

Life Interests of Wharton Students: Class of 1992 20-Year Follow-up Survey

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SECTION 1: WHAT’S IMPORTANT IN YOUR CAREER

First, please rate the importance of each factor in judging the success of your career (not your current job) by checking the appropriate bubble on the left corresponding to the range of Not Important to Very Important. Please assume that you have a career, no matter what your current employment situation. After you have rated in the left section how important each factor is, then please go to the section on the right and rate your current satisfaction with each factor by checking the appropriate bubble on the right corresponding to the range of Not Satisfied to Very Satisfied. Please check NA if the statement does not apply to you.

Importance						Current Satisfaction					
Not Important (1)	(2)	Moderately Important (3)	(4)	Very Important (5)		Not Satisfied (1)	(2)	Moderately Satisfied (3)	(4)	Very Satisfied (5)	NA (blank)
<input type="radio"/>	<input type="radio"/>	3001	<input type="radio"/>	<input type="radio"/>	...having flexibility in determining my work hours.	<input type="radio"/>	<input type="radio"/>	3016	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3002	<input type="radio"/>	<input type="radio"/>	...having time for myself.	<input type="radio"/>	<input type="radio"/>	3017	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3003	<input type="radio"/>	<input type="radio"/>	...helping other people.	<input type="radio"/>	<input type="radio"/>	3018	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3004	<input type="radio"/>	<input type="radio"/>	...working on challenging tasks.	<input type="radio"/>	<input type="radio"/>	3019	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3005	<input type="radio"/>	<input type="radio"/>	...having social status and prestige.	<input type="radio"/>	<input type="radio"/>	3020	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3006	<input type="radio"/>	<input type="radio"/>	...being creative in my work.	<input type="radio"/>	<input type="radio"/>	3021	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3007	<input type="radio"/>	<input type="radio"/>	...having power and influence.)	<input type="radio"/>	<input type="radio"/>	3022	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3008	<input type="radio"/>	<input type="radio"/>	...having time for my family.	<input type="radio"/>	<input type="radio"/>	3023	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3009	<input type="radio"/>	<input type="radio"/>	...ensuring a comfortable retirement.	<input type="radio"/>	<input type="radio"/>	3024	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3010	<input type="radio"/>	<input type="radio"/>	...having secure employment.	<input type="radio"/>	<input type="radio"/>	3025	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3011	<input type="radio"/>	<input type="radio"/>	...living in a preferred geographical area.	<input type="radio"/>	<input type="radio"/>	3026	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3012	<input type="radio"/>	<input type="radio"/>	...being respected by others at work.	<input type="radio"/>	<input type="radio"/>	3027	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3013	<input type="radio"/>	<input type="radio"/>	...earning a great deal of money.	<input type="radio"/>	<input type="radio"/>	3028	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3014	<input type="radio"/>	<input type="radio"/>	...advancing rapidly to high-level positions.	<input type="radio"/>	<input type="radio"/>	3029	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	3015	<input type="radio"/>	<input type="radio"/>	...enjoying my work.	<input type="radio"/>	<input type="radio"/>	3030	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3031 What has been the most rewarding aspect of your career so far? Why? _____

SECTION 2: WHAT YOU DID AFTER WHARTON

This section of the survey asks about what you did immediately after graduating in 1992.

3032 Were you in paid employment within six months of graduating in 1992?

- Yes (1)
- No (0)

3033 What did you do immediately following graduation?

- Work in family business (1)
- Run your own business (2)
- Be employed full-time (3)
- Be employed part-time (4)
- Do volunteer work (5)
- Be a full-time homemaker (6)
- Take time off (7)
- Attend graduate or professional school (8)
- Other (9)

3034 If respondent answered "1" to 3032: On graduating in 1992, which of the following best describes your employment?

- Employed by a private or public company, government, or a non-profit organization (1)
- An independent consultant, independent contractor or a freelance worker (2)
- A founder of a business (3)
- Other (4) _____ **3035** (please describe) _____

3036 If respondent answered "0" to 3032: What was the primary reason that you were not in paid employment at that time?

- Looking for work but unable to find it (1)
- Vacation / time off of work (2)
- Medical reasons (3)
- In school / training (4)
- Family / personal obligations (5)
- Retirement (6)
- Starting a business (7)
- Volunteering (8)
- Other (9) _____ **3037** (please describe) _____

3038 If respondent answered "1," "3," or "4" to 3034: What kind of business or industry was this organization in? OR If respondent answered "2" to 3034: What type of industry were you primarily providing services in?

