78. Do you provide care to grandchildren under the age of 18 on a WEEKLY basis?

0	No
1	Yes

_____

Q79. Do you provide regular care to a disabled or ill spouse/partner?

0	No
1	Yes

_____

Q80. Do you provide care to an elderly family member on a WEEKLY basis?

0	No
1	Yes

_____

Q81. Do you provide significant amounts of financial support to your parents or other elderly family members?

0	No
1	Yes

_____

Q82. Do you anticipate needing to provide care for a loved one 65 years or older within the next five years?

0	No
1	Yes

_____

q83. How satisfied are you with:

1	Very dissatisfied
2	Dissatisfied
3	Somewhat dissatisfied
4	Somewhat satisfied
5	Satisfied
6	Very satisfied

q83a. The way you divide your time between work and personal or family life.
q83b. The way you divide your attention between work and home.
q83c. Your ability to balance the needs of your job with those of your personal or family life.
q83d. How well your work life and your personal or family life fit together.
q83e. The opportunity you have to perform your job well and yet be able to perform home-related duties adequately.

_____

q84. All things considered how do you feel about your life these days?

1	Very dissatisfied
2	Dissatisfied
3	Somewhat dissatisfied
4	Somewhat satisfied
5	Satisfied
6	Very satisfied

_____

q85. Are you paid on an hourly or salary basis?

1	Paid hourly

| 2 | Paid on a salary |
| 3 | Other |

_____

{SHOW IF Q85=1}

q85a. What is your hourly wage?

$[INSERT NUMERIC RESPONSE WITH DECIMALS] per hour

_____

{SHOW IF Q85=2}

q85b. What is your approximate current annual salary?

$[INSERT NUMERIC RESPONSE WITH DECIMALS]
_____

Q86. Approximately, what was your total household income (before taxes) from ALL sources in 2006?

1	Under $20,000
2	$20,000 to $39,999
3	$40,000 to $59,999
4	$60,000 to $79,999
5	$80,000 to $99,999
6	$100,000 to $119,999
7	$120,000 to $139,000
8	$140,000 and above

ICPSR 34837

Age and Generations Study, 2007-2008

Variable Description and Frequencies

Note: Frequencies displayed for the variables are not weighted. They are purely descriptive and may not be representative of the study population. Please review any sampling or weighting information available with the study.

Summary statistics (minimum, maximum, mean, median, and standard deviation) may not be available for every variable in the codebook. Conversely, a listing of frequencies in table format may not be present for every variable in the codebook either. However, all variables in the dataset are present and display sufficient information about each variable. These decisions are made intentionally and are at the discretion of the archive producing this codebook.

ICPSR has an FAQ on [copyright and survey instruments](#).

RESPID: Unique Identifier

This is a unique identifier, used to replace the original identification numbers used by respondents. In some participating organizations, these identifications were the name or initials or the respondent. This replaces CUSTOMID and NUMERID which were present in the original dataset.

Based upon 5,189 valid cases out of 5,189 total cases.

- Mean: 2595.00
- Minimum: 1
- Maximum: 5189
- Standard Deviation: 1498.08

Location: 1-4 (width: 4; decimal: 0)
Variable Type: numeric

ORGID: PRE2: Organization ID Number [Masked]

PRE2: Organization ID Number [Masked]

Value	Label	Unweighted Frequency	%
10	-	163	3.1 %
11	-	1318	25.4 %
12	-	446	8.6 %
13	-	783	15.1 %
14	-	370	7.1 %
15	-	100	1.9 %
17	-	222	4.3 %
18	-	499	9.6 %
19	-	1288	24.8 %
	Total	**5,189**	**100%**

Based upon 5,189 valid cases out of 5,189 total cases.

- Mean: 14.56
- Median: 13.00
- Mode: 11.00
- Minimum: 10
- Maximum: 19
- Standard Deviation: 3.33

Location: 5-6 (width: 2; decimal: 0)
Variable Type: numeric

DEPTID: PRE3: Employee Customizations for Multiple Departments

PRE3: Employee Customizations for Multiple Departments

Value	Label	Unweighted Frequency	%
101	-	83	1.6 %
102	-	50	1.0 %

Value	Label	Unweighted Frequency	%
131	-	78	1.5 %
132	-	140	2.7 %
141	-	79	1.5 %
142	-	95	1.8 %
181	-	118	2.3 %
182	-	174	3.4 %
	Missing Data		
.	-	4372	84.3 %
	Total	**5,189**	**100%**

Based upon 817 valid cases out of 5,189 total cases.

- Mean: 146.68
- Median: 141.00
- Mode: 182.00
- Minimum: 101
- Maximum: 182
- Standard Deviation: 28.93

Location: 7-9 (width: 3; decimal: 0)
Variable Type: numeric

T1STATUS: PRE4: Time one (T1) status of the sample member

Pre4_ Time one (T1) status of the sample member

Value	Label	Unweighted Frequency	%
1	T1 Responder	1784	34.4 %
2	T1 Non-responder	1139	22.0 %
3	Not in T1	588	11.3 %
4	Not in T2	1678	32.3 %
	Total	**5,189**	**100%**

Based upon 5,189 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 10-10 (width: 1; decimal: 0)
Variable Type: numeric

DISP_MAIN_T1: T1_DISP_MAIN: Primary Survey Disposition

Primary Survey Disposition

Value	Label	Unweighted Frequency	%
0	No Outgoing Contact	0	0.0 %
1	Complete	1912	36.8 %

Value	Label	Unweighted Frequency	%
2	Partial	298	5.7 %
3	Visitor	0	0.0 %
10	Self report	0	0.0 %
11	Survey screenout	0	0.0 %
12	Other Ineligible	0	0.0 %
20	Refusal - Remove Data	0	0.0 %
21	Refusal - Hard	7	0.1 %
22	Refusal - Soft	0	0.0 %
23	Lost	0	0.0 %
24	Bad Contact Info	0	0.0 %
25	Promised	0	0.0 %
26	Contact Made	0	0.0 %
27	Other NR	0	0.0 %
28	Active	1266	24.4 %
29	Wrong Contact Info	0	0.0 %
30	Language Barrier	0	0.0 %
40	Duplicate Remove	0	0.0 %
	Missing Data		
.	-	1706	32.9 %
	Total	**5,189**	**100%**

Based upon 3,483 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 28

Location: 11-12 (width: 2; decimal: 0)
Variable Type: numeric

DISP_MAIN_T2: T2_DISP_MAIN: Primary Survey Disposition

Primary Survey Disposition

Value	Label	Unweighted Frequency	%
0	No Outgoing Contact	0	0.0 %
1	Complete	1220	23.5 %
2	Partial	154	3.0 %
3	Visitor	0	0.0 %
10	Self report	1	0.0 %
11	Survey screenout	0	0.0 %
12	Other Ineligible	0	0.0 %
20	Refusal - Remove Data	0	0.0 %
21	Refusal - Hard	9	0.2 %
22	Refusal - Soft	0	0.0 %

Value	Label	Unweighted Frequency	%
23	Lost	0	0.0 %
24	Bad Contact Info	0	0.0 %
25	Promised	0	0.0 %
26	Contact Made	0	0.0 %
27	Other NR	0	0.0 %
28	Active	2127	41.0 %
29	Wrong Contact Info	0	0.0 %
30	Language Barrier	0	0.0 %
40	Duplicate Remove	0	0.0 %
	Missing Data		
.	-	1678	32.3 %
	Total	**5,189**	**100%**

Based upon 3,511 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 28

Location: 13-14 (width: 2; decimal: 0)
Variable Type: numeric

MODE_T1: T1_MODE: Web vs. Mail

Mode in which survey was completed

Value	Label	Unweighted Frequency	%
1	Web	1921	37.0 %
2	Mail	296	5.7 %
	Missing Data		
.	-	2972	57.3 %
	Total	**5,189**	**100%**

Based upon 2,217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 15-15 (width: 1; decimal: 0)
Variable Type: numeric

MODE_T2: T2_Mode: Mode in which survey was completed

Mode in which survey was completed

Value	Label	Unweighted Frequency	%
1	Web data	1162	22.4 %
2	Mail data	217	4.2 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3810	73.4 %
	Total	**5,189**	**100%**

Based upon 1,379 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 16-16 (width: 1; decimal: 0)
Variable Type: numeric

SITE_T1: Site Time 1

site [This variable is masked and originally included the site location for mail surveys.]

Value	Label	Unweighted Frequency	%
1	MASKED	194	3.7 %
2	MASKED	102	2.0 %
	Missing Data		
.	-	4893	94.3 %
	Total	**5,189**	**100%**

Based upon 296 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 17-17 (width: 1; decimal: 0)
Variable Type: numeric

SITE_T2: Site Time 2

site [This variable is masked and originally included the site location for mail surveys.]

Value	Label	Unweighted Frequency	%
1	MASKED	146	2.8 %
2	MASKED	71	1.4 %
	Missing Data		
.	-	4972	95.8 %
	Total	**5,189**	**100%**

Based upon 217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 18-18 (width: 1; decimal: 0)
Variable Type: numeric

QCONSENT_T1: T1_QCONSENT: Do you wish to participate in this survey?

Do you wish to participate in this survey?

Value	Label	Unweighted Frequency	%
1	Yes, I give my voluntary consent to participate in this survey	2199	42.4 %
2	No, I do not consent to participate in this survey	5	0.1 %
	Missing Data		
.	-	2985	57.5 %
	Total	**5,189**	**100%**

Based upon 2,204 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 19-19 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

QCONSENT_T2: T2_QCONSENT: Do you wish to participate in this survey?

Do you wish to participate in this survey?

Value	Label	Unweighted Frequency	%
1	Yes, I give my voluntary consent to participate in this surv	1367	26.3 %
2	No, I do not consent to participate in this survey.	3	0.1 %
	Missing Data		
.	-	3819	73.6 %
	Total	**5,189**	**100%**

Based upon 1,370 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 20-20 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

ELAPSEDTIME_T1: T1_ELAPSEDTIME: The total number of minutes it took this participant/user to fin

The total number of minutes it took

Value	Label	Unweighted Frequency	%
1	-	13	0.3 %
2	-	7	0.1 %
3	-	3	0.1 %
4	-	7	0.1 %

Value	Label	Unweighted Frequency	%
5	-	5	0.1 %
6	-	8	0.2 %
7	-	12	0.2 %
8	-	14	0.3 %
9	-	12	0.2 %
10	-	14	0.3 %
11	-	8	0.2 %
12	-	9	0.2 %
13	-	9	0.2 %
14	-	11	0.2 %
15	-	8	0.2 %
16	-	10	0.2 %
17	-	15	0.3 %
18	-	12	0.2 %
19	-	10	0.2 %
20	-	13	0.3 %
21	-	24	0.5 %
22	-	22	0.4 %
23	-	22	0.4 %
24	-	14	0.3 %
25	-	29	0.6 %
26	-	29	0.6 %
27	-	25	0.5 %
28	-	22	0.4 %
29	-	31	0.6 %
30	-	34	0.7 %
31	-	40	0.8 %
32	-	21	0.4 %
33	-	24	0.5 %
34	-	33	0.6 %
35	-	30	0.6 %
36	-	24	0.5 %
37	-	38	0.7 %
38	-	19	0.4 %
39	-	26	0.5 %
40	-	26	0.5 %
41	-	27	0.5 %
42	-	36	0.7 %
43	-	24	0.5 %
44	-	29	0.6 %
45	-	28	0.5 %
46	-	33	0.6 %

Value	Label	Unweighted Frequency	%
47	-	16	0.3 %
48	-	34	0.7 %
49	-	17	0.3 %
50	-	26	0.5 %
	Missing Data		
.	-	3268	63.0 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,921 valid cases out of 5,189 total cases.

- Mean: 1014.95
- Minimum: 1
- Maximum: 34563
- Standard Deviation: 3630.56

Location: 21-25 (width: 5; decimal: 0)
Variable Type: numeric

ELAPSEDTIME_T2: T2_ELAPSEDTIME: The total number of minutes it took this participant/user to fin

The total number of minutes it took

Value	Label	Unweighted Frequency	%
1	-	9	0.2 %
2	-	3	0.1 %
3	-	7	0.1 %
4	-	1	0.0 %
5	-	1	0.0 %
6	-	8	0.2 %
7	-	2	0.0 %
8	-	7	0.1 %
9	-	1	0.0 %
10	-	8	0.2 %
11	-	6	0.1 %
12	-	7	0.1 %
13	-	9	0.2 %
14	-	8	0.2 %
15	-	12	0.2 %
16	-	10	0.2 %
17	-	18	0.3 %
18	-	20	0.4 %
19	-	24	0.5 %

Value	Label	Unweighted Frequency	%
20	-	19	0.4 %
21	-	24	0.5 %
22	-	31	0.6 %
23	-	32	0.6 %
24	-	27	0.5 %
25	-	24	0.5 %
26	-	31	0.6 %
27	-	30	0.6 %
28	-	35	0.7 %
29	-	33	0.6 %
30	-	33	0.6 %
31	-	33	0.6 %
32	-	34	0.7 %
33	-	19	0.4 %
34	-	24	0.5 %
35	-	30	0.6 %
36	-	20	0.4 %
37	-	16	0.3 %
38	-	24	0.5 %
39	-	17	0.3 %
40	-	16	0.3 %
41	-	17	0.3 %
42	-	17	0.3 %
43	-	16	0.3 %
44	-	6	0.1 %
45	-	12	0.2 %
46	-	9	0.2 %
47	-	18	0.3 %
48	-	11	0.2 %
49	-	9	0.2 %
50	-	10	0.2 %
Missing Data			
.	-	4027	77.6 %
Total		**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,162 valid cases out of 5,189 total cases.

- Mean: 844.52
- Median: 34.00
- Mode: 28.00
- Minimum: 1

- Maximum: 70926
- Standard Deviation: 4681.36

Location: 26-30 (width: 5; decimal: 0)
Variable Type: numeric

SYSDISPO_T1: T1_SYSDISPO: The response disposition assigned in the survey system.

Response disposition

Value	Label	Unweighted Frequency	%
1	Completed	1919	37.0 %
2	Partial	298	5.7 %
4	Not started	0	0.0 %
	Missing Data		
.	-	2972	57.3 %
	Total	**5,189**	**100%**

Based upon 2,217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 31-31 (width: 1; decimal: 0)
Variable Type: numeric

SYSDISPO_T2: T2_SYSDISPO: The response disposition assigned in the survey system.

Response disposition

Value	Label	Unweighted Frequency	%
1	Completed	1225	23.6 %
2	Partial	154	3.0 %
4	Not started	0	0.0 %
	Missing Data		
.	-	3810	73.4 %
	Total	**5,189**	**100%**

Based upon 1,379 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 32-32 (width: 1; decimal: 0)
Variable Type: numeric

LOGINCOUNT_T1: T1_LOGINCOUNT: Number of times the participant has logged in.

Number of times the participant has logged in

Value	Label	Unweighted Frequency	%
1	-	1416	27.3 %
2	-	330	6.4 %
3	-	115	2.2 %
4	-	31	0.6 %
5	-	19	0.4 %
6	-	3	0.1 %
7	-	5	0.1 %
11	-	2	0.0 %
	Missing Data		
.	-	3268	63.0 %
	Total	**5,189**	**100%**

Based upon 1,921 valid cases out of 5,189 total cases.

- Mean: 1.41
- Median: 1.00
- Mode: 1.00
- Minimum: 1
- Maximum: 11
- Standard Deviation: 0.88

Location: 33-34 (width: 2; decimal: 0)
Variable Type: numeric

LOGINCOUNT_T2: T2_LOGINCOUNT: Number of times the participant has logged in.

Number of times the participant has logged in

Value	Label	Unweighted Frequency	%
1	-	977	18.8 %
2	-	145	2.8 %
3	-	29	0.6 %
4	-	7	0.1 %
5	-	1	0.0 %
6	-	1	0.0 %
7	-	2	0.0 %
	Missing Data		
.	-	4027	77.6 %
	Total	**5,189**	**100%**

Based upon 1,162 valid cases out of 5,189 total cases.

- Mean: 1.21
- Median: 1.00
- Mode: 1.00
- Minimum: 1
- Maximum: 7

- Standard Deviation: 0.58

Location: 35-35 (width: 1; decimal: 0)
Variable Type: numeric

PRE4_T2: T2_PRE4: Time one (T1) status of the sample member

Time 1 status of the sample participant

Value	Label	Unweighted Frequency	%
1	T1 Responder	1784	34.4 %
2	T1 Non-responder	1139	22.0 %
3	Not in T1	588	11.3 %
	Missing Data		
.	-	1678	32.3 %
	Total	**5,189**	**100%**

Based upon 3,511 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 36-36 (width: 1; decimal: 0)
Variable Type: numeric

Q1_T1: T1_Q1: How many years have you been with [VALUE: ORG_ID], in total? (will accept

How many years have you been with [Organization Name], in total? (Accepts decimals) [INSERT NUMERIC RESPONSE]years

Value	Label	Unweighted Frequency	%
0.00000	-	61	1.2 %
0.01000	-	8	0.2 %
0.05000	-	2	0.0 %
0.07000	-	1	0.0 %
0.09000	-	1	0.0 %
0.10000	-	2	0.0 %
0.11000	-	1	0.0 %
0.12000	-	1	0.0 %
0.16000	-	1	0.0 %
0.20000	-	1	0.0 %
0.25000	-	7	0.1 %
0.30000	-	9	0.2 %
0.33000	-	2	0.0 %
0.33300	-	1	0.0 %
0.40000	-	3	0.1 %
0.41000	-	1	0.0 %
0.42000	-	1	0.0 %
0.50000	-	74	1.4 %

Value	Label	Unweighted Frequency	%
0.60000	-	4	0.1 %
0.66000	-	1	0.0 %
0.70000	-	8	0.2 %
0.75000	-	10	0.2 %
0.80000	-	6	0.1 %
0.83300	-	1	0.0 %
0.83333	-	1	0.0 %
0.90000	-	3	0.1 %
1.00000	-	234	4.5 %
1.01000	-	1	0.0 %
1.03000	-	2	0.0 %
1.05000	-	1	0.0 %
1.06000	-	1	0.0 %
1.12000	-	1	0.0 %
1.16000	-	1	0.0 %
1.20000	-	2	0.0 %
1.25000	-	7	0.1 %
1.30000	-	5	0.1 %
1.33000	-	1	0.0 %
1.50000	-	76	1.5 %
1.60000	-	3	0.1 %
1.75000	-	1	0.0 %
1.80000	-	4	0.1 %
2.00000	-	132	2.5 %
2.02000	-	1	0.0 %
2.05000	-	1	0.0 %
2.06000	-	2	0.0 %
2.07000	-	1	0.0 %
2.11000	-	1	0.0 %
2.25000	-	2	0.0 %
2.30000	-	1	0.0 %
2.50000	-	36	0.7 %
	Missing Data		
.	-	3008	58.0 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 2,181 valid cases out of 5,189 total cases.

- Mean: 8.45685
- Median: 5.00000
- Mode: 1.00000

- Minimum: 0
- Maximum: 45
- Standard Deviation: 8.58435

Location: 37-44 (width: 8; decimal: 5)
Variable Type: numeric
(Range of) Missing Values: 99.00000 , .

Q3_T1: T1_Q3: Do you have any supervisory responsibilities?

Do you have any supervisory responsibilities?

Value	Label	Unweighted Frequency	%
0	No	1418	27.3 %
1	Yes	774	14.9 %
	Missing Data		
.	-	2997	57.8 %
	Total	**5,189**	**100%**

Based upon 2,192 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 45-45 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q4_T1: T1_Q4: Do you consider yourself to be in early-career, mid-career, or late-caree

People sometimes use the word "career" when they talk about the progress they hope to make in their line of work. Do you consider yourself to be in early-career, mid-career, or late-career?

Value	Label	Unweighted Frequency	%
1	Early-career	797	15.4 %
2	Mid-career	869	16.7 %
3	Late-career	512	9.9 %
	Missing Data		
.	-	3011	58.0 %
	Total	**5,189**	**100%**

Based upon 2,178 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 46-46 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q5_T1: T1_Q5: During a typical work week, about how many hours do you USUALLY work for

During a typical work week, about how many hours do you USUALLY work for your job with this organization? [INSERT NUMERIC RESPONSE] Hours

Value	Label	Unweighted Frequency	%
0.00	-	2	0.0 %
0.09	-	1	0.0 %
0.40	-	1	0.0 %
0.43	-	1	0.0 %
0.55	-	1	0.0 %
0.65	-	1	0.0 %
3.00	-	3	0.1 %
4.00	-	3	0.1 %
5.00	-	1	0.0 %
7.00	-	2	0.0 %
8.00	-	19	0.4 %
9.00	-	2	0.0 %
10.00	-	4	0.1 %
12.00	-	12	0.2 %
15.00	-	1	0.0 %
16.00	-	7	0.1 %
17.00	-	2	0.0 %
18.00	-	7	0.1 %
20.00	-	32	0.6 %
21.00	-	2	0.0 %
22.00	-	4	0.1 %
24.00	-	73	1.4 %
25.00	-	13	0.3 %
26.00	-	1	0.0 %
28.00	-	8	0.2 %
29.00	-	1	0.0 %
30.00	-	35	0.7 %
32.00	-	41	0.8 %
33.00	-	1	0.0 %
34.00	-	3	0.1 %
35.00	-	82	1.6 %
35.50	-	1	0.0 %
36.00	-	195	3.8 %
37.00	-	17	0.3 %
38.00	-	48	0.9 %
38.50	-	1	0.0 %
39.00	-	10	0.2 %
40.00	-	616	11.9 %
40.10	-	1	0.0 %
40.50	-	3	0.1 %

Value	Label	Unweighted Frequency	%
40.60	-	1	0.0 %
41.00	-	17	0.3 %
41.20	-	1	0.0 %
42.00	-	79	1.5 %
43.00	-	42	0.8 %
44.00	-	26	0.5 %
45.00	-	287	5.5 %
46.00	-	15	0.3 %
47.00	-	14	0.3 %
47.90	-	1	0.0 %
	Missing Data		
.	-	3007	57.9 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 2,182 valid cases out of 5,189 total cases.

- Mean: 40.76
- Median: 40.00
- Mode: 40.00
- Minimum: 0
- Maximum: 85
- Standard Deviation: 10.12

Location: 47-52 (width: 6; decimal: 2)
Variable Type: numeric
(Range of) Missing Values: 999.00 , .

Q5_2_T1: T1_Q5_2: Are you considered a full-time or part-time employee?

Are you considered a full-time or part-time employee?

Value	Label	Unweighted Frequency	%
1	Full-time	1919	37.0 %
2	Part-time	270	5.2 %
	Missing Data		
.	-	3000	57.8 %
	Total	**5,189**	**100%**

Based upon 2,189 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 53-53 (width: 1; decimal: 0)
Variable Type: numeric

(Range of) Missing Values: 9 , .

Q5_3A_T1: T1_Q5_3A: Temporary worker paid directly by your company/organization?

Are you a temporary worker paid directly by your company/organization?

Value	Label	Unweighted Frequency	%
0	No	1971	38.0 %
1	Yes	114	2.2 %
	Missing Data		
.	-	3104	59.8 %
	Total	**5,189**	**100%**

Based upon 2,085 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 54-54 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q5_3B_T1: T1_Q5_3B: Temporary worker on the payroll of another company such as a temp agen

Are you a temporary worker on the payroll of another company such as a temp agency?

Value	Label	Unweighted Frequency	%
0	No	2019	38.9 %
1	Yes	4	0.1 %
	Missing Data		
.	-	3166	61.0 %
	Total	**5,189**	**100%**

Based upon 2,023 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 55-55 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q5_3C_T1: T1_Q5_3C: Consultant?

Are you a consultant?

Value	Label	Unweighted Frequency	%
0	No	1883	36.3 %
1	Yes	172	3.3 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3134	60.4 %
	Total	**5,189**	**100%**

Based upon 2,055 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 56-56 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q5_4_T1: T1_Q5_4: Do you receive benefits from [VALUE: PRE2]

{PRG: SHOW IF Q5_3a OR Q5_3b OR Q5_3c = 1} Do you receive benefits from {Organization Name} [This variable was only present at time 1]

Value	Label	Unweighted Frequency	%
0	No	40	0.8 %
1	Yes	247	4.8 %
	Missing Data		
.	-	4902	94.5 %
	Total	**5,189**	**100%**

Based upon 287 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 57-57 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q6_T1: T1_Q6: Looking at the following list, which best describes your work schedule?

Looking at the following list, which best describes your work schedule? [q6_17 provides a slight wording variation at the request of one company.]

Value	Label	Unweighted Frequency	%
1	A regular daytime schedule	1586	30.6 %
2	A regular evening schedule	91	1.8 %
3	A regular night schedule	129	2.5 %
4	A rotating schedule -- one that changes by time of day or day of week	108	2.1 %
5	A split schedule consisting of two distinct periods in each workday	15	0.3 %
6	A flexible or variable schedule with no set hours, on-call	86	1.7 %
7	Some other schedule	55	1.1 %
	Missing Data		

Value	Label	Unweighted Frequency	%
.	-	3119	60.1 %
	Total	**5,189**	**100%**

Based upon 2,070 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 58-58 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q6_17_T1: T1_Q6_17: Looking at the following list, which best describes your work schedule

T1_Q6_17: Looking at the following list, which best describes your work schedule?

Value	Label	Unweighted Frequency	%
1	A daytime schedule	68	1.3 %
2	An evening schedule	6	0.1 %
3	A night shift	33	0.6 %
4	A rotating shift -- one that changes by time of day or day of week	2	0.0 %
5	A flexible or variable schedule with no set hours	3	0.1 %
6	Some other schedule	1	0.0 %
	Missing Data		
.	-	5076	97.8 %
	Total	**5,189**	**100%**

Based upon 113 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 59-59 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q7_T1: T1_Q7: In addition to your job at [VALUE: PRE2], do you work for a different emp

In addition to your job at [Organization Name], do you work for a different employer?

Value	Label	Unweighted Frequency	%
0	No	2021	38.9 %
1	Yes	161	3.1 %
	Missing Data		
.	-	3007	57.9 %
	Total	**5,189**	**100%**

Based upon 2,182 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 60-60 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q7A_T1: T1_Q7A: In general, about how many hours per week do you work at your other job(

{PRG: SHOW IF Q7 = 1} In general, about how many hours per week do you work at your other job(s)? (will accept decimals) [INSERT NUMERIC RESPONSE] Hours per week

Value	Label	Unweighted Frequency	%
0.00	-	4	0.1 %
0.50	-	1	0.0 %
1.75	-	1	0.0 %
2.00	-	5	0.1 %
3.00	-	4	0.1 %
4.00	-	7	0.1 %
5.00	-	17	0.3 %
6.00	-	7	0.1 %
7.00	-	2	0.0 %
8.00	-	16	0.3 %
9.00	-	1	0.0 %
10.00	-	23	0.4 %
12.00	-	17	0.3 %
15.00	-	9	0.2 %
16.00	-	7	0.1 %
20.00	-	15	0.3 %
24.00	-	4	0.1 %
25.00	-	2	0.0 %
28.00	-	2	0.0 %
30.00	-	6	0.1 %
35.00	-	1	0.0 %
36.00	-	2	0.0 %
40.00	-	1	0.0 %
50.00	-	3	0.1 %
60.00	-	1	0.0 %
Missing Data			
.	-	5031	97.0 %
Total		**5,189**	**100%**

Based upon 158 valid cases out of 5,189 total cases.

- Mean: 12.98
- Median: 10.00
- Mode: 10.00

- Minimum: 0
- Maximum: 60
- Standard Deviation: 10.42

Location: 61-66 (width: 6; decimal: 2)
Variable Type: numeric
(Range of) Missing Values: 999.00 , .

Q8_T1: T1_Q8: We know you are currently working at [VALUE: PRE1], but have you ever off

We know you are currently working at [Organization Name], but have you ever officially retired from another job?

Value	Label	Unweighted Frequency	%
0	No	2087	40.2 %
1	Yes	90	1.7 %
	Missing Data		
.	-	3012	58.0 %
	Total	**5,189**	**100%**

Based upon 2,177 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 67-67 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q9A_T1: T1_Q9A: I feel secure in my job

How accurate are the following statements? - I feel secure in my job

Value	Label	Unweighted Frequency	%
1	Very inaccurate	52	1.0 %
2	Inaccurate	61	1.2 %
3	Somewhat inaccurate	69	1.3 %
4	Somewhat accurate	364	7.0 %
5	Accurate	1043	20.1 %
6	Very accurate	587	11.3 %
	Missing Data		
.	-	3013	58.1 %
	Total	**5,189**	**100%**

Based upon 2,176 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 68-68 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q9B_T1: T1_Q9B: Regardless of economic conditions, I expect I will have a job at my curr

How accurate are the following statements? - Regardless of economic conditions, I expect I will have a job at my current organization at least for the next 5 years.

Value	Label	Unweighted Frequency	%
1	Very inaccurate	90	1.7 %
2	Inaccurate	85	1.6 %
3	Somewhat inaccurate	126	2.4 %
4	Somewhat accurate	459	8.8 %
5	Accurate	918	17.7 %
6	Very accurate	483	9.3 %
	Missing Data		
.	-	3028	58.4 %
	Total	**5,189**	**100%**

Based upon 2,161 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 69-69 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10A_T1: T1_Q10A: Give you opportunities to do a number of different things

To what extent does your job give you opportunities to do a number of different things?

Value	Label	Unweighted Frequency	%
1	Not at all	55	1.1 %
2	To a limited extent	364	7.0 %
3	To a moderate extent	919	17.7 %
4	To a great extent	840	16.2 %
	Missing Data		
.	-	3011	58.0 %
	Total	**5,189**	**100%**

Based upon 2,178 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 70-70 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10B_T1: T1_Q10B: Give you opportunities to deal with other people

To what extent does your job give you opportunities to deal with other people?

Value	Label	Unweighted Frequency	%
1	Not at all	5	0.1 %
2	To a limited extent	160	3.1 %
3	To a moderate extent	597	11.5 %
4	To a great extent	1412	27.2 %
	Missing Data		
.	-	3015	58.1 %
	Total	**5,189**	**100%**

Based upon 2,174 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 71-71 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10C_T1: T1_Q10C: Give you opportunities for independent thought or action

To what extent does your job give you opportunities for independent thought or action?

Value	Label	Unweighted Frequency	%
1	Not at all	48	0.9 %
2	To a limited extent	321	6.2 %
3	To a moderate extent	709	13.7 %
4	To a great extent	767	14.8 %
	Missing Data		
.	-	3344	64.4 %
	Total	**5,189**	**100%**

Based upon 1,845 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 72-72 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10C_13_T1: T1_Q10C_13: Give you opportunities for creative thought or action

To what extent does your job give you opportunities for creative thought or action?

Value	Label	Unweighted Frequency	%
1	Not at all	5	0.1 %
2	To a limited extent	42	0.8 %
3	To a moderate extent	156	3.0 %
4	To a great extent	129	2.5 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	4857	93.6 %
	Total	**5,189**	**100%**

Based upon 332 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 73-73 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10D_T1: T1_Q10D: Give you opportunities to develop close friendships in your job

To what extent does your job give you opportunities to develop close friendships in your job?

Value	Label	Unweighted Frequency	%
1	Not at all	45	0.9 %
2	To a limited extent	388	7.5 %
3	To a moderate extent	935	18.0 %
4	To a great extent	803	15.5 %
	Missing Data		
.	-	3018	58.2 %
	Total	**5,189**	**100%**

Based upon 2,171 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 74-74 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10E_T1: T1_Q10E: Give you opportunities to do a job from beginning to end (e.g., the cha

To what extent does your job give you opportunities to do a job from beginning to end (e.g., the chance to do the whole job)?

Value	Label	Unweighted Frequency	%
1	Not at all	44	0.8 %
2	To a limited extent	324	6.2 %
3	To a moderate extent	917	17.7 %
4	To a great extent	891	17.2 %
	Missing Data		
.	-	3013	58.1 %
	Total	**5,189**	**100%**

Based upon 2,176 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 75-75 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10F_T1: T1_Q10F: Give you the feeling that the job itself is very significant or importa

To what extent does your job give you the feeling that the job itself is very significant or important in the broader scheme of things?

Value	Label	Unweighted Frequency	%
1	Not at all	74	1.4 %
2	To a limited extent	311	6.0 %
3	To a moderate extent	937	18.1 %
4	To a great extent	853	16.4 %
	Missing Data		
.	-	3014	58.1 %
	Total	**5,189**	**100%**

Based upon 2,175 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 76-76 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11A_T1: T1_Q11A: I do not have enough time to get everything done in my job

Do you agree with the following statements? - I do not have enough time to get everything done in my job.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	144	2.8 %
2	Disagree	566	10.9 %
3	Somewhat disagree	321	6.2 %
4	Somewhat agree	566	10.9 %
5	Agree	367	7.1 %
6	Strongly agree	212	4.1 %
	Missing Data		
.	-	3013	58.1 %
	Total	**5,189**	**100%**

Based upon 2,176 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 77-77 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11B_T1: T1_Q11B: I can work at a comfortable pace

Do you agree with the following statements? - I can work at a comfortable pace.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	67	1.3 %
2	Disagree	174	3.4 %
3	Somewhat disagree	355	6.8 %
4	Somewhat agree	686	13.2 %
5	Agree	752	14.5 %
6	Strongly agree	142	2.7 %
	Missing Data		
.	-	3013	58.1 %
	Total	**5,189**	**100%**

Based upon 2,176 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 78-78 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11C_T1: T1_Q11C: My workload is too heavy

Do you agree with the following statements? - My workload is too heavy.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	119	2.3 %
2	Disagree	582	11.2 %
3	Somewhat disagree	605	11.7 %
4	Somewhat agree	573	11.0 %
5	Agree	205	4.0 %
6	Strongly agree	87	1.7 %
	Missing Data		
.	-	3018	58.2 %
	Total	**5,189**	**100%**

Based upon 2,171 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 79-79 (width: 1; decimal: 0)
Variable Type: numeric

Q11D_T1: T1_Q11D: I have to work very quickly to get everything done

Do you agree with the following statements? - I have to work very quickly to get everything done.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	63	1.2 %
2	Disagree	298	5.7 %
3	Somewhat disagree	399	7.7 %
4	Somewhat agree	712	13.7 %
5	Agree	482	9.3 %
6	Strongly agree	217	4.2 %
	Missing Data		
.	-	3018	58.2 %
	Total	**5,189**	**100%**

Based upon 2,171 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 80-80 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11E_T1: T1_Q11E: I do not have enough time to do my work to the best of my ability

Do you agree with the following statements? - I do not have enough time to do my work to the best of my ability.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	156	3.0 %
2	Disagree	609	11.7 %
3	Somewhat disagree	520	10.0 %
4	Somewhat agree	496	9.6 %
5	Agree	242	4.7 %
6	Strongly agree	155	3.0 %
	Missing Data		
.	-	3011	58.0 %
	Total	**5,189**	**100%**

Based upon 2,178 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 81-81 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q12_T1: T1_Q12: In general, how satisfied are you with the benefits - including access t

In general, how satisfied are you with the benefits - including access to insurance, days off, and different types of services - that are available to you through your employer?

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	71	1.4 %
2	Dissatisfied	64	1.2 %
3	Somewhat dissatisfied	175	3.4 %
4	Somewhat satisfied	845	16.3 %
5	Very satisfied	1020	19.7 %
	Missing Data		
.	-	3014	58.1 %
	Total	**5,189**	**100%**

Based upon 2,175 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 82-82 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q13_T1: T1_Q13: Are there benefits that are important to you (and you would like to have

Are there benefits that are important to you (and you would like to have), but which are NOT offered by your current employer?

Value	Label	Unweighted Frequency	%
0	No	1406	27.1 %
1	Yes	742	14.3 %
	Missing Data		
.	-	3041	58.6 %
	Total	**5,189**	**100%**

Based upon 2,148 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 83-83 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q14_T1: T1_Q14: To what extent does the access that you have to benefits affect your dec

To what extent does the access that you have to benefits affect your decision about staying with your current employer?

Value	Label	Unweighted Frequency	%
1	Not at all	230	4.4 %

Value	Label	Unweighted Frequency	%
2	To a limited extent	487	9.4 %
3	To a moderate extent	745	14.4 %
4	To a great extent	670	12.9 %
	Missing Data		
.	-	3057	58.9 %
	Total	**5,189**	**100%**

Based upon 2,132 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 84-84 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15A_T1: T1_Q15A: My company promotes the continuous learning and development of all empl

Do you agree with the following statements? - My company promotes the continuous learning and development of all employees.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	44	0.8 %
2	Disagree	82	1.6 %
3	Somewhat disagree	147	2.8 %
4	Somewhat agree	439	8.5 %
5	Agree	858	16.5 %
6	Strongly agree	599	11.5 %
	Missing Data		
.	-	3020	58.2 %
	Total	**5,189**	**100%**

Based upon 2,169 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 85-85 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15B_T1: T1_Q15B: I am given a real opportunity to improve my skills at this company thro

Do you agree with the following statements? - I am given a real opportunity to improve my skills at this company through education and training programs.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	53	1.0 %
2	Disagree	121	2.3 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	191	3.7 %
4	Somewhat agree	502	9.7 %
5	Agree	774	14.9 %
6	Strongly agree	519	10.0 %
	Missing Data		
.	-	3029	58.4 %
	Total	**5,189**	**100%**

Based upon 2,160 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 86-86 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15C_T1: T1_Q15C: I am satisfied with the training and development programs available to

Do you agree with the following statements? - I am satisfied with the training and development programs available to me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	52	1.0 %
2	Disagree	128	2.5 %
3	Somewhat disagree	250	4.8 %
4	Somewhat agree	509	9.8 %
5	Agree	812	15.6 %
6	Strongly agree	411	7.9 %
	Missing Data		
.	-	3027	58.3 %
	Total	**5,189**	**100%**

Based upon 2,162 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 87-87 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15_2_T1: T1_Q15_2: Do you work a shift?

Do you work a shift? (Shift work refers to a job schedule in which employees work hours other than the standard hours of 8 A.M. to 5 P.M. or a schedule other than the standard workweek - Monday through Friday.)

Value	Label	Unweighted Frequency	%
0	No	1299	25.0 %

Value	Label	Unweighted Frequency	%
1	Yes	861	16.6 %
	Missing Data		
.	-	3029	58.4 %
	Total	**5,189**	**100%**

Based upon 2,160 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 88-88 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16A_T1: T1_Q16A: Make choices about which shift you work

Do you HAVE ACCESS to the following options at {Organization Name}? - {PRG: SHOW IF Q15_2 = 1} Make choices about which shift you work.

Value	Label	Unweighted Frequency	%
0	No I can't do this	353	6.8 %
1	Yes I can do this	533	10.3 %
	Missing Data		
.	-	4303	82.9 %
	Total	**5,189**	**100%**

Based upon 886 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 89-89 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16B_T1: T1_Q16B: Choose a work schedule that varies from the typical schedule at your wo

Do you HAVE ACCESS to the following options at {Organization Name}? - {PRG: SHOW IF Q15_2 = 2} Choose a work schedule that varies from the typical schedule at your worksite.

Value	Label	Unweighted Frequency	%
0	No I can't do this	586	11.3 %
1	Yes I can do this	844	16.3 %
	Missing Data		
.	-	3759	72.4 %
	Total	**5,189**	**100%**

Based upon 1,430 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 90-90 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16C_T1: T1_Q16C: Occasionally request changes in starting and quitting times

Do you HAVE ACCESS to the following options at {Organization Name}? - Occasionally request changes in starting and quitting times.

