***Please indicate your agreement with the statement “The following aspects of my job have been negatively affected in the last 20 months of remote working”:***

1. New employee or team member onboarding

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Learning and career development

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Communication with coworkers

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Developing/maintaining work relationships (teamwork)

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Creativity and innovation

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Team/company morale

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Ability to utilize paid time off

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Length of working hours

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. Ability to separate work and home life

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

1. In the past 20 months, have you experienced virtual fatigue (often referred to as Zoom fatigue) while working remotely?

Yes

No

Unsure

1. Once it is safe to return to the office, what would be your working environment preference?

Remote working

In-office working

Hybrid model

Unsure

**Demographic information collected:**

1. What is your current role?

Medical/scientific

Client services

Editorial

Medical affairs

Publications lead

Commercial

Legal/regulatory

Other (fill in the blank)

1. How long have you been with your current employer?

Since before March 2020

Since March 2020 or later

1. How long have you been employed in the industry (i.e., pharmaceutical company or medical communications agency)?

Less than 6 months

6 months to 1 year

1 to 5 years

Greater than 5 years

1. Before the COVID-19 pandemic, were you a remote worker?

Yes

No

Not applicable