- Accounting (1)
- Advertising (2)
- Aerospace (3)
- Agriculture (4)
- Architecture (5)
- Armed Forces (6)
- Arts and Design (7)
- Automotive (8)
- Banking, Commercial (9)
- Banking, Investment (10)
- Banking, Wholesale (11)
- Biotech (12)
- Brokerage (13)
- Chemicals (14)
- Computers (15)
- Construction (16)
- Consulting, Computer/Info Mgmt (17)
- Consulting, Financial (18)
- Consulting, Management (19)
- Consulting, Other (20)
- Consumer Products (21)
- Education (22)
- Electronics (23)
- Energy (24)
- Engineering (25)
- Environmental Services (26)
- Financial Data Services (27)
- Food & Beverage (28)
- Gaming (29)
- Government, National (30)
- Government, State/Local (31)
- HealthCare Products (32)
- Hedge Fund (33)
- HMO/PPO/Health Services (34)
- Hospital (35)
- Information Management (36)
- Insurance (37)
- International Development (38)
- Internet Products and Services (39)
- Investment Management (40)
- Investment Research and Information (41)
- Law (42)
- Media / Arts (Cinema, TV, Music, etc.) (43)
- Medical Equipment (44)
- Medicine (45)
- Metals (46)
- Mutual Fund (47)
- Non-profit (48)
- Other Technology (49)
- Pharmaceuticals (50)
- Private Equity (51)
- Private Wealth Management (52)
- Public Relations (53)
- Publishing / Printing (54)
- Ratings Agencies (55)
- Real Estate (56)
- Retail Sales (57)
- Semiconductors and Components (58)
- Software (59)
- Telecom (60)
- Textiles/Apparel (61)
- Transportation/Shipping (62)
- Travel (63)
- Venture Capital (64)
- Wholesale (65)
- Other (66)

3039 If respondent answered "1," "3," or "4" to 3034: What kind of business or industry was this organization in? OR If respondent answered "2" to 3034: What type of industry were you primarily providing services in?

- Accounting (1)
- Law (2)
- Consulting (3)
- Education (4)
- Government / non-profit (5)
- Sales (6)
- Other service industry (7)
- Consumer goods (8)
- Information technology (9)
- Pharmaceuticals (10)
- Other manufacturing (11)
- Banking / financial services (12)
- Medicine / health care (13)
- Real estate (14)
- Other (15)

3040 If respondent answered "1" to 3034: At this company, were you a family member in a family business?

- Yes (1)
- No (0)

3041 If respondent answered "2" to 3034: Did you have any permanent employees on your payroll during this employment?

- Yes (1)
- No (0)

3042 If respondent answered "3" to 3034: What was the name of the company you founded? _____

3043 If respondent answered "0" to 3032: At that time, in your first job after graduation, what were your approximate annual earnings before taxes or other deductions (including bonuses, stock options and other variable compensation, but excluding benefits)?