Value	Label	Unweighted Frequency	%
0	No I can't do this	581	11.2 %
1	Yes I can do this	1494	28.8 %
	Missing Data		
.	-	3114	60.0 %
	Total	**5,189**	**100%**

Based upon 2,075 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 91-91 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16D_T1: T1_Q16D: Frequently request changes in starting and quitting times, such as on a

Do you HAVE ACCESS to the following options at {Organization Name}? - Frequently request changes in starting and quitting times, such as on a daily basis.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1426	27.5 %
1	Yes I can do this	638	12.3 %
	Missing Data		
.	-	3125	60.2 %
	Total	**5,189**	**100%**

Based upon 2,064 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 92-92 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16E_T1: T1_Q16E: Reduce your work hours and work on a part-time basis while remaining in

Do you HAVE ACCESS to the following options at {Organization Name}? - {PRG: SHOW IF Q5_2 = 1} Reduce your work hours and work on a part-time basis while remaining in the same position or at the same level.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1157	22.3 %
1	Yes I can do this	634	12.2 %
	Missing Data		
.	-	3398	65.5 %
	Total	**5,189**	**100%**

Based upon 1,791 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 93-93 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16F_T1: T1_Q16F: Structure jobs as a job share with another person where both receive th

Do you HAVE ACCESS to the following options at {Organization Name}? - Structure jobs as a job share with another person where both receive their "fair share" of compensation and benefits.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1691	32.6 %
1	Yes I can do this	346	6.7 %
	Missing Data		
.	-	3152	60.7 %
	Total	**5,189**	**100%**

Based upon 2,037 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 94-94 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16G_T1: T1_Q16G: Compress the work week by working longer hours on fewer days for at lea

Do you HAVE ACCESS to the following options at {Organization Name}? - Compress the work week by working longer hours on fewer days for at least part of the year.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1278	24.6 %
1	Yes I can do this	789	15.2 %
	Missing Data		
.	-	3122	60.2 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 2,067 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 95-95 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16H_T1: T1_Q16H: Take sabbaticals or career breaks? that is take leaves, paid or unpaid,

Do you HAVE ACCESS to the following options at {Organization Name}? - T1_Q16H: Take sabbaticals or career breaks? that is take leaves, paid or unpaid,

Value	Label	Unweighted Frequency	%
0	No I can't do this	1161	22.4 %
1	Yes I can do this	888	17.1 %
	Missing Data		
.	-	3140	60.5 %
	Total	**5,189**	**100%**

Based upon 2,049 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 96-96 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16I_T1: T1_Q16I: Take paid or unpaid time for education or training to improve job skill

Do you HAVE ACCESS to the following options at {Organization Name}? - Take sabbaticals or career breaks- that is take leaves, paid or unpaid, of one or more months and return to a comparable job.

Value	Label	Unweighted Frequency	%
0	No I can't do this	639	12.3 %
1	Yes I can do this	1410	27.2 %
	Missing Data		
.	-	3140	60.5 %
	Total	**5,189**	**100%**

Based upon 2,049 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 97-97 (width: 1; decimal: 0)

Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16J_T1: T1_Q16J: Take a paid leave for care giving or other personal or family responsib

Do you HAVE ACCESS to the following options at {Organization Name}? - Take a paid leave for care giving or other personal or family responsibilities (e.g., parental or elder care giving responsibilities) beyond that which is required by law.

Value	Label	Unweighted Frequency	%
0	No I can't do this	943	18.2 %
1	Yes I can do this	1086	20.9 %
	Missing Data		
.	-	3160	60.9 %
	Total	**5,189**	**100%**

Based upon 2,029 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 98-98 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16K_T1: T1_Q16K: Work part-year; that is work for a reduced amount of time on an annual

Do you HAVE ACCESS to the following options at {Organization Name}? - Work part-year; that is work for a reduced amount of time on an annual basis (e.g., work full-time during the fall, winter, and spring and then take the summer off).

Value	Label	Unweighted Frequency	%
0	No I can't do this	1762	34.0 %
1	Yes I can do this	267	5.1 %
	Missing Data		
.	-	3160	60.9 %
	Total	**5,189**	**100%**

Based upon 2,029 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 99-99 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16L_T1: T1_Q16L: Work for part of the year at one worksite, and then part of the year at

Do you HAVE ACCESS to the following options at {Organization Name}? - Work for part of the year at one worksite, and then part of the year at another worksite.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1599	30.8 %
1	Yes I can do this	444	8.6 %
	Missing Data		
.	-	3146	60.6 %
	Total	**5,189**	**100%**

Based upon 2,043 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 100-100 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16M_T1: T1_Q16M: Work from an off-site location (such as home) for part (or all) of the

Do you HAVE ACCESS to the following options at {Organization Name}? - Work from an off-site location (such as home) for part (or all) of the regular work week, possibly linked by telephone and computer.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1288	24.8 %
1	Yes I can do this	785	15.1 %
	Missing Data		
.	-	3116	60.1 %
	Total	**5,189**	**100%**

Based upon 2,073 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 101-101 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16N_T1: T1_Q16N: Transfer to a job with reduced responsibilities and reduced pay, if you

Do you HAVE ACCESS to the following options at {Organization Name}? - Transfer to a job with reduced responsibilities and reduced pay, if you want to.

Value	Label	Unweighted Frequency	%
0	No I can't do this	936	18.0 %
1	Yes I can do this	1092	21.0 %
	Missing Data		
.	-	3161	60.9 %
	Total	**5,189**	**100%**

Based upon 2,028 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 102-102 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16O_T1: T1_Q16O: Phase into retirement by working reduced hours over a period of time pr

Do you HAVE ACCESS to the following options at {Organization Name}? - Phase into retirement by working reduced hours over a period of time prior to full retirement.

Value	Label	Unweighted Frequency	%
0	No I can't do this	1181	22.8 %
1	Yes I can do this	815	15.7 %
	Missing Data		
.	-	3193	61.5 %
	Total	**5,189**	**100%**

Based upon 1,996 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 103-103 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16P_T1: T1_Q16P: Control when you take breaks

Do you HAVE ACCESS to the following options at {Organization Name}? - Control when you take breaks.

Value	Label	Unweighted Frequency	%
0	No I can't do this	641	12.4 %
1	Yes I can do this	1436	27.7 %
	Missing Data		
.	-	3112	60.0 %
	Total	**5,189**	**100%**

Based upon 2,077 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 104-104 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16Q_T1: T1_Q16Q: Have input into the amount of overtime hours you work

Do you HAVE ACCESS to the following options at {Organization Name}? - Have input into the amount of overtime hours you work.

Value	Label	Unweighted Frequency	%
0	No I can't do this	612	11.8 %
1	Yes I can do this	1107	21.3 %
	Missing Data		
.	-	3470	66.9 %
	Total	**5,189**	**100%**

Based upon 1,719 valid cases out of 5,189 total cases.

• Minimum: 0
• Maximum: 1

Location: 105-105 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16Q_13_T1: T1_Q16Q_13: Have input into the number of hours you work

Do you HAVE ACCESS to the following options at {Organization Name}? - Have input into the number of hours you work.

Value	Label	Unweighted Frequency	%
0	No I can't do this	112	2.2 %
1	Yes I can do this	212	4.1 %
	Missing Data		
.	-	4865	93.8 %
	Total	**5,189**	**100%**

Based upon 324 valid cases out of 5,189 total cases.

• Minimum: 0
• Maximum: 1

Location: 106-106 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16R_T1: T1_Q16R: Take extra unpaid vacation days

Do you HAVE ACCESS to the following options at {Organization Name}? - Take extra "unpaid" vacation days

Value	Label	Unweighted Frequency	%
0	No I can't do this	1133	21.8 %
1	Yes I can do this	904	17.4 %
	Missing Data		
.	-	3152	60.7 %
	Total	**5,189**	**100%**

Based upon 2,037 valid cases out of 5,189 total cases.

• Minimum: 0

- Maximum: 1

Location: 107-107 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16S_T1: T1_Q16S: Take paid time off to volunteer in the community

Do you HAVE ACCESS to the following options at {Organization Name}? - Take paid time off to volunteer in the community

Value	Label	Unweighted Frequency	%
0	No I can't do this	1115	21.5 %
1	Yes I can do this	912	17.6 %
	Missing Data		
.	-	3162	60.9 %
	Total	**5,189**	**100%**

Based upon 2,027 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 108-108 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q16_2A_T1: T1_Q16_2A: Make choices about which shift you work

Do you TAKE ADVANTAGE of the following options? - {PRG: SHOW IF Q15_2 = 1} Make choices about which shift you work.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	133	2.6 %
1	Yes, I do	353	6.8 %
	Missing Data		
.	-	4703	90.6 %
	Total	**5,189**	**100%**

Based upon 486 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 109-109 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2B_T1: T1_Q16_2B: Choose a work schedule that varies from the typical schedule at your

Do you TAKE ADVANTAGE of the following options? - {PRG: SHOW IF Q15_2 = 2} Choose a work schedule that varies from the typical schedule at your worksite.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	338	6.5 %
1	Yes, I do	484	9.3 %
	Missing Data		
.	-	4367	84.2 %
	Total	**5,189**	**100%**

Based upon 822 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 110-110 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2C_T1: T1_Q16_2C: Occasionally request changes in starting and quitting times

Do you TAKE ADVANTAGE of the following options? - Occasionally request changes in starting and quitting.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	472	9.1 %
1	Yes, I do	979	18.9 %
	Missing Data		
.	-	3738	72.0 %
	Total	**5,189**	**100%**

Based upon 1,451 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 111-111 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2D_T1: T1_Q16_2D: Frequently request changes in starting and quitting times, such as on

Do you TAKE ADVANTAGE of the following options? - Frequently request changes in starting and quitting times, such as on a daily basis.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	391	7.5 %
1	Yes, I do	220	4.2 %
	Missing Data		
.	-	4578	88.2 %
	Total	**5,189**	**100%**

Based upon 611 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 112-112 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2E_T1: T1_Q16_2E: Reduce your work hours and work on a part-time basis while remaining

Do you TAKE ADVANTAGE of the following options? - {PRG: SHOW IF Q5_2 = 1} Reduce your work hours and work on a part-time basis while remaining in the same position or at the same level.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	548	10.6 %
1	Yes, I do	69	1.3 %
	Missing Data		
.	-	4572	88.1 %
	Total	**5,189**	**100%**

Based upon 617 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 113-113 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2F_T1: T1_Q16_2F: Structure jobs as a job share with another person where both receive

Do you TAKE ADVANTAGE of the following options? - Structure jobs as a job share with another person where both receive their "fair share" of compensation and benefits.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	248	4.8 %
1	Yes, I do	82	1.6 %
	Missing Data		
.	-	4859	93.6 %
	Total	**5,189**	**100%**

Based upon 330 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 114-114 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2G_T1: T1_Q16_2G: Compress the work week by working longer hours on fewer days for at l

Do you TAKE ADVANTAGE of the following options? - Compress the work week by working longer hours on fewer days for at least part of the year.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	405	7.8 %
1	Yes, I do	354	6.8 %
	Missing Data		
.	-	4430	85.4 %
	Total	**5,189**	**100%**

Based upon 759 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 115-115 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2H_T1: T1_Q16_2H: Take sabbaticals or career breaks? that is take leaves, paid or unpai

Do you TAKE ADVANTAGE of the following options? - Take sabbaticals or career break- that is take leaves, paid or unpaid, of one or more months and return to a comparable job.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	720	13.9 %
1	Yes, I do	143	2.8 %
	Missing Data		
.	-	4326	83.4 %
	Total	**5,189**	**100%**

Based upon 863 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 116-116 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2I_T1: T1_Q16_2I: Take paid or unpaid time for education or training to improve job ski

Do you TAKE ADVANTAGE of the following options? - Take paid or unpaid time for education or training to improve job skills.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	610	11.8 %
1	Yes, I do	768	14.8 %
	Missing Data		
.	-	3811	73.4 %
	Total	**5,189**	**100%**

Based upon 1,378 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 117-117 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2J_T1: T1_Q16_2J: Take a paid leave for care giving or other personal or family respons

Do you TAKE ADVANTAGE of the following options? - Take a paid leave for care giving or other personal or family responsibilities (e.g., parental or elder care giving responsibilities) beyond that which is required by law.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	830	16.0 %
1	Yes, I do	223	4.3 %
	Missing Data		
.	-	4136	79.7 %
	Total	**5,189**	**100%**

Based upon 1,053 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 118-118 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2K_T1: T1_Q16_2K: Work part-year; that is work for a reduced amount of time on an annua

Do you TAKE ADVANTAGE of the following options? - Work part-year; that is work for a reduced amount of time on an annual basis (e.g., work full-time during the fall, winter, and spring and then take the summer off).

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	200	3.9 %
1	Yes, I do	66	1.3 %
	Missing Data		
.	-	4923	94.9 %
	Total	**5,189**	**100%**

Based upon 266 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 119-119 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2L_T1: T1_Q16_2L: Work for part of the year at one worksite, and then part of the year

Do you TAKE ADVANTAGE of the following options? - Work for part of the year at one worksite, and then part of the year at another worksite.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	309	6.0 %
1	Yes, I do	127	2.4 %
	Missing Data		
.	-	4753	91.6 %
	Total	**5,189**	**100%**

Based upon 436 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 120-120 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2M_T1: T1_Q16_2M: Work from an off-site location (such as home) for part (or all) of th

Do you TAKE ADVANTAGE of the following options? - Work from an off-site location (such as home) for part (or all) of the regular work week, possibly linked by telephone and computer.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	239	4.6 %
1	Yes, I do	537	10.3 %
	Missing Data		
.	-	4413	85.0 %
	Total	**5,189**	**100%**

Based upon 776 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 121-121 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2N_T1: T1_Q16_2N: Transfer to a job with reduced responsibilities and reduced pay, if y

Do you TAKE ADVANTAGE of the following options? - Transfer to a job with reduced responsibilities and reduced pay, if you want to.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	972	18.7 %
1	Yes, I do	76	1.5 %
	Missing Data		
.	-	4141	79.8 %

- 45 -

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,048 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 122-122 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2O_T1: T1_Q16_2O: Phase into retirement by working reduced hours over a period of time

Do you TAKE ADVANTAGE of the following options? - Phase into retirement by working reduced hours over a period of time prior to full retirement.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	699	13.5 %
1	Yes, I do	92	1.8 %
	Missing Data		
.	-	4398	84.8 %
	Total	**5,189**	**100%**

Based upon 791 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 123-123 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2P_T1: T1_Q16_2P: Control when you take breaks

Do you TAKE ADVANTAGE of the following options? - Control when you take breaks.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	117	2.3 %
1	Yes, I do	1301	25.1 %
	Missing Data		
.	-	3771	72.7 %
	Total	**5,189**	**100%**

Based upon 1,418 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 124-124 (width: 1; decimal: 0)
Variable Type: numeric

Q16_2Q_T1: T1_Q16_2Q: Have input into the amount of overtime hours you work

Do you TAKE ADVANTAGE of the following options? - Have input into the amount of overtime hours you work.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	180	3.5 %
1	Yes, I do	902	17.4 %
	Missing Data		
.	-	4107	79.1 %
	Total	**5,189**	**100%**

Based upon 1,082 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 125-125 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2R_T1: T1_Q16_2R: Take extra unpaid vacation days

Do you TAKE ADVANTAGE of the following options? - Take extra "unpaid" vacation days.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	642	12.4 %
1	Yes, I do	235	4.5 %
	Missing Data		
.	-	4312	83.1 %
	Total	**5,189**	**100%**

Based upon 877 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 126-126 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2S_T1: T1_Q16_2S: Take paid time off to volunteer in the community

Do you TAKE ADVANTAGE of the following options? - Take paid time off to volunteer in the community.

Value	Label	Unweighted Frequency	%
0	I can, but I do not do this	607	11.7 %
1	Yes, I do	288	5.6 %
	Missing Data		

Value	Label	Unweighted Frequency	%
.	-	4294	82.8 %
	Total	**5,189**	**100%**

Based upon 895 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 127-127 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q17_T1: T1_Q17: To what extent do you have access to the flexible work options you need

To what extent do you have access to the flexible work options you need to fulfill your work and personal needs?

Value	Label	Unweighted Frequency	%
1	Not at all	191	3.7 %
2	To a limited extent	679	13.1 %
3	To a moderate extent	713	13.7 %
4	To a great extent	532	10.3 %
	Missing Data		
.	-	3074	59.2 %
	Total	**5,189**	**100%**

Based upon 2,115 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 128-128 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q20A_T1: T1_Q20A: Success as an employee?

To what extent does having flexible work options contribute to success as an employee?

Value	Label	Unweighted Frequency	%
1	Not at all	130	2.5 %
2	To a limited extent	328	6.3 %
3	To a moderate extent	760	14.6 %
4	To a great extent	783	15.1 %
	Missing Data		
.	-	3188	61.4 %
	Total	**5,189**	**100%**

Based upon 2,001 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 129-129 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q20B_T1: T1_Q20B: Overall quality of life?

To what extent does having flexible work options contribute to overall quality of life?

Value	Label	Unweighted Frequency	%
1	Not at all	60	1.2 %
2	To a limited extent	148	2.9 %
3	To a moderate extent	503	9.7 %
4	To a great extent	1285	24.8 %
	Missing Data		
.	-	3193	61.5 %
	Total	**5,189**	**100%**

Based upon 1,996 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 130-130 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21A_T1: T1_Q21A: To get ahead in this organization, employees are expected to work more

Do you agree with the following statements - To get ahead in this organization, employees are expected to work more than 50 hours a week, whether at the workplace or at home. [For one organization, an alternative phrasing was used: "To get ahead in this organization, employees are expected to work long hours" in variable q21a_13]

Value	Label	Unweighted Frequency	%
1	Strongly disagree	324	6.2 %
2	Disagree	624	12.0 %
3	Somewhat disagree	285	5.5 %
4	Somewhat agree	265	5.1 %
5	Agree	153	2.9 %
6	Strongly agree	123	2.4 %
	Missing Data		
.	-	3415	65.8 %
	Total	**5,189**	**100%**

Based upon 1,774 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 131-131 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21A_13_T1: T1_Q21A_13: To get ahead in this organization, employees are expected to work lo

Do you agree with the following statements - To get ahead in this organization, employees are expected to work long hours.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	1	0.0 %
2	Disagree	7	0.1 %
3	Somewhat disagree	12	0.2 %
4	Somewhat agree	54	1.0 %
5	Agree	107	2.1 %
6	Strongly agree	144	2.8 %
	Missing Data		
.	-	4864	93.7 %
	Total	**5,189**	**100%**

Based upon 325 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 132-132 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21B_T1: T1_Q21B: Employees are regularly expected to put their jobs ahead of their perso

Do you agree with the following statements - Employees are regularly expected to put their jobs ahead of their personal or family lives.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	290	5.6 %
2	Disagree	548	10.6 %
3	Somewhat disagree	394	7.6 %
4	Somewhat agree	442	8.5 %
5	Agree	256	4.9 %
6	Strongly agree	185	3.6 %
	Missing Data		
.	-	3074	59.2 %
	Total	**5,189**	**100%**

Based upon 2,115 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q21C_T1: T1_Q21C: In this organization, employees who make use of flexible work options (

Do you agree with the following statements - In this organization, employees who make use of flexible work options (e.g., flextime, job sharing, part-time work) are viewed as less serious about their careers than those who do not make use of such options.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	236	4.5 %
2	Disagree	546	10.5 %
3	Somewhat disagree	427	8.2 %
4	Somewhat agree	441	8.5 %
5	Agree	258	5.0 %
6	Strongly agree	130	2.5 %
	Missing Data		
.	-	3151	60.7 %
	Total	**5,189**	**100%**

Based upon 2,038 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q22_T1: T1_Q22: At present, how many people are on your work team?

For the purposes of this survey, please consider a team to be; A GROUP OF EMPLOYEES WHO SHARE RESPONSIBILITIES FOR SOME WORK TASKS OR FOR WORK OUTCOMES. A TEAM WOULD INCLUDE INDIVIDUALS WHO WOULD ALL THINK THEY ARE PART OF THAT GROUP. When you answer the questions below, please focus on your primary or "main" work group (even if you belong to several different groups). At present, how many people are on your work team? (will accept decimals) [INSERT NUMERIC RESPONSE] people

Value	Label	Unweighted Frequency	%
1	-	49	0.9 %
2	-	50	1.0 %
3	-	113	2.2 %
4	-	131	2.5 %
5	-	172	3.3 %
6	-	133	2.6 %
7	-	100	1.9 %
8	-	117	2.3 %
9	-	50	1.0 %
10	-	176	3.4 %
11	-	41	0.8 %

Value	Label	Unweighted Frequency	%
12	-	104	2.0 %
13	-	52	1.0 %
14	-	38	0.7 %
15	-	127	2.4 %
16	-	55	1.1 %
17	-	30	0.6 %
18	-	39	0.8 %
19	-	5	0.1 %
20	-	75	1.4 %
21	-	5	0.1 %
22	-	6	0.1 %
23	-	1	0.0 %
24	-	10	0.2 %
25	-	45	0.9 %
26	-	2	0.0 %
27	-	2	0.0 %
28	-	6	0.1 %
29	-	3	0.1 %
30	-	63	1.2 %
31	-	2	0.0 %
32	-	6	0.1 %
33	-	7	0.1 %
34	-	1	0.0 %
35	-	17	0.3 %
36	-	1	0.0 %
37	-	2	0.0 %
38	-	1	0.0 %
40	-	30	0.6 %
41	-	1	0.0 %
42	-	1	0.0 %
43	-	1	0.0 %
44	-	2	0.0 %
45	-	8	0.2 %
46	-	1	0.0 %
47	-	2	0.0 %
48	-	3	0.1 %
50	-	27	0.5 %
52	-	2	0.0 %
54	-	1	0.0 %
Missing Data			
.	-	3141	60.5 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 2,048 valid cases out of 5,189 total cases.

- Mean: 17.86
- Median: 10.00
- Mode: 10.00
- Minimum: 1
- Maximum: 400
- Standard Deviation: 25.35

Location: 135-138 (width: 4; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9999 , .

Q25_T1: T1_Q25: Which of the following statements best describe your work team with resp

Which of the following statements best describe your work team with respect to the similarities/differences in employees' ages. Please select just ONE statement. [This variable was only present at time 1]

Value	Label	Unweighted Frequency	%
1	The members of my work team are all about the same age as I am	123	2.4 %
2	The members of my work team are different ages; however, most of them are young adults	483	9.3 %
3	The members of my work team are different ages; however, most of them are midlife adults	528	10.2 %
4	The members of my work team are different ages; however, most of them are older adults	99	1.9 %
5	The members of my work team are different ages, with a fairly balanced mix of employees of different ages	773	14.9 %
	Missing Data		
.	-	3183	61.3 %
	Total	**5,189**	**100%**

Based upon 2,006 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 139-139 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q26A_T1: T1_Q26A: # employees in early-career

In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees? - [INSERT NUMERIC RESPONSE] # employees in early-career

Value	Label	Unweighted Frequency	%
0	-	66	1.3 %

Value	Label	Unweighted Frequency	%
1	-	210	4.0 %
2	-	276	5.3 %
3	-	206	4.0 %
4	-	147	2.8 %
5	-	158	3.0 %
6	-	73	1.4 %
7	-	64	1.2 %
8	-	68	1.3 %
9	-	31	0.6 %
10	-	112	2.2 %
11	-	15	0.3 %
12	-	26	0.5 %
13	-	22	0.4 %
14	-	13	0.3 %
15	-	49	0.9 %
16	-	6	0.1 %
17	-	4	0.1 %
18	-	9	0.2 %
19	-	2	0.0 %
20	-	56	1.1 %
21	-	2	0.0 %
22	-	1	0.0 %
23	-	2	0.0 %
24	-	4	0.1 %
25	-	34	0.7 %
26	-	1	0.0 %
27	-	1	0.0 %
28	-	1	0.0 %
29	-	1	0.0 %
30	-	28	0.5 %
32	-	1	0.0 %
33	-	1	0.0 %
35	-	10	0.2 %
40	-	11	0.2 %
43	-	1	0.0 %
45	-	5	0.1 %
46	-	1	0.0 %
50	-	18	0.3 %
55	-	1	0.0 %
57	-	1	0.0 %
60	-	6	0.1 %
65	-	1	0.0 %

Value	Label	Unweighted Frequency	%
70	-	1	0.0 %
75	-	1	0.0 %
80	-	2	0.0 %
90	-	1	0.0 %
95	-	2	0.0 %
99	-	1	0.0 %
100	-	3	0.1 %
	Missing Data		
.	-	3432	66.1 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,757 valid cases out of 5,189 total cases.

- Mean: 8.28
- Median: 4.00
- Mode: 2.00
- Minimum: 0
- Maximum: 200
- Standard Deviation: 12.42

Location: 140-144 (width: 5; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 99999 , .

Q26B_T1: T1_Q26B: # employees in mid-career

In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees? - [INSERT NUMERIC RESPONSE] # employees in mid-career

Value	Label	Unweighted Frequency	%
0	-	31	0.6 %
1	-	199	3.8 %
2	-	297	5.7 %
3	-	188	3.6 %
4	-	202	3.9 %
5	-	176	3.4 %
6	-	110	2.1 %
7	-	76	1.5 %
8	-	88	1.7 %
9	-	30	0.6 %
10	-	104	2.0 %
11	-	10	0.2 %
12	-	26	0.5 %

Value	Label	Unweighted Frequency	%
13	-	11	0.2 %
14	-	9	0.2 %
15	-	44	0.8 %
16	-	12	0.2 %
17	-	5	0.1 %
18	-	4	0.1 %
19	-	2	0.0 %
20	-	49	0.9 %
21	-	1	0.0 %
22	-	2	0.0 %
23	-	4	0.1 %
24	-	2	0.0 %
25	-	19	0.4 %
26	-	3	0.1 %
30	-	25	0.5 %
31	-	1	0.0 %
32	-	1	0.0 %
34	-	1	0.0 %
35	-	12	0.2 %
36	-	2	0.0 %
40	-	27	0.5 %
41	-	1	0.0 %
45	-	7	0.1 %
48	-	1	0.0 %
50	-	33	0.6 %
55	-	1	0.0 %
57	-	1	0.0 %
60	-	11	0.2 %
70	-	3	0.1 %
75	-	6	0.1 %
78	-	1	0.0 %
80	-	4	0.1 %
90	-	3	0.1 %
96	-	1	0.0 %
99	-	1	0.0 %
100	-	3	0.1 %
120	-	1	0.0 %
Missing Data			
.	-	3338	64.3 %
Total		**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,851 valid cases out of 5,189 total cases.

- Mean: 9.14
- Median: 5.00
- Mode: 2.00
- Minimum: 0
- Maximum: 120
- Standard Deviation: 13.68

Location: 145-149 (width: 5; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 99999 , .

Q26C_T1: T1_Q26C: # employees in late-career

In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees? - [INSERT NUMERIC RESPONSE] # employees in late-career

Value	Label	Unweighted Frequency	%
0	-	111	2.1 %
1	-	367	7.1 %
2	-	332	6.4 %
3	-	191	3.7 %
4	-	119	2.3 %
5	-	139	2.7 %
6	-	48	0.9 %
7	-	20	0.4 %
8	-	27	0.5 %
9	-	12	0.2 %
10	-	93	1.8 %
11	-	5	0.1 %
12	-	5	0.1 %
13	-	6	0.1 %
14	-	2	0.0 %
15	-	27	0.5 %
16	-	2	0.0 %
17	-	1	0.0 %
18	-	2	0.0 %
19	-	1	0.0 %
20	-	31	0.6 %
22	-	1	0.0 %
23	-	1	0.0 %
25	-	18	0.3 %
30	-	14	0.3 %
34	-	1	0.0 %

Value	Label	Unweighted Frequency	%
35	-	3	0.1 %
40	-	17	0.3 %
50	-	10	0.2 %
60	-	4	0.1 %
75	-	1	0.0 %
80	-	1	0.0 %
99	-	1	0.0 %
100	-	1	0.0 %
	Missing Data		
.	-	3575	68.9 %
	Total	**5,189**	**100%**

Based upon 1,614 valid cases out of 5,189 total cases.

- Mean: 5.35
- Median: 2.00
- Mode: 1.00
- Minimum: 0
- Maximum: 100
- Standard Deviation: 8.92

Location: 150-154 (width: 5; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 99999 , .

Q27_T1: T1_Q27: Is your immediate team leader/supervisor:

Is your immediate team leader/supervisor:

Value	Label	Unweighted Frequency	%
1	About the same age as you (within about 10 years)	1003	19.3 %
2	At least 10 years older	684	13.2 %
3	At least 10 younger	247	4.8 %
4	I really have no idea the approximate age of my immediate supervisor	112	2.2 %
	Missing Data		
.	-	3143	60.6 %
	Total	**5,189**	**100%**

Based upon 2,046 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 155-155 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28A_T1: T1_Q28A: I have a say in the way my work group performs its tasks

Do you agree with the following statements? - I have a say in the way my work group performs its tasks.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	99	1.9 %
2	Disagree	216	4.2 %
3	Somewhat disagree	217	4.2 %
4	Somewhat agree	583	11.2 %
5	Agree	601	11.6 %
6	Strongly agree	312	6.0 %
	Missing Data		
.	-	3161	60.9 %
	Total	**5,189**	**100%**

Based upon 2,028 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 156-156 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28B_T1: T1_Q28B: My coworkers openly share work- related information with me

Do you agree with the following statements? - My coworkers openly share work- related information with me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	18	0.3 %
2	Disagree	65	1.3 %
3	Somewhat disagree	81	1.6 %
4	Somewhat agree	371	7.1 %
5	Agree	980	18.9 %
6	Strongly agree	516	9.9 %
	Missing Data		
.	-	3158	60.9 %
	Total	**5,189**	**100%**

Based upon 2,031 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 157-157 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28C_T1: T1_Q28C: I feel that I have the cooperation of the people in my work group

Do you agree with the following statements? - I feel that I have the cooperation of the people in my work group.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	32	0.6 %
2	Disagree	44	0.8 %
3	Somewhat disagree	88	1.7 %
4	Somewhat agree	429	8.3 %
5	Agree	932	18.0 %
6	Strongly agree	506	9.8 %
	Missing Data		
.	-	3158	60.9 %
	Total	**5,189**	**100%**

Based upon 2,031 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 158-158 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28D_T1: T1_Q28D: I am able to influence decisions that affect my work group

Do you agree with the following statements? - I am able to influence decisions that affect my work group.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	137	2.6 %
3	Somewhat disagree	190	3.7 %
4	Somewhat agree	559	10.8 %
5	Agree	757	14.6 %
6	Strongly agree	333	6.4 %
	Missing Data		
.	-	3171	61.1 %
	Total	**5,189**	**100%**

Based upon 2,018 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 159-159 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28E_T1: T1_Q28E: I am usually among the last to know about important changes in the orga

Do you agree with the following statements? - I am usually among the last to know about important changes in the organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	192	3.7 %
2	Disagree	751	14.5 %
3	Somewhat disagree	526	10.1 %
4	Somewhat agree	349	6.7 %
5	Agree	142	2.7 %
6	Strongly agree	65	1.3 %
	Missing Data		
.	-	3164	61.0 %
	Total	**5,189**	**100%**

Based upon 2,025 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 160-160 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28F_T1: T1_Q28F: I am usually invited to important meetings in my organization

Do you agree with the following statements? - I am usually invited to important meetings in my organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	83	1.6 %
2	Disagree	183	3.5 %
3	Somewhat disagree	249	4.8 %
4	Somewhat agree	504	9.7 %
5	Agree	736	14.2 %
6	Strongly agree	258	5.0 %
	Missing Data		
.	-	3176	61.2 %
	Total	**5,189**	**100%**

Based upon 2,013 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 161-161 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28G_T1: T1_Q28G: The members of my team usually help me to complete my work successfully

Do you agree with the following statements? - The members of my team usually help me to complete my work successfully.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	35	0.7 %
2	Disagree	103	2.0 %
3	Somewhat disagree	144	2.8 %
4	Somewhat agree	510	9.8 %
5	Agree	844	16.3 %
6	Strongly agree	385	7.4 %
	Missing Data		
.	-	3168	61.1 %
	Total	**5,189**	**100%**

Based upon 2,021 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 162-162 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28H_T1: T1_Q28H: The members of my team really care about the effects that work demands

Do you agree with the following statements? - The members of my team really care about the effects that work demands have on my personal and family life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	115	2.2 %
2	Disagree	192	3.7 %
3	Somewhat disagree	259	5.0 %
4	Somewhat agree	602	11.6 %
5	Agree	602	11.6 %
6	Strongly agree	244	4.7 %
	Missing Data		
.	-	3175	61.2 %
	Total	**5,189**	**100%**

Based upon 2,014 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 163-163 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28I_T1: T1_Q28I: Your work team expects that employees will participate in decision-maki

Do you agree with the following statements? - Your work team expects that employees will participate in decision-making that affects their work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	53	1.0 %
2	Disagree	128	2.5 %
3	Somewhat disagree	215	4.1 %
4	Somewhat agree	561	10.8 %
5	Agree	818	15.8 %
6	Strongly agree	233	4.5 %
	Missing Data		
.	-	3181	61.3 %
	Total	**5,189**	**100%**

Based upon 2,008 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 164-164 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28J_T1: T1_Q28J: Your work team promotes a sense of professional community and connected

Do you agree with the following statements? - Your work team promotes a sense of professional community and connectedness among co-workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	55	1.1 %
2	Disagree	92	1.8 %
3	Somewhat disagree	178	3.4 %
4	Somewhat agree	542	10.4 %
5	Agree	810	15.6 %
6	Strongly agree	338	6.5 %
	Missing Data		
.	-	3174	61.2 %
	Total	**5,189**	**100%**

Based upon 2,015 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 165-165 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29A_T1: T1_Q29A: Have lots of opportunities to learn new things related to work

Do you agree with the following statements about your work team? - The members of my work team have lots of opportunities to learn new things related to work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	23	0.4 %
2	Disagree	110	2.1 %
3	Somewhat disagree	191	3.7 %
4	Somewhat agree	595	11.5 %
5	Agree	755	14.6 %
6	Strongly agree	321	6.2 %
	Missing Data		
.	-	3194	61.6 %
	Total	**5,189**	**100%**

Based upon 1,995 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 166-166 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29B_T1: T1_Q29B: Recognize the accomplishments of employees at all stages of their caree

Do you agree with the following statements about your work team? - The members of my work team recognize the accomplishments of employees at all stages of their careers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	29	0.6 %
2	Disagree	132	2.5 %
3	Somewhat disagree	211	4.1 %
4	Somewhat agree	619	11.9 %
5	Agree	758	14.6 %
6	Strongly agree	231	4.5 %
	Missing Data		
.	-	3209	61.8 %
	Total	**5,189**	**100%**

Based upon 1,980 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 167-167 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29C_T1: T1_Q29C: Are reluctant to hire young adult workers

Do you agree with the following statements about your work team? - The members of my work team are reluctant to hire young adult workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	481	9.3 %
2	Disagree	772	14.9 %
3	Somewhat disagree	263	5.1 %
4	Somewhat agree	91	1.8 %
5	Agree	48	0.9 %
6	Strongly agree	12	0.2 %
	Missing Data		
.	-	3522	67.9 %
	Total	**5,189**	**100%**

Based upon 1,667 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 168-168 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29D_T1: T1_Q29D: Are reluctant to hire midlife workers

Do you agree with the following statements about your work team? - The members of my work team are reluctant to hire midlife workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	433	8.3 %
2	Disagree	836	16.1 %
3	Somewhat disagree	274	5.3 %
4	Somewhat agree	62	1.2 %
5	Agree	50	1.0 %
6	Strongly agree	10	0.2 %
	Missing Data		
.	-	3524	67.9 %
	Total	**5,189**	**100%**

Based upon 1,665 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 169-169 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29E_T1: T1_Q29E: Are reluctant to hire older workers

Do you agree with the following statements about your work team? - The members of my work team are reluctant to hire older workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	372	7.2 %
2	Disagree	725	14.0 %
3	Somewhat disagree	317	6.1 %
4	Somewhat agree	136	2.6 %
5	Agree	79	1.5 %
6	Strongly agree	25	0.5 %
	Missing Data		
.	-	3535	68.1 %
	Total	**5,189**	**100%**

Based upon 1,654 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 170-170 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29F_T1: T1_Q29F: Expect that all team members will 'give 100 percent'

Do you agree with the following statements about your work team? - The members of my work team expect that all team members will "give 100 percent."

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	74	1.4 %
3	Somewhat disagree	127	2.4 %
4	Somewhat agree	357	6.9 %
5	Agree	932	18.0 %
6	Strongly agree	464	8.9 %
	Missing Data		
.	-	3202	61.7 %
	Total	**5,189**	**100%**

Based upon 1,987 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 171-171 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29G_T1: T1_Q29G: Have a clear understanding of the responsibilities of each team member

Do you agree with the following statements about your work team? - The members of my work team have a clear understanding of the responsibilities of each team member.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	25	0.5 %
2	Disagree	78	1.5 %
3	Somewhat disagree	188	3.6 %
4	Somewhat agree	553	10.7 %
5	Agree	901	17.4 %
6	Strongly agree	249	4.8 %
	Missing Data		
.	-	3195	61.6 %
	Total	**5,189**	**100%**

Based upon 1,994 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 172-172 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29H_T1: T1_Q29H: Make good use of each employee's talents

Do you agree with the following statements about your work team? - The members of my work team make good use of each employee's talents.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	54	1.0 %
2	Disagree	122	2.4 %
3	Somewhat disagree	253	4.9 %
4	Somewhat agree	593	11.4 %
5	Agree	785	15.1 %
6	Strongly agree	182	3.5 %
	Missing Data		
.	-	3200	61.7 %
	Total	**5,189**	**100%**

Based upon 1,989 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 173-173 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29I_T1: T1_Q29I: Use effective communication strategies

Do you agree with the following statements about your work team? - The members of my work team use effective communication strategies.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	49	0.9 %
2	Disagree	140	2.7 %
3	Somewhat disagree	246	4.7 %
4	Somewhat agree	628	12.1 %
5	Agree	767	14.8 %
6	Strongly agree	157	3.0 %
	Missing Data		
.	-	3202	61.7 %
	Total	**5,189**	**100%**

Based upon 1,987 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 174-174 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29J_T1: T1_Q29J: Use the resources available in an effective way

Do you agree with the following statements about your work team? - The members of my work team use the resources available in an effective way.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	29	0.6 %
2	Disagree	103	2.0 %
3	Somewhat disagree	179	3.4 %
4	Somewhat agree	622	12.0 %
5	Agree	868	16.7 %
6	Strongly agree	183	3.5 %
	Missing Data		
.	-	3205	61.8 %
	Total	**5,189**	**100%**

Based upon 1,984 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 175-175 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29K_T1: T1_Q29K: Manage conflict within the team effectively

Do you agree with the following statements about your work team? - The members of my work team manage conflict within the team effectively.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	93	1.8 %
2	Disagree	160	3.1 %
3	Somewhat disagree	270	5.2 %
4	Somewhat agree	562	10.8 %
5	Agree	730	14.1 %
6	Strongly agree	166	3.2 %
	Missing Data		
.	-	3208	61.8 %
	Total	**5,189**	**100%**

Based upon 1,981 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 176-176 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29L_T1: T1_Q29L: Adopt work practices that are efficient

Do you agree with the following statements about your work team? - The members of my work team adopt work practices that are efficient.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	45	0.9 %
2	Disagree	108	2.1 %
3	Somewhat disagree	238	4.6 %
4	Somewhat agree	608	11.7 %
5	Agree	815	15.7 %
6	Strongly agree	166	3.2 %
	Missing Data		
.	-	3209	61.8 %
	Total	**5,189**	**100%**

Based upon 1,980 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 177-177 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q30A_T1: T1_Q30A: Adapts effectively to changing circumstances at work

Please rate the extent to which your team: Adapts effectively to changing circumstances at work.

Value	Label	Unweighted Frequency	%
1	Not at all	24	0.5 %
2	To a limited extent	326	6.3 %
3	To a moderate extent	1010	19.5 %
4	To a great extent	648	12.5 %
	Missing Data		
.	-	3181	61.3 %
	Total	**5,189**	**100%**

Based upon 2,008 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 178-178 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q30B_T1: T1_Q30B: Welcomes organizational changes that are likely to produce positive res

Please rate the extent to which your team: Welcomes organizational changes that are likely to produce positive results.

Value	Label	Unweighted Frequency	%
1	Not at all	41	0.8 %
2	To a limited extent	366	7.1 %
3	To a moderate extent	1019	19.6 %
4	To a great extent	576	11.1 %
	Missing Data		
.	-	3187	61.4 %
	Total	**5,189**	**100%**

Based upon 2,002 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 179-179 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q30C_T1: T1_Q30C: Develops ways to handle work problems that emerge

Please rate the extent to which your team: Develops ways to handle work problems that emerge.

Value	Label	Unweighted Frequency	%
1	Not at all	49	0.9 %
2	To a limited extent	336	6.5 %
3	To a moderate extent	977	18.8 %
4	To a great extent	637	12.3 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3190	61.5 %
	Total	**5,189**	**100%**

Based upon 1,999 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 180-180 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q31_T1: T1_Q31: In your opinion, to what extent has your team made a link between workpl

In your opinion, to what extent has your team made a link between workplace flexibility and overall business effectiveness?

