



# **Offering Remote Work Options Creates a Diverse, Equitable, and Inclusive Workplace Environment**

Alliance Virtual Offices



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## **Study Methodology**

The goal of this analysis was to investigate the ways in which working from home impacts a workers mental and physical health, wellbeing, and lifestyle.

Extant literature was reviewed for relevant content. Additionally, a survey was extended to all members of the Alliance Virtual Offices team, Allwork.Space team, and an external group as a control. Findings were presented in the linked literature review article with references presented in this document.

The literature review was conducted by searching out both scholarly and popular sources. Research topics were sought out regarding physical health, mental health, and lifestyle differences among different work environments.





This study is highly relevant, as businesses, governments, and individuals worldwide are seeking to improve employee health and wellbeing, in addition to creating a more diverse, equitable, and inclusive environment. Survey questions are presented below:

## Wellness Survey

### Informed Consent

You are invited to participate in a research study about the health, wellbeing, and lifestyle of remote and hybrid workers.

This study is being conducted by Andrea Burgess under direction of Alliance Virtual Offices and Allwork.Space.

Participation in this study is voluntary. If you agree to participate in this study, you would fill out the attached survey. The survey includes questions about your life and habits and should take about 10 minutes to complete.

Participating in this study may not benefit you directly, but it will help us learn more about the way online work is done and ways to better support online workers.

You may skip any questions you don't want to answer and you may close the survey at any time.



The information you will share with us if you participate in this study will be kept completely confidential to the full extent of the law. No personal identifying information, such as names, IP addresses, or email addresses will be collected or stored in relation to the survey.

Participation in this survey will not impact your employment status with Alliance Virtual Offices and/or Allwork.Space in any way.

**Please note:** You must be 18 or older to participate in this study.

If you have any questions about this study, please contact Andrea Burgess at [andrea.burgess@alliancevirtualoffices.com](mailto:andrea.burgess@alliancevirtualoffices.com).

By completing this survey, you are consenting to participate in this study.

*\*Please print or save a copy of this consent form for your records.\**



### 1. Which option best describes you?

- A.** I work a traditional 40 hour per week job in a shared office environment.
- B.** I work approximately 40 hour per week at one job online.
- C.** I primarily work as an online freelancer with several clients/employers.
- D.** I work in a traditional in-person job, but make extra money as a freelance/gig worker.
- E.** I work for one employer, but my time is spent both online and in an in-person environment.

### 2. How would you rate your overall stress level? (with 1 being the least stressed and 10 being the most stressed)

1  2  3  4  5  6  7  8  9  10

### 3. How would you rate your overall happiness? (with 1 being the least happy and 10 being the most happy)

1  2  3  4  5  6  7  8  9  10

### 4. How often do you take short vacations (three or less consecutive days)?

- A.** Never.
- B.** Occasionally, 1-2 times per year.
- C.** Sometimes, 3-4 times per year.
- D.** Regularly, more than 4 times per year.

### 5. How often do you take long vacations (four or more consecutive days)?

- A.** Never.
- B.** Occasionally, 1-2 times per year.
- C.** Sometimes, 3-4 times per year.
- D.** Regularly, more than 4 times per year.

### 6. How often do you exercise?

- A.** Never.
- B.** Sometimes, but not regularly.
- C.** Regularly, at least once per week.
- D.** Often, a few times per week.
- E.** Every day.

### 7. Do you experience chronic pain?

- A.** Yes.
- B.** No.
- C.** Prefer not to say.



**8. How would you rate your overall health?**

(with 1 being the least healthy and 10 being the most healthy)

1    2    3    4    5    6    7    8    9    10

**9. Do you have children?**

- A.** I have no children and do not want them.
- B.** I have no children and do want them someday.
- C.** Yes, I have one child.
- D.** Yes, I have two children.
- E.** Yes, I have three or more children.
- F.** Prefer not to say.

**10. Do you experience one or more mental health disorders?**

- A.** No, none.
- B.** Yes, one.
- C.** Yes, more than one.
- D.** Prefer not to say.

**11. If you have a commute to work, how long is it?**

- A.** I do not commute to work.
- B.** 15 minutes or less.
- C.** 16 minutes to 30 minutes.
- D.** 31-60 minutes.
- E.** More than 60 minutes.

**12. How often do you miss work due to a personal illness? (not due to a child/spouse being ill)**

- A.** Never.
- B.** Rarely.
- C.** Sometimes.
- D.** Often.

**13. How often do you miss work due to a familial illness? (because a child/spouse is ill)**

- A.** Never.
- B.** Rarely.
- C.** Sometimes.
- D.** Often.



14. If you had the option to work from home or in an office environment, you would usually:

- A.** Work from home.
- B.** Work in an office.
- C.** Split my time evenly between an office and home.

15. On average, how many hours do you sleep per night?

- A.** 4 or less
- B.** 5
- C.** 6
- D.** 7
- E.** 8
- F.** 9
- G.** 10+

16. My race/ethnicity is most closely aligned with:

- A.** American Indian or Alaska Native.
- B.** Asian.
- C.** Black or African American.
- D.** Hispanic or Latino.
- E.** Native Hawaiian or Pacific Islander.
- F.** White or Caucasian.
- G.** Prefer not to say.

17. My gender is most closely aligned with:

- A.** Woman
- B.** Man
- C.** Non-binary/non-conforming
- D.** Transgender
- E.** Prefer not to say

18. What is your age?

- A.** 18-24
- B.** 25-34
- C.** 35-44
- D.** 45-54
- E.** 55-64
- F.** 65+
- G.** Prefer not to say



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