- | | |
|--|--|
| <input type="radio"/> \$0 – \$25,000 (12,500) | <input type="radio"/> \$500,001 – \$600,000 (550,000) |
| <input type="radio"/> \$25,001 – \$50,000 (37,500) | <input type="radio"/> \$600,001 -- \$700,000 (650,000) |
| <input type="radio"/> \$50,001 -- \$75,000 (62,500) | <input type="radio"/> \$700,001 -- \$800,000 (750,000) |
| <input type="radio"/> \$75,001 – \$100,000 (87,500) | <input type="radio"/> \$800,001 -- \$900,000 (850,000) |
| <input type="radio"/> \$100,001 -- \$150,000 (125,000) | <input type="radio"/> \$900,001 -- \$1,000,000 (950,000) |
| <input type="radio"/> \$150,001 – \$200,000 (175,000) | <input type="radio"/> \$1 MM -- \$1.5 MM (1,250,000) |
| <input type="radio"/> \$200,001 – \$250,000 (225,000) | <input type="radio"/> \$1.5 MM -- \$2 MM (1,750,000) |
| <input type="radio"/> \$250,001 – \$300,000 (275,000) | <input type="radio"/> \$2 MM -- \$2.5 MM (2,250,000) |
| <input type="radio"/> \$300,001 – \$350,000 (325,000) | <input type="radio"/> \$2.5 MM -- \$5 MM (3,750,000) |
| <input type="radio"/> \$350,001 – \$400,000 (375,000) | <input type="radio"/> \$5 MM -- \$10 MM (7,500,000) |
| <input type="radio"/> \$400,001 – \$450,000 (425,000) | <input type="radio"/> \$10 MM+ (10,000,000) |
| <input type="radio"/> \$450,001 – \$500,000 (475,000) | |

3044 If respondent answered "0" to 3032: Compared to your fellow members of Wharton's Class of 1992, please indicate whether you think this amount was:

- Much Higher (1)
- Slightly Higher (2)
- About the Same (3)
- Slightly Lower (4)
- Much Lower (5)

If respondent answered "0" to 3032: Please indicate the extent to which you agree or disagree with each of the following statements by choosing the appropriate bubble. My annual earnings in my first job after graduation in 1992 depended primarily on...

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
...market factors in my area of specialization.	<input type="radio"/>	<input type="radio"/>	3045	<input type="radio"/>	<input type="radio"/>
...my skills.	<input type="radio"/>	<input type="radio"/>	3046	<input type="radio"/>	<input type="radio"/>

3047 If respondent answered "0" to 3032: What function was this job in?

- Accounting (1)
- Advertising (2)
- Business Development (3)
- Consulting (4)
- Corporate Finance (Analysis/Treasury) (5)
- Education/Training (6)
- Engineering (7)
- Financial Advisor (8)
- Financial Research (9)
- General Management (10)
- Healthcare Provision (11)
- Human Resource Management (12)
- Investment Banking (13)
- Investment Management (14)
- Legal (15)
- Information Technology (16)
- Operations (17)
- Private Equity/Venture Capital (18)
- Product Development (19)
- Marketing (20)
- Production Management (21)
- Public Relations (22)
- Purchasing (23)
- Real Estate (24)
- Research (non-financial) (25)
- Restructuring (26)
- Risk Management (27)
- Sales (29)
- Strategy/Planning (28)
- Trading (30)
- Transportation/Logistics (31)
- Writing/Editing (32)
- Other (33)

3048 What function was this job in?

- Accounting (1)
- Advertising (2)
- Business Development (3)
- Consulting (4)
- Corporate Finance (Analysis/Treasury) (5)
- Education/Training (6)
- Engineering (7)
- Financial Advisor (8)
- Financial Research (9)
- General Management (10)
- Healthcare Provision (11)
- Human Resource Management (12)
- Investment Banking (13)
- Investment Management (14)
- Legal (15)
- Information Technology (16)
- Operations (17)
- Private Equity/Venture Capital (18)
- Product Development (19)
- Marketing (20)
- Production Management (21)
- Public Relations (22)
- Purchasing (23)
- Real Estate (24)
- Research (non-financial) (25)
- Restructuring (26)
- Risk Management (27)
- Sales (29)
- Strategy/Planning (28)
- Trading (30)
- Transportation/Logistics (31)
- Writing/Editing (32)
- Other (33)
- Top Management (34)

3049 If respondent answered "0" to 3032: Did you have supervisory responsibilities in this job?

- Yes (1)
- No (0)

3050 If respondent answered "0" to 3032: Were you employed full-time or part-time in this job?

- Full-time (1)
- Part-time (0)