Value	Label	Unweighted Frequency	%
1	Not at all	138	2.7 %
2	To a limited extent	576	11.1 %
3	To a moderate extent	860	16.6 %
4	To a great extent	402	7.7 %
	Missing Data		
.	-	3213	61.9 %
	Total	**5,189**	**100%**

Based upon 1,976 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 181-181 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32A_T1: T1_Q32A: Your work team clearly recognizes the importance that working and manag

Do you agree with the following statements? - Your work team clearly recognizes the importance that working and managing flexibly has for BUSINESS SUCCESS.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	110	2.1 %
3	Somewhat disagree	203	3.9 %
4	Somewhat agree	650	12.5 %
5	Agree	735	14.2 %
6	Strongly agree	237	4.6 %
	Missing Data		

Value	Label	Unweighted Frequency	%
.	-	3221	62.1 %
	Total	**5,189**	**100%**

Based upon 1,968 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 182-182 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32B_T1: T1_Q32B: Members of your work team understand the importance that working and ma

Do you agree with the following statements? - Members of your work team understand the importance that working and managing flexibly has for employees' lives at work and at HOME.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	48	0.9 %
2	Disagree	111	2.1 %
3	Somewhat disagree	212	4.1 %
4	Somewhat agree	597	11.5 %
5	Agree	718	13.8 %
6	Strongly agree	276	5.3 %
	Missing Data		
.	-	3227	62.2 %
	Total	**5,189**	**100%**

Based upon 1,962 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 183-183 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32C_T1: T1_Q32C: Members of your work team are aware of available flexible work options

Do you agree with the following statements? - Members of your work team are aware of available flexible work options.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	66	1.3 %
2	Disagree	149	2.9 %
3	Somewhat disagree	219	4.2 %
4	Somewhat agree	493	9.5 %
5	Agree	731	14.1 %

Value	Label	Unweighted Frequency	%
6	Strongly agree	302	5.8 %
	Missing Data		
.	-	3229	62.2 %
	Total	**5,189**	**100%**

Based upon 1,960 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 184-184 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32D_T1: T1_Q32D: Members of your work team are comfortable discussing their needs for fl

Do you agree with the following statements? - Members of your work team are comfortable discussing their needs for flexibility.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	59	1.1 %
2	Disagree	104	2.0 %
3	Somewhat disagree	247	4.8 %
4	Somewhat agree	544	10.5 %
5	Agree	729	14.0 %
6	Strongly agree	280	5.4 %
	Missing Data		
.	-	3226	62.2 %
	Total	**5,189**	**100%**

Based upon 1,963 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 185-185 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33A_T1: T1_Q33A: Distributes work within the team in a fair manner

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader distributes work within the team in a fair manner.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	52	1.0 %
2	Disagree	91	1.8 %
3	Somewhat disagree	157	3.0 %
4	Somewhat agree	427	8.2 %

Value	Label	Unweighted Frequency	%
5	Agree	926	17.8 %
6	Strongly agree	323	6.2 %
	Missing Data		
.	-	3213	61.9 %
	Total	**5,189**	**100%**

Based upon 1,976 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 186-186 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33B_T1: T1_Q33B: Makes job assignments fairly based on competencies, regardless of an em

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader makes job assignments fairly based on competencies, regardless of an employee's age. [One organization used an alternative phrasing for this question, recorded s q33b_13 "Makes job assignments fairly based on competencies"]

Value	Label	Unweighted Frequency	%
1	Strongly disagree	49	0.9 %
2	Disagree	68	1.3 %
3	Somewhat disagree	83	1.6 %
4	Somewhat agree	304	5.9 %
5	Agree	772	14.9 %
6	Strongly agree	400	7.7 %
	Missing Data		
.	-	3513	67.7 %
	Total	**5,189**	**100%**

Based upon 1,676 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 187-187 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33C_T1: T1_Q33C: Provides opportunities for development in an even-handed manner, regard

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader provides opportunities for development in an even-handed manner, regardless of an employee's age. [One organization used an alternative phrasing for this question, recorded as q33c_13 "Provides opportunities for development in an even-handed manner"]

Value	Label	Unweighted Frequency	%
1	Strongly disagree	39	0.8 %

Value	Label	Unweighted Frequency	%
2	Disagree	63	1.2 %
3	Somewhat disagree	94	1.8 %
4	Somewhat agree	321	6.2 %
5	Agree	769	14.8 %
6	Strongly agree	386	7.4 %
	Missing Data		
.	-	3517	67.8 %
	Total	**5,189**	**100%**

Based upon 1,672 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 188-188 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33B_13_T1: T1_Q33B_13: Makes job assignments fairly based on competencies

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader makes job assignments fairly based on competencies.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	4	0.1 %
2	Disagree	14	0.3 %
3	Somewhat disagree	16	0.3 %
4	Somewhat agree	70	1.3 %
5	Agree	150	2.9 %
6	Strongly agree	50	1.0 %
	Missing Data		
.	-	4885	94.1 %
	Total	**5,189**	**100%**

Based upon 304 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 189-189 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33C_13_T1: T1_Q33C_13: Provides opportunities for development in an even-handed manner

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader provides opportunities for development in an even-handed manner.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	6	0.1 %
2	Disagree	11	0.2 %
3	Somewhat disagree	24	0.5 %
4	Somewhat agree	68	1.3 %
5	Agree	145	2.8 %
6	Strongly agree	50	1.0 %
	Missing Data		
.	-	4885	94.1 %
	Total	**5,189**	**100%**

Based upon 304 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 190-190 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33D_T1: T1_Q33D: Ensures that all team members understand goals and metrics

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader ensures that all team members understand goals and metrics.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	50	1.0 %
2	Disagree	64	1.2 %
3	Somewhat disagree	147	2.8 %
4	Somewhat agree	431	8.3 %
5	Agree	861	16.6 %
6	Strongly agree	418	8.1 %
	Missing Data		
.	-	3218	62.0 %
	Total	**5,189**	**100%**

Based upon 1,971 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 191-191 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34A_T1: T1_Q34A: My team leader/supervisor gives me helpful feedback about my performanc

To what extent do you agree with the following statements? - My team leader/supervisor gives me helpful feedback about my performance.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	48	0.9 %
2	Disagree	111	2.1 %
3	Somewhat disagree	167	3.2 %
4	Somewhat agree	426	8.2 %
5	Agree	836	16.1 %
6	Strongly agree	383	7.4 %
	Missing Data		
.	-	3218	62.0 %
	Total	**5,189**	**100%**

Based upon 1,971 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 192-192 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34B_T1: T1_Q34B: My team leader/supervisor provides assignments that give me the opportu

To what extent do you agree with the following statements? - My team leader/supervisor provides assignments that give me the opportunity to develop and strengthen new skills.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	115	2.2 %
3	Somewhat disagree	189	3.6 %
4	Somewhat agree	488	9.4 %
5	Agree	786	15.1 %
6	Strongly agree	345	6.6 %
	Missing Data		
.	-	3224	62.1 %
	Total	**5,189**	**100%**

Based upon 1,965 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 193-193 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34C_T1: T1_Q34C: My team leader/supervisor cares about whether or not I achieve my caree

To what extent do you agree with the following statements? - My team leader/supervisor cares about whether or not I achieve my career goals.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	58	1.1 %
2	Disagree	111	2.1 %
3	Somewhat disagree	158	3.0 %
4	Somewhat agree	444	8.6 %
5	Agree	737	14.2 %
6	Strongly agree	460	8.9 %
	Missing Data		
.	-	3221	62.1 %
	Total	**5,189**	**100%**

Based upon 1,968 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 194-194 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34D_T1: T1_Q34D: My team leader/supervisor makes sure I get the credit when I accomplish

To what extent do you agree with the following statements? - My team leader/supervisor makes sure I get the credit when I accomplish something substantial on the job.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	61	1.2 %
2	Disagree	109	2.1 %
3	Somewhat disagree	183	3.5 %
4	Somewhat agree	410	7.9 %
5	Agree	725	14.0 %
6	Strongly agree	473	9.1 %
	Missing Data		
.	-	3228	62.2 %
	Total	**5,189**	**100%**

Based upon 1,961 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 195-195 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34E_T1: T1_Q34E: My team leader/supervisor supports my attempts to acquire additional tr

To what extent do you agree with the following statements? - My team leader/supervisor supports my attempts to acquire additional training or education to further my career.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	44	0.8 %
2	Disagree	90	1.7 %
3	Somewhat disagree	148	2.9 %
4	Somewhat agree	425	8.2 %
5	Agree	774	14.9 %
6	Strongly agree	466	9.0 %
	Missing Data		
.	-	3242	62.5 %
	Total	**5,189**	**100%**

Based upon 1,947 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 196-196 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34F_T1: T1_Q34F: My team leader/supervisor really cares about the effects that work dema

To what extent do you agree with the following statements? - My team leader/supervisor really cares about the effects that work demands have on my personal and family life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	89	1.7 %
2	Disagree	130	2.5 %
3	Somewhat disagree	234	4.5 %
4	Somewhat agree	503	9.7 %
5	Agree	656	12.6 %
6	Strongly agree	354	6.8 %
	Missing Data		
.	-	3223	62.1 %
	Total	**5,189**	**100%**

Based upon 1,966 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 197-197 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34G_T1: T1_Q34G: My team leader/supervisor often asks for my opinion before making impor

To what extent do you agree with the following statements? - My team leader/supervisor often asks for my opinion before making important decisions.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	167	3.2 %
2	Disagree	254	4.9 %
3	Somewhat disagree	328	6.3 %
4	Somewhat agree	484	9.3 %
5	Agree	495	9.5 %
6	Strongly agree	228	4.4 %
	Missing Data		
.	-	3233	62.3 %
	Total	**5,189**	**100%**

Based upon 1,956 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 198-198 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34H_T1: T1_Q34H: My team leader/supervisor does NOT communicate information clearly

To what extent do you agree with the following statements? - My team leader/supervisor does NOT communicate information clearly.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	389	7.5 %
2	Disagree	731	14.1 %
3	Somewhat disagree	343	6.6 %
4	Somewhat agree	294	5.7 %
5	Agree	137	2.6 %
6	Strongly agree	74	1.4 %
	Missing Data		
.	-	3221	62.1 %
	Total	**5,189**	**100%**

Based upon 1,968 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 199-199 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q35_T1: T1_Q35: To what extent does your team leader/supervisor support the use of effec

To what extent does your team leader/supervisor support the use of effective flexible work arrangements?

Value	Label	Unweighted Frequency	%
1	Not at all	175	3.4 %
2	To a limited extent	595	11.5 %
3	To a moderate extent	717	13.8 %
4	To a great extent	472	9.1 %
	Missing Data		
.	-	3230	62.2 %
	Total	**5,189**	**100%**

Based upon 1,959 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 200-200 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q36_T1: T1_Q36: Overall, how would you assess the effectiveness of your team leader/supe

Overall, how would you assess the effectiveness of your team leader/supervisor?

Value	Label	Unweighted Frequency	%
1	Very poor	51	1.0 %
2	Poor	176	3.4 %
3	Good	607	11.7 %
4	Very good	712	13.7 %
5	Excellent	429	8.3 %
	Missing Data		
.	-	3214	61.9 %
	Total	**5,189**	**100%**

Based upon 1,975 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 201-201 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4A_T1: T1_S4A: Recruiting competent job applicants

{PRG: SHOW S4 IF Q3=1 } To what extent are each of the following challenges for your team: Recruiting competent job applicants

Value	Label	Unweighted Frequency	%
1	Not at all	112	2.2 %
2	To a limited extent	163	3.1 %
3	To a moderate extent	229	4.4 %

Value	Label	Unweighted Frequency	%
4	To a great extent	166	3.2 %
	Missing Data		
.	-	4519	87.1 %
	Total	**5,189**	**100%**

Based upon 670 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 202-202 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4B_T1: T1_S4B: Employees performance

To what extent are each of the following challenges for your team: Employees' performance

Value	Label	Unweighted Frequency	%
1	Not at all	149	2.9 %
2	To a limited extent	258	5.0 %
3	To a moderate extent	205	4.0 %
4	To a great extent	59	1.1 %
	Missing Data		
.	-	4518	87.1 %
	Total	**5,189**	**100%**

Based upon 671 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 203-203 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4C_T1: T1_S4C: Employees absenteeism

To what extent are each of the following challenges for your team: Employees' absenteeism

Value	Label	Unweighted Frequency	%
1	Not at all	294	5.7 %
2	To a limited extent	203	3.9 %
3	To a moderate extent	119	2.3 %
4	To a great extent	59	1.1 %
	Missing Data		
.	-	4514	87.0 %

Value	Label	Unweighted Frequency	%
	Total	5,189	100%

Based upon 675 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 204-204 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4D_T1: T1_S4D: Responding to employees family needs

To what extent are each of the following challenges for your team: Responding to employees' family needs

Value	Label	Unweighted Frequency	%
1	Not at all	232	4.5 %
2	To a limited extent	274	5.3 %
3	To a moderate extent	128	2.5 %
4	To a great extent	37	0.7 %
	Missing Data		
.	-	4518	87.1 %
	Total	5,189	100%

Based upon 671 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 205-205 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4E_T1: T1_S4E: Employees loyalty to the company

To what extent are each of the following challenges for your team: Employees' loyalty to the company

Value	Label	Unweighted Frequency	%
1	Not at all	234	4.5 %
2	To a limited extent	247	4.8 %
3	To a moderate extent	148	2.9 %
4	To a great extent	44	0.8 %
	Missing Data		
.	-	4516	87.0 %
	Total	5,189	100%

Based upon 673 valid cases out of 5,189 total cases.

- Minimum: 1

- Maximum: 4

Location: 206-206 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4F_T1: T1_S4F: Team morale

To what extent are each of the following challenges for your team: Team morale

Value	Label	Unweighted Frequency	%
1	Not at all	144	2.8 %
2	To a limited extent	233	4.5 %
3	To a moderate extent	188	3.6 %
4	To a great extent	111	2.1 %
	Missing Data		
.	-	4513	87.0 %
	Total	**5,189**	**100%**

Based upon 676 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 207-207 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4G_T1: T1_S4G: Providing effective supervision to the team

To what extent are each of the following challenges for your team: Providing effective supervision to the team

Value	Label	Unweighted Frequency	%
1	Not at all	185	3.6 %
2	To a limited extent	249	4.8 %
3	To a moderate extent	179	3.4 %
4	To a great extent	59	1.1 %
	Missing Data		
.	-	4517	87.0 %
	Total	**5,189**	**100%**

Based upon 672 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 208-208 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4H_T1: T1_S4H: Unwanted turnover

To what extent are each of the following challenges for your team: Unwanted turnover

Value	Label	Unweighted Frequency	%
1	Not at all	245	4.7 %
2	To a limited extent	242	4.7 %
3	To a moderate extent	118	2.3 %
4	To a great extent	66	1.3 %
	Missing Data		
.	-	4518	87.1 %
	Total	**5,189**	**100%**

Based upon 671 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 209-209 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4I_T1: T1_S4I: Transferring knowledge from more experienced employees to less experienc

To what extent are each of the following challenges for your team: Transferring knowledge from more experienced employees to less experienced employees

Value	Label	Unweighted Frequency	%
1	Not at all	158	3.0 %
2	To a limited extent	263	5.1 %
3	To a moderate extent	186	3.6 %
4	To a great extent	63	1.2 %
	Missing Data		
.	-	4519	87.1 %
	Total	**5,189**	**100%**

Based upon 670 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 210-210 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4J_T1: T1_S4J: Lack of cooperation among employees

To what extent are each of the following challenges for your team: Lack of cooperation among employees

Value	Label	Unweighted Frequency	%
1	Not at all	274	5.3 %

Value	Label	Unweighted Frequency	%
2	To a limited extent	261	5.0 %
3	To a moderate extent	105	2.0 %
4	To a great extent	30	0.6 %
	Missing Data		
.	-	4519	87.1 %
	Total	**5,189**	**100%**

Based upon 670 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 211-211 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4K_T1: T1_S4K: Employees discriminatory attitudes or behaviors

To what extent are each of the following challenges for your team: Employees' discriminatory attitudes or behaviors

Value	Label	Unweighted Frequency	%
1	Not at all	265	5.1 %
2	To a limited extent	128	2.5 %
3	To a moderate extent	48	0.9 %
4	To a great extent	27	0.5 %
	Missing Data		
.	-	4721	91.0 %
	Total	**5,189**	**100%**

Based upon 468 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 212-212 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4L_T1: T1_S4L: Conflict among employees

To what extent are each of the following challenges for your team: Conflict among employees

Value	Label	Unweighted Frequency	%
1	Not at all	260	5.0 %
2	To a limited extent	264	5.1 %
3	To a moderate extent	112	2.2 %
4	To a great extent	38	0.7 %
	Missing Data		

Value	Label	Unweighted Frequency	%
.	-	4515	87.0 %
	Total	**5,189**	**100%**

Based upon 674 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 213-213 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4M_T1: T1_S4M: Other

To what extent are each of the following challenges for your team: Other

Value	Label	Unweighted Frequency	%
1	Not at all	274	5.3 %
2	To a limited extent	58	1.1 %
3	To a moderate extent	27	0.5 %
4	To a great extent	18	0.3 %
	Missing Data		
.	-	4812	92.7 %
	Total	**5,189**	**100%**

Based upon 377 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 214-214 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q37_T1: T1_Q37: How would you rate the performance of your work team compared to other t

How would you rate the performance of your work team compared to other teams/departments in the organization?

Value	Label	Unweighted Frequency	%
1	Very poor	22	0.4 %
2	Poor	91	1.8 %
3	Good	633	12.2 %
4	Very good	785	15.1 %
5	Excellent	409	7.9 %
	Missing Data		
.	-	3249	62.6 %
	Total	**5,189**	**100%**

Based upon 1,940 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 215-215 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q38_T1: T1_Q38: How do you think your boss would rate the performance of your team, in c

Q38. How do you think your boss would rate the performance of your team, in comparison to other teams/departments in your organization?

Value	Label	Unweighted Frequency	%
1	Very poor	12	0.2 %
2	Poor	67	1.3 %
3	Good	604	11.6 %
4	Very good	883	17.0 %
5	Excellent	369	7.1 %
	Missing Data		
.	-	3254	62.7 %
	Total	**5,189**	**100%**

Based upon 1,935 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 216-216 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q41A_MASKED_T1: High impact individual #1 named

Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work. High impact individual #1 [TEXT RESPONSE]

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	1349	26.0 %
	Missing Data		
.	-	3840	74.0 %
	Total	**5,189**	**100%**

Based upon 1,349 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 217-217 (width: 1; decimal: 0)

Variable Type: numeric
(Range of) Missing Values: .

Q41B_MASKED_T1: High impact individual #2 named

High impact individual #2 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	1304	25.1 %
	Missing Data		
.	-	3885	74.9 %
	Total	**5,189**	**100%**

Based upon 1,304 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 218-218 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41C_MASKED_T1: High impact individual #3 named

High impact individual #3 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	1212	23.4 %
	Missing Data		
.	-	3977	76.6 %
	Total	**5,189**	**100%**

Based upon 1,212 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 219-219 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41D_MASKED_T1: High impact individual #4 named

High impact individual #4 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	1047	20.2 %
	Missing Data		
.	-	4142	79.8 %
	Total	**5,189**	**100%**

Based upon 1,047 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 220-220 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41E_MASKED_T1: High impact individual #5 named

High impact individual #5 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	885	17.1 %
	Missing Data		
.	-	4304	82.9 %
	Total	**5,189**	**100%**

Based upon 885 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 221-221 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41F_MASKED_T1: High impact individual #6 named

High impact individual #6 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	751	14.5 %
	Missing Data		
.	-	4438	85.5 %
	Total	**5,189**	**100%**

Based upon 751 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 222-222 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41G_MASKED_T1: High impact individual #7 named

High impact individual #7 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	646	12.4 %
	Missing Data		
.	-	4543	87.6 %
	Total	**5,189**	**100%**

Based upon 646 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 223-223 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41H_MASKED_T1: High impact individual #8 named

High impact individual #8 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	575	11.1 %
	Missing Data		
.	-	4614	88.9 %
	Total	**5,189**	**100%**

Based upon 575 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 224-224 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41I_MASKED_T1: Moderate impact individual #1 named

Moderate impact individual #1 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	1117	21.5 %
	Missing Data		
.	-	4072	78.5 %
	Total	**5,189**	**100%**

Based upon 1,117 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 225-225 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41J_MASKED_T1: Moderate impact individual #2 named

Moderate impact individual #2 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	1005	19.4 %
	Missing Data		
.	-	4184	80.6 %
	Total	**5,189**	**100%**

Based upon 1,005 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 1

Location: 226-226 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41K_MASKED_T1: Moderate impact individual #3 named

Moderate impact individual #3 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	854	16.5 %
	Missing Data		

Value	Label	Unweighted Frequency	%
.	-	4335	83.5 %
	Total	**5,189**	**100%**

Based upon 854 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 1

Location: 227-227 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41L_MASKED_T1: Moderate impact individual #4 named

Moderate impact individual #4 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	682	13.1 %
	Missing Data		
.	-	4507	86.9 %
	Total	**5,189**	**100%**

Based upon 682 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 1

Location: 228-228 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41M_MASKED_T1: Moderate impact individual #5 named

Moderate impact individual #5 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	554	10.7 %
	Missing Data		
.	-	4635	89.3 %
	Total	**5,189**	**100%**

Based upon 554 valid cases out of 5,189 total cases.

• Minimum: 1

• Maximum: 1

Location: 229-229 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q41N_MASKED_T1: Moderate impact individual #6 named

Moderate impact individual #6 [TEXT RESPONSE] (Please think about the most important relationships you have at the workplace. Although these relationships might be with people in your work team or department, they could also report into other teams or departments. In the table below, please list the initials of up to 8 individuals who have a HIGH IMPACT on your work. Then, please list the initials of up to 6 additional individuals who have a MODERATE IMPACT on your work.)

Value	Label	Unweighted Frequency	%
1	Reported a coworker's name or initials	491	9.5 %
	Missing Data		
.	-	4698	90.5 %
	Total	**5,189**	**100%**

Based upon 491 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 1

Location: 230-230 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q42A_T1: T1_Q42A: High impact individual #1 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41a}

Value	Label	Unweighted Frequency	%
0	No	312	6.0 %
1	Yes	1029	19.8 %
	Missing Data		
.	-	3848	74.2 %
	Total	**5,189**	**100%**

Based upon 1,341 valid cases out of 5,189 total cases.

• Minimum: 0
• Maximum: 1

Location: 231-231 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42B_T1: T1_Q42B: High impact individual #2 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41b}

Value	Label	Unweighted Frequency	%
0	No	362	7.0 %
1	Yes	931	17.9 %
	Missing Data		
.	-	3896	75.1 %
	Total	**5,189**	**100%**

Based upon 1,293 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 232-232 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42C_T1: T1_Q42C: High impact individual #3 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41c}

Value	Label	Unweighted Frequency	%
0	No	388	7.5 %
1	Yes	806	15.5 %
	Missing Data		
.	-	3995	77.0 %
	Total	**5,189**	**100%**

Based upon 1,194 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 233-233 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42D_T1: T1_Q42D: High impact individual #4 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41d}

Value	Label	Unweighted Frequency	%
0	No	367	7.1 %
1	Yes	668	12.9 %
	Missing Data		
.	-	4154	80.1 %
	Total	**5,189**	**100%**

Based upon 1,035 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 234-234 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42E_T1: T1_Q42E: High impact individual #5 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41e}

Value	Label	Unweighted Frequency	%
0	No	310	6.0 %
1	Yes	564	10.9 %
	Missing Data		
.	-	4315	83.2 %
	Total	**5,189**	**100%**

Based upon 874 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 235-235 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42F_T1: T1_Q42F: High impact individual #6 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41f}

Value	Label	Unweighted Frequency	%
0	No	301	5.8 %
1	Yes	440	8.5 %
	Missing Data		
.	-	4448	85.7 %
	Total	**5,189**	**100%**

Based upon 741 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 236-236 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42G_T1: T1_Q42G: High impact individual #7 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41g}

Value	Label	Unweighted Frequency	%
0	No	264	5.1 %
1	Yes	376	7.2 %
	Missing Data		
.	-	4549	87.7 %
	Total	**5,189**	**100%**

Based upon 640 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 237-237 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42H_T1: T1_Q42H: High impact individual #8 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] HIGH IMPACT - {PRG: RESTORE RESPONSE TO Q41h}

Value	Label	Unweighted Frequency	%
0	No	240	4.6 %
1	Yes	324	6.2 %
	Missing Data		
.	-	4625	89.1 %
	Total	**5,189**	**100%**

Based upon 564 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 238-238 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42I_T1: T1_Q42I: Moderate impact individual #1 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] MODERATE IMPACT - {PRG: RESTORE RESPONSE TO Q41i}

Value	Label	Unweighted Frequency	%
0	No	428	8.2 %
1	Yes	684	13.2 %
	Missing Data		
.	-	4077	78.6 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,112 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 239-239 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42J_T1: T1_Q42J: Moderate impact individual #2 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] MODERATE IMPACT - {PRG: RESTORE RESPONSE TO Q41j}

Value	Label	Unweighted Frequency	%
0	No	415	8.0 %
1	Yes	578	11.1 %
	Missing Data		
.	-	4196	80.9 %
	Total	**5,189**	**100%**

Based upon 993 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 240-240 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42K_T1: T1_Q42K: Moderate impact individual #3 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] MODERATE IMPACT - {PRG: RESTORE RESPONSE TO Q41k}

Value	Label	Unweighted Frequency	%
0	No	375	7.2 %
1	Yes	473	9.1 %
	Missing Data		
.	-	4341	83.7 %
	Total	**5,189**	**100%**

Based upon 848 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 241-241 (width: 1; decimal: 0)

Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42L_T1: T1_Q42L: Moderate impact individual #4 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] MODERATE IMPACT - {PRG: RESTORE RESPONSE TO Q41l}

Value	Label	Unweighted Frequency	%
0	No	301	5.8 %
1	Yes	377	7.3 %
	Missing Data		
.	-	4511	86.9 %
	Total	**5,189**	**100%**

Based upon 678 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 242-242 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42M_T1: T1_Q42M: Moderate impact individual #5 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] MODERATE IMPACT - {PRG: RESTORE RESPONSE TO Q41m}

Value	Label	Unweighted Frequency	%
0	No	260	5.0 %
1	Yes	288	5.6 %
	Missing Data		
.	-	4641	89.4 %
	Total	**5,189**	**100%**

Based upon 548 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 243-243 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q42N_T1: T1_Q42N: Moderate impact individual #6 - Is this person on your work team?

Is this person on your work team? [These items were only present at time 1] MODERATE IMPACT - {PRG: RESTORE RESPONSE TO Q41n}

Value	Label	Unweighted Frequency	%
0	No	241	4.6 %
1	Yes	245	4.7 %
	Missing Data		
.	-	4703	90.6 %
	Total	**5,189**	**100%**

Based upon 486 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 244-244 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43A_T1: T1_Q43A: High impact individual #1 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	141	2.7 %
2	I have turned to this person 1-2 times during the last month	225	4.3 %
3	I have turned to this person 3-4 times during the last month	155	3.0 %
4	I have turned to this person 4-5 times during the last month	233	4.5 %
5	I have turned to this person 7 or more times during the last month	578	11.1 %
	Missing Data		
.	-	3857	74.3 %
	Total	**5,189**	**100%**

Based upon 1,332 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 245-245 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43B_T1: T1_Q43B: High impact individual #2 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	130	2.5 %
2	I have turned to this person 1-2 times during the last month	278	5.4 %
3	I have turned to this person 3-4 times during the last month	214	4.1 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	227	4.4 %
5	I have turned to this person 7 or more times during the last month	439	8.5 %
	Missing Data		
.	-	3901	75.2 %
	Total	**5,189**	**100%**

Based upon 1,288 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 246-246 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43C_T1: T1_Q43C: High impact individual #3 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	174	3.4 %
2	I have turned to this person 1-2 times during the last month	268	5.2 %
3	I have turned to this person 3-4 times during the last month	240	4.6 %
4	I have turned to this person 4-5 times during the last month	189	3.6 %
5	I have turned to this person 7 or more times during the last month	325	6.3 %
	Missing Data		
.	-	3993	77.0 %
	Total	**5,189**	**100%**

Based upon 1,196 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 247-247 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43D_T1: T1_Q43D: High impact individual #4 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	162	3.1 %
2	I have turned to this person 1-2 times during the last month	252	4.9 %
3	I have turned to this person 3-4 times during the last month	209	4.0 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	159	3.1 %
5	I have turned to this person 7 or more times during the last month	252	4.9 %
	Missing Data		
.	-	4155	80.1 %
	Total	**5,189**	**100%**

Based upon 1,034 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 248-248 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43E_T1: T1_Q43E: High impact individual #5 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	136	2.6 %
2	I have turned to this person 1-2 times during the last month	230	4.4 %
3	I have turned to this person 3-4 times during the last month	174	3.4 %
4	I have turned to this person 4-5 times during the last month	141	2.7 %
5	I have turned to this person 7 or more times during the last month	185	3.6 %
	Missing Data		
.	-	4323	83.3 %
	Total	**5,189**	**100%**

Based upon 866 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 249-249 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43F_T1: T1_Q43F: High impact individual #6 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	154	3.0 %
2	I have turned to this person 1-2 times during the last month	188	3.6 %
3	I have turned to this person 3-4 times during the last month	151	2.9 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	110	2.1 %
5	I have turned to this person 7 or more times during the last month	140	2.7 %
	Missing Data		
.	-	4446	85.7 %
	Total	**5,189**	**100%**

Based upon 743 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 250-250 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43G_T1: T1_Q43G: High impact individual #7 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	134	2.6 %
2	I have turned to this person 1-2 times during the last month	186	3.6 %
3	I have turned to this person 3-4 times during the last month	127	2.4 %
4	I have turned to this person 4-5 times during the last month	82	1.6 %
5	I have turned to this person 7 or more times during the last month	106	2.0 %
	Missing Data		
.	-	4554	87.8 %
	Total	**5,189**	**100%**

Based upon 635 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 251-251 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43H_T1: T1_Q43H: High impact individual #8 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	142	2.7 %
2	I have turned to this person 1-2 times during the last month	169	3.3 %
3	I have turned to this person 3-4 times during the last month	94	1.8 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	74	1.4 %
5	I have turned to this person 7 or more times during the last month	90	1.7 %
	Missing Data		
.	-	4620	89.0 %
	Total	**5,189**	**100%**

Based upon 569 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 252-252 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43I_T1: T1_Q43I: Moderate impact individual #1 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	273	5.3 %
2	I have turned to this person 1-2 times during the last month	377	7.3 %
3	I have turned to this person 3-4 times during the last month	227	4.4 %
4	I have turned to this person 4-5 times during the last month	120	2.3 %
5	I have turned to this person 7 or more times during the last month	110	2.1 %
	Missing Data		
.	-	4082	78.7 %
	Total	**5,189**	**100%**

Based upon 1,107 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 253-253 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43J_T1: T1_Q43J: Moderate impact individual #2 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	261	5.0 %
2	I have turned to this person 1-2 times during the last month	341	6.6 %
3	I have turned to this person 3-4 times during the last month	225	4.3 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	87	1.7 %
5	I have turned to this person 7 or more times during the last month	85	1.6 %
	Missing Data		
.	-	4190	80.7 %
	Total	**5,189**	**100%**

Based upon 999 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 254-254 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43K_T1: T1_Q43K: Moderate impact individual #3 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	229	4.4 %
2	I have turned to this person 1-2 times during the last month	292	5.6 %
3	I have turned to this person 3-4 times during the last month	170	3.3 %
4	I have turned to this person 4-5 times during the last month	87	1.7 %
5	I have turned to this person 7 or more times during the last month	70	1.3 %
	Missing Data		
.	-	4341	83.7 %
	Total	**5,189**	**100%**

Based upon 848 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 255-255 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43L_T1: T1_Q43L: Moderate impact individual #4 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	215	4.1 %
2	I have turned to this person 1-2 times during the last month	234	4.5 %
3	I have turned to this person 3-4 times during the last month	135	2.6 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	44	0.8 %
5	I have turned to this person 7 or more times during the last month	49	0.9 %
	Missing Data		
.	-	4512	87.0 %
	Total	**5,189**	**100%**

Based upon 677 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 256-256 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43M_T1: T1_Q43M: Moderate impact individual #5 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	186	3.6 %
2	I have turned to this person 1-2 times during the last month	180	3.5 %
3	I have turned to this person 3-4 times during the last month	99	1.9 %
4	I have turned to this person 4-5 times during the last month	51	1.0 %
5	I have turned to this person 7 or more times during the last month	34	0.7 %
	Missing Data		
.	-	4639	89.4 %
	Total	**5,189**	**100%**

Based upon 550 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 257-257 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q43N_T1: T1_Q43N: Moderate impact individual #6 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for answers to fairly specific or detailed questions at work? - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	170	3.3 %
2	I have turned to this person 1-2 times during the last month	154	3.0 %
3	I have turned to this person 3-4 times during the last month	97	1.9 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	39	0.8 %
5	I have turned to this person 7 or more times during the last month	26	0.5 %
	Missing Data		
.	-	4703	90.6 %
	Total	**5,189**	**100%**

Based upon 486 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 258-258 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44A_T1: T1_Q44A: High impact individual #1 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	189	3.6 %
2	I have turned to this person 1-2 times during the last month	329	6.3 %
3	I have turned to this person 3-4 times during the last month	198	3.8 %
4	I have turned to this person 4-5 times during the last month	213	4.1 %
5	I have turned to this person 7 or more times during the last month	368	7.1 %
	Missing Data		
.	-	3892	75.0 %
	Total	**5,189**	**100%**

Based upon 1,297 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 259-259 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44B_T1: T1_Q44B: High impact individual #2 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	227	4.4 %
2	I have turned to this person 1-2 times during the last month	354	6.8 %
3	I have turned to this person 3-4 times during the last month	234	4.5 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	191	3.7 %
5	I have turned to this person 7 or more times during the last month	248	4.8 %
	Missing Data		
.	-	3935	75.8 %
	Total	**5,189**	**100%**

Based upon 1,254 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 260-260 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44C_T1: T1_Q44C: High impact individual #3 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	277	5.3 %
2	I have turned to this person 1-2 times during the last month	328	6.3 %
3	I have turned to this person 3-4 times during the last month	230	4.4 %
4	I have turned to this person 4-5 times during the last month	154	3.0 %
5	I have turned to this person 7 or more times during the last month	173	3.3 %
	Missing Data		
.	-	4027	77.6 %
	Total	**5,189**	**100%**

Based upon 1,162 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 261-261 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44D_T1: T1_Q44D: High impact individual #4 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	259	5.0 %
2	I have turned to this person 1-2 times during the last month	320	6.2 %
3	I have turned to this person 3-4 times during the last month	174	3.4 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	119	2.3 %
5	I have turned to this person 7 or more times during the last month	131	2.5 %
	Missing Data		
.	-	4186	80.7 %
	Total	**5,189**	**100%**

Based upon 1,003 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 262-262 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44E_T1: T1_Q44E: High impact individual #5 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	242	4.7 %
2	I have turned to this person 1-2 times during the last month	269	5.2 %
3	I have turned to this person 3-4 times during the last month	146	2.8 %
4	I have turned to this person 4-5 times during the last month	108	2.1 %
5	I have turned to this person 7 or more times during the last month	89	1.7 %
	Missing Data		
.	-	4335	83.5 %
	Total	**5,189**	**100%**

Based upon 854 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 263-263 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44F_T1: T1_Q44F: High impact individual #6 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	223	4.3 %
2	I have turned to this person 1-2 times during the last month	236	4.5 %
3	I have turned to this person 3-4 times during the last month	117	2.3 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	79	1.5 %
5	I have turned to this person 7 or more times during the last month	67	1.3 %
	Missing Data		
.	-	4467	86.1 %
	Total	**5,189**	**100%**

Based upon 722 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 264-264 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44G_T1: T1_Q44G: High impact individual #7 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	213	4.1 %
2	I have turned to this person 1-2 times during the last month	186	3.6 %
3	I have turned to this person 3-4 times during the last month	104	2.0 %
4	I have turned to this person 4-5 times during the last month	69	1.3 %
5	I have turned to this person 7 or more times during the last month	51	1.0 %
	Missing Data		
.	-	4566	88.0 %
	Total	**5,189**	**100%**

Based upon 623 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 265-265 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44H_T1: T1_Q44H: High impact individual #8 - To what extent have you turned to the follo

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	201	3.9 %
2	I have turned to this person 1-2 times during the last month	171	3.3 %
3	I have turned to this person 3-4 times during the last month	80	1.5 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	63	1.2 %
5	I have turned to this person 7 or more times during the last month	43	0.8 %
	Missing Data		
.	-	4631	89.2 %
	Total	**5,189**	**100%**

Based upon 558 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 266-266 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44I_T1: T1_Q44I: Moderate impact individual #1 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	382	7.4 %
2	I have turned to this person 1-2 times during the last month	425	8.2 %
3	I have turned to this person 3-4 times during the last month	151	2.9 %
4	I have turned to this person 4-5 times during the last month	69	1.3 %
5	I have turned to this person 7 or more times during the last month	62	1.2 %
	Missing Data		
.	-	4100	79.0 %
	Total	**5,189**	**100%**

Based upon 1,089 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 267-267 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44J_T1: T1_Q44J: Moderate impact individual #2 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	372	7.2 %
2	I have turned to this person 1-2 times during the last month	366	7.1 %
3	I have turned to this person 3-4 times during the last month	139	2.7 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	62	1.2 %
5	I have turned to this person 7 or more times during the last month	38	0.7 %
	Missing Data		
.	-	4212	81.2 %
	Total	**5,189**	**100%**

Based upon 977 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 268-268 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44K_T1: T1_Q44K: Moderate impact individual #3 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	350	6.7 %
2	I have turned to this person 1-2 times during the last month	280	5.4 %
3	I have turned to this person 3-4 times during the last month	117	2.3 %
4	I have turned to this person 4-5 times during the last month	44	0.8 %
5	I have turned to this person 7 or more times during the last month	39	0.8 %
	Missing Data		
.	-	4359	84.0 %
	Total	**5,189**	**100%**

Based upon 830 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 269-269 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44L_T1: T1_Q44L: Moderate impact individual #4 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	285	5.5 %
2	I have turned to this person 1-2 times during the last month	243	4.7 %
3	I have turned to this person 3-4 times during the last month	90	1.7 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	22	0.4 %
5	I have turned to this person 7 or more times during the last month	21	0.4 %
	Missing Data		
.	-	4528	87.3 %
	Total	**5,189**	**100%**

Based upon 661 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 270-270 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44M_T1: T1_Q44M: Moderate impact individual #5 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	236	4.5 %
2	I have turned to this person 1-2 times during the last month	193	3.7 %
3	I have turned to this person 3-4 times during the last month	69	1.3 %
4	I have turned to this person 4-5 times during the last month	21	0.4 %
5	I have turned to this person 7 or more times during the last month	15	0.3 %
	Missing Data		
.	-	4655	89.7 %
	Total	**5,189**	**100%**

Based upon 534 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 271-271 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q44N_T1: T1_Q44N: Moderate impact individual #6 - To what extent have you turned to the f

To what extent have you turned to the following people within the last month for general guidance or referrals to other sources of information? [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	225	4.3 %
2	I have turned to this person 1-2 times during the last month	155	3.0 %
3	I have turned to this person 3-4 times during the last month	61	1.2 %

Value	Label	Unweighted Frequency	%
4	I have turned to this person 4-5 times during the last month	23	0.4 %
5	I have turned to this person 7 or more times during the last month	11	0.2 %
	Missing Data		
.	-	4714	90.8 %
	Total	**5,189**	**100%**

Based upon 475 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 272-272 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45A_T1: T1_Q45A: High impact individual #1 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	254	4.9 %
2	I have turned to this person 1-2 times during the last month	335	6.5 %
3	I have turned to this person 3-4 times during the last month	221	4.3 %
4	I have turned to this person 4-5 times during the last month	228	4.4 %
5	I have turned to this person 7 or more times during the last month	260	5.0 %
	Missing Data		
.	-	3891	75.0 %
	Total	**5,189**	**100%**

Based upon 1,298 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 273-273 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45B_T1: T1_Q45B: High impact individual #2 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	297	5.7 %
2	I have turned to this person 1-2 times during the last month	370	7.1 %
3	I have turned to this person 3-4 times during the last month	236	4.5 %
4	I have turned to this person 4-5 times during the last month	152	2.9 %
5	I have turned to this person 7 or more times during the last month	207	4.0 %
	Missing Data		
.	-	3927	75.7 %
	Total	**5,189**	**100%**

Based upon 1,262 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 274-274 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45C_T1: T1_Q45C: High impact individual #3 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	345	6.6 %
2	I have turned to this person 1-2 times during the last month	353	6.8 %
3	I have turned to this person 3-4 times during the last month	198	3.8 %
4	I have turned to this person 4-5 times during the last month	134	2.6 %
5	I have turned to this person 7 or more times during the last month	139	2.7 %
	Missing Data		
.	-	4020	77.5 %
	Total	**5,189**	**100%**

Based upon 1,169 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 275-275 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45D_T1: T1_Q45D: High impact individual #4 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to

appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	318	6.1 %
2	I have turned to this person 1-2 times during the last month	308	5.9 %
3	I have turned to this person 3-4 times during the last month	171	3.3 %
4	I have turned to this person 4-5 times during the last month	109	2.1 %
5	I have turned to this person 7 or more times during the last month	99	1.9 %
	Missing Data		
.	-	4184	80.6 %
	Total	**5,189**	**100%**

Based upon 1,005 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 276-276 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45E_T1: T1_Q45E: High impact individual #5 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	302	5.8 %
2	I have turned to this person 1-2 times during the last month	249	4.8 %
3	I have turned to this person 3-4 times during the last month	143	2.8 %
4	I have turned to this person 4-5 times during the last month	89	1.7 %
5	I have turned to this person 7 or more times during the last month	66	1.3 %
	Missing Data		
.	-	4340	83.6 %
	Total	**5,189**	**100%**

Based upon 849 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 277-277 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45F_T1: T1_Q45F: High impact individual #6 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	293	5.6 %
2	I have turned to this person 1-2 times during the last month	221	4.3 %
3	I have turned to this person 3-4 times during the last month	97	1.9 %
4	I have turned to this person 4-5 times during the last month	57	1.1 %
5	I have turned to this person 7 or more times during the last month	61	1.2 %
	Missing Data		
.	-	4460	86.0 %
	Total	**5,189**	**100%**

Based upon 729 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 278-278 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45G_T1: T1_Q45G: High impact individual #7 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	271	5.2 %
2	I have turned to this person 1-2 times during the last month	180	3.5 %
3	I have turned to this person 3-4 times during the last month	88	1.7 %
4	I have turned to this person 4-5 times during the last month	51	1.0 %
5	I have turned to this person 7 or more times during the last month	34	0.7 %
	Missing Data		
.	-	4565	88.0 %
	Total	**5,189**	**100%**

Based upon 624 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 279-279 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45H_T1: T1_Q45H: High impact individual #8 - We often turn to other people for their abi

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - HIGH IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	241	4.6 %
2	I have turned to this person 1-2 times during the last month	168	3.2 %
3	I have turned to this person 3-4 times during the last month	72	1.4 %
4	I have turned to this person 4-5 times during the last month	38	0.7 %
5	I have turned to this person 7 or more times during the last month	33	0.6 %
	Missing Data		
.	-	4637	89.4 %
	Total	**5,189**	**100%**

Based upon 552 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 280-280 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45I_T1: T1_Q45I: Moderate impact individual #1 - We often turn to other people for their

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	479	9.2 %
2	I have turned to this person 1-2 times during the last month	391	7.5 %
3	I have turned to this person 3-4 times during the last month	123	2.4 %
4	I have turned to this person 4-5 times during the last month	50	1.0 %
5	I have turned to this person 7 or more times during the last month	47	0.9 %
	Missing Data		
.	-	4099	79.0 %
	Total	**5,189**	**100%**

Based upon 1,090 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 281-281 (width: 1; decimal: 0)
Variable Type: numeric

Q45J_T1: T1_Q45J: Moderate impact individual #2 - We often turn to other people for their

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	471	9.1 %
2	I have turned to this person 1-2 times during the last month	306	5.9 %
3	I have turned to this person 3-4 times during the last month	126	2.4 %
4	I have turned to this person 4-5 times during the last month	40	0.8 %
5	I have turned to this person 7 or more times during the last month	34	0.7 %
	Missing Data		
.	-	4212	81.2 %
	Total	**5,189**	**100%**

Based upon 977 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 282-282 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45K_T1: T1_Q45K: Moderate impact individual #3 - We often turn to other people for their

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	416	8.0 %
2	I have turned to this person 1-2 times during the last month	258	5.0 %
3	I have turned to this person 3-4 times during the last month	95	1.8 %
4	I have turned to this person 4-5 times during the last month	31	0.6 %
5	I have turned to this person 7 or more times during the last month	33	0.6 %
	Missing Data		
.	-	4356	83.9 %
	Total	**5,189**	**100%**

Based upon 833 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 283-283 (width: 1; decimal: 0)

Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45L_T1: T1_Q45L: Moderate impact individual #4 - We often turn to other people for their

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	348	6.7 %
2	I have turned to this person 1-2 times during the last month	200	3.9 %
3	I have turned to this person 3-4 times during the last month	68	1.3 %
4	I have turned to this person 4-5 times during the last month	28	0.5 %
5	I have turned to this person 7 or more times during the last month	18	0.3 %
	Missing Data		
.	-	4527	87.2 %
	Total	**5,189**	**100%**

Based upon 662 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 284-284 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q45M_T1: T1_Q45M: Moderate impact individual #5 - We often turn to other people for their

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	283	5.5 %
2	I have turned to this person 1-2 times during the last month	164	3.2 %
3	I have turned to this person 3-4 times during the last month	58	1.1 %
4	I have turned to this person 4-5 times during the last month	13	0.3 %
5	I have turned to this person 7 or more times during the last month	15	0.3 %
	Missing Data		
.	-	4656	89.7 %
	Total	**5,189**	**100%**

Based upon 533 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Q45N_T1: T1_Q45N: Moderate impact individual #6 - We often turn to other people for their

We often turn to other people for their ability to help us think through a problem even when they may not have the specific information that we need. Such people help us consider various dimensions of a problem and anticipate issues and concerns that are likely to appear in the future. Indicate the extent to which you have turned to each of the following people within the last month for such assistance. [These items were only present at time 1] - MODERATE IMPACT

Value	Label	Unweighted Frequency	%
1	I have not turned to this person during the last month	250	4.8 %
2	I have turned to this person 1-2 times during the last month	136	2.6 %
3	I have turned to this person 3-4 times during the last month	62	1.2 %
4	I have turned to this person 4-5 times during the last month	13	0.3 %
5	I have turned to this person 7 or more times during the last month	11	0.2 %
	Missing Data		
.	-	4717	90.9 %
	Total	**5,189**	**100%**

Based upon 472 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Q46A_T1: T1_Q46A: My line of work/career field is an important part of who I am

Do you agree with the following statements? - My line of work/career field is an important part of who I am.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	24	0.5 %
2	Disagree	93	1.8 %
3	Somewhat disagree	94	1.8 %
4	Somewhat agree	448	8.6 %
5	Agree	672	13.0 %
6	Strongly agree	564	10.9 %
	Missing Data		
.	-	3294	63.5 %
	Total	**5,189**	**100%**

Based upon 1,895 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q46B_T1: T1_Q46B: This line of work/career field has a great deal of personal meaning to

Do you agree with the following statements? - This line of work/career field has a great deal of personal meaning to me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	32	0.6 %
2	Disagree	104	2.0 %
3	Somewhat disagree	151	2.9 %
4	Somewhat agree	428	8.2 %
5	Agree	617	11.9 %
6	Strongly agree	561	10.8 %
	Missing Data		
.	-	3296	63.5 %
	Total	**5,189**	**100%**

Based upon 1,893 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q46C_T1: T1_Q46C: I do not feel emotionally attached to this line of work/career field

Do you agree with the following statements? - I do not feel "emotionally attached" to this line of work/career field.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	361	7.0 %
2	Disagree	527	10.2 %
3	Somewhat disagree	328	6.3 %
4	Somewhat agree	312	6.0 %
5	Agree	253	4.9 %
6	Strongly agree	112	2.2 %
	Missing Data		
.	-	3296	63.5 %
	Total	**5,189**	**100%**

Based upon 1,893 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q46D_T1: T1_Q46D: I strongly identify with my chosen line of work/career field

Do you agree with the following statements? - I strongly identify with my chosen line of work/career field.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	34	0.7 %
2	Disagree	117	2.3 %
3	Somewhat disagree	193	3.7 %
4	Somewhat agree	419	8.1 %
5	Agree	664	12.8 %
6	Strongly agree	457	8.8 %
	Missing Data		
.	-	3305	63.7 %
	Total	**5,189**	**100%**

Based upon 1,884 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 290-290 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46E_T1: T1_Q46E: I am satisfied with the success I have achieved in my career

Do you agree with the following statements? - I am satisfied with the success I have achieved in my career.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	52	1.0 %
2	Disagree	122	2.4 %
3	Somewhat disagree	166	3.2 %
4	Somewhat agree	544	10.5 %
5	Agree	702	13.5 %
6	Strongly agree	301	5.8 %
	Missing Data		
.	-	3302	63.6 %
	Total	**5,189**	**100%**

Based upon 1,887 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 291-291 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46F_T1: T1_Q46F: I am satisfied with the progress I have made toward meeting my overall

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my overall career goals.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	48	0.9 %
2	Disagree	138	2.7 %
3	Somewhat disagree	201	3.9 %
4	Somewhat agree	581	11.2 %
5	Agree	666	12.8 %
6	Strongly agree	251	4.8 %
	Missing Data		
.	-	3304	63.7 %
	Total	**5,189**	**100%**

Based upon 1,885 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 292-292 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46G_T1: T1_Q46G: I am satisfied with the progress I have made toward meeting my goals fo

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my goals for advancement.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	56	1.1 %
2	Disagree	162	3.1 %
3	Somewhat disagree	228	4.4 %
4	Somewhat agree	565	10.9 %
5	Agree	638	12.3 %
6	Strongly agree	230	4.4 %
	Missing Data		
.	-	3310	63.8 %
	Total	**5,189**	**100%**

Based upon 1,879 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 293-293 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46H_T1: T1_Q46H: I am satisfied with the progress I have made toward meeting my financia

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my financial objectives.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	121	2.3 %
2	Disagree	187	3.6 %
3	Somewhat disagree	292	5.6 %
4	Somewhat agree	591	11.4 %
5	Agree	525	10.1 %
6	Strongly agree	173	3.3 %
	Missing Data		
.	-	3300	63.6 %
	Total	**5,189**	**100%**

Based upon 1,889 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 294-294 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46I_T1: T1_Q46I: I am satisfied with the progress I have made toward meeting my goals fo

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my goals for the development of new skills.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	44	0.8 %
2	Disagree	112	2.2 %
3	Somewhat disagree	215	4.1 %
4	Somewhat agree	632	12.2 %
5	Agree	669	12.9 %
6	Strongly agree	205	4.0 %
	Missing Data		
.	-	3312	63.8 %
	Total	**5,189**	**100%**

Based upon 1,877 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 295-295 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q47_T1: T1_Q47: How interested are you in pursuing a career that is different than the o

How interested are you in pursuing a career that is different than the one you currently have?

Value	Label	Unweighted Frequency	%
1	Not at all interested	401	7.7 %
2	Minimally interested	546	10.5 %
3	Somewhat interested	482	9.3 %
4	Interested	256	4.9 %
5	Very interested	218	4.2 %
	Missing Data		
.	-	3286	63.3 %
	Total	**5,189**	**100%**

Based upon 1,903 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 296-296 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q48A_T1: T1_Q48A: If you stay with your current employer, do you think you would have an

If you stay with your current employer, do you think you would have an opportunity to try a new career?

Value	Label	Unweighted Frequency	%
1	Definitely not	166	3.2 %
2	Probably not	539	10.4 %
3	Maybe	558	10.8 %
4	Probably yes	454	8.7 %
5	Definitely yes	180	3.5 %
	Missing Data		
.	-	3292	63.4 %
	Total	**5,189**	**100%**

Based upon 1,897 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 297-297 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q48B_T1: T1_Q48B: If you had the opportunity at another organization to pursue a career y

If you had the opportunity at another organization to pursue a career you would like to try (different from the one you currently have), would you leave your current organization?

Value	Label	Unweighted Frequency	%
1	Definitely not	145	2.8 %

Value	Label	Unweighted Frequency	%
2	Probably not	518	10.0 %
3	Maybe	670	12.9 %
4	Probably yes	351	6.8 %
5	Definitely yes	208	4.0 %
	Missing Data		
.	-	3297	63.5 %
	Total	**5,189**	**100%**

Based upon 1,892 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 298-298 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49A_T1: T1_Q49A: I am confident I get the success I deserve in life

Do you agree with the following statements? - I am confident I get the success I deserve in life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	25	0.5 %
2	Disagree	74	1.4 %
3	Somewhat disagree	172	3.3 %
4	Somewhat agree	582	11.2 %
5	Agree	800	15.4 %
6	Strongly agree	222	4.3 %
	Missing Data		
.	-	3314	63.9 %
	Total	**5,189**	**100%**

Based upon 1,875 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 299-299 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49B_T1: T1_Q49B: Sometimes I feel depressed

Do you agree with the following statements? - Sometimes I feel depressed.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	188	3.6 %
2	Disagree	425	8.2 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	292	5.6 %
4	Somewhat agree	562	10.8 %
5	Agree	321	6.2 %
6	Strongly agree	72	1.4 %
	Missing Data		
.	-	3329	64.2 %
	Total	**5,189**	**100%**

Based upon 1,860 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 300-300 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49C_T1: T1_Q49C: When I try, I generally succeed

Do you agree with the following statements? - When I try, I generally succeed.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	3	0.1 %
2	Disagree	19	0.4 %
3	Somewhat disagree	37	0.7 %
4	Somewhat agree	373	7.2 %
5	Agree	1082	20.9 %
6	Strongly agree	362	7.0 %
	Missing Data		
.	-	3313	63.8 %
	Total	**5,189**	**100%**

Based upon 1,876 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 301-301 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49D_T1: T1_Q49D: Sometimes when I fail, I feel worthless

Do you agree with the following statements? - Sometimes when I fail, I feel worthless.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	262	5.0 %
2	Disagree	564	10.9 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	406	7.8 %
4	Somewhat agree	383	7.4 %
5	Agree	199	3.8 %
6	Strongly agree	43	0.8 %
	Missing Data		
.	-	3332	64.2 %
	Total	**5,189**	**100%**

Based upon 1,857 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 302-302 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49E_T1: T1_Q49E: I complete tasks successfully

Do you agree with the following statements? - I complete tasks successfully.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	5	0.1 %
2	Disagree	4	0.1 %
3	Somewhat disagree	24	0.5 %
4	Somewhat agree	278	5.4 %
5	Agree	1161	22.4 %
6	Strongly agree	402	7.7 %
	Missing Data		
.	-	3315	63.9 %
	Total	**5,189**	**100%**

Based upon 1,874 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 303-303 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49F_T1: T1_Q49F: Sometimes, I do not feel in control of my work

Do you agree with the following statements? - Sometimes, I do not feel in control of my work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	92	1.8 %
2	Disagree	338	6.5 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	321	6.2 %
4	Somewhat agree	619	11.9 %
5	Agree	389	7.5 %
6	Strongly agree	109	2.1 %
	Missing Data		
.	-	3321	64.0 %
	Total	**5,189**	**100%**

Based upon 1,868 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 304-304 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49G_T1: T1_Q49G: Overall, I am satisfied with myself

Do you agree with the following statements? - Overall, I am satisfied with myself.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	19	0.4 %
2	Disagree	28	0.5 %
3	Somewhat disagree	78	1.5 %
4	Somewhat agree	371	7.1 %
5	Agree	1040	20.0 %
6	Strongly agree	336	6.5 %
	Missing Data		
.	-	3317	63.9 %
	Total	**5,189**	**100%**

Based upon 1,872 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 305-305 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49H_T1: T1_Q49H: I am filled with doubts about my competence

Do you agree with the following statements? - I am filled with doubts about my competence.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	465	9.0 %
2	Disagree	720	13.9 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	346	6.7 %
4	Somewhat agree	228	4.4 %
5	Agree	78	1.5 %
6	Strongly agree	24	0.5 %
	Missing Data		
.	-	3328	64.1 %
	Total	**5,189**	**100%**

Based upon 1,861 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 306-306 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49I_T1: T1_Q49I: I determine what will happen in my life

Do you agree with the following statements? - I determine what will happen in my life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	17	0.3 %
2	Disagree	62	1.2 %
3	Somewhat disagree	151	2.9 %
4	Somewhat agree	536	10.3 %
5	Agree	776	15.0 %
6	Strongly agree	316	6.1 %
	Missing Data		
.	-	3331	64.2 %
	Total	**5,189**	**100%**

Based upon 1,858 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 307-307 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49J_T1: T1_Q49J: I do not feel in control of my success in my career

Do you agree with the following statements? - I do not feel in control of my success in my career.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	251	4.8 %
2	Disagree	686	13.2 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	422	8.1 %
4	Somewhat agree	337	6.5 %
5	Agree	127	2.4 %
6	Strongly agree	32	0.6 %
	Missing Data		
.	-	3334	64.3 %
	Total	**5,189**	**100%**

Based upon 1,855 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 308-308 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49K_T1: T1_Q49K: I am capable of coping with most of my problems

Do you agree with the following statements? - I am capable of coping with most of my problems.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	7	0.1 %
2	Disagree	14	0.3 %
3	Somewhat disagree	34	0.7 %
4	Somewhat agree	305	5.9 %
5	Agree	1082	20.9 %
6	Strongly agree	429	8.3 %
	Missing Data		
.	-	3318	63.9 %
	Total	**5,189**	**100%**

Based upon 1,871 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 309-309 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49L_T1: T1_Q49L: There are times when things look pretty bleak and hopeless to me

Do you agree with the following statements? - There are times when things look pretty bleak and hopeless to me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	456	8.8 %
2	Disagree	675	13.0 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	297	5.7 %
4	Somewhat agree	273	5.3 %
5	Agree	117	2.3 %
6	Strongly agree	44	0.8 %
	Missing Data		
.	-	3327	64.1 %
	Total	**5,189**	**100%**

Based upon 1,862 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 310-310 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q50E_T1: T1_Q50E: Early-career employees take initiative

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees take initiative.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	60	1.2 %
2	True for a few	688	13.3 %
3	True for many	723	13.9 %
4	True for most/all	342	6.6 %
	Missing Data		
.	-	3376	65.1 %
	Total	**5,189**	**100%**

Based upon 1,813 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 311-311 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q50M_T1: T1_Q50M: Mid-career employees take initiative

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees take initiative.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	24	0.5 %
2	True for a few	389	7.5 %

Value	Label	Unweighted Frequency	%
3	True for many	1046	20.2 %
4	True for most/all	371	7.1 %
	Missing Data		
.	-	3359	64.7 %
	Total	**5,189**	**100%**

Based upon 1,830 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 312-312 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q50L_T1: T1_Q50L: Late-career employees take initiative

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees take initiative.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	59	1.1 %
2	True for a few	618	11.9 %
3	True for many	727	14.0 %
4	True for most/all	400	7.7 %
	Missing Data		
.	-	3385	65.2 %
	Total	**5,189**	**100%**

Based upon 1,804 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 313-313 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q51E_T1: T1_Q51E: Early-career employees add creativity to team projects

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees add creativity to team projects.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	71	1.4 %
2	True for a few	585	11.3 %
3	True for many	821	15.8 %
4	True for most/all	322	6.2 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3390	65.3 %
	Total	**5,189**	**100%**

Based upon 1,799 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 314-314 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q51M_T1: T1_Q51M: Mid-career employees add creativity to team projects

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees add creativity to team projects.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	38	0.7 %
2	True for a few	498	9.6 %
3	True for many	998	19.2 %
4	True for most/all	284	5.5 %
	Missing Data		
.	-	3371	65.0 %
	Total	**5,189**	**100%**

Based upon 1,818 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 315-315 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q51L_T1: T1_Q51L: Late-career employees add creativity to team projects

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees add creativity to team projects.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	93	1.8 %
2	True for a few	668	12.9 %
3	True for many	748	14.4 %
4	True for most/all	275	5.3 %
	Missing Data		
.	-	3405	65.6 %

Value	Label	Unweighted Frequency	%
	Total	5,189	100%

Based upon 1,784 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 316-316 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q52E_T1: T1_Q52E: Early-career employees are productive

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees are productive.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	28	0.5 %
2	True for a few	452	8.7 %
3	True for many	878	16.9 %
4	True for most/all	442	8.5 %
	Missing Data		
.	-	3389	65.3 %
	Total	5,189	100%

Based upon 1,800 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 317-317 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q52M_T1: T1_Q52M: Mid-career employees are productive

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees are productive.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	11	0.2 %
2	True for a few	237	4.6 %
3	True for many	1054	20.3 %
4	True for most/all	523	10.1 %
	Missing Data		
.	-	3364	64.8 %
	Total	5,189	100%

Based upon 1,825 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 318-318 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q52L_T1: T1_Q52L: Late-career employees are productive

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees are productive.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	26	0.5 %
2	True for a few	346	6.7 %
3	True for many	930	17.9 %
4	True for most/all	495	9.5 %
	Missing Data		
.	-	3392	65.4 %
	Total	**5,189**	**100%**

Based upon 1,797 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 319-319 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q53E_T1: T1_Q53E: Early-career employees have high levels of skills compared to what is n

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees have high levels of skills compared to what is needed for their jobs.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	123	2.4 %
2	True for a few	974	18.8 %
3	True for many	544	10.5 %
4	True for most/all	167	3.2 %
	Missing Data		
.	-	3381	65.2 %
	Total	**5,189**	**100%**

Based upon 1,808 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 320-320 (width: 1; decimal: 0)
Variable Type: numeric

Q53M_T1: T1_Q53M: Mid-career employees have high levels of skills compared to what is nee

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees have high levels of skills compared to what is needed for their jobs.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	39	0.8 %
2	True for a few	371	7.1 %
3	True for many	1086	20.9 %
4	True for most/all	331	6.4 %
	Missing Data		
.	-	3362	64.8 %
	Total	**5,189**	**100%**

Based upon 1,827 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 321-321 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q53L_T1: T1_Q53L: Late-career employees have high levels of skills compared to what is ne

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees have high levels of skills compared to what is needed for their jobs.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	47	0.9 %
2	True for a few	384	7.4 %
3	True for many	865	16.7 %
4	True for most/all	500	9.6 %
	Missing Data		
.	-	3393	65.4 %
	Total	**5,189**	**100%**

Based upon 1,796 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 322-322 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q54E_T1: T1_Q54E: Early-career employees are often our best employees

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees are often our best employees.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	101	1.9 %
2	True for a few	955	18.4 %
3	True for many	595	11.5 %
4	True for most/all	139	2.7 %
	Missing Data		
.	-	3399	65.5 %
	Total	**5,189**	**100%**

Based upon 1,790 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 323-323 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q54M_T1: T1_Q54M: Mid-career employees are often our best employees

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees are often our best employees.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	47	0.9 %
2	True for a few	360	6.9 %
3	True for many	1096	21.1 %
4	True for most/all	299	5.8 %
	Missing Data		
.	-	3387	65.3 %
	Total	**5,189**	**100%**

Based upon 1,802 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 324-324 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q54L_T1: T1_Q54L: Late-career employees are often our best employees

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees are often our best employees.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	52	1.0 %
2	True for a few	515	9.9 %
3	True for many	884	17.0 %
4	True for most/all	325	6.3 %
	Missing Data		
.	-	3413	65.8 %
	Total	**5,189**	**100%**

Based upon 1,776 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 325-325 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55A_T1: T1_Q55A: At my work, I feel bursting with energy

Have you had these feelings about your work? How often? - At my work, I feel bursting with energy.

Value	Label	Unweighted Frequency	%
1	Never	28	0.5 %
2	Almost never-A few times a year or less	60	1.2 %
3	Rarely-Once a month or less	141	2.7 %
4	Sometimes-A few times a month	376	7.2 %
5	Often-Once a week	412	7.9 %
6	Very often-A few times a week	679	13.1 %
7	Always-Every day	155	3.0 %
	Missing Data		
.	-	3338	64.3 %
	Total	**5,189**	**100%**

Based upon 1,851 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 326-326 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55B_T1: T1_Q55B: I find the work that I do full of meaning and purpose

Have you had these feelings about your work? How often? - I find the work that I do full of meaning and purpose.

Value	Label	Unweighted Frequency	%
1	Never	33	0.6 %

Value	Label	Unweighted Frequency	%
2	Almost never-A few times a year or less	61	1.2 %
3	Rarely-Once a month or less	117	2.3 %
4	Sometimes-A few times a month	285	5.5 %
5	Often-Once a week	310	6.0 %
6	Very often-A few times a week	635	12.2 %
7	Always-Every day	412	7.9 %
	Missing Data		
.	-	3336	64.3 %
	Total	**5,189**	**100%**

Based upon 1,853 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 327-327 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55C_T1: T1_Q55C: Time flies when I'm working

Have you had these feelings about your work? How often? - Time flies when I'm working.

Value	Label	Unweighted Frequency	%
1	Never	20	0.4 %
2	Almost never-A few times a year or less	32	0.6 %
3	Rarely-Once a month or less	62	1.2 %
4	Sometimes-A few times a month	237	4.6 %
5	Often-Once a week	328	6.3 %
6	Very often-A few times a week	720	13.9 %
7	Always-Every day	457	8.8 %
	Missing Data		
.	-	3333	64.2 %
	Total	**5,189**	**100%**

Based upon 1,856 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 328-328 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55D_T1: T1_Q55D: When I get up in the morning, I feel like going to work

Have you had these feelings about your work? How often? - When I get up in the morning, I feel like going to work.

Value	Label	Unweighted Frequency	%
1	Never	99	1.9 %
2	Almost never-A few times a year or less	88	1.7 %
3	Rarely-Once a month or less	149	2.9 %
4	Sometimes-A few times a month	305	5.9 %
5	Often-Once a week	349	6.7 %
6	Very often-A few times a week	612	11.8 %
7	Always-Every day	243	4.7 %
	Missing Data		
.	-	3344	64.4 %
	Total	**5,189**	**100%**

Based upon 1,845 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 329-329 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55E_T1: T1_Q55E: I am enthusiastic about my job

Have you had these feelings about your work? How often? - I am enthusiastic about my job.

Value	Label	Unweighted Frequency	%
1	Never	45	0.9 %
2	Almost never-A few times a year or less	48	0.9 %
3	Rarely-Once a month or less	105	2.0 %
4	Sometimes-A few times a month	302	5.8 %
5	Often-Once a week	327	6.3 %
6	Very often-A few times a week	671	12.9 %
7	Always-Every day	349	6.7 %
	Missing Data		
.	-	3342	64.4 %
	Total	**5,189**	**100%**

Based upon 1,847 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 330-330 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55F_T1: T1_Q55F: I am immersed in my work

Have you had these feelings about your work? How often? - I am immersed in my work.

Value	Label	Unweighted Frequency	%
1	Never	59	1.1 %
2	Almost never-A few times a year or less	50	1.0 %
3	Rarely-Once a month or less	118	2.3 %
4	Sometimes-A few times a month	265	5.1 %
5	Often-Once a week	313	6.0 %
6	Very often-A few times a week	634	12.2 %
7	Always-Every day	400	7.7 %
	Missing Data		
.	-	3350	64.6 %
	Total	**5,189**	**100%**

Based upon 1,839 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 331-331 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55G_T1: T1_Q55G: I persevere, even when things do not go well

Have you had these feelings about your work? How often? - I persevere, even when things do not go well.

Value	Label	Unweighted Frequency	%
1	Never	16	0.3 %
2	Almost never-A few times a year or less	10	0.2 %
3	Rarely-Once a month or less	24	0.5 %
4	Sometimes-A few times a month	147	2.8 %
5	Often-Once a week	287	5.5 %
6	Very often-A few times a week	753	14.5 %
7	Always-Every day	613	11.8 %
	Missing Data		
.	-	3339	64.3 %
	Total	**5,189**	**100%**

Based upon 1,850 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 332-332 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55H_T1: T1_Q55H: I am proud of the work that I do

Have you had these feelings about your work? How often? - I am proud of the work that I do.

Value	Label	Unweighted Frequency	%
1	Never	17	0.3 %
2	Almost never-A few times a year or less	17	0.3 %
3	Rarely-Once a month or less	35	0.7 %
4	Sometimes-A few times a month	131	2.5 %
5	Often-Once a week	223	4.3 %
6	Very often-A few times a week	684	13.2 %
7	Always-Every day	751	14.5 %
	Missing Data		
.	-	3331	64.2 %
	Total	**5,189**	**100%**

Based upon 1,858 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 333-333 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55I_T1: T1_Q55I: I feel happy when I am working intensely

Have you had these feelings about your work? How often? - I feel happy when I am working intensely.

Value	Label	Unweighted Frequency	%
1	Never	28	0.5 %
2	Almost never-A few times a year or less	14	0.3 %
3	Rarely-Once a month or less	59	1.1 %
4	Sometimes-A few times a month	204	3.9 %
5	Often-Once a week	304	5.9 %
6	Very often-A few times a week	712	13.7 %
7	Always-Every day	525	10.1 %
	Missing Data		
.	-	3343	64.4 %
	Total	**5,189**	**100%**

Based upon 1,846 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 334-334 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56A_T1: T1_Q56A: I really care about the future of my organization

Do you agree with the following statements? - I really care about the future of my organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	18	0.3 %
2	Disagree	34	0.7 %
3	Somewhat disagree	55	1.1 %
4	Somewhat agree	253	4.9 %
5	Agree	810	15.6 %
6	Strongly agree	690	13.3 %
	Missing Data		
.	-	3329	64.2 %
	Total	**5,189**	**100%**

Based upon 1,860 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 335-335 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56B_T1: T1_Q56B: It would take a lot to get me to leave my organization

Do you agree with the following statements? - It would take a lot to get me to leave my organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	57	1.1 %
2	Disagree	124	2.4 %
3	Somewhat disagree	182	3.5 %
4	Somewhat agree	375	7.2 %
5	Agree	678	13.1 %
6	Strongly agree	437	8.4 %
	Missing Data		
.	-	3336	64.3 %
	Total	**5,189**	**100%**

Based upon 1,853 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 336-336 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56C_T1: T1_Q56C: I would like to be working for my organization one year from now

Do you agree with the following statements? - I would like to be working for my organization one year from now.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	45	0.9 %
2	Disagree	50	1.0 %
3	Somewhat disagree	72	1.4 %
4	Somewhat agree	257	5.0 %
5	Agree	699	13.5 %
6	Strongly agree	732	14.1 %
	Missing Data		
.	-	3334	64.3 %
	Total	**5,189**	**100%**

Based upon 1,855 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 337-337 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56D_T1: T1_Q56D: Compared to other organizations I know about, I think my organization i

Do you agree with the following statements? - Compared to other organizations I know about, I think my organization is a great place to work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	16	0.3 %
2	Disagree	37	0.7 %
3	Somewhat disagree	90	1.7 %
4	Somewhat agree	305	5.9 %
5	Agree	676	13.0 %
6	Strongly agree	729	14.0 %
	Missing Data		
.	-	3336	64.3 %
	Total	**5,189**	**100%**

Based upon 1,853 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 338-338 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56E_T1: T1_Q56E: I would highly recommend my organization to a friend seeking employment

Do you agree with the following statements? - I would highly recommend my organization to a friend seeking employment.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	18	0.3 %
2	Disagree	49	0.9 %
3	Somewhat disagree	83	1.6 %
4	Somewhat agree	287	5.5 %
5	Agree	695	13.4 %
6	Strongly agree	720	13.9 %
	Missing Data		
.	-	3337	64.3 %
	Total	**5,189**	**100%**

Based upon 1,852 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 339-339 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56F_T1: T1_Q56F: I am always willing to give extra effort to help my organization succee

Do you agree with the following statements? - I am always willing to give extra effort to help my organization succeed.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	10	0.2 %
2	Disagree	18	0.3 %
3	Somewhat disagree	58	1.1 %
4	Somewhat agree	347	6.7 %
5	Agree	785	15.1 %
6	Strongly agree	633	12.2 %
	Missing Data		
.	-	3338	64.3 %
	Total	**5,189**	**100%**

Based upon 1,851 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 340-340 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q57_T1: T1_Q57: All in all, how satisfied are you with your job?

All in all, how satisfied are you with your job?

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	32	0.6 %
2	Dissatisfied	55	1.1 %
3	Somewhat dissatisfied	117	2.3 %
4	Somewhat satisfied	348	6.7 %
5	Satisfied	828	16.0 %
6	Very satisfied	493	9.5 %
	Missing Data		
.	-	3316	63.9 %
	Total	**5,189**	**100%**

Based upon 1,873 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 341-341 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q58A_T1: T1_Q58A: How would you rate your job performance, as an individual employee? For

How would you rate your job performance, as an individual employee? For example, how well do you perform your job compared to other members of your team?

Value	Label	Unweighted Frequency	%
1	Very poor	2	0.0 %
2	Poor	10	0.2 %
3	Good	281	5.4 %
4	Very good	1046	20.2 %
5	Excellent	533	10.3 %
	Missing Data		
.	-	3317	63.9 %
	Total	**5,189**	**100%**

Based upon 1,872 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 342-342 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q58B_T1: T1_Q58B: Think about your most recent assessment of your job performance or the

Think about your most recent assessment of your job performance or the most recent time you received feedback from your supervisor. How do you think your supervisor would rate your performance, in comparison to other members of your team?

Value	Label	Unweighted Frequency	%
1	Very poor	5	0.1 %
2	Poor	22	0.4 %
3	Good	362	7.0 %
4	Very good	925	17.8 %
5	Excellent	552	10.6 %
	Missing Data		
.	-	3323	64.0 %
	Total	**5,189**	**100%**

Based upon 1,866 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 343-343 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q58C_T1: T1_Q58C: How would you rate your performance as a work team member?

How would you rate your performance as a work team member?

Value	Label	Unweighted Frequency	%
1	Very poor	2	0.0 %
2	Poor	7	0.1 %
3	Good	300	5.8 %
4	Very good	1004	19.3 %
5	Excellent	541	10.4 %
	Missing Data		
.	-	3335	64.3 %
	Total	**5,189**	**100%**

Based upon 1,854 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 344-344 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q59_T1: T1_Q59: Thinking ahead 2 years, what do you expect your situation will be?

Thinking ahead 2 years, what do you expect your situation will be?

Value	Label	Unweighted Frequency	%
1	I want to stay working at my current job for my organization	1033	19.9 %
2	I expect to look around for a new job within my organization	490	9.4 %

Value	Label	Unweighted Frequency	%
3	I expect to look around for a new job with another organization	256	4.9 %
4	I expect to retire.	70	1.3 %
	Missing Data		
.	-	3340	64.4 %
	Total	**5,189**	**100%**

Based upon 1,849 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 345-345 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q60_T1: T1_Q60: How likely is it that you would

{PRG: SHOW Q60 IF Q59 = 2 or Q59 = 3} How likely is it that you would:

Value	Label	Unweighted Frequency	%
1	Move to a job with less responsibility	40	0.8 %
2	Move to a job with the same responsibility	189	3.6 %
3	Move to a job with more responsibility	512	9.9 %
	Missing Data		
.	-	4448	85.7 %
	Total	**5,189**	**100%**

Based upon 741 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 346-346 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q60A_T1: T1_Q60A: If you do formally retire from your current job, do you anticipate work

{PRG: SHOW Q60a IF Q59=4} If you do formally retire from your current job, do you anticipate working again at any other paid job?

Value	Label	Unweighted Frequency	%
1	Yes	18	0.3 %
2	No	22	0.4 %
3	Don't know	29	0.6 %
	Missing Data		
.	-	5120	98.7 %
	Total	**5,189**	**100%**

Based upon 69 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 347-347 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q61_T1: T1_Q61: How likely is it that you would work

{PRG: SHOW Q61 IF Q60a = 1} How likely is it that you would work:

Value	Label	Unweighted Frequency	%
1	Full-time	1	0.0 %
2	Part-time	13	0.3 %
3	Fill-in occasionally	0	0.0 %
4	Become a consultant	2	0.0 %
5	Start your own business	1	0.0 %
6	Other	1	0.0 %
	Missing Data		
.	-	5171	99.7 %
	Total	**5,189**	**100%**

Based upon 18 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 348-348 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q62_T1: T1_Q62: Overall, how would you rate your health during the past 4 weeks

Overall, how would you rate your health during the past 4 weeks?

Value	Label	Unweighted Frequency	%
1	Very poor	21	0.4 %
2	Poor	117	2.3 %
3	Good	548	10.6 %
4	Very good	642	12.4 %
5	Excellent	536	10.3 %
	Missing Data		
.	-	3325	64.1 %
	Total	**5,189**	**100%**

Based upon 1,864 valid cases out of 5,189 total cases.

- Minimum: 1

• Maximum: 5

Location: 349-349 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q63_T1: T1_Q63: During the PAST 4 WEEKS, how much did physical health problems limit you

During the PAST 4 WEEKS, how much did physical health problems limit your usual physical activities (such as walking or climbing stairs)?

Value	Label	Unweighted Frequency	%
1	Not at all	1229	23.7 %
2	Very little	366	7.1 %
3	Somewhat	195	3.8 %
4	Quite a lot	62	1.2 %
5	Could not do physical activities	7	0.1 %
	Missing Data		
.	-	3330	64.2 %
	Total	**5,189**	**100%**

Based upon 1,859 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 5

Location: 350-350 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q64_T1: T1_Q64: During the PAST 4 WEEKS, how much difficulty did you have doing your dai

During the PAST 4 WEEKS, how much difficulty did you have doing your daily work, both at home and away from home because of your physical health?

Value	Label	Unweighted Frequency	%
1	Not at all	1334	25.7 %
2	A little bit	328	6.3 %
3	Some	139	2.7 %
4	Quite a lot	45	0.9 %
5	Could not do daily work	3	0.1 %
	Missing Data		
.	-	3340	64.4 %
	Total	**5,189**	**100%**

Based upon 1,849 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 5

Q65_T1: T1_Q65: How much bodily pain have you had during the PAST 4 WEEKS?

How much bodily pain have you had during the PAST 4 WEEKS?

Value	Label	Unweighted Frequency	%
1	None	599	11.5 %
2	Very mild	633	12.2 %
3	Mild	339	6.5 %
4	Moderate	241	4.6 %
5	Severe	38	0.7 %
6	Very severe	6	0.1 %
	Missing Data		
.	-	3333	64.2 %
	Total	**5,189**	**100%**

Based upon 1,856 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q66_T1: T1_Q66: During the PAST 4 WEEKS, how much energy did you have?

During the PAST 4 WEEKS, how much energy did you have?

Value	Label	Unweighted Frequency	%
1	Very much	239	4.6 %
2	Quite a lot	824	15.9 %
3	Some	639	12.3 %
4	A little	132	2.5 %
5	None	20	0.4 %
	Missing Data		
.	-	3335	64.3 %
	Total	**5,189**	**100%**

Based upon 1,854 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Q67_T1: T1_Q67: During the PAST 4 WEEKS, how much did your physical health or emotional

During the PAST 4 WEEKS, how much did your physical health or emotional problems limit your usual social activities with family or friends?

Value	Label	Unweighted Frequency	%
1	Not at all	990	19.1 %
2	Very little	486	9.4 %
3	Somewhat	269	5.2 %
4	Quite a lot	91	1.8 %
5	Could not do social activities	11	0.2 %
	Missing Data		
.	-	3342	64.4 %
	Total	**5,189**	**100%**

Based upon 1,847 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 354-354 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q68_T1: T1_Q68: During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PR

During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PROBLEMS (such as feeling anxious, depressed, or irritable)?

Value	Label	Unweighted Frequency	%
1	Not at all	840	16.2 %
2	Slightly	655	12.6 %
3	Moderately	225	4.3 %
4	Quite a lot	101	1.9 %
5	Extremely	23	0.4 %
	Missing Data		
.	-	3345	64.5 %
	Total	**5,189**	**100%**

Based upon 1,844 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 355-355 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q69_T1: T1_Q69: During the PAST 4 WEEKS, how much did personal or emotional problems kee

During the PAST 4 WEEKS, how much did personal or emotional problems keep you from doing your usual work, school or other daily activities?

Value	Label	Unweighted Frequency	%
1	Not at all	1249	24.1 %
2	Very little	424	8.2 %
3	Somewhat	157	3.0 %
4	Quite a lot	26	0.5 %
5	Could not do daily activities	3	0.1 %
	Missing Data		
.	-	3330	64.2 %
	Total	**5,189**	**100%**

Based upon 1,859 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 356-356 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q70_T1: T1_Q70: Are you?

Are you ...

Value	Label	Unweighted Frequency	%
1	Male	776	15.0 %
2	Female	1125	21.7 %
	Missing Data		
.	-	3288	63.4 %
	Total	**5,189**	**100%**

Based upon 1,901 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 357-357 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q71_T1: T1_Q71: In what year were you born?

In what year were you born? 19___ [ENTER TWO DIGIT NUMERIC RESPONSE]

Value	Label	Unweighted Frequency	%
26	-	1	0.0 %
32	-	1	0.0 %
33	-	2	0.0 %
34	-	3	0.1 %
35	-	1	0.0 %
37	-	6	0.1 %
38	-	2	0.0 %
39	-	5	0.1 %
40	-	4	0.1 %
41	-	3	0.1 %
42	-	9	0.2 %
43	-	15	0.3 %
44	-	11	0.2 %
45	-	23	0.4 %
46	-	22	0.4 %
47	-	28	0.5 %
48	-	34	0.7 %
49	-	27	0.5 %
50	-	31	0.6 %
51	-	36	0.7 %
52	-	35	0.7 %
53	-	41	0.8 %
54	-	53	1.0 %
55	-	51	1.0 %
56	-	45	0.9 %
57	-	57	1.1 %
58	-	34	0.7 %
59	-	43	0.8 %
60	-	47	0.9 %
61	-	41	0.8 %
62	-	38	0.7 %
63	-	54	1.0 %
64	-	63	1.2 %
65	-	37	0.7 %
66	-	40	0.8 %
67	-	46	0.9 %
68	-	43	0.8 %
69	-	31	0.6 %
70	-	43	0.8 %
71	-	45	0.9 %
72	-	45	0.9 %
73	-	36	0.7 %

Value	Label	Unweighted Frequency	%
74	-	31	0.6 %
75	-	52	1.0 %
76	-	56	1.1 %
77	-	57	1.1 %
78	-	59	1.1 %
79	-	65	1.3 %
80	-	53	1.0 %
81	-	51	1.0 %
	Missing Data		
.	-	3331	64.2 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,858 valid cases out of 5,189 total cases.

- Mean: 65.87
- Median: 66.00
- Mode: 79.00
- Minimum: 26
- Maximum: 90
- Standard Deviation: 12.28

Location: 358-360 (width: 3; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 99999 , .

Q72_T1: T1_Q72: Do you consider yourself to be: a young adult, adult at mid-life, older

Do you consider yourself to be: a young adult, adult at mid-life, older adult?

Value	Label	Unweighted Frequency	%
1	Young adult	636	12.3 %
2	Adult at mid-life	981	18.9 %
3	Older adult	271	5.2 %
4	Other	12	0.2 %
	Missing Data		
.	-	3289	63.4 %
	Total	**5,189**	**100%**

Based upon 1,900 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 361-361 (width: 1; decimal: 0)
Variable Type: numeric

Q73_T1: T1_Q73: Which of the following best describes your race/ethnicity?

Which of the following best describes your race/ethnicity?

Value	Label	Unweighted Frequency	%
1	White/Euro-American	1604	30.9 %
2	Black/African-American	99	1.9 %
3	Hispanic or Latino	39	0.8 %
4	Native American	10	0.2 %
5	Asian/Asian-American	70	1.3 %
6	Mixed ethnicities/races	38	0.7 %
7	Other	23	0.4 %
	Missing Data		
.	-	3306	63.7 %
	Total	**5,189**	**100%**

Based upon 1,883 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 7

Location: 362-362 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q74_T1: T1_Q74: What is the highest grade you have completed in school?

T1_Q74: What is the highest grade you have completed in school?

Value	Label	Unweighted Frequency	%
1	Less than high school	15	0.3 %
2	High school diploma or GED	211	4.1 %
3	Some college	163	3.1 %
4	2-year college degree	277	5.3 %
5	Bachelor?s degree or higher	519	10.0 %
6	Some graduate training or graduate school	109	2.1 %
7	Graduate degree	597	11.5 %
	Missing Data		
.	-	3298	63.6 %
	Total	**5,189**	**100%**

Based upon 1,891 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 7

Location: 363-363 (width: 1; decimal: 0)

Q75_T1: T1_Q75: Are you presently?

Are you presently ...

Value	Label	Unweighted Frequency	%
1	Never married	347	6.7 %
2	Living with someone as couple but not married	129	2.5 %
3	Married	1203	23.2 %
4	Separated	25	0.5 %
5	Divorced	146	2.8 %
6	Widowed	23	0.4 %
7	Other	15	0.3 %
	Missing Data		
.	-	3301	63.6 %
	Total	**5,189**	**100%**

Based upon 1,888 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 364-364 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q75A_T1: T1_Q75A: Do you provide 50% or more of the total combined annual income for your

{SHOW Q75a IF Q75=2 or 3} Do you provide 50% or more of the total combined annual income for your household?

Value	Label	Unweighted Frequency	%
0	No	308	5.9 %
1	Yes	992	19.1 %
	Missing Data		
.	-	3889	74.9 %
	Total	**5,189**	**100%**

Based upon 1,300 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 365-365 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q76A_T1: T1_Q76A: # of children age 18 and younger

How many children do you have who are in the following age groups? - [ENTER NUMERIC RESPONSE] # of children age 18 and younger

Value	Label	Unweighted Frequency	%
0	-	955	18.4 %
1	-	292	5.6 %
2	-	307	5.9 %
3	-	96	1.9 %
4	-	22	0.4 %
5	-	7	0.1 %
6	-	1	0.0 %
	Missing Data		
.	-	3509	67.6 %
	Total	**5,189**	**100%**

Based upon 1,680 valid cases out of 5,189 total cases.

- Mean: 0.79
- Median: 0.00
- Mode: 0.00
- Minimum: 0
- Maximum: 6
- Standard Deviation: 1.07

Location: 366-368 (width: 3; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 999 , .

Q76B_T1: T1_Q76B: # of children age 19-22

How many children do you have who are in the following age groups? - [ENTER NUMERIC RESPONSE] # of children age 19-22

Value	Label	Unweighted Frequency	%
0	-	1429	27.5 %
1	-	187	3.6 %
2	-	59	1.1 %
3	-	5	0.1 %
	Missing Data		
.	-	3509	67.6 %
	Total	**5,189**	**100%**

Based upon 1,680 valid cases out of 5,189 total cases.

- Mean: 0.19
- Median: 0.00
- Mode: 0.00
- Minimum: 0
- Maximum: 3
- Standard Deviation: 0.49

Q76C_T1: T1_Q76C: # of children age 23 and older

How many children do you have who are in the following age groups? - [ENTER NUMERIC RESPONSE] # of children age 23 and older

Value	Label	Unweighted Frequency	%
0	-	1239	23.9 %
1	-	174	3.4 %
2	-	182	3.5 %
3	-	60	1.2 %
4	-	17	0.3 %
5	-	3	0.1 %
6	-	4	0.1 %
7	-	1	0.0 %
	Missing Data		
.	-	3509	67.6 %
	Total	**5,189**	**100%**

Based upon 1,680 valid cases out of 5,189 total cases.

- Mean: 0.50
- Median: 0.00
- Mode: 0.00
- Minimum: 0
- Maximum: 7
- Standard Deviation: 0.97

Q77_T1: T1_Q77: Do you provide financial assistance to any children age 19 and older, in

{SHOW Q77 IF Q76b>0 OR Q76c>0} Do you provide financial assistance to any children age 19 and older, including financial help with post high school education?

Value	Label	Unweighted Frequency	%
0	No	236	4.5 %
1	Yes	328	6.3 %
	Missing Data		
.	-	4625	89.1 %
	Total	**5,189**	**100%**

Based upon 564 valid cases out of 5,189 total cases.

- Minimum: 0

- Maximum: 1

Location: 375-375 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q78_T1: T1_Q78: Do you provide care to grandchildren under the age of 18 on a WEEKLY bas

Do you provide care to grandchildren under the age of 18 on a WEEKLY basis?

Value	Label	Unweighted Frequency	%
0	No	1782	34.3 %
1	Yes	95	1.8 %
	Missing Data		
.	-	3312	63.8 %
	Total	**5,189**	**100%**

Based upon 1,877 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 376-376 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q79_T1: T1_Q79: Do you provide regular care to a disabled or ill spouse/partner?

Do you provide regular care to a disabled or ill spouse/partner?

Value	Label	Unweighted Frequency	%
0	No	1823	35.1 %
1	Yes	56	1.1 %
	Missing Data		
.	-	3310	63.8 %
	Total	**5,189**	**100%**

Based upon 1,879 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 377-377 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q80_T1: T1_Q80: Do you provide care to an elderly family member on a WEEKLY basis?

Do you provide care to an elderly family member on a WEEKLY basis?

Value	Label	Unweighted Frequency	%
0	No	1684	32.5 %
1	Yes	198	3.8 %
	Missing Data		
.	-	3307	63.7 %
	Total	**5,189**	**100%**

Based upon 1,882 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 378-378 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q81_T1: T1_Q81: Do you provide significant amounts of financial support to your parents

Do you provide significant amounts of financial support to your parents or other elderly family members?

Value	Label	Unweighted Frequency	%
0	No	1750	33.7 %
1	Yes	133	2.6 %
	Missing Data		
.	-	3306	63.7 %
	Total	**5,189**	**100%**

Based upon 1,883 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 379-379 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q82_T1: T1_Q82: Do you anticipate needing to provide care for a loved one 65 years or ol

Do you anticipate needing to provide care for a loved one 65 years or older within the next five years?

Value	Label	Unweighted Frequency	%
0	No	1144	22.0 %
1	Yes	728	14.0 %
	Missing Data		
.	-	3317	63.9 %
	Total	**5,189**	**100%**

Based upon 1,872 valid cases out of 5,189 total cases.

- Minimum: 0

- Maximum: 1

Location: 380-380 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q83A_T1: T1_Q83A.The way you divide your time between work and personal or family life

How satisfied are you with: The way you divide your time between work and personal or family life.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	45	0.9 %
2	Dissatisfied	114	2.2 %
3	Somewhat dissatisfied	240	4.6 %
4	Somewhat satisfied	539	10.4 %
5	Satisfied	731	14.1 %
6	Very satisfied	208	4.0 %
	Missing Data		
.	-	3312	63.8 %
	Total	**5,189**	**100%**

Based upon 1,877 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 381-381 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q83B_T1: T1_Q83B.The way you divide your attention between work and home

How satisfied are you with: The way you divide your attention between work and home.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	38	0.7 %
2	Dissatisfied	98	1.9 %
3	Somewhat dissatisfied	234	4.5 %
4	Somewhat satisfied	534	10.3 %
5	Satisfied	774	14.9 %
6	Very satisfied	199	3.8 %
	Missing Data		
.	-	3312	63.8 %
	Total	**5,189**	**100%**

Based upon 1,877 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q83C_T1: T1_Q83C: Your ability to balance the needs of your job with those of your person

How satisfied are you with: Your ability to balance the needs of your job with those of your personal or family life.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	36	0.7 %
2	Dissatisfied	94	1.8 %
3	Somewhat dissatisfied	231	4.5 %
4	Somewhat satisfied	538	10.4 %
5	Satisfied	774	14.9 %
6	Very satisfied	199	3.8 %
	Missing Data		
.	-	3317	63.9 %
	Total	**5,189**	**100%**

Based upon 1,872 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 6

Q83D_T1: T1_Q83D: How well your work life and your personal or family life fit together

How satisfied are you with: How well your work life and your personal or family life fit together.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	37	0.7 %
2	Dissatisfied	95	1.8 %
3	Somewhat dissatisfied	229	4.4 %
4	Somewhat satisfied	547	10.5 %
5	Satisfied	770	14.8 %
6	Very satisfied	196	3.8 %
	Missing Data		
.	-	3315	63.9 %
	Total	**5,189**	**100%**

Based upon 1,874 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 6

Q83E_T1: T1_Q83E: The opportunity you have to perform your job well and yet be able to pe

How satisfied are you with: The opportunity you have to perform you job well and yet be able to perform home-related duties adequately.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	36	0.7 %
2	Dissatisfied	91	1.8 %
3	Somewhat dissatisfied	237	4.6 %
4	Somewhat satisfied	543	10.5 %
5	Satisfied	760	14.6 %
6	Very satisfied	205	4.0 %
	Missing Data		
.	-	3317	63.9 %
	Total	**5,189**	**100%**

Based upon 1,872 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 385-385 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q84_T1: T1_Q84: All things considered how do you feel about your life these days?

All things considered how do you feel about your life these days?

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	25	0.5 %
2	Dissatisfied	50	1.0 %
3	Somewhat dissatisfied	137	2.6 %
4	Somewhat satisfied	445	8.6 %
5	Satisfied	876	16.9 %
6	Very satisfied	356	6.9 %
	Missing Data		
.	-	3300	63.6 %
	Total	**5,189**	**100%**

Based upon 1,889 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 386-386 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q85_T1: T1_Q85: Are you paid on an hourly or salary basis?

Are you paid on an hourly or salary basis?

Value	Label	Unweighted Frequency	%
1	Paid hourly	989	19.1 %
2	Paid on a salary	879	16.9 %
3	Other	17	0.3 %
	Missing Data		
.	-	3304	63.7 %
	Total	**5,189**	**100%**

Based upon 1,885 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 387-387 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q85A_T1: T1_Q85A: $ - What is your hourly wage?

{SHOW IF Q85=1} What is your hourly wage? $[INSERT NUMERIC RESPONSE WITH DECIMALS] per hour

Value	Label	Unweighted Frequency	%
0.00	-	2	0.0 %
9.00	-	3	0.1 %
9.25	-	1	0.0 %
9.35	-	5	0.1 %
9.50	-	12	0.2 %
9.65	-	1	0.0 %
9.85	-	8	0.2 %
10.00	-	13	0.3 %
10.35	-	4	0.1 %
10.50	-	6	0.1 %
10.85	-	2	0.0 %
11.00	-	38	0.7 %
11.29	-	1	0.0 %
11.32	-	1	0.0 %
11.34	-	5	0.1 %
11.35	-	2	0.0 %
11.40	-	1	0.0 %
11.42	-	1	0.0 %
11.45	-	5	0.1 %
11.46	-	1	0.0 %
11.49	-	1	0.0 %

Value	Label	Unweighted Frequency	%
11.50	-	16	0.3 %
11.53	-	1	0.0 %
11.54	-	1	0.0 %
11.59	-	1	0.0 %
11.74	-	2	0.0 %
11.75	-	2	0.0 %
11.77	-	1	0.0 %
11.78	-	2	0.0 %
11.79	-	1	0.0 %
11.80	-	1	0.0 %
11.82	-	1	0.0 %
11.83	-	1	0.0 %
11.84	-	1	0.0 %
11.85	-	5	0.1 %
11.86	-	1	0.0 %
11.90	-	1	0.0 %
11.93	-	1	0.0 %
11.94	-	2	0.0 %
11.95	-	2	0.0 %
11.97	-	1	0.0 %
11.99	-	3	0.1 %
12.00	-	19	0.4 %
12.10	-	1	0.0 %
12.15	-	1	0.0 %
12.17	-	1	0.0 %
12.35	-	1	0.0 %
12.45	-	1	0.0 %
12.49	-	1	0.0 %
12.50	-	3	0.1 %
	Missing Data		
.	-	4321	83.3 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 868 valid cases out of 5,189 total cases.

- Mean: 21.52
- Median: 21.00
- Mode: 32.00
- Minimum: 0
- Maximum: 56
- Standard Deviation: 8.48

Location: 388-395 (width: 8; decimal: 2)
Variable Type: numeric
(Range of) Missing Values: 99999.00 , .

Q85B_T1: T1_Q85B: What is your approximate current annual salary?

{SHOW IF Q85=2} What is your approximate current annual salary? $[INSERT NUMERIC RESPONSE WITH DECIMALS]

Value	Label	Unweighted Frequency	%
0.00	-	3	0.1 %
6500.00	-	1	0.0 %
9000.00	-	1	0.0 %
11000.00	-	1	0.0 %
17000.00	-	1	0.0 %
18000.00	-	1	0.0 %
24000.00	-	2	0.0 %
25000.00	-	1	0.0 %
26000.00	-	1	0.0 %
27000.00	-	1	0.0 %
30000.00	-	6	0.1 %
31000.00	-	3	0.1 %
31460.00	-	1	0.0 %
31925.00	-	1	0.0 %
32000.00	-	3	0.1 %
32500.00	-	1	0.0 %
33000.00	-	3	0.1 %
33700.00	-	1	0.0 %
34000.00	-	2	0.0 %
35000.00	-	11	0.2 %
35520.99	-	1	0.0 %
36000.00	-	3	0.1 %
36282.00	-	1	0.0 %
37000.00	-	4	0.1 %
38000.00	-	4	0.1 %
38500.00	-	2	0.0 %
39000.00	-	1	0.0 %
39960.00	-	1	0.0 %
40000.00	-	11	0.2 %
41000.00	-	1	0.0 %
41495.00	-	1	0.0 %
42000.00	-	1	0.0 %
43000.00	-	2	0.0 %
44000.00	-	3	0.1 %
45000.00	-	9	0.2 %
45500.00	-	1	0.0 %

Value	Label	Unweighted Frequency	%
46000.00	-	2	0.0 %
46500.00	-	1	0.0 %
47000.00	-	3	0.1 %
47500.00	-	1	0.0 %
48000.00	-	4	0.1 %
48500.00	-	1	0.0 %
49000.00	-	1	0.0 %
50000.00	-	18	0.3 %
51000.00	-	3	0.1 %
52000.00	-	17	0.3 %
52500.00	-	1	0.0 %
53000.00	-	7	0.1 %
54000.00	-	11	0.2 %
54500.00	-	1	0.0 %
	Missing Data		
.	-	4427	85.3 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 762 valid cases out of 5,189 total cases.

- Mean: 92650.92
- Median: 80000.00
- Mode: 100000.00
- Minimum: 0
- Maximum: 1150000
- Standard Deviation: 73313.66

Location: 396-405 (width: 10; decimal: 2)
Variable Type: numeric
(Range of) Missing Values: 999999.00 , .

Q86_T1: T1_Q86: Approximately, what was your total household income (before taxes) from

Approximately, what was your total household income (before taxes) from ALL sources in 2006?

Value	Label	Unweighted Frequency	%
1	Under $20,000	76	1.5 %
2	$20,000 to $39,999	261	5.0 %
3	$40,000 to $59,999	262	5.0 %
4	$60,000 to $79,999	267	5.1 %
5	$80,000 to $99,999	246	4.7 %
6	$100,000 to $119,999	187	3.6 %
7	$120,000 to $139,000	127	2.4 %

Value	Label	Unweighted Frequency	%
8	$140,000 and above	339	6.5 %
	Missing Data		
.	-	3424	66.0 %
	Total	**5,189**	**100%**

Based upon 1,765 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 8

Location: 406-406 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q1_T2: T2_Q1: How many years have you been with in total?

How many years have you been with [Organization Name], in total? (Accepts decimals) [INSERT NUMERIC RESPONSE]years

Value	Label	Unweighted Frequency	%
0.000	-	24	0.5 %
0.010	-	1	0.0 %
0.020	-	3	0.1 %
0.040	-	1	0.0 %
0.050	-	1	0.0 %
0.080	-	1	0.0 %
0.090	-	1	0.0 %
0.110	-	1	0.0 %
0.150	-	1	0.0 %
0.160	-	1	0.0 %
0.200	-	8	0.2 %
0.250	-	4	0.1 %
0.300	-	2	0.0 %
0.330	-	1	0.0 %
0.500	-	16	0.3 %
0.600	-	1	0.0 %
0.750	-	8	0.2 %
0.800	-	3	0.1 %
0.900	-	3	0.1 %
0.917	-	1	0.0 %
1.000	-	177	3.4 %
1.080	-	1	0.0 %
1.090	-	1	0.0 %
1.100	-	1	0.0 %
1.200	-	3	0.1 %
1.250	-	2	0.0 %

Value	Label	Unweighted Frequency	%
1.400	-	1	0.0 %
1.500	-	30	0.6 %
1.600	-	2	0.0 %
1.700	-	5	0.1 %
1.750	-	4	0.1 %
1.800	-	3	0.1 %
1.900	-	4	0.1 %
2.000	-	124	2.4 %
2.060	-	1	0.0 %
2.100	-	1	0.0 %
2.300	-	1	0.0 %
2.500	-	16	0.3 %
2.700	-	1	0.0 %
2.750	-	2	0.0 %
2.900	-	1	0.0 %
3.000	-	63	1.2 %
3.030	-	1	0.0 %
3.050	-	1	0.0 %
3.080	-	1	0.0 %
3.300	-	1	0.0 %
3.500	-	14	0.3 %
3.600	-	1	0.0 %
3.800	-	1	0.0 %
4.000	-	64	1.2 %
Missing Data			
.	-	3837	73.9 %
Total		**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,352 valid cases out of 5,189 total cases.

- Mean: 8.856
- Median: 5.500
- Mode: 1.000
- Minimum: 0
- Maximum: 42
- Standard Deviation: 8.972

Location: 407-412 (width: 6; decimal: 3)
Variable Type: numeric

Q3_T2: T2_Q3: Do you have any supervisory responsibilities?

Do you have any supervisory responsibilities?

Value	Label	Unweighted Frequency	%
0	No	970	18.7 %
1	Yes	395	7.6 %
	Missing Data		
.	-	3824	73.7 %
	Total	**5,189**	**100%**

Based upon 1,365 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 413-413 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q3A_T2: T2_Q3A: Are these supervisory responsibilities new since the last survey? In oth

Are these supervisory responsibilities new since the last survey? [This variable was only present at time 2]

Value	Label	Unweighted Frequency	%
0	No	222	4.3 %
1	Yes	48	0.9 %
	Missing Data		
.	-	4919	94.8 %
	Total	**5,189**	**100%**

Based upon 270 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 414-414 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q4_T2: T2_Q4: Do you consider yourself to be in early-career, mid-career, or late-caree

People sometimes use the word "career" when they talk about the progress they hope to make in their line of work. Do you consider yourself to be in early-career, mid-career, or late-career?

Value	Label	Unweighted Frequency	%
1	Early-career	494	9.5 %
2	Mid-career	529	10.2 %
3	Late-career	336	6.5 %
	Missing Data		
.	-	3830	73.8 %
	Total	**5,189**	**100%**

Based upon 1,359 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 415-415 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q5_T2: T2_Q5: During a typical work week, about how many hours do you USUALLY work for

During a typical work week, about how many hours do you USUALLY work for your job with this organization? [INSERT NUMERIC RESPONSE] Hours

Value	Label	Unweighted Frequency	%
0.0	-	1	0.0 %
4.0	-	3	0.1 %
8.0	-	9	0.2 %
9.0	-	1	0.0 %
10.0	-	2	0.0 %
12.0	-	3	0.1 %
15.0	-	1	0.0 %
16.0	-	2	0.0 %
18.0	-	4	0.1 %
20.0	-	23	0.4 %
21.0	-	2	0.0 %
24.0	-	36	0.7 %
25.0	-	7	0.1 %
26.0	-	3	0.1 %
27.0	-	1	0.0 %
28.0	-	9	0.2 %
29.0	-	1	0.0 %
30.0	-	18	0.3 %
31.0	-	2	0.0 %
32.0	-	21	0.4 %
33.0	-	2	0.0 %
34.0	-	2	0.0 %
35.0	-	63	1.2 %
36.0	-	100	1.9 %
37.0	-	5	0.1 %
38.0	-	30	0.6 %
38.5	-	2	0.0 %
39.0	-	5	0.1 %
40.0	-	532	10.3 %
40.5	-	1	0.0 %
41.0	-	25	0.5 %

Value	Label	Unweighted Frequency	%
42.0	-	39	0.8 %
42.5	-	1	0.0 %
43.0	-	13	0.3 %
43.5	-	1	0.0 %
44.0	-	16	0.3 %
45.0	-	150	2.9 %
46.0	-	9	0.2 %
47.0	-	1	0.0 %
48.0	-	16	0.3 %
49.0	-	1	0.0 %
50.0	-	112	2.2 %
52.0	-	2	0.0 %
53.0	-	1	0.0 %
55.0	-	34	0.7 %
56.0	-	1	0.0 %
60.0	-	35	0.7 %
63.0	-	1	0.0 %
65.0	-	2	0.0 %
70.0	-	4	0.1 %
Missing Data			
.	-	3830	73.8 %
Total		**5,189**	**100%**

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Based upon 1,359 valid cases out of 5,189 total cases.

- Mean: 40.42
- Median: 40.00
- Mode: 40.00
- Minimum: 0
- Maximum: 80
- Standard Deviation: 8.71

Location: 416-420 (width: 5; decimal: 2)
Variable Type: numeric

Q5A_3_T2: T2_Q5A_3: Looking at the following list, which best describes your employment si

T2_Q5A_3: Looking at the following list, which best describes your employment situation at [VALUE: ORG_ID]?

Value	Label	Unweighted Frequency	%
1	full-time permanent employee paid directly by your company/organization?	1188	22.9 %
2	part-time permanent employee paid directly by your company/organization?	143	2.8 %
3	full-time temporary worker paid directly by your company/organization?	15	0.3 %

Value	Label	Unweighted Frequency	%
4	part-time temporary worker paid directly by your company/organization?	6	0.1 %
5	full-time temporary worker on the payroll of another company/organization?	1	0.0 %
6	part-time temporary worker on the payroll of another company/organization?	0	0.0 %
7	full-time consultant/contractor?	2	0.0 %
8	part-time consultant/contractor?	1	0.0 %
9	other	4	0.1 %
	Missing Data		
.	-	3829	73.8 %
	Total	**5,189**	**100%**

Based upon 1,360 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 9

Location: 421-422 (width: 2; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 99 , .

Q5A_4A_T2: T2_Q5A_4A: Are you eligible to receive benefits from [VALUE: ORG_ID]?

{PRG: SHOW IF Q5_3a OR Q5_3b OR Q5_3c = 1} Are you eligible to receive benefits from [VALUE: ORG_ID]? [This variable was only present at time 2]

Value	Label	Unweighted Frequency	%
0	No	35	0.7 %
1	Yes	1323	25.5 %
	Missing Data		
.	-	3831	73.8 %
	Total	**5,189**	**100%**

Based upon 1,358 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 423-423 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q6_T2: T2_Q6: Looking at the following list,which best describes your work schedule?

Looking at the following list, which best describes your work schedule? [q6_17 provides a slight wording variation at the request of one company.]

Value	Label	Unweighted Frequency	%
1	A regular daytime schedule	996	19.2 %
2	A regular evening schedule	63	1.2 %

Value	Label	Unweighted Frequency	%
3	A regular night schedule	67	1.3 %
4	A rotating schedule -- one that changes by time of day or or day of week	69	1.3 %
5	A split schedule consisting of two distinct periods in each workday	7	0.1 %
6	A flexible or variable schedule with no set hours, on-call	40	0.8 %
7	Some other schedule	26	0.5 %
	Missing Data		
.	-	3921	75.6 %
	Total	**5,189**	**100%**

Based upon 1,268 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 424-424 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q6_17_T2: T2_Q6_17: Looking at the following list, which best describes your work schedule

Looking at the following list, which best describes your work schedule?

Value	Label	Unweighted Frequency	%
1	A daytime schedule	60	1.2 %
2	An evening schedule	4	0.1 %
3	A night shift	21	0.4 %
4	A rotating shift -- one that changes by time of day or day of week	1	0.0 %
5	A flexible or variable schedule with no set hours	3	0.1 %
6	Some other schedule	2	0.0 %
	Missing Data		
.	-	5098	98.2 %
	Total	**5,189**	**100%**

Based upon 91 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 425-425 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q7_T2: T2_Q6_17: In addition to your job at {VALUE: PRE2}, do you work for a different

In addition to your job at [Organization Name], do you work for a different employer?

Value	Label	Unweighted Frequency	%
0	No	1261	24.3 %

Value	Label	Unweighted Frequency	%
1	Yes	96	1.9 %
	Missing Data		
.	-	3832	73.8 %
	Total	**5,189**	**100%**

Based upon 1,357 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 426-426 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q7A_T2: T2_Q7A: In general, about how many hours per week do you work at your other job(

{PRG: SHOW IF Q7 = 1} In general, about how many hours per week do you work at your other job(s)? (will accept decimals) [INSERT NUMERIC RESPONSE] Hours per week

Value	Label	Unweighted Frequency	%
0.25	-	1	0.0 %
1.00	-	1	0.0 %
2.00	-	2	0.0 %
3.00	-	2	0.0 %
4.00	-	8	0.2 %
5.00	-	6	0.1 %
6.00	-	3	0.1 %
7.00	-	2	0.0 %
8.00	-	8	0.2 %
9.00	-	2	0.0 %
10.00	-	10	0.2 %
12.00	-	11	0.2 %
14.00	-	1	0.0 %
15.00	-	5	0.1 %
16.00	-	2	0.0 %
18.00	-	1	0.0 %
20.00	-	11	0.2 %
24.00	-	2	0.0 %
25.00	-	3	0.1 %
28.00	-	1	0.0 %
30.00	-	4	0.1 %
35.00	-	2	0.0 %
36.00	-	1	0.0 %
42.00	-	1	0.0 %
46.00	-	1	0.0 %

Value	Label	Unweighted Frequency	%
50.00	-	1	0.0 %
	Missing Data		
.	-	5097	98.2 %
	Total	**5,189**	**100%**

Based upon 92 valid cases out of 5,189 total cases.

- Mean: 14.06
- Median: 12.00
- Minimum: 0
- Maximum: 50
- Standard Deviation: 10.32

Location: 427-431 (width: 5; decimal: 2)
Variable Type: numeric

Q8_T2: T2_Q8: We know you are currently working at [VALUE: PRE1], but have you ever off

We know you are currently working at [Organization Name], but have you ever officially retired from another job?

Value	Label	Unweighted Frequency	%
1	Yes	54	1.0 %
2	No	1300	25.1 %
3	I am semi-retired	2	0.0 %
4	Other	4	0.1 %
	Missing Data		
.	-	3829	73.8 %
	Total	**5,189**	**100%**

Based upon 1,360 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 432-432 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q9A_T2: T2_Q9A: I feel secure in my job; How accurate are the following statements?

How accurate are the following statements? - I feel secure in my job.

Value	Label	Unweighted Frequency	%
1	Very inaccurate	42	0.8 %
2	Inaccurate	28	0.5 %
3	Somewhat inaccurate	60	1.2 %
4	Somewhat accurate	242	4.7 %
5	Accurate	632	12.2 %

Value	Label	Unweighted Frequency	%
6	Very accurate	334	6.4 %
	Missing Data		
.	-	3851	74.2 %
	Total	**5,189**	**100%**

Based upon 1,338 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 433-433 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q9B_T2: T2_Q9B: Regardless of economic conditions, I expect I will have a job at my curr

How accurate are the following statements? - Regardless of economic conditions, I expect I will have a job at my current organization at least for the next 5 years.

Value	Label	Unweighted Frequency	%
1	Very inaccurate	64	1.2 %
2	Inaccurate	45	0.9 %
3	Somewhat inaccurate	93	1.8 %
4	Somewhat accurate	333	6.4 %
5	Accurate	543	10.5 %
6	Very accurate	264	5.1 %
	Missing Data		
.	-	3847	74.1 %
	Total	**5,189**	**100%**

Based upon 1,342 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 434-434 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10A_T2: T2_Q10A: give you opportunities to do a number of different things; To what exte

To what extent does your job give you opportunities to do a number of different things?

Value	Label	Unweighted Frequency	%
1	Not at all	39	0.8 %
2	To a limited extent	259	5.0 %
3	To a moderate extent	549	10.6 %
4	To a great extent	505	9.7 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3837	73.9 %
	Total	**5,189**	**100%**

Based upon 1,352 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 435-435 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10B_T2: T2_Q10B: give you opportunities to deal with other people; To what extent does y

To what extent does your job give you opportunities to deal with other people?

Value	Label	Unweighted Frequency	%
1	Not at all	9	0.2 %
2	To a limited extent	129	2.5 %
3	To a moderate extent	360	6.9 %
4	To a great extent	855	16.5 %
	Missing Data		
.	-	3836	73.9 %
	Total	**5,189**	**100%**

Based upon 1,353 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 436-436 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10C_T2: T2_Q10C: give you opportunities for independent thought or action; To what exten

To what extent does your job give you opportunities for independent thought or action?

Value	Label	Unweighted Frequency	%
1	Not at all	52	1.0 %
2	To a limited extent	237	4.6 %
3	To a moderate extent	460	8.9 %
4	To a great extent	439	8.5 %
	Missing Data		
.	-	4001	77.1 %
	Total	**5,189**	**100%**

Based upon 1,188 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 437-437 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10C_13_T2: T2_Q10C_13: give you opportunities for creative thought or action; To what exten

To what extent does your job give you opportunities for creative thought or action?

Value	Label	Unweighted Frequency	%
1	Not at all	5	0.1 %
2	To a limited extent	23	0.4 %
3	To a moderate extent	70	1.3 %
4	To a great extent	63	1.2 %
	Missing Data		
.	-	5028	96.9 %
	Total	**5,189**	**100%**

Based upon 161 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 438-438 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10D_T2: T2_Q10D: give you opportunities to develop close friendships in your job; To wha

To what extent does your job give you opportunities to develop close friendships in your job

Value	Label	Unweighted Frequency	%
1	Not at all	32	0.6 %
2	To a limited extent	285	5.5 %
3	To a moderate extent	541	10.4 %
4	To a great extent	493	9.5 %
	Missing Data		
.	-	3838	74.0 %
	Total	**5,189**	**100%**

Based upon 1,351 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 439-439 (width: 1; decimal: 0)
Variable Type: numeric

Q10E_T2: T2_Q10E: give you opportunities to do a job from beginning to end (e.g., the cha

To what extent does your job give you opportunities to do a job from beginning to end (e.g., the chance to do the whole job)?

Value	Label	Unweighted Frequency	%
1	Not at all	39	0.8 %
2	To a limited extent	212	4.1 %
3	To a moderate extent	554	10.7 %
4	To a great extent	546	10.5 %
	Missing Data		
.	-	3838	74.0 %
	Total	**5,189**	**100%**

Based upon 1,351 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 440-440 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q10F_T2: T2_Q10F: give you the feeling that the job itself is very significant or importa

To what extent does your job give you the feeling that the job itself is very significant or important in the broader scheme of things?

Value	Label	Unweighted Frequency	%
1	Not at all	51	1.0 %
2	To a limited extent	200	3.9 %
3	To a moderate extent	585	11.3 %
4	To a great extent	515	9.9 %
	Missing Data		
.	-	3838	74.0 %
	Total	**5,189**	**100%**

Based upon 1,351 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 441-441 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11A_T2: T2_Q11A: I do not have enough time to get everything done in my job.; Do you agr

Do you agree with the following statements? - I do not have enough time to get everything done in my job.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	94	1.8 %
2	Disagree	361	7.0 %
3	Somewhat disagree	251	4.8 %
4	Somewhat agree	321	6.2 %
5	Agree	202	3.9 %
6	Strongly agree	122	2.4 %
	Missing Data		
.	-	3838	74.0 %
	Total	**5,189**	**100%**

Based upon 1,351 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 442-442 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11B_T2: T2_Q11B: I can work at a comfortable pace.; Do you agree with the following stat

Do you agree with the following statements? - I can work at a comfortable pace.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	26	0.5 %
2	Disagree	96	1.9 %
3	Somewhat disagree	197	3.8 %
4	Somewhat agree	428	8.2 %
5	Agree	506	9.8 %
6	Strongly agree	95	1.8 %
	Missing Data		
.	-	3841	74.0 %
	Total	**5,189**	**100%**

Based upon 1,348 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 443-443 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11C_T2: T2_Q11C: My workload is too heavy.; Do you agree with the following statements?

Do you agree with the following statements? - My workload is too heavy.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	83	1.6 %
2	Disagree	372	7.2 %
3	Somewhat disagree	410	7.9 %
4	Somewhat agree	328	6.3 %
5	Agree	101	1.9 %
6	Strongly agree	57	1.1 %
	Missing Data		
.	-	3838	74.0 %
	Total	**5,189**	**100%**

Based upon 1,351 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 444-444 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11D_T2: T2_Q11D: I have to work very quickly to get everything done.; Do you agree with

Do you agree with the following statements? - I have to work very quickly to get everything done.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	37	0.7 %
2	Disagree	203	3.9 %
3	Somewhat disagree	235	4.5 %
4	Somewhat agree	465	9.0 %
5	Agree	294	5.7 %
6	Strongly agree	119	2.3 %
	Missing Data		
.	-	3836	73.9 %
	Total	**5,189**	**100%**

Based upon 1,353 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 445-445 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q11E_T2: T2_Q11E: I do not have enough time to do my work to the best of my ability.; Do

Do you agree with the following statements? - I do not have enough time to do my work to the best of my ability.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	112	2.2 %
2	Disagree	420	8.1 %
3	Somewhat disagree	342	6.6 %
4	Somewhat agree	256	4.9 %
5	Agree	123	2.4 %
6	Strongly agree	96	1.9 %
	Missing Data		
.	-	3840	74.0 %
	Total	**5,189**	**100%**

Based upon 1,349 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 446-446 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q12_T2: T2_Q12: In general, how satisfied are you with the benefits - including access t

In general, how satisfied are you with the benefits - including access to insurance, days off, and different types of services - that are available to you through your employer?

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	51	1.0 %
2	Dissatisfied	31	0.6 %
3	Somewhat dissatisfied	81	1.6 %
4	Somewhat satisfied	442	8.5 %
5	Very satisfied	725	14.0 %
	Missing Data		
.	-	3859	74.4 %
	Total	**5,189**	**100%**

Based upon 1,330 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 447-447 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 7 , 9 , .

Q13_T2: T2_Q13: Are there benefits that are important to you (and you would like to have

Are there benefits that are important to you (and you would like to have), but which are NOT offered by your current employer?

Value	Label	Unweighted Frequency	%
0	No	817	15.7 %
1	Yes	457	8.8 %
	Missing Data		
.	-	3915	75.4 %
	Total	**5,189**	**100%**

Based upon 1,274 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 448-448 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q14_T2: T2_Q14: To what extent does the access that you have to benefits affect your dec

To what extent does the access that you have to benefits affect your decision about staying with your current employer?

Value	Label	Unweighted Frequency	%
1	Not at all	130	2.5 %
2	To a limited extent	245	4.7 %
3	To a moderate extent	394	7.6 %
4	To a great extent	533	10.3 %
7	Not applicable	0	0.0 %
	Missing Data		
.	-	3887	74.9 %
	Total	**5,189**	**100%**

Based upon 1,302 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 449-449 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15A_T2: T2_Q15A: My company promotes the continuous learning and development of all empl

Do you agree with the following statements? - My company promotes the continuous learning and development of all employees.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	26	0.5 %
2	Disagree	60	1.2 %
3	Somewhat disagree	97	1.9 %
4	Somewhat agree	317	6.1 %
5	Agree	486	9.4 %

Value	Label	Unweighted Frequency	%
6	Strongly agree	361	7.0 %
	Missing Data		
.	-	3842	74.0 %
	Total	**5,189**	**100%**

Based upon 1,347 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 450-450 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15B_T2: T2_Q15B: I am given a real opportunity to improve my skills at this company thro

Do you agree with the following statements? - I am given a real opportunity to improve my skills at this company through education and training programs.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	93	1.8 %
3	Somewhat disagree	133	2.6 %
4	Somewhat agree	333	6.4 %
5	Agree	447	8.6 %
6	Strongly agree	311	6.0 %
	Missing Data		
.	-	3839	74.0 %
	Total	**5,189**	**100%**

Based upon 1,350 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 451-451 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15C_T2: T2_Q15C: I am satisfied with the training and development programs available to

Do you agree with the following statements? - I am satisfied with the training and development programs available to me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	80	1.5 %
3	Somewhat disagree	180	3.5 %
4	Somewhat agree	322	6.2 %

Value	Label	Unweighted Frequency	%
5	Agree	470	9.1 %
6	Strongly agree	253	4.9 %
	Missing Data		
.	-	3842	74.0 %
	Total	**5,189**	**100%**

Based upon 1,347 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 452-452 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q15_2_T2: T2_Q15_2: Do you work a shift?

Do you work a shift? (Shift work refers to a job schedule in which employees work hours other than the standard hours of 8 A.M. to 5 P.M. or a schedule other than the standard workweek - Monday through Friday.) T2_Q15_2: Do you work a shift?

Value	Label	Unweighted Frequency	%
0	No	805	15.5 %
1	Yes	544	10.5 %
	Missing Data		
.	-	3840	74.0 %
	Total	**5,189**	**100%**

Based upon 1,349 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 453-453 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16A_T2: T2_Q16A: Make choices about which shift you work.; Do you HAVE ACCESS to the fol

Do you HAVE ACCESS to the following options at {Organization Name}? - {PRG: SHOW IF Q15_2 = 1} Make choices about which shift you work.

Value	Label	Unweighted Frequency	%
0	No	223	4.3 %
1	Yes	317	6.1 %
	Missing Data		
.	-	4649	89.6 %
	Total	**5,189**	**100%**

Based upon 540 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 454-454 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16B_T2: T2_Q16B: Choose a work schedule that varies from the typical schedule at your wo

Do you HAVE ACCESS to the following options at {Organization Name}? - {PRG: SHOW IF Q15_2 = 2} Choose a work schedule that varies from the typical schedule at your worksite.

Value	Label	Unweighted Frequency	%
0	No	292	5.6 %
1	Yes	467	9.0 %
	Missing Data		
.	-	4430	85.4 %
	Total	**5,189**	**100%**

Based upon 759 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 455-455 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16C_T2: T2_Q16C: Occasionally request changes in starting and quitting times.; Do you HA

Do you HAVE ACCESS to the following options at {Organization Name}? - Occasionally request changes in starting and quitting times.

Value	Label	Unweighted Frequency	%
0	No	381	7.3 %
1	Yes	806	15.5 %
	Missing Data		
.	-	4002	77.1 %
	Total	**5,189**	**100%**

Based upon 1,187 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 456-456 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16D_T2: T2_Q16D: Frequently request changes in starting and quitting times, such as on a

Do you HAVE ACCESS to the following options at {Organization Name}? - Frequently request changes in starting and quitting times, such as on a daily basis.

Value	Label	Unweighted Frequency	%
0	No	842	16.2 %
1	Yes	251	4.8 %
	Missing Data		
.	-	4096	78.9 %
	Total	**5,189**	**100%**

Based upon 1,093 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 457-457 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16E_T2: T2_Q16E: Reduce your work hours and work on a part-time basis while remaining in

Do you HAVE ACCESS to the following options at {Organization Name}? - {PRG: SHOW IF Q5_2 = 1} Reduce your work hours and work on a part-time basis while remaining in the same position or at the same level.

Value	Label	Unweighted Frequency	%
0	No	527	10.2 %
1	Yes	404	7.8 %
	Missing Data		
.	-	4258	82.1 %
	Total	**5,189**	**100%**

Based upon 931 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 458-458 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16F_T2: T2_Q16F: Structure jobs as a job share with another person where both receive th

Do you HAVE ACCESS to the following options at {Organization Name}? - Structure jobs as a job share with another person where both receive their "fair share" of compensation and benefits.

Value	Label	Unweighted Frequency	%
0	No	614	11.8 %
1	Yes	151	2.9 %
	Missing Data		
.	-	4424	85.3 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 765 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 459-459 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16G_T2: T2_Q16G: Compress the work week by working longer hours on fewer days for at lea

Do you HAVE ACCESS to the following options at {Organization Name}? - Compress the work week by working longer hours on fewer days for at least part of the year.

Value	Label	Unweighted Frequency	%
0	No	616	11.9 %
1	Yes	454	8.7 %
	Missing Data		
.	-	4119	79.4 %
	Total	**5,189**	**100%**

Based upon 1,070 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 460-460 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16H_T2: T2_Q16H: Take sabbaticals or career breaks - that is take leaves, paid or unpaid

Do you HAVE ACCESS to the following options at {Organization Name}? - Take sabbaticals or career breaks- that is take leaves, paid or unpaid, of one or more months and return to a comparable job.

Value	Label	Unweighted Frequency	%
0	No	468	9.0 %
1	Yes	465	9.0 %
	Missing Data		
.	-	4256	82.0 %
	Total	**5,189**	**100%**

Based upon 933 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 461-461 (width: 1; decimal: 0)

Q16I_T2: T2_Q16I: Take paid or unpaid time for education or training to improve job skill

Do you HAVE ACCESS to the following options at {Organization Name}? - Take paid or unpaid time for education or training to improve job skills.

Value	Label	Unweighted Frequency	%
0	No	309	6.0 %
1	Yes	715	13.8 %
	Missing Data		
.	-	4165	80.3 %
	Total	**5,189**	**100%**

Based upon 1,024 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 462-462 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16J_T2: T2_Q16J: Take a paid leave for care giving or other personal or family responsib

Do you HAVE ACCESS to the following options at {Organization Name}? - Take a paid leave for care giving or other personal or family responsibilities (e.g., parental or elder care giving responsibilities) beyond that which is required by law.

Value	Label	Unweighted Frequency	%
0	No	363	7.0 %
1	Yes	557	10.7 %
	Missing Data		
.	-	4269	82.3 %
	Total	**5,189**	**100%**

Based upon 920 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 463-463 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16K_T2: T2_Q16K: Work part-year; that is work for a reduced amount of time on an annual

Do you HAVE ACCESS to the following options at {Organization Name}? - Work part-year; that is work for a reduced amount of time on an annual basis (e.g., work full-time during the fall, winter, and spring and then take the summer off).

Value	Label	Unweighted Frequency	%
0	No	735	14.2 %
1	Yes	143	2.8 %
	Missing Data		
.	-	4311	83.1 %
	Total	**5,189**	**100%**

Based upon 878 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 464-464 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16L_T2: T2_Q16L: Work for part of the year at one worksite, and then part of the year at

Do you HAVE ACCESS to the following options at {Organization Name}? - Work for part of the year at one worksite, and then part of the year at another worksite.

Value	Label	Unweighted Frequency	%
0	No	720	13.9 %
1	Yes	174	3.4 %
	Missing Data		
.	-	4295	82.8 %
	Total	**5,189**	**100%**

Based upon 894 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 465-465 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16M_T2: T2_Q16M: Work from an off-site location (such as home) for part (or all) of the

Do you HAVE ACCESS to the following options at {Organization Name}? - Work from an off-site location (such as home) for part (or all) of the regular work week, possibly linked by telephone and computer.

Value	Label	Unweighted Frequency	%
0	No	729	14.0 %
1	Yes	401	7.7 %
	Missing Data		
.	-	4059	78.2 %
	Total	**5,189**	**100%**

Based upon 1,130 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 466-466 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16N_T2: T2_Q16N: Transfer to a job with reduced responsibilities and reduced pay, if you

Do you HAVE ACCESS to the following options at {Organization Name}? - Transfer to a job with reduced responsibilities and reduced pay, if you want to.

Value	Label	Unweighted Frequency	%
0	No	328	6.3 %
1	Yes	516	9.9 %
	Missing Data		
.	-	4345	83.7 %
	Total	**5,189**	**100%**

Based upon 844 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 467-467 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16O_T2: T2_Q16O: Phase into retirement by working reduced hours over a period of time pr

Do you HAVE ACCESS to the following options at {Organization Name}? - Phase into retirement by working reduced hours over a period of time prior to full retirement.

Value	Label	Unweighted Frequency	%
0	No	333	6.4 %
1	Yes	342	6.6 %
	Missing Data		
.	-	4514	87.0 %
	Total	**5,189**	**100%**

Based upon 675 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 468-468 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16P_T2: T2_Q16P: Control when you take breaks.; Do you HAVE ACCESS to the following opti

Do you HAVE ACCESS to the following options at {Organization Name}? - Control when you take breaks.

Value	Label	Unweighted Frequency	%
0	No	462	8.9 %
1	Yes	808	15.6 %
	Missing Data		
.	-	3919	75.5 %
	Total	**5,189**	**100%**

Based upon 1,270 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 469-469 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16Q_T2: T2_Q16Q: Have input into the amount of overtime hours you work.; Do you HAVE ACC

Do you HAVE ACCESS to the following options at {Organization Name}? - Have input into the amount of overtime hours you work.

Value	Label	Unweighted Frequency	%
0	No	116	2.2 %
1	Yes	619	11.9 %
2	UNDOCUMENTED CODE	270	5.2 %
	Missing Data		
.	-	4184	80.6 %
	Total	**5,189**	**100%**

Based upon 1,005 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 2

Location: 470-470 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16Q_13_T2: T2_Q16Q_13: Have input into the number of hours you work.; Do you HAVE ACCESS to

Do you HAVE ACCESS to the following options at {Organization Name}? - Have input into the number of hours you work.

Value	Label	Unweighted Frequency	%
0	No	91	1.8 %
1	Yes	89	1.7 %
2	UNDOCUMENTED CODE	174	3.4 %
	Missing Data		
.	-	4835	93.2 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 354 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 2

Location: 471-471 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16R_T2: T2_Q16R: Take extra 'unpaid' vacation days.; Do you HAVE ACCESS to the following

Do you HAVE ACCESS to the following options at {Organization Name}? - Take extra "unpaid" vacation days.

Value	Label	Unweighted Frequency	%
0	No	505	9.7 %
1	Yes	461	8.9 %
	Missing Data		
.	-	4223	81.4 %
	Total	**5,189**	**100%**

Based upon 966 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 472-472 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16S_T2: T2_Q16S: Take paid time off to volunteer in the community.; Do you HAVE ACCESS t

Do you HAVE ACCESS to the following options at {Organization Name}? - Take paid time off to volunteer in the community.

Value	Label	Unweighted Frequency	%
0	No	498	9.6 %
1	Yes	437	8.4 %
	Missing Data		
.	-	4254	82.0 %
	Total	**5,189**	**100%**

Based upon 935 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 473-473 (width: 1; decimal: 0)
Variable Type: numeric

Q16_2A_T2: T2_Q16_2A: Make choices about which shift you work.; Have you ever USED any of t

Do you TAKE ADVANTAGE of the following options? - {PRG: SHOW IF Q15_2 = 1} Make choices about which shift you work.

Value	Label	Unweighted Frequency	%
0	No	62	1.2 %
1	Yes	254	4.9 %
	Missing Data		
.	-	4873	93.9 %
	Total	**5,189**	**100%**

Based upon 316 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 474-474 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2B_T2: T2_Q16_2B: Choose a work schedule that varies from the typical schedule at your

Do you TAKE ADVANTAGE of the following options? - {PRG: SHOW IF Q15_2 = 2} Choose a work schedule that varies from the typical schedule at your worksite.

Value	Label	Unweighted Frequency	%
0	No	196	3.8 %
1	Yes	277	5.3 %
	Missing Data		
.	-	4716	90.9 %
	Total	**5,189**	**100%**

Based upon 473 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 475-475 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2C_T2: T2_Q16_2C: Occasionally request changes in starting and quitting times.; Have yo

Do you TAKE ADVANTAGE of the following options? - Occasionally request changes in starting and quitting.

Value	Label	Unweighted Frequency	%
0	No	181	3.5 %
1	Yes	623	12.0 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	4385	84.5 %
	Total	**5,189**	**100%**

Based upon 804 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 476-476 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2D_T2: T2_Q16_2D: Frequently request changes in starting and quitting times, such as on

Do you TAKE ADVANTAGE of the following options? - Frequently request changes in starting and quitting times, such as on a daily basis.

Value	Label	Unweighted Frequency	%
0	No	173	3.3 %
1	Yes	96	1.9 %
	Missing Data		
.	-	4920	94.8 %
	Total	**5,189**	**100%**

Based upon 269 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 477-477 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2E_T2: T2_Q16_2E: Reduce your work hours and work on a part-time basis while remaining

Do you TAKE ADVANTAGE of the following options? - {PRG: SHOW IF Q5_2 = 1} Reduce your work hours and work on a part-time basis while remaining in the same position or at the same level.

Value	Label	Unweighted Frequency	%
0	No	279	5.4 %
1	Yes	122	2.4 %
	Missing Data		
.	-	4788	92.3 %
	Total	**5,189**	**100%**

Based upon 401 valid cases out of 5,189 total cases.

- Minimum: 0

- Maximum: 1

Location: 478-478 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2F_T2: T2_Q16_2F: Structure jobs as a job share with another person where both receive

Do you TAKE ADVANTAGE of the following options? - Structure jobs as a job share with another person where both receive their "fair share" of compensation and benefits.

Value	Label	Unweighted Frequency	%
0	No	109	2.1 %
1	Yes	37	0.7 %
	Missing Data		
.	-	5043	97.2 %
	Total	**5,189**	**100%**

Based upon 146 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 479-479 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2G_T2: T2_Q16_2G: Compress the work week by working longer hours on fewer days for at l

Do you TAKE ADVANTAGE of the following options? - Compress the work week by working longer hours on fewer days for at least part of the year.

Value	Label	Unweighted Frequency	%
0	No	222	4.3 %
1	Yes	215	4.1 %
	Missing Data		
.	-	4752	91.6 %
	Total	**5,189**	**100%**

Based upon 437 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 480-480 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2H_T2: T2_Q16_2H: Take sabbaticals or career breaks - that is take leaves, paid or unpa

Do you TAKE ADVANTAGE of the following options? - Take sabbaticals or career break- that is take leaves, paid or unpaid, of one or more months and return to a comparable job.

Value	Label	Unweighted Frequency	%
0	No	390	7.5 %
1	Yes	75	1.4 %
	Missing Data		
.	-	4724	91.0 %
	Total	**5,189**	**100%**

Based upon 465 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 481-481 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2I_T2: T2_Q16_2I: Take paid or unpaid time for education or training to improve job ski

Do you TAKE ADVANTAGE of the following options? - Take paid or unpaid time for education or training to improve job skills.

Value	Label	Unweighted Frequency	%
0	No	303	5.8 %
1	Yes	415	8.0 %
	Missing Data		
.	-	4471	86.2 %
	Total	**5,189**	**100%**

Based upon 718 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 482-482 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2J_T2: T2_Q16_2J: Take a paid leave for care giving or other personal or family respons

Do you TAKE ADVANTAGE of the following options? - Take a paid leave for care giving or other personal or family responsibilities (e.g., parental or elder care giving responsibilities) beyond that which is required by law.

Value	Label	Unweighted Frequency	%
0	No	426	8.2 %
1	Yes	111	2.1 %
	Missing Data		
.	-	4652	89.7 %
	Total	**5,189**	**100%**

Based upon 537 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 483-483 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2K_T2: T2_Q16_2K: Work part-year; that is work for a reduced amount of time on an annua

Do you TAKE ADVANTAGE of the following options? - Work part-year; that is work for a reduced amount of time on an annual basis (e.g., work full-time during the fall, winter, and spring and then take the summer off).

Value	Label	Unweighted Frequency	%
0	No	129	2.5 %
1	Yes	30	0.6 %
	Missing Data		
.	-	5030	96.9 %
	Total	**5,189**	**100%**

Based upon 159 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 484-484 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2L_T2: T2_Q16_2L: Work for part of the year at one worksite, and then part of the year

Do you TAKE ADVANTAGE of the following options? - Work for part of the year at one worksite, and then part of the year at another worksite.

Value	Label	Unweighted Frequency	%
0	No	123	2.4 %
1	Yes	65	1.3 %
	Missing Data		
.	-	5001	96.4 %
	Total	**5,189**	**100%**

Based upon 188 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 485-485 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2M_T2: T2_Q16_2M: Work from an off-site location (such as home) for part (or all) of th

Do you TAKE ADVANTAGE of the following options? - Work from an off-site location (such as home) for part (or all) of the regular work week, possibly linked by telephone and computer.

Value	Label	Unweighted Frequency	%
0	No	109	2.1 %
1	Yes	305	5.9 %
	Missing Data		
.	-	4775	92.0 %
	Total	**5,189**	**100%**

Based upon 414 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 486-486 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2N_T2: T2_Q16_2N: Transfer to a job with reduced responsibilities and reduced pay, if y

Do you TAKE ADVANTAGE of the following options? - Transfer to a job with reduced responsibilities and reduced pay, if you want to.

Value	Label	Unweighted Frequency	%
0	No	458	8.8 %
1	Yes	46	0.9 %
	Missing Data		
.	-	4685	90.3 %
	Total	**5,189**	**100%**

Based upon 504 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 487-487 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2O_T2: T2_Q16_2O: Phase into retirement by working reduced hours over a period of time

Do you TAKE ADVANTAGE of the following options? - Phase into retirement by working reduced hours over a period of time prior to full retirement.

Value	Label	Unweighted Frequency	%
0	No	310	6.0 %
1	Yes	37	0.7 %
	Missing Data		
.	-	4842	93.3 %

Value	Label	Unweighted Frequency	%
	Total	5,189	100%

Based upon 347 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 488-488 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2P_T2: T2_Q16_2P: Control when you take breaks.; Have you ever USED any of the followin

Do you TAKE ADVANTAGE of the following options? - Control when you take breaks.

Value	Label	Unweighted Frequency	%
0	No	60	1.2 %
1	Yes	745	14.4 %
	Missing Data		
.	-	4384	84.5 %
	Total	5,189	100%

Based upon 805 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 489-489 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2Q_T2: T2_Q16_2Q: Have input into the amount of overtime hours you work.; Have you ever

Do you TAKE ADVANTAGE of the following options? - Have input into the amount of overtime hours you work.

Value	Label	Unweighted Frequency	%
0	No	68	1.3 %
1	Yes	548	10.6 %
	Missing Data		
.	-	4573	88.1 %
	Total	5,189	100%

Based upon 616 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 490-490 (width: 1; decimal: 0)
Variable Type: numeric

Q16_2R_T2: T2_Q16_2R: Take extra "unpaid" vacation days.; Have you ever USED any of the fol

Do you TAKE ADVANTAGE of the following options? - Take extra "unpaid" vacation days.

Value	Label	Unweighted Frequency	%
0	No	276	5.3 %
1	Yes	192	3.7 %
	Missing Data		
.	-	4721	91.0 %
	Total	**5,189**	**100%**

Based upon 468 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 491-491 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q16_2S_T2: T2_Q16_2S: Take paid time off to volunteer in the community.; Have you ever USED

Do you TAKE ADVANTAGE of the following options? - Take paid time off to volunteer in the community.

Value	Label	Unweighted Frequency	%
0	No	301	5.8 %
1	Yes	142	2.7 %
	Missing Data		
.	-	4746	91.5 %
	Total	**5,189**	**100%**

Based upon 443 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 492-492 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q17_T2: T2_Q17: To what extent do you have access to the flexible work options you need

To what extent do you have access to the flexible work options you need to fulfill your work and personal needs?

Value	Label	Unweighted Frequency	%
1	Not at all	144	2.8 %
2	To a limited extent	451	8.7 %

Value	Label	Unweighted Frequency	%
3	To a moderate extent	434	8.4 %
4	To a great extent	298	5.7 %
	Missing Data		
.	-	3862	74.4 %
	Total	**5,189**	**100%**

Based upon 1,327 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 493-493 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q20A_T2: T2_Q20A: success as an employee?

To what extent does having flexible work options contribute to success as an employee?

Value	Label	Unweighted Frequency	%
1	Not at all	108	2.1 %
2	To a limited extent	201	3.9 %
3	To a moderate extent	452	8.7 %
4	To a great extent	519	10.0 %
	Missing Data		
.	-	3909	75.3 %
	Total	**5,189**	**100%**

Based upon 1,280 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 494-494 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q20B_T2: T2_Q20B: overall quality of life?; To what extent does having flexible work opti

To what extent does having flexible work options contribute to overall quality of life?

Value	Label	Unweighted Frequency	%
1	Not at all	63	1.2 %
2	To a limited extent	121	2.3 %
3	To a moderate extent	298	5.7 %
4	To a great extent	792	15.3 %
	Missing Data		
.	-	3915	75.4 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,274 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 495-495 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21A_T2: T2_Q21A: To get ahead in this organization, employees are expected to work more

To get ahead in this organization, employees are expected to work more than 50 hours a week, whether at the workplace or at home. [For one organization, an alternative phrasing was used: "To get ahead in this organization, employees are expected to work long hours" in variable q21a_13]

Value	Label	Unweighted Frequency	%
1	Strongly disagree	205	4.0 %
2	Disagree	432	8.3 %
3	Somewhat disagree	176	3.4 %
4	Somewhat agree	168	3.2 %
5	Agree	112	2.2 %
6	Strongly agree	63	1.2 %
	Missing Data		
.	-	4033	77.7 %
	Total	**5,189**	**100%**

Based upon 1,156 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 496-496 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21A_13_T2: T2_Q21A_13: To get ahead in this organization, employees are expected to work lo

To get ahead in this organization, employees are expected to work long hours

Value	Label	Unweighted Frequency	%
1	Strongly disagree	0	0.0 %
2	Disagree	4	0.1 %
3	Somewhat disagree	8	0.2 %
4	Somewhat agree	28	0.5 %
5	Agree	49	0.9 %

Value	Label	Unweighted Frequency	%
6	Strongly agree	64	1.2 %
	Missing Data		
.	-	5036	97.1 %
	Total	**5,189**	**100%**

Based upon 153 valid cases out of 5,189 total cases.

- Minimum: 2
- Maximum: 6

Location: 497-497 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21B_T2: T2_Q21B: Employees are regularly expected to put their jobs ahead of their perso

Employees are regularly expected to put their jobs ahead of their personal or family lives.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	203	3.9 %
2	Disagree	348	6.7 %
3	Somewhat disagree	238	4.6 %
4	Somewhat agree	275	5.3 %
5	Agree	137	2.6 %
6	Strongly agree	109	2.1 %
	Missing Data		
.	-	3879	74.8 %
	Total	**5,189**	**100%**

Based upon 1,310 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 498-498 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q21C_T2: T2_Q21C: In this organization, employees who make use of flexible work options (

Employees are regularly expected to put their jobs ahead of their personal or family lives.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	152	2.9 %
2	Disagree	393	7.6 %
3	Somewhat disagree	244	4.7 %
4	Somewhat agree	285	5.5 %
5	Agree	135	2.6 %

Value	Label	Unweighted Frequency	%
6	Strongly agree	70	1.3 %
	Missing Data		
.	-	3910	75.4 %
	Total	**5,189**	**100%**

Based upon 1,279 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 499-499 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q22_T2: T2_Q22: At present, how many people are on your work team?

For the purposes of this survey, please consider a team to be; A GROUP OF EMPLOYEES WHO SHARE RESPONSIBILITIES FOR SOME WORK TASKS OR FOR WORK OUTCOMES. A TEAM WOULD INCLUDE INDIVIDUALS WHO WOULD ALL THINK THEY ARE PART OF THAT GROUP. When you answer the questions below, please focus on your primary or "main" work group (even if you belong to several different groups). At present, how many people are on your work team? (will accept decimals) [INSERT NUMERIC RESPONSE] people

Value	Label	Unweighted Frequency	%
1	-	24	0.5 %
2	-	39	0.8 %
3	-	60	1.2 %
4	-	85	1.6 %
5	-	91	1.8 %
6	-	74	1.4 %
7	-	57	1.1 %
8	-	72	1.4 %
9	-	39	0.8 %
10	-	87	1.7 %
11	-	22	0.4 %
12	-	74	1.4 %
13	-	39	0.8 %
14	-	43	0.8 %
15	-	99	1.9 %
16	-	36	0.7 %
17	-	25	0.5 %
18	-	27	0.5 %
19	-	15	0.3 %
20	-	70	1.3 %
21	-	8	0.2 %
22	-	10	0.2 %
23	-	3	0.1 %

Value	Label	Unweighted Frequency	%
24	-	4	0.1 %
25	-	21	0.4 %
26	-	1	0.0 %
27	-	1	0.0 %
28	-	5	0.1 %
29	-	1	0.0 %
30	-	27	0.5 %
32	-	4	0.1 %
33	-	2	0.0 %
34	-	5	0.1 %
35	-	7	0.1 %
36	-	3	0.1 %
37	-	3	0.1 %
40	-	13	0.3 %
45	-	4	0.1 %
48	-	1	0.0 %
50	-	17	0.3 %
53	-	2	0.0 %
57	-	1	0.0 %
60	-	14	0.3 %
61	-	1	0.0 %
62	-	1	0.0 %
64	-	1	0.0 %
65	-	4	0.1 %
70	-	3	0.1 %
73	-	1	0.0 %
75	-	2	0.0 %
	Missing Data		
.	-	3893	75.0 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 1,296 valid cases out of 5,189 total cases.

- Mean: 20.65
- Median: 11.00
- Mode: 15.00
- Minimum: 1
- Maximum: 3000
- Standard Deviation: 94.25

Location: 500-503 (width: 4; decimal: 0)
Variable Type: numeric

Q87_T2: T2_Q87: To what extent have the members of your work team changed since you fill

To what extent have the members of your work team changed since you filled out this survey 6 months ago?

Value	Label	Unweighted Frequency	%
1	Not at all	256	4.9 %
2	To a limited extent	324	6.2 %
3	To a moderate extent	178	3.4 %
4	To a great extent	128	2.5 %
	Missing Data		
.	-	4303	82.9 %
	Total	**5,189**	**100%**

Based upon 886 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 504-504 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q88A_T2: T2_Q88A: # young adult employees; In your opinion, approximately how many of the

In your opinion, approximately how many of the members of your work team would you consider to be young adults, adults at mid-life, and older adults? - [INSERT NUMERIC RESPONSE] # young adult employees

Value	Label	Unweighted Frequency	%
0	-	63	1.2 %
1	-	147	2.8 %
2	-	155	3.0 %
3	-	118	2.3 %
4	-	85	1.6 %
5	-	111	2.1 %
6	-	70	1.3 %
7	-	50	1.0 %
8	-	45	0.9 %
9	-	31	0.6 %
10	-	70	1.3 %
11	-	12	0.2 %
12	-	24	0.5 %
13	-	9	0.2 %
14	-	5	0.1 %
15	-	31	0.6 %
16	-	10	0.2 %
17	-	5	0.1 %
18	-	3	0.1 %

Value	Label	Unweighted Frequency	%
19	-	4	0.1 %
20	-	25	0.5 %
23	-	2	0.0 %
24	-	1	0.0 %
25	-	10	0.2 %
26	-	1	0.0 %
29	-	1	0.0 %
30	-	11	0.2 %
32	-	1	0.0 %
33	-	1	0.0 %
35	-	3	0.1 %
40	-	10	0.2 %
45	-	1	0.0 %
46	-	1	0.0 %
50	-	6	0.1 %
55	-	2	0.0 %
60	-	3	0.1 %
75	-	2	0.0 %
120	-	1	0.0 %
400	-	1	0.0 %
	Missing Data		
.	-	4058	78.2 %
	Total	**5,189**	**100%**

Based upon 1,131 valid cases out of 5,189 total cases.

- Mean: 7.42
- Median: 4.00
- Mode: 2.00
- Minimum: 0
- Maximum: 400
- Standard Deviation: 15.01

Location: 505-507 (width: 3; decimal: 0)
Variable Type: numeric

Q88B_T2: T2_Q88B: # mid-life employees; In your opinion, approximately how many of the me

In your opinion, approximately how many of the members of your work team would you consider to be young adults, adults at mid-life, and older adults? - [INSERT NUMERIC RESPONSE] # mid-life employees

Value	Label	Unweighted Frequency	%
0	-	16	0.3 %
1	-	119	2.3 %
2	-	183	3.5 %

Value	Label	Unweighted Frequency	%
3	-	167	3.2 %
4	-	121	2.3 %
5	-	101	1.9 %
6	-	72	1.4 %
7	-	47	0.9 %
8	-	56	1.1 %
9	-	34	0.7 %
10	-	73	1.4 %
11	-	19	0.4 %
12	-	21	0.4 %
13	-	9	0.2 %
14	-	13	0.3 %
15	-	19	0.4 %
16	-	4	0.1 %
17	-	3	0.1 %
18	-	4	0.1 %
20	-	24	0.5 %
21	-	4	0.1 %
22	-	5	0.1 %
23	-	1	0.0 %
24	-	1	0.0 %
25	-	11	0.2 %
26	-	1	0.0 %
28	-	1	0.0 %
30	-	19	0.4 %
35	-	7	0.1 %
40	-	11	0.2 %
42	-	1	0.0 %
45	-	3	0.1 %
50	-	8	0.2 %
53	-	1	0.0 %
55	-	3	0.1 %
60	-	8	0.2 %
65	-	1	0.0 %
70	-	3	0.1 %
75	-	2	0.0 %
80	-	1	0.0 %
100	-	2	0.0 %
700	-	1	0.0 %
Missing Data			
.	-	3989	76.9 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,200 valid cases out of 5,189 total cases.

- Mean: 8.70
- Median: 4.00
- Mode: 2.00
- Minimum: 0
- Maximum: 700
- Standard Deviation: 22.98

Location: 508-510 (width: 3; decimal: 0)
Variable Type: numeric

Q88C_T2: T2_Q88C: # older adult employees; In your opinion, approximately how many of the

In your opinion, approximately how many of the members of your work team would you consider to be young adults, adults at mid-life, and older adults? - [INSERT NUMERIC RESPONSE] # older adult employees

Value	Label	Unweighted Frequency	%
0	-	96	1.9 %
1	-	216	4.2 %
2	-	201	3.9 %
3	-	120	2.3 %
4	-	79	1.5 %
5	-	82	1.6 %
6	-	27	0.5 %
7	-	24	0.5 %
8	-	12	0.2 %
9	-	6	0.1 %
10	-	42	0.8 %
12	-	4	0.1 %
14	-	1	0.0 %
15	-	18	0.3 %
16	-	1	0.0 %
17	-	1	0.0 %
18	-	1	0.0 %
19	-	1	0.0 %
20	-	21	0.4 %
22	-	1	0.0 %
23	-	1	0.0 %
24	-	3	0.1 %
25	-	10	0.2 %
30	-	8	0.2 %
40	-	4	0.1 %

Value	Label	Unweighted Frequency	%
50	-	2	0.0 %
54	-	1	0.0 %
60	-	1	0.0 %
75	-	2	0.0 %
300	-	1	0.0 %
	Missing Data		
.	-	4202	81.0 %
	Total	**5,189**	**100%**

Based upon 987 valid cases out of 5,189 total cases.

- Mean: 4.92
- Median: 2.00
- Mode: 1.00
- Minimum: 0
- Maximum: 300
- Standard Deviation: 11.87

Location: 511-513 (width: 3; decimal: 0)
Variable Type: numeric

Q26A_T2: T2_Q26A: # employees in early-career; In your opinion, approximately how many of

In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees? - [INSERT NUMERIC RESPONSE] # employees in early-career

Value	Label	Unweighted Frequency	%
0	-	46	0.9 %
1	-	148	2.9 %
2	-	164	3.2 %
3	-	116	2.2 %
4	-	75	1.4 %
5	-	112	2.2 %
6	-	52	1.0 %
7	-	41	0.8 %
8	-	55	1.1 %
9	-	36	0.7 %
10	-	69	1.3 %
11	-	8	0.2 %
12	-	18	0.3 %
13	-	11	0.2 %
14	-	9	0.2 %
15	-	33	0.6 %
16	-	7	0.1 %
17	-	4	0.1 %

Value	Label	Unweighted Frequency	%
18	-	6	0.1 %
19	-	5	0.1 %
20	-	21	0.4 %
23	-	1	0.0 %
24	-	2	0.0 %
25	-	14	0.3 %
28	-	1	0.0 %
30	-	11	0.2 %
32	-	1	0.0 %
35	-	2	0.0 %
39	-	1	0.0 %
40	-	9	0.2 %
45	-	1	0.0 %
50	-	9	0.2 %
54	-	1	0.0 %
55	-	1	0.0 %
60	-	1	0.0 %
75	-	2	0.0 %
90	-	1	0.0 %
120	-	1	0.0 %
400	-	1	0.0 %
	Missing Data		
.	-	4093	78.9 %
	Total	**5,189**	**100%**

Based upon 1,096 valid cases out of 5,189 total cases.

- Mean: 7.58
- Median: 4.00
- Mode: 2.00
- Minimum: 0
- Maximum: 400
- Standard Deviation: 15.35

Location: 514-516 (width: 3; decimal: 0)
Variable Type: numeric

Q26B_T2: T2_Q26B: # employees in mid-career; In your opinion, approximately how many of t

In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees? - [INSERT NUMERIC RESPONSE] # employees in mid-career

Value	Label	Unweighted Frequency	%
0	-	29	0.6 %
1	-	122	2.4 %

Value	Label	Unweighted Frequency	%
2	-	184	3.5 %
3	-	160	3.1 %
4	-	112	2.2 %
5	-	108	2.1 %
6	-	69	1.3 %
7	-	46	0.9 %
8	-	61	1.2 %
9	-	26	0.5 %
10	-	57	1.1 %
11	-	12	0.2 %
12	-	20	0.4 %
13	-	8	0.2 %
14	-	7	0.1 %
15	-	25	0.5 %
16	-	2	0.0 %
17	-	5	0.1 %
18	-	6	0.1 %
20	-	25	0.5 %
21	-	2	0.0 %
22	-	2	0.0 %
24	-	2	0.0 %
25	-	12	0.2 %
26	-	1	0.0 %
30	-	14	0.3 %
35	-	5	0.1 %
37	-	1	0.0 %
40	-	12	0.2 %
45	-	4	0.1 %
47	-	1	0.0 %
50	-	10	0.2 %
55	-	4	0.1 %
60	-	3	0.1 %
70	-	2	0.0 %
74	-	1	0.0 %
75	-	1	0.0 %
80	-	2	0.0 %
100	-	1	0.0 %
125	-	1	0.0 %
700	-	1	0.0 %
Missing Data			
.	-	4023	77.5 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,166 valid cases out of 5,189 total cases.

- Mean: 8.35
- Median: 4.00
- Mode: 2.00
- Minimum: 0
- Maximum: 700
- Standard Deviation: 23.19

Location: 517-519 (width: 3; decimal: 0)
Variable Type: numeric

Q26C_T2: T2_Q26C: # employees in late-career; In your opinion, approximately how many of

In your opinion, approximately how many of the members of your work team would you consider to be early-career, mid-career and late-career employees? - [INSERT NUMERIC RESPONSE] # employees in late-career

Value	Label	Unweighted Frequency	%
0	-	75	1.4 %
1	-	226	4.4 %
2	-	202	3.9 %
3	-	136	2.6 %
4	-	75	1.4 %
5	-	82	1.6 %
6	-	24	0.5 %
7	-	30	0.6 %
8	-	11	0.2 %
9	-	7	0.1 %
10	-	42	0.8 %
11	-	4	0.1 %
12	-	5	0.1 %
13	-	1	0.0 %
14	-	1	0.0 %
15	-	17	0.3 %
16	-	2	0.0 %
17	-	1	0.0 %
18	-	1	0.0 %
19	-	1	0.0 %
20	-	27	0.5 %
22	-	2	0.0 %
24	-	1	0.0 %
25	-	6	0.1 %
30	-	8	0.2 %

Value	Label	Unweighted Frequency	%
32	-	1	0.0 %
35	-	1	0.0 %
39	-	1	0.0 %
40	-	5	0.1 %
45	-	2	0.0 %
50	-	3	0.1 %
54	-	1	0.0 %
75	-	2	0.0 %
300	-	1	0.0 %
	Missing Data		
.	-	4185	80.7 %
	Total	**5,189**	**100%**

Based upon 1,004 valid cases out of 5,189 total cases.

- Mean: 5.17
- Median: 2.00
- Mode: 1.00
- Minimum: 0
- Maximum: 300
- Standard Deviation: 11.99

Location: 520-522 (width: 3; decimal: 0)
Variable Type: numeric

Q89_T2: T2_Q89: Has your immediate team leader/supervisor changed since you filled out t

Has your immediate team leader/supervisor changed since you filled out this survey 6 months ago?

Value	Label	Unweighted Frequency	%
1	Yes	194	3.7 %
2	No	693	13.4 %
	Missing Data		
.	-	4302	82.9 %
	Total	**5,189**	**100%**

Based upon 887 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 523-523 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q27_T2: T2_Q27: Is your immediate team leader/supervisor:

Is your immediate team leader/supervisor:

- 219 -

Value	Label	Unweighted Frequency	%
1	About the same age as you (within about 10 years).	640	12.3 %
2	At least 10 years older.	419	8.1 %
3	At least 10 years younger.	174	3.4 %
4	I really have no idea the approximate age of my immediate supervisor.	59	1.1 %
	Missing Data		
.	-	3897	75.1 %
	Total	**5,189**	**100%**

Based upon 1,292 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 524-524 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28A_T2: T2_Q28A: I have a say in the way my work group performs its tasks.; Do you agree

Do you agree with the following statements? - I have a say in the way my work group performs its tasks.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	60	1.2 %
2	Disagree	155	3.0 %
3	Somewhat disagree	134	2.6 %
4	Somewhat agree	385	7.4 %
5	Agree	363	7.0 %
6	Strongly agree	180	3.5 %
	Missing Data		
.	-	3912	75.4 %
	Total	**5,189**	**100%**

Based upon 1,277 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 525-525 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28B_T2: T2_Q28B: My coworkers openly share work-related information with me.; Do you agr

Do you agree with the following statements? - My coworkers openly share work- related information with me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	16	0.3 %
2	Disagree	48	0.9 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	56	1.1 %
4	Somewhat agree	244	4.7 %
5	Agree	621	12.0 %
6	Strongly agree	294	5.7 %
	Missing Data		
.	-	3910	75.4 %
	Total	**5,189**	**100%**

Based upon 1,279 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 526-526 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28C_T2: T2_Q28C: I feel that I have the cooperation of the people in my work group.; Do

Do you agree with the following statements? - I feel that I have the cooperation of the people in my work group.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	19	0.4 %
2	Disagree	43	0.8 %
3	Somewhat disagree	60	1.2 %
4	Somewhat agree	274	5.3 %
5	Agree	590	11.4 %
6	Strongly agree	293	5.6 %
	Missing Data		
.	-	3910	75.4 %
	Total	**5,189**	**100%**

Based upon 1,279 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 527-527 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28D_T2: T2_Q28D: I am able to influence decisions that affect my work group.; Do you agr

Do you agree with the following statements? - I am able to influence decisions that affect my work group.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	88	1.7 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	138	2.7 %
4	Somewhat agree	369	7.1 %
5	Agree	448	8.6 %
6	Strongly agree	187	3.6 %
	Missing Data		
.	-	3917	75.5 %
	Total	**5,189**	**100%**

Based upon 1,272 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 528-528 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28E_T2: T2_Q28E: I am usually among the last to know about important changes in the orga

Do you agree with the following statements? - I am usually among the last to know about important changes in the organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	101	1.9 %
2	Disagree	428	8.2 %
3	Somewhat disagree	349	6.7 %
4	Somewhat agree	244	4.7 %
5	Agree	116	2.2 %
6	Strongly agree	39	0.8 %
	Missing Data		
.	-	3912	75.4 %
	Total	**5,189**	**100%**

Based upon 1,277 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 529-529 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28F_T2: T2_Q28F: I am usually invited to important meetings in my organization.; Do you

Do you agree with the following statements? - I am usually invited to important meetings in my organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	57	1.1 %
2	Disagree	132	2.5 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	176	3.4 %
4	Somewhat agree	348	6.7 %
5	Agree	446	8.6 %
6	Strongly agree	109	2.1 %
	Missing Data		
.	-	3921	75.6 %
	Total	**5,189**	**100%**

Based upon 1,268 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 530-530 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28G_T2: T2_Q28G: The members of my team usually help me to complete my work successfully

Do you agree with the following statements? - The members of my team usually help me to complete my work successfully.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	32	0.6 %
2	Disagree	64	1.2 %
3	Somewhat disagree	112	2.2 %
4	Somewhat agree	285	5.5 %
5	Agree	557	10.7 %
6	Strongly agree	227	4.4 %
	Missing Data		
.	-	3912	75.4 %
	Total	**5,189**	**100%**

Based upon 1,277 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 531-531 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28H_T2: T2_Q28H: The members of my team really care about the effects that work demands

Do you agree with the following statements? - The members of my team really care about the effects that work demands have on my personal and family life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	62	1.2 %

Value	Label	Unweighted Frequency	%
2	Disagree	137	2.6 %
3	Somewhat disagree	174	3.4 %
4	Somewhat agree	365	7.0 %
5	Agree	399	7.7 %
6	Strongly agree	134	2.6 %
	Missing Data		
.	-	3918	75.5 %
	Total	**5,189**	**100%**

Based upon 1,271 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 532-532 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28I_T2: T2_Q28I: The members of my team expect that employees will participate in decisi

Do you agree with the following statements? - Your work team expects that employees will participate in decision-making that affects their work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	101	1.9 %
3	Somewhat disagree	141	2.7 %
4	Somewhat agree	346	6.7 %
5	Agree	511	9.8 %
6	Strongly agree	127	2.4 %
	Missing Data		
.	-	3921	75.6 %
	Total	**5,189**	**100%**

Based upon 1,268 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 533-533 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q28J_T2: T2_Q28J: The members of my team promote a sense of professional community and co

Do you agree with the following statements? - Your work team promotes a sense of professional community and connectedness among co-workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	77	1.5 %
3	Somewhat disagree	114	2.2 %
4	Somewhat agree	343	6.6 %
5	Agree	492	9.5 %
6	Strongly agree	206	4.0 %
	Missing Data		
.	-	3915	75.4 %
	Total	**5,189**	**100%**

Based upon 1,274 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 534-534 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29A_T2: T2_Q29A: have lots of opportunities to learn new things related to work.; Do you

Do you agree with the following statements about your work team? - The members of my work team have lots of opportunities to learn new things related to work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	23	0.4 %
2	Disagree	94	1.8 %
3	Somewhat disagree	142	2.7 %
4	Somewhat agree	376	7.2 %
5	Agree	440	8.5 %
6	Strongly agree	187	3.6 %
	Missing Data		
.	-	3927	75.7 %
	Total	**5,189**	**100%**

Based upon 1,262 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 535-535 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29B_T2: T2_Q29B: recognize the accomplishments of employees at all stages of their caree

Do you agree with the following statements about your work team? - The members of my work team recognize the accomplishments of employees at all stages of their careers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	82	1.6 %
3	Somewhat disagree	152	2.9 %
4	Somewhat agree	393	7.6 %
5	Agree	448	8.6 %
6	Strongly agree	149	2.9 %
	Missing Data		
.	-	3932	75.8 %
	Total	**5,189**	**100%**

Based upon 1,257 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 536-536 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29C_T2: T2_Q29C: are reluctant to hire young adult workers.; Do you agree with the follo

Do you agree with the following statements about your work team? - The members of my work team are reluctant to hire young adult workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	282	5.4 %
2	Disagree	562	10.8 %
3	Somewhat disagree	163	3.1 %
4	Somewhat agree	54	1.0 %
5	Agree	34	0.7 %
6	Strongly agree	11	0.2 %
	Missing Data		
.	-	4083	78.7 %
	Total	**5,189**	**100%**

Based upon 1,106 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 537-537 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29D_T2: T2_Q29D: are reluctant to hire midlife workers.; Do you agree with the following

Do you agree with the following statements about your work team? - The members of my work team are reluctant to hire midlife workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	248	4.8 %
2	Disagree	579	11.2 %
3	Somewhat disagree	186	3.6 %
4	Somewhat agree	52	1.0 %
5	Agree	29	0.6 %
6	Strongly agree	10	0.2 %
	Missing Data		
.	-	4085	78.7 %
	Total	**5,189**	**100%**

Based upon 1,104 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 538-538 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29E_T2: T2_Q29E: are reluctant to hire older workers.; Do you agree with the following s

Do you agree with the following statements about your work team? - The members of my work team are reluctant to hire older workers.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	217	4.2 %
2	Disagree	515	9.9 %
3	Somewhat disagree	192	3.7 %
4	Somewhat agree	106	2.0 %
5	Agree	53	1.0 %
6	Strongly agree	19	0.4 %
	Missing Data		
.	-	4087	78.8 %
	Total	**5,189**	**100%**

Based upon 1,102 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 539-539 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29F_T2: T2_Q29F: expect that all team members will 'give 100 percent.'; Do you agree wit

Do you agree with the following statements about your work team? - The members of my work team expect that all team members will "give 100 percent."

Value	Label	Unweighted Frequency	%
1	Strongly disagree	29	0.6 %
2	Disagree	39	0.8 %
3	Somewhat disagree	83	1.6 %
4	Somewhat agree	223	4.3 %
5	Agree	592	11.4 %
6	Strongly agree	292	5.6 %
	Missing Data		
.	-	3931	75.8 %
	Total	**5,189**	**100%**

Based upon 1,258 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 540-540 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29G_T2: T2_Q29G: have a clear understanding of the responsibilities of each team member.

Do you agree with the following statements about your work team? - The members of my work team have a clear understanding of the responsibilities of each team member.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	26	0.5 %
2	Disagree	47	0.9 %
3	Somewhat disagree	117	2.3 %
4	Somewhat agree	339	6.5 %
5	Agree	566	10.9 %
6	Strongly agree	163	3.1 %
	Missing Data		
.	-	3931	75.8 %
	Total	**5,189**	**100%**

Based upon 1,258 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 541-541 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29H_T2: T2_Q29H: make good use of each employee's talents; Do you agree with the followi

Do you agree with the following statements about your work team? - The members of my work team make good use of each employee's talents.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	40	0.8 %
2	Disagree	83	1.6 %
3	Somewhat disagree	171	3.3 %
4	Somewhat agree	357	6.9 %
5	Agree	484	9.3 %
6	Strongly agree	121	2.3 %
	Missing Data		
.	-	3933	75.8 %
	Total	**5,189**	**100%**

Based upon 1,256 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 542-542 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29I_T2: T2_Q29I: use effective communication strategies.; Do you agree with the followin

Do you agree with the following statements about your work team? - The members of my work team use effective communication strategies.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	37	0.7 %
2	Disagree	88	1.7 %
3	Somewhat disagree	170	3.3 %
4	Somewhat agree	376	7.2 %
5	Agree	477	9.2 %
6	Strongly agree	105	2.0 %
	Missing Data		
.	-	3936	75.9 %
	Total	**5,189**	**100%**

Based upon 1,253 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 543-543 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29J_T2: T2_Q29J: use the resources available in an effective way.; Do you agree with the

Do you agree with the following statements about your work team? - The members of my work team use the resources available in an effective way.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	23	0.4 %
2	Disagree	78	1.5 %
3	Somewhat disagree	130	2.5 %
4	Somewhat agree	362	7.0 %
5	Agree	539	10.4 %
6	Strongly agree	121	2.3 %
	Missing Data		
.	-	3936	75.9 %
	Total	**5,189**	**100%**

Based upon 1,253 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 544-544 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29K_T2: T2_Q29K: manage conflict within the team effectively.; Do you agree with the fol

Do you agree with the following statements about your work team? - The members of my work team manage conflict within the team effectively.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	61	1.2 %
2	Disagree	103	2.0 %
3	Somewhat disagree	153	2.9 %
4	Somewhat agree	349	6.7 %
5	Agree	464	8.9 %
6	Strongly agree	122	2.4 %
	Missing Data		
.	-	3937	75.9 %
	Total	**5,189**	**100%**

Based upon 1,252 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 545-545 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q29L_T2: T2_Q29L: adopt work practices that are efficient.; Do you agree with the followi

Do you agree with the following statements about your work team? - The members of my work team adopt work practices that are efficient.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	35	0.7 %
2	Disagree	63	1.2 %
3	Somewhat disagree	130	2.5 %
4	Somewhat agree	385	7.4 %
5	Agree	521	10.0 %
6	Strongly agree	119	2.3 %
	Missing Data		
.	-	3936	75.9 %
	Total	**5,189**	**100%**

Based upon 1,253 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 546-546 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q30A_T2: T2_Q30A: Adapts effectively to changing circumstances at work; Please rate the e

Please rate the extent to which your team: Adapts effectively to changing circumstances at work.

Value	Label	Unweighted Frequency	%
1	Not at all	23	0.4 %
2	To a limited extent	222	4.3 %
3	To a moderate extent	575	11.1 %
4	To a great extent	446	8.6 %
	Missing Data		
.	-	3923	75.6 %
	Total	**5,189**	**100%**

Based upon 1,266 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 547-547 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q30B_T2: T2_Q30B: Welcomes organizational changes that are likely to produce positive res

Please rate the extent to which your team: Welcomes organizational changes that are likely to produce positive results.

Value	Label	Unweighted Frequency	%
1	Not at all	27	0.5 %
2	To a limited extent	247	4.8 %

Value	Label	Unweighted Frequency	%
3	To a moderate extent	610	11.8 %
4	To a great extent	382	7.4 %
	Missing Data		
.	-	3923	75.6 %
	Total	**5,189**	**100%**

Based upon 1,266 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 548-548 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q30C_T2: T2_Q30C: Develops ways to handle work problems that emerge.; Please rate the ext

Please rate the extent to which your team: Develops ways to handle work problems that emerge.

Value	Label	Unweighted Frequency	%
1	Not at all	38	0.7 %
2	To a limited extent	229	4.4 %
3	To a moderate extent	566	10.9 %
4	To a great extent	429	8.3 %
	Missing Data		
.	-	3927	75.7 %
	Total	**5,189**	**100%**

Based upon 1,262 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 549-549 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q31_T2: T2_Q31: In your opinion, to what extent has your team made a link between workpl

In your opinion, to what extent has your team made a link between workplace flexibility and overall business effectiveness?

Value	Label	Unweighted Frequency	%
1	Not at all	103	2.0 %
2	To a limited extent	397	7.7 %
3	To a moderate extent	502	9.7 %
4	To a great extent	251	4.8 %
	Missing Data		
.	-	3936	75.9 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,253 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 550-550 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32A_T2: T2_Q32A: Your work team clearly recognizes the importance that working and manag

Do you agree with the following statements? - Your work team clearly recognizes the importance that working and managing flexibly has for BUSINESS SUCCESS.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	22	0.4 %
2	Disagree	74	1.4 %
3	Somewhat disagree	121	2.3 %
4	Somewhat agree	418	8.1 %
5	Agree	467	9.0 %
6	Strongly agree	146	2.8 %
	Missing Data		
.	-	3941	75.9 %
	Total	**5,189**	**100%**

Based upon 1,248 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 551-551 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32B_T2: T2_Q32B: Members of your work team understand the importance that working and ma

Do you agree with the following statements? - Members of your work team understand the importance that working and managing flexibly has for employees' lives at work and at HOME.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	24	0.5 %
2	Disagree	65	1.3 %
3	Somewhat disagree	147	2.8 %
4	Somewhat agree	373	7.2 %
5	Agree	465	9.0 %

Value	Label	Unweighted Frequency	%
6	Strongly agree	171	3.3 %
	Missing Data		
.	-	3944	76.0 %
	Total	**5,189**	**100%**

Based upon 1,245 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 552-552 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32C_T2: T2_Q32C: Members of your work team are aware of available flexible work options.

Do you agree with the following statements? - Members of your work team are aware of available flexible work options.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	34	0.7 %
2	Disagree	101	1.9 %
3	Somewhat disagree	130	2.5 %
4	Somewhat agree	314	6.1 %
5	Agree	489	9.4 %
6	Strongly agree	172	3.3 %
	Missing Data		
.	-	3949	76.1 %
	Total	**5,189**	**100%**

Based upon 1,240 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 553-553 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q32D_T2: T2_Q32D: Members of your work team are comfortable discussing their needs for fl

Do you agree with the following statements? - Members of your work team are comfortable discussing their needs for flexibility.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	31	0.6 %
2	Disagree	79	1.5 %
3	Somewhat disagree	166	3.2 %
4	Somewhat agree	340	6.6 %
5	Agree	449	8.7 %

Value	Label	Unweighted Frequency	%
6	Strongly agree	180	3.5 %
	Missing Data		
.	-	3944	76.0 %
	Total	**5,189**	**100%**

Based upon 1,245 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 554-554 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33A_T2: T2_Q33A: Distributes work within the team in a fair manner.; To what extent do y

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader distributes work within the team in a fair manner.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	45	0.9 %
2	Disagree	66	1.3 %
3	Somewhat disagree	96	1.9 %
4	Somewhat agree	263	5.1 %
5	Agree	572	11.0 %
6	Strongly agree	204	3.9 %
	Missing Data		
.	-	3943	76.0 %
	Total	**5,189**	**100%**

Based upon 1,246 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 555-555 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33B_T2: T2_Q33B: Makes job assignments fairly based on competencies, regardless of an em

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader makes job assignments fairly based on competencies, regardless of an employee's age. [One organization used an alternative phrasing for this question, recorded s q33b_13 "Makes job assignments fairly based on competencies"]

Value	Label	Unweighted Frequency	%
1	Strongly disagree	35	0.7 %
2	Disagree	36	0.7 %

Value	Label	Unweighted Frequency	%
3	Somewhat disagree	69	1.3 %
4	Somewhat agree	197	3.8 %
5	Agree	529	10.2 %
6	Strongly agree	237	4.6 %
	Missing Data		
.	-	4086	78.7 %
	Total	**5,189**	**100%**

Based upon 1,103 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 556-556 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33C_T2: T2_Q33C: Provides opportunities for development in an even-handed manner, regard

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader provides opportunities for development in an even-handed manner, regardless of an employee's age. [One organization used an alternative phrasing for this question, recorded as q33c_13 "Provides opportunities for development in an even-handed manner"]

Value	Label	Unweighted Frequency	%
1	Strongly disagree	29	0.6 %
2	Disagree	43	0.8 %
3	Somewhat disagree	60	1.2 %
4	Somewhat agree	209	4.0 %
5	Agree	517	10.0 %
6	Strongly agree	240	4.6 %
	Missing Data		
.	-	4091	78.8 %
	Total	**5,189**	**100%**

Based upon 1,098 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 557-557 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33B_13_T2: T2_Q33B_13: Makes job assignments fairly based on competencies.; To what extent

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader makes job assignments fairly based on competencies.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	2	0.0 %
2	Disagree	6	0.1 %
3	Somewhat disagree	12	0.2 %
4	Somewhat agree	28	0.5 %
5	Agree	65	1.3 %
6	Strongly agree	29	0.6 %
	Missing Data		
.	-	5047	97.3 %
	Total	**5,189**	**100%**

Based upon 142 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 558-558 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33C_13_T2: T2_Q33C_13: Provides opportunities for development in an even-handed manner.; To

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader provides opportunities for development in an even-handed manner.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	2	0.0 %
2	Disagree	8	0.2 %
3	Somewhat disagree	14	0.3 %
4	Somewhat agree	26	0.5 %
5	Agree	70	1.3 %
6	Strongly agree	22	0.4 %
	Missing Data		
.	-	5047	97.3 %
	Total	**5,189**	**100%**

Based upon 142 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 559-559 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q33D_T2: T2_Q33D: Ensures that all team members understand goals and metrics.; To what ex

To what extent do you agree with the following statements about your team leader/supervisor? - Our team leader ensures that all team members understand goals and metrics.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	42	0.8 %
3	Somewhat disagree	98	1.9 %
4	Somewhat agree	257	5.0 %
5	Agree	562	10.8 %
6	Strongly agree	251	4.8 %
	Missing Data		
.	-	3946	76.0 %
	Total	**5,189**	**100%**

Based upon 1,243 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 560-560 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34A_T2: T2_Q34A: My team leader/supervisor gives me helpful feedback about my performanc

To what extent do you agree with the following statements? - My team leader/supervisor gives me helpful feedback about my performance.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	44	0.8 %
2	Disagree	67	1.3 %
3	Somewhat disagree	91	1.8 %
4	Somewhat agree	291	5.6 %
5	Agree	504	9.7 %
6	Strongly agree	248	4.8 %
	Missing Data		
.	-	3944	76.0 %
	Total	**5,189**	**100%**

Based upon 1,245 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 561-561 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34B_T2: T2_Q34B: My team leader/supervisor provides assignments that give me the opportu

To what extent do you agree with the following statements? - My team leader/supervisor provides assignments that give me the opportunity to develop and strengthen new skills.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	41	0.8 %
2	Disagree	74	1.4 %
3	Somewhat disagree	136	2.6 %
4	Somewhat agree	311	6.0 %
5	Agree	469	9.0 %
6	Strongly agree	211	4.1 %
	Missing Data		
.	-	3947	76.1 %
	Total	**5,189**	**100%**

Based upon 1,242 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 562-562 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34C_T2: T2_Q34C: My team leader/supervisor cares about whether or not I achieve my caree

To what extent do you agree with the following statements? - My team leader/supervisor cares about whether or not I achieve my career goals.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	44	0.8 %
2	Disagree	63	1.2 %
3	Somewhat disagree	115	2.2 %
4	Somewhat agree	282	5.4 %
5	Agree	469	9.0 %
6	Strongly agree	271	5.2 %
	Missing Data		
.	-	3945	76.0 %
	Total	**5,189**	**100%**

Based upon 1,244 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 563-563 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34D_T2: T2_Q34D: My team leader/supervisor makes sure I get the credit when I accomplish

To what extent do you agree with the following statements? - My team leader/supervisor makes sure I get the credit when I accomplish something substantial on the job.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	49	0.9 %
2	Disagree	62	1.2 %
3	Somewhat disagree	112	2.2 %
4	Somewhat agree	269	5.2 %
5	Agree	460	8.9 %
6	Strongly agree	290	5.6 %
	Missing Data		
.	-	3947	76.1 %
	Total	**5,189**	**100%**

Based upon 1,242 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 564-564 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34E_T2: T2_Q34E: My team leader/supervisor supports my attempts to acquire additional tr

To what extent do you agree with the following statements? - My team leader/supervisor supports my attempts to acquire additional training or education to further my career.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	57	1.1 %
3	Somewhat disagree	109	2.1 %
4	Somewhat agree	305	5.9 %
5	Agree	459	8.8 %
6	Strongly agree	276	5.3 %
	Missing Data		
.	-	3950	76.1 %
	Total	**5,189**	**100%**

Based upon 1,239 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 565-565 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34F_T2: T2_Q34F: My team leader/supervisor really cares about the effects that work dema

To what extent do you agree with the following statements? - My team leader/supervisor really cares about the effects that work demands have on my personal and family life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	60	1.2 %
2	Disagree	73	1.4 %
3	Somewhat disagree	142	2.7 %
4	Somewhat agree	331	6.4 %
5	Agree	389	7.5 %
6	Strongly agree	245	4.7 %
	Missing Data		
.	-	3949	76.1 %
	Total	**5,189**	**100%**

Based upon 1,240 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 566-566 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34G_T2: T2_Q34G: My team leader/supervisor often asks for my opinion before making impor

To what extent do you agree with the following statements? - My team leader/supervisor often asks for my opinion before making important decisions.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	113	2.2 %
2	Disagree	164	3.2 %
3	Somewhat disagree	196	3.8 %
4	Somewhat agree	311	6.0 %
5	Agree	312	6.0 %
6	Strongly agree	142	2.7 %
	Missing Data		
.	-	3951	76.1 %
	Total	**5,189**	**100%**

Based upon 1,238 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 567-567 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q34H_T2: T2_Q34H: My team leader/supervisor does NOT communicate information clearly.; To

To what extent do you agree with the following statements? - My team leader/supervisor does NOT communicate information clearly.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	243	4.7 %
2	Disagree	447	8.6 %
3	Somewhat disagree	251	4.8 %
4	Somewhat agree	164	3.2 %
5	Agree	75	1.4 %
6	Strongly agree	62	1.2 %
	Missing Data		
.	-	3947	76.1 %
	Total	**5,189**	**100%**

Based upon 1,242 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 6

Location: 568-568 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q35_T2: T2_Q35: To what extent does your team leader/supervisor support the use of effec

To what extent does your team leader/supervisor support the use of effective flexible work arrangements?

Value	Label	Unweighted Frequency	%
1	Not at all	105	2.0 %
2	To a limited extent	410	7.9 %
3	To a moderate extent	418	8.1 %
4	To a great extent	304	5.9 %
	Missing Data		
.	-	3952	76.2 %
	Total	**5,189**	**100%**

Based upon 1,237 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 4

Location: 569-569 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q36_T2: T2_Q36: Overall, how would you assess the effectiveness of your team leader/supe

Overall, how would you assess the effectiveness of your team leader/supervisor?

Value	Label	Unweighted Frequency	%
1	Very poor	34	0.7 %
2	Poor	105	2.0 %
3	Good	418	8.1 %
4	Very good	391	7.5 %
5	Excellent	295	5.7 %
	Missing Data		
.	-	3946	76.0 %
	Total	**5,189**	**100%**

Based upon 1,243 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 570-570 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4A_T2: T2_S4A: Recruiting competent job applicants; To what extent are each of the foll

{PRG: SHOW S4 IF Q3=1 } To what extent are each of the following challenges for your team: Recruiting competent job applicants

Value	Label	Unweighted Frequency	%
1	Not at all	68	1.3 %
2	To a limited extent	90	1.7 %
3	To a moderate extent	114	2.2 %
4	To a great extent	65	1.3 %
	Missing Data		
.	-	4852	93.5 %
	Total	**5,189**	**100%**

Based upon 337 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 571-571 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4B_T2: T2_S4B: Employees' performance; To what extent are each of the following challen

To what extent are each of the following challenges for your team: Employees' performance

Value	Label	Unweighted Frequency	%
1	Not at all	83	1.6 %
2	To a limited extent	133	2.6 %
3	To a moderate extent	92	1.8 %

Value	Label	Unweighted Frequency	%
4	To a great extent	30	0.6 %
	Missing Data		
.	-	4851	93.5 %
	Total	**5,189**	**100%**

Based upon 338 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 572-572 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4C_T2: T2_S4C: Employees' absenteeism; To what extent are each of the following challen

To what extent are each of the following challenges for your team: Employees' absenteeism

Value	Label	Unweighted Frequency	%
1	Not at all	142	2.7 %
2	To a limited extent	115	2.2 %
3	To a moderate extent	54	1.0 %
4	To a great extent	30	0.6 %
	Missing Data		
.	-	4848	93.4 %
	Total	**5,189**	**100%**

Based upon 341 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 573-573 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4D_T2: T2_S4D: Responding to employees' family needs; To what extent are each of the fo

To what extent are each of the following challenges for your team: Responding to employees' family needs

Value	Label	Unweighted Frequency	%
1	Not at all	111	2.1 %
2	To a limited extent	143	2.8 %
3	To a moderate extent	63	1.2 %
4	To a great extent	20	0.4 %
	Missing Data		
.	-	4852	93.5 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 337 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 574-574 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4E_T2: T2_S4E: Employees' loyalty to the company; To what extent are each of the follow

To what extent are each of the following challenges for your team: Employees' loyalty to the company

Value	Label	Unweighted Frequency	%
1	Not at all	131	2.5 %
2	To a limited extent	123	2.4 %
3	To a moderate extent	64	1.2 %
4	To a great extent	21	0.4 %
	Missing Data		
.	-	4850	93.5 %
	Total	**5,189**	**100%**

Based upon 339 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 575-575 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4F_T2: T2_S4F: Team morale; To what extent are each of the following challenges for you

To what extent are each of the following challenges for your team: Team morale

Value	Label	Unweighted Frequency	%
1	Not at all	83	1.6 %
2	To a limited extent	103	2.0 %
3	To a moderate extent	93	1.8 %
4	To a great extent	60	1.2 %
	Missing Data		
.	-	4850	93.5 %
	Total	**5,189**	**100%**

Based upon 339 valid cases out of 5,189 total cases.

- Minimum: 1

- Maximum: 4

Location: 576-576 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4G_T2: T2_S4G: Providing effective supervision to the team; To what extent are each of

To what extent are each of the following challenges for your team: Providing effective supervision to the team

Value	Label	Unweighted Frequency	%
1	Not at all	99	1.9 %
2	To a limited extent	122	2.4 %
3	To a moderate extent	89	1.7 %
4	To a great extent	30	0.6 %
	Missing Data		
.	-	4849	93.4 %
	Total	**5,189**	**100%**

Based upon 340 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 577-577 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4H_T2: T2_S4H: Unwanted turnover; To what extent are each of the following challenges f

To what extent are each of the following challenges for your team: Unwanted turnover

Value	Label	Unweighted Frequency	%
1	Not at all	135	2.6 %
2	To a limited extent	110	2.1 %
3	To a moderate extent	54	1.0 %
4	To a great extent	38	0.7 %
	Missing Data		
.	-	4852	93.5 %
	Total	**5,189**	**100%**

Based upon 337 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 578-578 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4I_T2: T2_S4I: Transferring knowledge from more experienced employees to less experienc

To what extent are each of the following challenges for your team: Transferring knowledge from more experienced employees to less experienced employees

Value	Label	Unweighted Frequency	%
1	Not at all	88	1.7 %
2	To a limited extent	122	2.4 %
3	To a moderate extent	93	1.8 %
4	To a great extent	37	0.7 %
	Missing Data		
.	-	4849	93.4 %
	Total	**5,189**	**100%**

Based upon 340 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 579-579 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4J_T2: T2_S4J: Lack of cooperation among employees; To what extent are each of the foll

To what extent are each of the following challenges for your team: Lack of cooperation among employees

Value	Label	Unweighted Frequency	%
1	Not at all	139	2.7 %
2	To a limited extent	136	2.6 %
3	To a moderate extent	49	0.9 %
4	To a great extent	15	0.3 %
	Missing Data		
.	-	4850	93.5 %
	Total	**5,189**	**100%**

Based upon 339 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 580-580 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4K_T2: T2_S4K: Employees' discriminatory attitudes or behaviors; To what extent are eac

To what extent are each of the following challenges for your team: Employees' discriminatory attitudes or behaviors

Value	Label	Unweighted Frequency	%
1	Not at all	152	2.9 %

Value	Label	Unweighted Frequency	%
2	To a limited extent	76	1.5 %
3	To a moderate extent	25	0.5 %
4	To a great extent	14	0.3 %
	Missing Data		
.	-	4922	94.9 %
	Total	**5,189**	**100%**

Based upon 267 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 581-581 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4L_T2: T2_S4L: Conflict among employees; To what extent are each of the following chall

To what extent are each of the following challenges for your team: Conflict among employees

Value	Label	Unweighted Frequency	%
1	Not at all	124	2.4 %
2	To a limited extent	151	2.9 %
3	To a moderate extent	43	0.8 %
4	To a great extent	22	0.4 %
	Missing Data		
.	-	4849	93.4 %
	Total	**5,189**	**100%**

Based upon 340 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 582-582 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

S4M_T2: T2_S4M: Other; To what extent are each of the following challenges for your team

To what extent are each of the following challenges for your team: Other

Value	Label	Unweighted Frequency	%
1	Not at all	147	2.8 %
2	To a limited extent	25	0.5 %
3	To a moderate extent	8	0.2 %
4	To a great extent	11	0.2 %
	Missing Data		

Value	Label	Unweighted Frequency	%
.	-	4998	96.3 %
	Total	**5,189**	**100%**

Based upon 191 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 583-583 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q37_T2: T2_Q37: How would you rate the performance of your work team compared to other t

How would you rate the performance of your work team compared to other teams/departments in the organization?

Value	Label	Unweighted Frequency	%
1	Very poor	16	0.3 %
2	Poor	60	1.2 %
3	Good	396	7.6 %
4	Very good	507	9.8 %
5	Excellent	249	4.8 %
	Missing Data		
.	-	3961	76.3 %
	Total	**5,189**	**100%**

Based upon 1,228 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 584-584 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q38_T2: T2_Q38: How do you think your boss would rate the performance of your team, in c

Q38. How do you think your boss would rate the performance of your team, in comparison to other teams/departments in your organization?

Value	Label	Unweighted Frequency	%
1	Very poor	11	0.2 %
2	Poor	41	0.8 %
3	Good	384	7.4 %
4	Very good	546	10.5 %
5	Excellent	245	4.7 %
	Missing Data		
.	-	3962	76.4 %

Value	Label	Unweighted Frequency	%
	Total	5,189	100%

Based upon 1,227 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 585-585 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46A_T2: T2_Q46A: My line of work/career field is an important part of who I am.; Do you

Do you agree with the following statements? - My line of work/career field is an important part of who I am.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	23	0.4 %
2	Disagree	69	1.3 %
3	Somewhat disagree	91	1.8 %
4	Somewhat agree	285	5.5 %
5	Agree	475	9.2 %
6	Strongly agree	287	5.5 %
	Missing Data		
.	-	3959	76.3 %
	Total	**5,189**	**100%**

Based upon 1,230 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 586-586 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46B_T2: T2_Q46B: This line of work/career field has a great deal of personal meaning to

Do you agree with the following statements? - This line of work/career field has a great deal of personal meaning to me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	31	0.6 %
2	Disagree	71	1.4 %
3	Somewhat disagree	119	2.3 %
4	Somewhat agree	271	5.2 %
5	Agree	419	8.1 %
6	Strongly agree	315	6.1 %
	Missing Data		
.	-	3963	76.4 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,226 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 587-587 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46C_T2: T2_Q46C: I do not feel 'emotionally attached' to this line of work/career field.

Do you agree with the following statements? - I do not feel "emotionally attached" to this line of work/career field.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	202	3.9 %
2	Disagree	327	6.3 %
3	Somewhat disagree	249	4.8 %
4	Somewhat agree	189	3.6 %
5	Agree	184	3.5 %
6	Strongly agree	75	1.4 %
	Missing Data		
.	-	3963	76.4 %
	Total	**5,189**	**100%**

Based upon 1,226 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 588-588 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46D_T2: T2_Q46D: I strongly identify with my chosen line of work/career field.; Do you a

Do you agree with the following statements? - I strongly identify with my chosen line of work/career field.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	31	0.6 %
2	Disagree	75	1.4 %
3	Somewhat disagree	153	2.9 %
4	Somewhat agree	272	5.2 %
5	Agree	433	8.3 %
6	Strongly agree	262	5.0 %
	Missing Data		
.	-	3963	76.4 %

Value	Label	Unweighted Frequency	%
	Total	5,189	100%

Based upon 1,226 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 589-589 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46E_T2: T2_Q46E: I am satisfied with the success I have achieved in my career.; Do you a

Do you agree with the following statements? - I am satisfied with the success I have achieved in my career.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	45	0.9 %
2	Disagree	96	1.9 %
3	Somewhat disagree	115	2.2 %
4	Somewhat agree	357	6.9 %
5	Agree	425	8.2 %
6	Strongly agree	188	3.6 %
	Missing Data		
.	-	3963	76.4 %
	Total	**5,189**	**100%**

Based upon 1,226 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 590-590 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46F_T2: T2_Q46F: I am satisfied with the progress I have made toward meeting my overall

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my overall career goals.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	48	0.9 %
2	Disagree	104	2.0 %
3	Somewhat disagree	143	2.8 %
4	Somewhat agree	353	6.8 %
5	Agree	401	7.7 %
6	Strongly agree	175	3.4 %
	Missing Data		
.	-	3965	76.4 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,224 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 591-591 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46G_T2: T2_Q46G: I am satisfied with the progress I have made toward meeting my goals fo

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my goals for advancement.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	49	0.9 %
2	Disagree	109	2.1 %
3	Somewhat disagree	169	3.3 %
4	Somewhat agree	348	6.7 %
5	Agree	392	7.6 %
6	Strongly agree	158	3.0 %
	Missing Data		
.	-	3964	76.4 %
	Total	**5,189**	**100%**

Based upon 1,225 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 592-592 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46H_T2: T2_Q46H: I am satisfied with the progress I have made toward meeting my financia

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my financial objectives.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	91	1.8 %
2	Disagree	147	2.8 %
3	Somewhat disagree	199	3.8 %
4	Somewhat agree	355	6.8 %
5	Agree	319	6.1 %
6	Strongly agree	115	2.2 %
	Missing Data		
.	-	3963	76.4 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,226 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 593-593 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q46I_T2: T2_Q46I: I am satisfied with the progress I have made toward meeting my goals fo

Do you agree with the following statements? - I am satisfied with the progress I have made toward meeting my goals for the development of new skills.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	42	0.8 %
2	Disagree	88	1.7 %
3	Somewhat disagree	168	3.2 %
4	Somewhat agree	347	6.7 %
5	Agree	448	8.6 %
6	Strongly agree	125	2.4 %
	Missing Data		
.	-	3971	76.5 %
	Total	**5,189**	**100%**

Based upon 1,218 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 594-594 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q47_T2: T2_Q47: How interested are you in pursuing a career that is different than the o

How interested are you in pursuing a career that is different than the one you currently have?

Value	Label	Unweighted Frequency	%
1	Not at all interested	248	4.8 %
2	Minimally interested	341	6.6 %
3	Somewhat interested	300	5.8 %
4	Interested	190	3.7 %
5	Very interested	151	2.9 %
	Missing Data		
.	-	3959	76.3 %

Value	Label	Unweighted Frequency	%
	Total	**5,189**	**100%**

Based upon 1,230 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 595-595 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q48A_T2: T2_Q48A: If you stay with your current employer, do you think you would have an

If you stay with your current employer, do you think you would have an opportunity to try a new career?

Value	Label	Unweighted Frequency	%
1	Definitely not	110	2.1 %
2	Probably not	356	6.9 %
3	Maybe	371	7.1 %
4	Probably yes	281	5.4 %
5	Definitely yes	115	2.2 %
	Missing Data		
.	-	3956	76.2 %
	Total	**5,189**	**100%**

Based upon 1,233 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 596-596 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q48B_T2: T2_Q48B: If you had the opportunity at another organization to pursue a career y

If you had the opportunity at another organization to pursue a career you would like to try (different from the one you currently have), would you leave your current organization?

Value	Label	Unweighted Frequency	%
1	Definitely not	102	2.0 %
2	Probably not	317	6.1 %
3	Maybe	430	8.3 %
4	Probably yes	229	4.4 %
5	Definitely yes	149	2.9 %
	Missing Data		
.	-	3962	76.4 %
	Total	**5,189**	**100%**

Based upon 1,227 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 597-597 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49A_T2: T2_Q49A: I am confident I get the success I deserve in life.; Do you agree with

Do you agree with the following statements? - I am confident I get the success I deserve in life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	11	0.2 %
2	Disagree	14	0.3 %
3	Somewhat disagree	37	0.7 %
4	Somewhat agree	124	2.4 %
5	Agree	140	2.7 %
6	Strongly agree	44	0.8 %
	Missing Data		
.	-	4819	92.9 %
	Total	**5,189**	**100%**

Based upon 370 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 598-598 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49B_T2: T2_Q49B: Sometimes I feel depressed.; Do you agree with the following statements

Do you agree with the following statements? - Sometimes I feel depressed.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	40	0.8 %
2	Disagree	86	1.7 %
3	Somewhat disagree	57	1.1 %
4	Somewhat agree	105	2.0 %
5	Agree	63	1.2 %
6	Strongly agree	19	0.4 %
	Missing Data		
.	-	4819	92.9 %
	Total	**5,189**	**100%**

Based upon 370 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 599-599 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49C_T2: T2_Q49C: When I try, I generally succeed.; Do you agree with the following state

Do you agree with the following statements? - When I try, I generally succeed.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	1	0.0 %
2	Disagree	2	0.0 %
3	Somewhat disagree	12	0.2 %
4	Somewhat agree	69	1.3 %
5	Agree	198	3.8 %
6	Strongly agree	89	1.7 %
	Missing Data		
.	-	4818	92.9 %
	Total	**5,189**	**100%**

Based upon 371 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 600-600 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49D_T2: T2_Q49D: Sometimes when I fail, I feel worthless.; Do you agree with the followi

Do you agree with the following statements? - Sometimes when I fail, I feel worthless.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	44	0.8 %
2	Disagree	120	2.3 %
3	Somewhat disagree	66	1.3 %
4	Somewhat agree	87	1.7 %
5	Agree	41	0.8 %
6	Strongly agree	12	0.2 %
	Missing Data		
.	-	4819	92.9 %
	Total	**5,189**	**100%**

Based upon 370 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q49E_T2: T2_Q49E: I complete tasks successfully.; Do you agree with the following stateme

Do you agree with the following statements? - I complete tasks successfully.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	1	0.0 %
2	Disagree	1	0.0 %
3	Somewhat disagree	4	0.1 %
4	Somewhat agree	48	0.9 %
5	Agree	233	4.5 %
6	Strongly agree	84	1.6 %
	Missing Data		
.	-	4818	92.9 %
	Total	**5,189**	**100%**

Based upon 371 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 602-602 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49F_T2: T2_Q49F: Sometimes, I do not feel in control of my work.; Do you agree with the

Do you agree with the following statements? - Sometimes, I do not feel in control of my work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	21	0.4 %
2	Disagree	74	1.4 %
3	Somewhat disagree	70	1.3 %
4	Somewhat agree	105	2.0 %
5	Agree	77	1.5 %
6	Strongly agree	24	0.5 %
	Missing Data		
.	-	4818	92.9 %
	Total	**5,189**	**100%**

Based upon 371 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 603-603 (width: 1; decimal: 0)
Variable Type: numeric

Q49G_T2: T2_Q49G: Overall, I am satisfied with myself.; Do you agree with the following s

Do you agree with the following statements? - Overall, I am satisfied with myself.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	3	0.1 %
2	Disagree	2	0.0 %
3	Somewhat disagree	15	0.3 %
4	Somewhat agree	75	1.4 %
5	Agree	202	3.9 %
6	Strongly agree	72	1.4 %
	Missing Data		
.	-	4820	92.9 %
	Total	**5,189**	**100%**

Based upon 369 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 604-604 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49H_T2: T2_Q49H: I am filled with doubts about my competence.; Do you agree with the fol

Do you agree with the following statements? - I am filled with doubts about my competence.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	103	2.0 %
2	Disagree	123	2.4 %
3	Somewhat disagree	57	1.1 %
4	Somewhat agree	64	1.2 %
5	Agree	17	0.3 %
6	Strongly agree	6	0.1 %
	Missing Data		
.	-	4819	92.9 %
	Total	**5,189**	**100%**

Based upon 370 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 605-605 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49I_T2: T2_Q49I: I determine what will happen in my life.; Do you agree with the followi

Do you agree with the following statements? - I determine what will happen in my life.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	5	0.1 %
2	Disagree	16	0.3 %
3	Somewhat disagree	33	0.6 %
4	Somewhat agree	98	1.9 %
5	Agree	144	2.8 %
6	Strongly agree	76	1.5 %
	Missing Data		
.	-	4817	92.8 %
	Total	**5,189**	**100%**

Based upon 372 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 606-606 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49J_T2: T2_Q49J: I do not feel in control of my success in my career.; Do you agree with

Do you agree with the following statements? - I do not feel in control of my success in my career.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	55	1.1 %
2	Disagree	110	2.1 %
3	Somewhat disagree	100	1.9 %
4	Somewhat agree	61	1.2 %
5	Agree	32	0.6 %
6	Strongly agree	13	0.3 %
	Missing Data		
.	-	4818	92.9 %
	Total	**5,189**	**100%**

Based upon 371 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 607-607 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49K_T2: T2_Q49K: I am capable of coping with most of my problems.; Do you agree with the

Do you agree with the following statements? - I am capable of coping with most of my problems.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	0	0.0 %
2	Disagree	1	0.0 %
3	Somewhat disagree	3	0.1 %
4	Somewhat agree	61	1.2 %
5	Agree	217	4.2 %
6	Strongly agree	85	1.6 %
	Missing Data		
.	-	4822	92.9 %
	Total	**5,189**	**100%**

Based upon 367 valid cases out of 5,189 total cases.

- Minimum: 2
- Maximum: 6

Location: 608-608 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q49L_T2: T2_Q49L: There are times when things look pretty bleak and hopeless to me.; Do y

Do you agree with the following statements? - There are times when things look pretty bleak and hopeless to me.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	91	1.8 %
2	Disagree	120	2.3 %
3	Somewhat disagree	70	1.3 %
4	Somewhat agree	54	1.0 %
5	Agree	20	0.4 %
6	Strongly agree	14	0.3 %
	Missing Data		
.	-	4820	92.9 %
	Total	**5,189**	**100%**

Based upon 369 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 609-609 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q50E_T2: T2_Q50E: Early-career employees take initiative.; In general, how true do you th

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees take initiative.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	36	0.7 %
2	True for a few	478	9.2 %
3	True for many	443	8.5 %
4	True for most/all	229	4.4 %
	Missing Data		
.	-	4003	77.1 %
	Total	**5,189**	**100%**

Based upon 1,186 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 610-610 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q50M_T2: T2_Q50M: Mid-career employees take initiative.; In general, how true do you thin

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees take initiative.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	15	0.3 %
2	True for a few	273	5.3 %
3	True for many	666	12.8 %
4	True for most/all	247	4.8 %
	Missing Data		
.	-	3988	76.9 %
	Total	**5,189**	**100%**

Based upon 1,201 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 611-611 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q50L_T2: T2_Q50L: Late-career employees take initiative.; In general, how true do you thi

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees take initiative.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	46	0.9 %
2	True for a few	452	8.7 %

Value	Label	Unweighted Frequency	%
3	True for many	424	8.2 %
4	True for most/all	270	5.2 %
	Missing Data		
.	-	3997	77.0 %
	Total	**5,189**	**100%**

Based upon 1,192 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 612-612 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q51E_T2: T2_Q51E: Early-career employees add creativity to team projects.; In general, ho

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees add creativity to team projects.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	46	0.9 %
2	True for a few	386	7.4 %
3	True for many	501	9.7 %
4	True for most/all	247	4.8 %
	Missing Data		
.	-	4009	77.3 %
	Total	**5,189**	**100%**

Based upon 1,180 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 613-613 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q51M_T2: T2_Q51M: Mid-career employees add creativity to team projects.; In general, how

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees add creativity to team projects.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	31	0.6 %
2	True for a few	335	6.5 %
3	True for many	625	12.0 %
4	True for most/all	201	3.9 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3997	77.0 %
	Total	**5,189**	**100%**

Based upon 1,192 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 614-614 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q51L_T2: T2_Q51L: Late-career employees add creativity to team projects.; In general, how

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees add creativity to team projects.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	65	1.3 %
2	True for a few	461	8.9 %
3	True for many	457	8.8 %
4	True for most/all	203	3.9 %
	Missing Data		
.	-	4003	77.1 %
	Total	**5,189**	**100%**

Based upon 1,186 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 615-615 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q52E_T2: T2_Q52E: Early-career employees are productive.; In general, how true do you thi

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees are productive.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	25	0.5 %
2	True for a few	320	6.2 %
3	True for many	538	10.4 %
4	True for most/all	298	5.7 %
	Missing Data		
.	-	4008	77.2 %

Value	Label	Unweighted Frequency	%
	Total	5,189	100%

Based upon 1,181 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 616-616 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q52M_T2: T2_Q52M: Mid-career employees are productive.; In general, how true do you think

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees are productive.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	4	0.1 %
2	True for a few	172	3.3 %
3	True for many	671	12.9 %
4	True for most/all	350	6.7 %
	Missing Data		
.	-	3992	76.9 %
	Total	5,189	100%

Based upon 1,197 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 617-617 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q52L_T2: T2_Q52L: Late-career employees are productive.; In general, how true do you thin

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees are productive.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	24	0.5 %
2	True for a few	241	4.6 %
3	True for many	598	11.5 %
4	True for most/all	323	6.2 %
	Missing Data		
.	-	4003	77.1 %
	Total	5,189	100%

Based upon 1,186 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 618-618 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q53E_T2: T2_Q53E: Early-career employees have high levels of skills compared to what is n

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees have high levels of skills compared to what is needed for their jobs.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	79	1.5 %
2	True for a few	603	11.6 %
3	True for many	376	7.2 %
4	True for most/all	123	2.4 %
	Missing Data		
.	-	4008	77.2 %
	Total	**5,189**	**100%**

Based upon 1,181 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 619-619 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q53M_T2: T2_Q53M: Mid-career employees have high levels of skills compared to what is nee

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees have high levels of skills compared to what is needed for their jobs.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	24	0.5 %
2	True for a few	248	4.8 %
3	True for many	677	13.0 %
4	True for most/all	247	4.8 %
	Missing Data		
.	-	3993	77.0 %
	Total	**5,189**	**100%**

Based upon 1,196 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 620-620 (width: 1; decimal: 0)
Variable Type: numeric

Q53L_T2: T2_Q53L: Late-career employees have high levels of skills compared to what is ne

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees have high levels of skills compared to what is needed for their jobs.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	38	0.7 %
2	True for a few	278	5.4 %
3	True for many	528	10.2 %
4	True for most/all	343	6.6 %
	Missing Data		
.	-	4002	77.1 %
	Total	**5,189**	**100%**

Based upon 1,187 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 621-621 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q54E_T2: T2_Q54E: Early-career employees are often our best employees.; In general, how t

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Early-career employees are often our best employees.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	54	1.0 %
2	True for a few	607	11.7 %
3	True for many	407	7.8 %
4	True for most/all	105	2.0 %
	Missing Data		
.	-	4016	77.4 %
	Total	**5,189**	**100%**

Based upon 1,173 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 622-622 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q54M_T2: T2_Q54M: Mid-career employees are often our best employees.; In general, how tru

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Mid-career employees are often our best employees.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	22	0.4 %
2	True for a few	260	5.0 %
3	True for many	657	12.7 %
4	True for most/all	246	4.7 %
	Missing Data		
.	-	4004	77.2 %
	Total	**5,189**	**100%**

Based upon 1,185 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 623-623 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q54L_T2: T2_Q54L: Late-career employees are often our best employees.; In general, how tr

In general, how true do you think the following statements are for the members of your team who are early-career, mid-career and late-career? - Late-career employees are often our best employees.

Value	Label	Unweighted Frequency	%
1	Not true for anyone	38	0.7 %
2	True for a few	347	6.7 %
3	True for many	564	10.9 %
4	True for most/all	227	4.4 %
	Missing Data		
.	-	4013	77.3 %
	Total	**5,189**	**100%**

Based upon 1,176 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 624-624 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55A_T2: T2_Q55A: At my work, I feel bursting with energy.; Have you had these feelings a

Have you had these feelings about your work? How often? - At my work, I feel bursting with energy.

Value	Label	Unweighted Frequency	%
1	Never	36	0.7 %

Value	Label	Unweighted Frequency	%
2	Almost never-A few times a year or less	47	0.9 %
3	Rarely-Once a month or less	83	1.6 %
4	Sometimes-A few times a month	263	5.1 %
5	Often-Once a week	284	5.5 %
6	Very often-A few times a week	401	7.7 %
7	Always-Every day	102	2.0 %
	Missing Data		
.	-	3973	76.6 %
	Total	**5,189**	**100%**

Based upon 1,216 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 625-625 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55B_T2: T2_Q55B: I find the work that I do full of meaning and purpose.; Have you had th

Have you had these feelings about your work? How often? - I find the work that I do full of meaning and purpose.

Value	Label	Unweighted Frequency	%
1	Never	36	0.7 %
2	Almost never-A few times a year or less	55	1.1 %
3	Rarely-Once a month or less	89	1.7 %
4	Sometimes-A few times a month	193	3.7 %
5	Often-Once a week	243	4.7 %
6	Very often-A few times a week	332	6.4 %
7	Always-Every day	268	5.2 %
	Missing Data		
.	-	3973	76.6 %
	Total	**5,189**	**100%**

Based upon 1,216 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 626-626 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55C_T2: T2_Q55C: Time flies when I'm working.; Have you had these feelings about your wo

Have you had these feelings about your work? How often? - Time flies when I'm working.

Value	Label	Unweighted Frequency	%
1	Never	30	0.6 %
2	Almost never-A few times a year or less	35	0.7 %
3	Rarely-Once a month or less	61	1.2 %
4	Sometimes-A few times a month	161	3.1 %
5	Often-Once a week	201	3.9 %
6	Very often-A few times a week	465	9.0 %
7	Always-Every day	264	5.1 %
	Missing Data		
.	-	3972	76.5 %
	Total	**5,189**	**100%**

Based upon 1,217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 627-627 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55D_T2: T2_Q55D: When I get up in the morning, I feel like going to work.; Have you had

Have you had these feelings about your work? How often? - When I get up in the morning, I feel like going to work.

Value	Label	Unweighted Frequency	%
1	Never	92	1.8 %
2	Almost never-A few times a year or less	65	1.3 %
3	Rarely-Once a month or less	111	2.1 %
4	Sometimes-A few times a month	192	3.7 %
5	Often-Once a week	219	4.2 %
6	Very often-A few times a week	370	7.1 %
7	Always-Every day	161	3.1 %
	Missing Data		
.	-	3979	76.7 %
	Total	**5,189**	**100%**

Based upon 1,210 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 628-628 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55E_T2: T2_Q55E: I am enthusiastic about my job.; Have you had these feelings about your

Have you had these feelings about your work? How often? - I am enthusiastic about my job.

Value	Label	Unweighted Frequency	%
1	Never	48	0.9 %
2	Almost never-A few times a year or less	45	0.9 %
3	Rarely-Once a month or less	94	1.8 %
4	Sometimes-A few times a month	189	3.6 %
5	Often-Once a week	227	4.4 %
6	Very often-A few times a week	385	7.4 %
7	Always-Every day	230	4.4 %
	Missing Data		
.	-	3971	76.5 %
	Total	**5,189**	**100%**

Based upon 1,218 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 629-629 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55F_T2: T2_Q55F: I am immersed in my work.; Have you had these feelings about your work?

Have you had these feelings about your work? How often? - I am immersed in my work.

Value	Label	Unweighted Frequency	%
1	Never	50	1.0 %
2	Almost never-A few times a year or less	44	0.8 %
3	Rarely-Once a month or less	88	1.7 %
4	Sometimes-A few times a month	161	3.1 %
5	Often-Once a week	191	3.7 %
6	Very often-A few times a week	418	8.1 %
7	Always-Every day	258	5.0 %
	Missing Data		
.	-	3979	76.7 %
	Total	**5,189**	**100%**

Based upon 1,210 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 630-630 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55G_T2: T2_Q55G: I persevere, even when things do not go well.; Have you had these feeli

Have you had these feelings about your work? How often? - I persevere, even when things do not go well.

Value	Label	Unweighted Frequency	%
1	Never	9	0.2 %
2	Almost never-A few times a year or less	6	0.1 %
3	Rarely-Once a month or less	27	0.5 %
4	Sometimes-A few times a month	92	1.8 %
5	Often-Once a week	201	3.9 %
6	Very often-A few times a week	467	9.0 %
7	Always-Every day	410	7.9 %
	Missing Data		
.	-	3977	76.6 %
	Total	**5,189**	**100%**

Based upon 1,212 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 631-631 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55H_T2: T2_Q55H: I am proud of the work that I do.; Have you had these feelings about yo

Have you had these feelings about your work? How often? - I am proud of the work that I do.

Value	Label	Unweighted Frequency	%
1	Never	11	0.2 %
2	Almost never-A few times a year or less	13	0.3 %
3	Rarely-Once a month or less	31	0.6 %
4	Sometimes-A few times a month	93	1.8 %
5	Often-Once a week	159	3.1 %
6	Very often-A few times a week	421	8.1 %
7	Always-Every day	489	9.4 %
	Missing Data		
.	-	3972	76.5 %
	Total	**5,189**	**100%**

Based upon 1,217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 632-632 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55I_T2: T2_Q55I: I feel happy when I am working intensely.; Have you had these feelings

Have you had these feelings about your work? How often? - I feel happy when I am working intensely.

Value	Label	Unweighted Frequency	%
1	Never	18	0.3 %
2	Almost never-A few times a year or less	23	0.4 %
3	Rarely-Once a month or less	36	0.7 %
4	Sometimes-A few times a month	126	2.4 %
5	Often-Once a week	223	4.3 %
6	Very often-A few times a week	428	8.2 %
7	Always-Every day	354	6.8 %
	Missing Data		
.	-	3981	76.7 %
	Total	**5,189**	**100%**

Based upon 1,208 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 633-633 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55J_T2: T2_Q55J: At my job, I feel strong and vigorous.; Have you had these feelings abo

Have you had these feelings about your work? How often? - At my job, I feel strong and vigorous.

Value	Label	Unweighted Frequency	%
1	Never	42	0.8 %
2	Almost never-A few times a year or less	36	0.7 %
3	Rarely-Once a month or less	101	1.9 %
4	Sometimes-A few times a month	204	3.9 %
5	Often-Once a week	257	5.0 %
6	Very often-A few times a week	374	7.2 %
7	Always-Every day	188	3.6 %
	Missing Data		
.	-	3987	76.8 %
	Total	**5,189**	**100%**

Based upon 1,202 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 634-634 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55K_T2: T2_Q55K: My job inspires me.; Have you had these feelings about your work? How

Have you had these feelings about your work? How often? - My job inspires me.

Value	Label	Unweighted Frequency	%
1	Never	79	1.5 %
2	Almost never-A few times a year or less	60	1.2 %
3	Rarely-Once a month or less	135	2.6 %
4	Sometimes-A few times a month	200	3.9 %
5	Often-Once a week	225	4.3 %
6	Very often-A few times a week	318	6.1 %
7	Always-Every day	190	3.7 %
	Missing Data		
.	-	3982	76.7 %
	Total	**5,189**	**100%**

Based upon 1,207 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 635-635 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q55L_T2: T2_Q55L: I get carried away when I am working.; Have you had these feelings abou

Have you had these feelings about your work? How often? - I get carried away when I am working.

Value	Label	Unweighted Frequency	%
1	Never	96	1.9 %
2	Almost never-A few times a year or less	63	1.2 %
3	Rarely-Once a month or less	167	3.2 %
4	Sometimes-A few times a month	229	4.4 %
5	Often-Once a week	228	4.4 %
6	Very often-A few times a week	289	5.6 %
7	Always-Every day	133	2.6 %
	Missing Data		
.	-	3984	76.8 %
	Total	**5,189**	**100%**

Based upon 1,205 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 636-636 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56A_T2: T2_Q56A: I really care about the future of my organization.; Do you agree with t

Do you agree with the following statements? - I really care about the future of my organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	19	0.4 %
2	Disagree	26	0.5 %
3	Somewhat disagree	37	0.7 %
4	Somewhat agree	199	3.8 %
5	Agree	466	9.0 %
6	Strongly agree	470	9.1 %
	Missing Data		
.	-	3972	76.5 %
	Total	**5,189**	**100%**

Based upon 1,217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 637-637 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56B_T2: T2_Q56B: It would take a lot to get me to leave my organization.; Do you agree w

Do you agree with the following statements? - It would take a lot to get me to leave my organization.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	52	1.0 %
2	Disagree	87	1.7 %
3	Somewhat disagree	140	2.7 %
4	Somewhat agree	242	4.7 %
5	Agree	398	7.7 %
6	Strongly agree	294	5.7 %
	Missing Data		
.	-	3976	76.6 %
	Total	**5,189**	**100%**

Based upon 1,213 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 638-638 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56C_T2: T2_Q56C: I would like to be working for my organization one year from now.; Do y

Do you agree with the following statements? - I would like to be working for my organization one year from now.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	38	0.7 %
2	Disagree	41	0.8 %
3	Somewhat disagree	52	1.0 %
4	Somewhat agree	168	3.2 %
5	Agree	423	8.2 %
6	Strongly agree	487	9.4 %
	Missing Data		
.	-	3980	76.7 %
	Total	**5,189**	**100%**

Based upon 1,209 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 639-639 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56D_T2: T2_Q56D: Compared to other organizations I know about, I think my organization i

Do you agree with the following statements? - Compared to other organizations I know about, I think my organization is a great place to work.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	21	0.4 %
2	Disagree	35	0.7 %
3	Somewhat disagree	63	1.2 %
4	Somewhat agree	211	4.1 %
5	Agree	404	7.8 %
6	Strongly agree	480	9.3 %
	Missing Data		
.	-	3975	76.6 %
	Total	**5,189**	**100%**

Based upon 1,214 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 640-640 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56E_T2: T2_Q56E: I would highly recommend my organization to a friend seeking employment

Do you agree with the following statements? - I would highly recommend my organization to a friend seeking employment.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	33	0.6 %
2	Disagree	47	0.9 %
3	Somewhat disagree	59	1.1 %
4	Somewhat agree	216	4.2 %
5	Agree	383	7.4 %
6	Strongly agree	477	9.2 %
	Missing Data		
.	-	3974	76.6 %
	Total	**5,189**	**100%**

Based upon 1,215 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 641-641 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q56F_T2: T2_Q56F: I am always willing to give extra effort to help my organization succee

Do you agree with the following statements? - I am always willing to give extra effort to help my organization succeed.

Value	Label	Unweighted Frequency	%
1	Strongly disagree	12	0.2 %
2	Disagree	17	0.3 %
3	Somewhat disagree	53	1.0 %
4	Somewhat agree	233	4.5 %
5	Agree	461	8.9 %
6	Strongly agree	436	8.4 %
	Missing Data		
.	-	3977	76.6 %
	Total	**5,189**	**100%**

Based upon 1,212 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 642-642 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q57_T2: T2_Q57: All in all, how satisfied are you with your job?

All in all, how satisfied are you with your job?

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	34	0.7 %
2	Dissatisfied	57	1.1 %
3	Somewhat dissatisfied	95	1.8 %
4	Somewhat satisfied	230	4.4 %
5	Satisfied	492	9.5 %
6	Very satisfied	311	6.0 %
	Missing Data		
.	-	3970	76.5 %
	Total	**5,189**	**100%**

Based upon 1,219 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 643-643 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q58A_T2: T2_Q58A: How would you rate your job performance, as an individual employee' For

How would you rate your job performance, as an individual employee? For example, how well do you perform your job compared to other members of your team?

Value	Label	Unweighted Frequency	%
1	Very poor	1	0.0 %
2	Poor	10	0.2 %
3	Good	184	3.5 %
4	Very good	665	12.8 %
5	Excellent	358	6.9 %
	Missing Data		
.	-	3971	76.5 %
	Total	**5,189**	**100%**

Based upon 1,218 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 644-644 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q58B_T2: T2_Q58B: Think about your most recent assessment of your job performance or the

Think about your most recent assessment of your job performance or the most recent time you received feedback from your supervisor. How do you think your supervisor would rate your performance, in comparison to other members of your team?

Value	Label	Unweighted Frequency	%
1	Very poor	4	0.1 %
2	Poor	15	0.3 %
3	Good	243	4.7 %
4	Very good	570	11.0 %
5	Excellent	379	7.3 %
	Missing Data		
.	-	3978	76.7 %
	Total	**5,189**	**100%**

Based upon 1,211 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 645-645 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q58C_T2: T2_Q58C: How would you rate your performance as a work team member?

How would you rate your performance as a work team member?

Value	Label	Unweighted Frequency	%
1	Very poor	1	0.0 %
2	Poor	7	0.1 %
3	Good	209	4.0 %
4	Very good	606	11.7 %
5	Excellent	389	7.5 %
	Missing Data		
.	-	3977	76.6 %
	Total	**5,189**	**100%**

Based upon 1,212 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 646-646 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q59_T2: T2_Q59: Thinking ahead 2 years, what do you expect your situation will be?

Thinking ahead 2 years, what do you expect your situation will be?

Value	Label	Unweighted Frequency	%
1	I want to stay working at my current job for my organization	660	12.7 %
2	I expect to look around for a new job within my organization	338	6.5 %

Value	Label	Unweighted Frequency	%
3	I expect to look around for a new job with another organization	173	3.3 %
4	I expect to retire.	37	0.7 %
	Missing Data		
.	-	3981	76.7 %
	Total	**5,189**	**100%**

Based upon 1,208 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 4

Location: 647-647 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q60_T2: T2_Q60: How likely is it that you would

{PRG: SHOW Q60 IF Q59 = 2 or Q59 = 3} How likely is it that you would:

Value	Label	Unweighted Frequency	%
1	Move to a job with less responsibility	29	0.6 %
2	Move to a job with the same responsibility	113	2.2 %
3	Move to a job with more responsibility	367	7.1 %
	Missing Data		
.	-	4680	90.2 %
	Total	**5,189**	**100%**

Based upon 509 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 648-648 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q60A_T2: T2_Q60A: If you do formally retire from your current job, do you anticipate work

{PRG: SHOW Q60a IF Q59=4} If you do formally retire from your current job, do you anticipate working again at any other paid job?

Value	Label	Unweighted Frequency	%
1	Yes	9	0.2 %
2	No	12	0.2 %
3	Don't know	0	0.0 %
	Missing Data		
.	-	5168	99.6 %
	Total	**5,189**	**100%**

Based upon 21 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 649-649 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q61_T2: T2_Q61: How likely is it that you would work

{PRG: SHOW Q61 IF Q60a = 1} How likely is it that you would work:

Value	Label	Unweighted Frequency	%
1	Full-time	1	0.0 %
2	Part-time	6	0.1 %
3	Fill-in occasionally	0	0.0 %
4	Become a consultant	1	0.0 %
5	Start your own business	0	0.0 %
6	Other	1	0.0 %
	Missing Data		
.	-	5180	99.8 %
	Total	**5,189**	**100%**

Based upon 9 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 650-650 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q62_T2: T2_Q62: Overall, how would you rate your health during the past 4 weeks

Overall, how would you rate your health during the past 4 weeks?

Value	Label	Unweighted Frequency	%
1	Very poor	13	0.3 %
2	Poor	23	0.4 %
3	Fair	132	2.5 %
4	Good	298	5.7 %
5	Very good	431	8.3 %
6	Excellent	322	6.2 %
	Missing Data		
.	-	3970	76.5 %
	Total	**5,189**	**100%**

Based upon 1,219 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 651-651 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q63_T2: T2_Q63: During the PAST 4 WEEKS, how much did physical health problems limit you

During the PAST 4 WEEKS, how much did physical health problems limit your usual physical activities (such as walking or climbing stairs)?

Value	Label	Unweighted Frequency	%
1	Not at all	801	15.4 %
2	Very little	238	4.6 %
3	Somewhat	129	2.5 %
4	Quite a lot	41	0.8 %
5	Could not do physical activities	6	0.1 %
	Missing Data		
.	-	3974	76.6 %
	Total	**5,189**	**100%**

Based upon 1,215 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 652-652 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q64_T2: T2_Q64: During the PAST 4 WEEKS, how much difficulty did you have doing your dai

During the PAST 4 WEEKS, how much difficulty did you have doing your daily work, both at home and away from home because of your physical health?

Value	Label	Unweighted Frequency	%
1	Not at all	893	17.2 %
2	A little bit	193	3.7 %
3	Some	94	1.8 %
4	Quite a lot	31	0.6 %
5	Could not do daily work	4	0.1 %
	Missing Data		
.	-	3974	76.6 %
	Total	**5,189**	**100%**

Based upon 1,215 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Q65_T2: T2_Q65: How much bodily pain have you had during the PAST 4 WEEKS?

How much bodily pain have you had during the PAST 4 WEEKS?

Value	Label	Unweighted Frequency	%
1	None	371	7.1 %
2	Very mild	448	8.6 %
3	Mild	216	4.2 %
4	Moderate	150	2.9 %
5	Severe	28	0.5 %
6	Very severe	4	0.1 %
	Missing Data		
.	-	3972	76.5 %
	Total	**5,189**	**100%**

Based upon 1,217 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q66_T2: T2_Q66: During the PAST 4 WEEKS, how much energy did you have?

During the PAST 4 WEEKS, how much energy did you have?

Value	Label	Unweighted Frequency	%
1	Very much	153	2.9 %
2	Quite a lot	553	10.7 %
3	Some	408	7.9 %
4	A little	91	1.8 %
5	None	14	0.3 %
	Missing Data		
.	-	3970	76.5 %
	Total	**5,189**	**100%**

Based upon 1,219 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Q67_T2: T2_Q67: During the PAST 4 WEEKS, how much did your physical health or emotional

During the PAST 4 WEEKS, how much did your physical health or emotional problems limit your usual social activities with family or friends?

Value	Label	Unweighted Frequency	%
1	Not at all	643	12.4 %
2	Very little	333	6.4 %
3	Somewhat	186	3.6 %
4	Quite a lot	51	1.0 %
5	Could not do social activities	3	0.1 %
	Missing Data		
.	-	3973	76.6 %
	Total	**5,189**	**100%**

Based upon 1,216 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 656-656 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q68_T2: T2_Q68: During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PR

During the PAST 4 WEEKS, how much have you been bothered by EMOTIONAL PROBLEMS (such as feeling anxious, depressed, or irritable)?

Value	Label	Unweighted Frequency	%
1	Not at all	532	10.3 %
2	Slightly	434	8.4 %
3	Moderately	165	3.2 %
4	Quite a lot	64	1.2 %
5	Extremely	18	0.3 %
	Missing Data		
.	-	3976	76.6 %
	Total	**5,189**	**100%**

Based upon 1,213 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 657-657 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q69_T2: T2_Q69: During the PAST 4 WEEKS, how much did personal or emotional problems kee

During the PAST 4 WEEKS, how much did personal or emotional problems keep you from doing your usual work, school or other daily activities?

Value	Label	Unweighted Frequency	%
1	Not at all	799	15.4 %
2	Very little	274	5.3 %
3	Somewhat	109	2.1 %
4	Quite a lot	28	0.5 %
5	Could not do daily activities	1	0.0 %
	Missing Data		
.	-	3978	76.7 %
	Total	**5,189**	**100%**

Based upon 1,211 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 5

Location: 658-658 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q70_T2: T2_Q70: Are you?

Are you ...

Value	Label	Unweighted Frequency	%
1	Male	164	3.2 %
2	Female	203	3.9 %
	Missing Data		
.	-	4822	92.9 %
	Total	**5,189**	**100%**

Based upon 367 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 2

Location: 659-659 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q71_T2: T2_Q71: In what year were you born?

In what year were you born? 19___ [ENTER TWO DIGIT NUMERIC RESPONSE]

Value	Label	Unweighted Frequency	%
34	-	1	0.0 %
37	-	1	0.0 %
41	-	1	0.0 %
42	-	1	0.0 %
45	-	2	0.0 %
46	-	2	0.0 %
47	-	7	0.1 %
48	-	4	0.1 %
49	-	5	0.1 %
50	-	7	0.1 %
51	-	8	0.2 %
52	-	8	0.2 %
53	-	5	0.1 %
54	-	6	0.1 %
55	-	3	0.1 %
56	-	7	0.1 %
57	-	8	0.2 %
58	-	10	0.2 %
59	-	7	0.1 %
60	-	6	0.1 %
61	-	7	0.1 %
62	-	6	0.1 %
63	-	14	0.3 %
64	-	9	0.2 %
65	-	6	0.1 %
66	-	5	0.1 %
67	-	6	0.1 %
68	-	8	0.2 %
69	-	3	0.1 %
70	-	5	0.1 %
71	-	8	0.2 %
72	-	8	0.2 %
73	-	7	0.1 %
74	-	4	0.1 %
75	-	9	0.2 %
76	-	13	0.3 %
77	-	7	0.1 %
78	-	9	0.2 %
79	-	17	0.3 %
80	-	16	0.3 %
81	-	16	0.3 %
82	-	9	0.2 %

Value	Label	Unweighted Frequency	%
83	-	15	0.3 %
84	-	13	0.3 %
85	-	12	0.2 %
86	-	17	0.3 %
87	-	2	0.0 %
88	-	1	0.0 %
89	-	3	0.1 %
90	-	2	0.0 %
	Missing Data		
.	-	4833	93.1 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 356 valid cases out of 5,189 total cases.

- Mean: 69.53
- Median: 72.00
- Minimum: 34
- Maximum: 90
- Standard Deviation: 12.66

Location: 660-661 (width: 2; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q72_T2: T2_Q72: Do you consider yourself to be: a young adult, adult at mid-life, older

Do you consider yourself to be: a young adult, adult at mid-life, older adult?

Value	Label	Unweighted Frequency	%
1	Young adult	408	7.9 %
2	Adult at mid-life	616	11.9 %
3	Older adult	198	3.8 %
	Missing Data		
.	-	3967	76.5 %
	Total	**5,189**	**100%**

Based upon 1,222 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 662-662 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q73_T2: T2_Q73: Which of the following best describes your race/ethnicity?

Which of the following best describes your race/ethnicity?

Value	Label	Unweighted Frequency	%
1	White/Euro-American	309	6.0 %
2	Black/African-American	10	0.2 %
3	Hispanic or Latino	9	0.2 %
4	Native American	3	0.1 %
5	Asian/Asian-American	20	0.4 %
6	Mixed ethnicities/races	10	0.2 %
7	Other	3	0.1 %
	Missing Data		
.	-	4825	93.0 %
	Total	**5,189**	**100%**

Based upon 364 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 7

Location: 663-663 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q74_T2: T2_Q74: What is the highest grade you have completed in school?

T1_Q74: What is the highest grade you have completed in school?

Value	Label	Unweighted Frequency	%
1	Less than high school	10	0.2 %
2	High school diploma or GED	146	2.8 %
3	Some college	148	2.9 %
4	2-year college degree	155	3.0 %
5	Bachelor's degree or higher	346	6.7 %
6	Some graduate training or graduate school	69	1.3 %
7	Graduate degree	346	6.7 %
	Missing Data		
.	-	3969	76.5 %
	Total	**5,189**	**100%**

Based upon 1,220 valid cases out of 5,189 total cases.

• Minimum: 1
• Maximum: 7

Location: 664-664 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q75_T2: T2_Q75: Are you presently?

Are you presently ...

Value	Label	Unweighted Frequency	%
1	Never married	245	4.7 %
2	Living with someone as couple but not married	74	1.4 %
3	Married	747	14.4 %
4	Separated	13	0.3 %
5	Divorced	99	1.9 %
6	Widowed	21	0.4 %
7	Other	14	0.3 %
	Missing Data		
.	-	3976	76.6 %
	Total	**5,189**	**100%**

Based upon 1,213 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 7

Location: 665-665 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q75A_T2: T2_Q75A: Do you provide 50% or more of the total combined annual income for your

{SHOW Q75a IF Q75=2 or 3} Do you provide 50% or more of the total combined annual income for your household?

Value	Label	Unweighted Frequency	%
0	No	220	4.2 %
1	Yes	896	17.3 %
	Missing Data		
.	-	4073	78.5 %
	Total	**5,189**	**100%**

Based upon 1,116 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 666-666 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q76A_T2: T2_Q76A: # of children age 18 and younger; How many children do you have who are

How many children do you have who are in the following age groups? - [ENTER NUMERIC RESPONSE] # of children age 18 and younger

Value	Label	Unweighted Frequency	%
0	-	596	11.5 %
1	-	209	4.0 %
2	-	167	3.2 %
3	-	63	1.2 %
4	-	14	0.3 %
5	-	5	0.1 %
	Missing Data		
.	-	4135	79.7 %
	Total	**5,189**	**100%**

Based upon 1,054 valid cases out of 5,189 total cases.

- Mean: 0.77
- Median: 0.00
- Mode: 0.00
- Minimum: 0
- Maximum: 5
- Standard Deviation: 1.05

Location: 667-667 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q76B_T2: T2_Q76B: # of children age 19-22; How many children do you have who are in the f

How many children do you have who are in the following age groups? - [ENTER NUMERIC RESPONSE] # of children age 19-22

Value	Label	Unweighted Frequency	%
0	-	738	14.2 %
1	-	120	2.3 %
2	-	38	0.7 %
3	-	2	0.0 %
5	-	2	0.0 %
	Missing Data		
.	-	4289	82.7 %
	Total	**5,189**	**100%**

Based upon 900 valid cases out of 5,189 total cases.

- Mean: 0.24
- Median: 0.00
- Mode: 0.00
- Minimum: 0
- Maximum: 5
- Standard Deviation: 0.57

Location: 668-668 (width: 1; decimal: 0)
Variable Type: numeric

(Range of) Missing Values: .

Q76C_T2: T2_Q76C: # of children age 23 and older; How many children do you have who are i

How many children do you have who are in the following age groups? - [ENTER NUMERIC RESPONSE] # of children age 23 and older

Value	Label	Unweighted Frequency	%
0	-	649	12.5 %
1	-	104	2.0 %
2	-	130	2.5 %
3	-	36	0.7 %
4	-	15	0.3 %
5	-	4	0.1 %
6	-	2	0.0 %
7	-	1	0.0 %
8	-	1	0.0 %
	Missing Data		
.	-	4247	81.8 %
	Total	**5,189**	**100%**

Based upon 942 valid cases out of 5,189 total cases.

- Mean: 0.61
- Median: 0.00
- Mode: 0.00
- Minimum: 0
- Maximum: 8
- Standard Deviation: 1.09

Location: 669-669 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q77_T2: T2_Q77: Do you provide financial assistance to any children age 19 and older, in

{SHOW Q77 IF Q76b>0 OR Q76c>0} Do you provide financial assistance to any children age 19 and older, including financial help with post high school education?

Value	Label	Unweighted Frequency	%
0	No	174	3.4 %
1	Yes	213	4.1 %
	Missing Data		
.	-	4802	92.5 %
	Total	**5,189**	**100%**

Based upon 387 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Q78_T2: T2_Q78: Do you provide care to grandchildren under the age of 18 on a WEEKLY bas

Do you provide care to grandchildren under the age of 18 on a WEEKLY basis?

Value	Label	Unweighted Frequency	%
0	No	1143	22.0 %
1	Yes	65	1.3 %
	Missing Data		
.	-	3981	76.7 %
	Total	**5,189**	**100%**

Based upon 1,208 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Q79_T2: T2_Q79: Do you provide regular care to a disabled or ill spouse/partner?

Do you provide regular care to a disabled or ill spouse/partner?

Value	Label	Unweighted Frequency	%
0	No	1177	22.7 %
1	Yes	36	0.7 %
	Missing Data		
.	-	3976	76.6 %
	Total	**5,189**	**100%**

Based upon 1,213 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Q80_T2: T2_Q80: Do you provide care to an elderly family member on a WEEKLY basis?

Do you provide care to an elderly family member on a WEEKLY basis?

Value	Label	Unweighted Frequency	%
0	No	1091	21.0 %
1	Yes	120	2.3 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	3978	76.7 %
	Total	**5,189**	**100%**

Based upon 1,211 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 673-673 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q81_T2: T2_Q81: Do you provide significant amounts of financial support to your parents

Do you provide significant amounts of financial support to your parents or other elderly family members?

Value	Label	Unweighted Frequency	%
0	No	1115	21.5 %
1	Yes	97	1.9 %
	Missing Data		
.	-	3977	76.6 %
	Total	**5,189**	**100%**

Based upon 1,212 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Location: 674-674 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q82_T2: T2_Q82: Do you anticipate needing to provide care for a loved one 65 years or ol

Do you anticipate needing to provide care for a loved one 65 years or older within the next five years?

Value	Label	Unweighted Frequency	%
0	No	757	14.6 %
1	Yes	456	8.8 %
	Missing Data		
.	-	3976	76.6 %
	Total	**5,189**	**100%**

Based upon 1,213 valid cases out of 5,189 total cases.

- Minimum: 0
- Maximum: 1

Q83A_T2: T2_Q83A: The way you divide your time between work and personal or family life.;

How satisfied are you with: The way you divide your time between work and personal or family life.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	32	0.6 %
2	Dissatisfied	73	1.4 %
3	Somewhat dissatisfied	143	2.8 %
4	Somewhat satisfied	337	6.5 %
5	Satisfied	482	9.3 %
6	Very satisfied	143	2.8 %
	Missing Data		
.	-	3979	76.7 %
	Total	**5,189**	**100%**

Based upon 1,210 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q83B_T2: T2_Q83B: The way you divide your attention between work and home.; How satisfied

How satisfied are you with: The way you divide your attention between work and home.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	29	0.6 %
2	Dissatisfied	64	1.2 %
3	Somewhat dissatisfied	149	2.9 %
4	Somewhat satisfied	335	6.5 %
5	Satisfied	491	9.5 %
6	Very satisfied	143	2.8 %
	Missing Data		
.	-	3978	76.7 %
	Total	**5,189**	**100%**

Based upon 1,211 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Q83C_T2: T2_Q83C: Your ability to balance the needs of your job with those of your person

How satisfied are you with: Your ability to balance the needs of your job with those of your personal or family life.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	27	0.5 %
2	Dissatisfied	55	1.1 %
3	Somewhat dissatisfied	164	3.2 %
4	Somewhat satisfied	313	6.0 %
5	Satisfied	497	9.6 %
6	Very satisfied	155	3.0 %
	Missing Data		
.	-	3978	76.7 %
	Total	**5,189**	**100%**

Based upon 1,211 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 678-678 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q83D_T2: T2_Q83D: How well your work life and your personal or family life fit together.;

How satisfied are you with: How well your work life and your personal or family life fit together.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	29	0.6 %
2	Dissatisfied	55	1.1 %
3	Somewhat dissatisfied	152	2.9 %
4	Somewhat satisfied	321	6.2 %
5	Satisfied	497	9.6 %
6	Very satisfied	156	3.0 %
	Missing Data		
.	-	3979	76.7 %
	Total	**5,189**	**100%**

Based upon 1,210 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 679-679 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q83E_T2: T2_Q83E: The opportunity you have to perform your job well and yet be able to pe

How satisfied are you with: The opportunity you have to perform you job well and yet be able to perform home-related duties adequately.

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	34	0.7 %
2	Dissatisfied	48	0.9 %
3	Somewhat dissatisfied	146	2.8 %
4	Somewhat satisfied	336	6.5 %
5	Satisfied	486	9.4 %
6	Very satisfied	152	2.9 %
	Missing Data		
.	-	3987	76.8 %
	Total	**5,189**	**100%**

Based upon 1,202 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 680-680 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q84_T2: T2_Q84: All things considered how do you feel about your life these days?

All things considered how do you feel about your life these days?

Value	Label	Unweighted Frequency	%
1	Very dissatisfied	23	0.4 %
2	Dissatisfied	36	0.7 %
3	Somewhat dissatisfied	102	2.0 %
4	Somewhat satisfied	288	5.6 %
5	Satisfied	514	9.9 %
6	Very satisfied	242	4.7 %
	Missing Data		
.	-	3984	76.8 %
	Total	**5,189**	**100%**

Based upon 1,205 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 6

Location: 681-681 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q85_T2: T2_Q85: Are you paid on an hourly or salary basis?

Are you paid on an hourly or salary basis?

Value	Label	Unweighted Frequency	%
1	Paid hourly	693	13.4 %
2	Paid on a salary	514	9.9 %
3	Other	5	0.1 %
	Missing Data		
.	-	3977	76.6 %
	Total	**5,189**	**100%**

Based upon 1,212 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 3

Location: 682-682 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .

Q85A_T2: T2_Q85A: What is your hourly wage?

{SHOW IF Q85=1} What is your hourly wage? $[INSERT NUMERIC RESPONSE WITH DECIMALS] per hour

Value	Label	Unweighted Frequency	%
5.00	-	1	0.0 %
9.00	-	3	0.1 %
9.50	-	5	0.1 %
10.00	-	10	0.2 %
10.10	-	5	0.1 %
10.50	-	5	0.1 %
10.60	-	4	0.1 %
11.00	-	12	0.2 %
11.10	-	3	0.1 %
11.32	-	1	0.0 %
11.34	-	1	0.0 %
11.40	-	2	0.0 %
11.50	-	16	0.3 %
11.59	-	2	0.0 %
11.60	-	1	0.0 %
11.68	-	1	0.0 %
11.74	-	1	0.0 %
11.75	-	1	0.0 %
11.81	-	1	0.0 %
11.82	-	2	0.0 %
11.85	-	1	0.0 %
11.86	-	1	0.0 %

Value	Label	Unweighted Frequency	%
11.88	-	2	0.0 %
11.89	-	1	0.0 %
11.92	-	3	0.1 %
11.95	-	1	0.0 %
11.99	-	1	0.0 %
12.00	-	15	0.3 %
12.05	-	1	0.0 %
12.06	-	1	0.0 %
12.08	-	1	0.0 %
12.10	-	2	0.0 %
12.12	-	2	0.0 %
12.16	-	1	0.0 %
12.17	-	2	0.0 %
12.20	-	1	0.0 %
12.21	-	1	0.0 %
12.23	-	1	0.0 %
12.27	-	1	0.0 %
12.29	-	1	0.0 %
12.30	-	1	0.0 %
12.33	-	1	0.0 %
12.39	-	1	0.0 %
12.42	-	1	0.0 %
12.43	-	1	0.0 %
12.45	-	2	0.0 %
12.47	-	1	0.0 %
12.49	-	1	0.0 %
12.50	-	2	0.0 %
12.60	-	3	0.1 %
	Missing Data		
.	-	4578	88.2 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 611 valid cases out of 5,189 total cases.

- Mean: 43.17
- Median: 19.00
- Mode: 32.00
- Minimum: 5
- Maximum: 4000
- Standard Deviation: 261.30

Q85B_T2: T2_Q85B: What is your approximate current annual salary?

{SHOW IF Q85=2} What is your approximate current annual salary? $[INSERT NUMERIC RESPONSE WITH DECIMALS]

Value	Label	Unweighted Frequency	%
45	-	1	0.0 %
65	-	2	0.0 %
80	-	1	0.0 %
119	-	1	0.0 %
201	-	1	0.0 %
768	-	1	0.0 %
7000	-	1	0.0 %
17000	-	1	0.0 %
19000	-	1	0.0 %
21000	-	1	0.0 %
30000	-	2	0.0 %
31000	-	1	0.0 %
32000	-	2	0.0 %
32650	-	1	0.0 %
33000	-	2	0.0 %
33600	-	1	0.0 %
34000	-	1	0.0 %
34155	-	1	0.0 %
34500	-	1	0.0 %
35000	-	6	0.1 %
35520	-	1	0.0 %
36000	-	2	0.0 %
37000	-	1	0.0 %
37500	-	1	0.0 %
37600	-	1	0.0 %
37700	-	1	0.0 %
38000	-	3	0.1 %
38200	-	1	0.0 %
38375	-	1	0.0 %
39000	-	1	0.0 %
40000	-	6	0.1 %
41000	-	3	0.1 %
41479	-	1	0.0 %
42000	-	2	0.0 %
42500	-	1	0.0 %
43600	-	1	0.0 %
44000	-	3	0.1 %

Value	Label	Unweighted Frequency	%
44305	-	1	0.0 %
45000	-	3	0.1 %
46000	-	1	0.0 %
47000	-	2	0.0 %
48003	-	1	0.0 %
49000	-	4	0.1 %
50000	-	5	0.1 %
51000	-	3	0.1 %
52000	-	1	0.0 %
53000	-	5	0.1 %
53078	-	1	0.0 %
54000	-	4	0.1 %
54753	-	1	0.0 %
	Missing Data		
.	-	4731	91.2 %
	Total	**5,189**	**100%**

Please note that only the first 50 response categories are displayed in the PDF codebook. To view all response categories, please analyze the data file in the statistical package of your choice (SAS, SPSS, Stata, R).

Based upon 458 valid cases out of 5,189 total cases.

- Mean: 83374.78
- Median: 75000.00
- Mode: 55000.00
- Minimum: 45
- Maximum: 273000
- Standard Deviation: 40399.05

Location: 690-695 (width: 6; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: .

Q86_T2: T2_Q86: Approximately, what was your total household income (before taxes) from

Approximately, what was your total household income (before taxes) from ALL sources in 2006?

Value	Label	Unweighted Frequency	%
1	Under $20,000	39	0.8 %
2	$20,000 to $39,999	176	3.4 %
3	$40,000 to $59,999	199	3.8 %
4	$60,000 to $79,999	194	3.7 %
5	$80,000 to $99,999	155	3.0 %
6	$100,000 to $119,999	109	2.1 %
7	$120,000 to $139,000	73	1.4 %
8	$140,000 and above	200	3.9 %

Value	Label	Unweighted Frequency	%
	Missing Data		
.	-	4044	77.9 %
	Total	**5,189**	**100%**

Based upon 1,145 valid cases out of 5,189 total cases.

- Minimum: 1
- Maximum: 8

Location: 696-696 (width: 1; decimal: 0)
Variable Type: numeric
(Range of) Missing Values: 9 , .