3051 If respondent answered "0" to 3032: How long were you in this job? (Answer is converted to number of years.)

- 1 month (0.08)
- 2 months (0.17)
- 3 months (0.25)
- 4 months (0.33)
- 5 months (0.42)
- 6 months (0.50)
- 7 months (0.58)
- 8 months (0.67)
- 9 months (0.75)
- 10 months (0.83)
- 11 months (0.92)
- 12 months (1.00)
- 13 months (1.08)
- 14 months (1.17)
- 15 months (1.25)
- 16 months (1.33)
- 17 months (1.42)
- 18 months (1.50)
- 19 months (1.58)
- 20 months (1.67)
- 21 months (1.75)
- 22 months (1.83)
- 23 months (1.92)
- 24 months (2.00)
- 25 months (2.08)
- 26 months (2.17)
- 27 months (2.25)
- 28 months (2.33)
- 29 months (2.42)
- 30 months (2.50)
- 31 months (2.58)
- 32 months (2.67)
- 33 months (2.75)
- 34 months (2.83)
- 35 months (2.92)
- 36 months (3.00)
- 3 - 3.5 years (3.25)
- 3.5 - 4 years (3.75)
- 4 - 4.5 years (4.25)
- 4.5 - 5 years (4.75)
- 5 - 5.5 years (5.25)
- 5.5 - 6 years (5.75)
- 6 - 6.5 years (6.25)
- 6.5 - 7 years (6.75)
- 7 - 7.5 years (7.25)
- 7.5 - 8 years (7.75)
- 8 - 8.5 years (8.25)
- 8.5 - 9 years (8.75)
- 9 - 9.5 years (9.25)
- 9.5 - 10 years (9.75)
- 10 - 10.5 years (10.25)
- 10.5 - 11 years (10.75)
- 11 - 11.5 years (11.25)
- 11.5 - 12 years (11.75)
- 12 - 12.5 years (12.25)
- 12.5 - 13 years (12.75)
- 13 - 13.5 years (13.25)
- 13.5 - 14 years (13.75)
- 14 - 14.5 years (14.25)
- 14.5 - 15 years (14.75)
- 15 - 15.5 years (15.25)
- 15.5 - 16 years (15.75)
- 16 - 16.5 years (16.25)
- 16.5 - 17 years (16.75)
- 17 - 17.5 years (17.25)
- 17.5 - 18 years (17.75)
- 18 - 18.5 years (18.25)
- 18.5 - 19 years (18.75)
- 19 - 19.5 years (19.25)
- 19.5 - 20 years (19.75)
- 20 or more years (20)

3052 If respondent answered "0" to 3032: How long were you in this organization? (Answer is converted to number of years.)

- 1 month (0.08)
- 2 months (0.17)
- 3 months (0.25)
- 4 months (0.33)
- 5 months (0.42)
- 6 months (0.50)
- 7 months (0.58)
- 8 months (0.67)
- 9 months (0.75)
- 10 months (0.83)
- 11 months (0.92)
- 12 months (1.00)
- 13 months (1.08)
- 14 months (1.17)
- 15 months (1.25)
- 16 months (1.33)
- 17 months (1.42)
- 18 months (1.50)
- 19 months (1.58)
- 20 months (1.67)
- 21 months (1.75)
- 22 months (1.83)
- 23 months (1.92)
- 24 months (2.00)
- 25 months (2.08)
- 26 months (2.17)
- 27 months (2.25)
- 28 months (2.33)
- 29 months (2.42)
- 30 months (2.50)
- 31 months (2.58)
- 32 months (2.67)
- 33 months (2.75)
- 34 months (2.83)
- 35 months (2.92)
- 36 months (3.00)
- 3 - 3.5 years (3.25)
- 3.5 - 4 years (3.75)
- 4 - 4.5 years (4.25)
- 4.5 - 5 years (4.75)
- 5 - 5.5 years (5.25)
- 5.5 - 6 years (5.75)
- 6 - 6.5 years (6.25)
- 6.5 - 7 years (6.75)
- 7 - 7.5 years (7.25)
- 7.5 - 8 years (7.75)
- 8 - 8.5 years (8.25)
- 8.5 - 9 years (8.75)
- 9 - 9.5 years (9.25)
- 9.5 - 10 years (9.75)
- 10 - 10.5 years (10.25)
- 10.5 - 11 years (10.75)
- 11 - 11.5 years (11.25)
- 11.5 - 12 years (11.75)
- 12 - 12.5 years (12.25)
- 12.5 - 13 years (12.75)
- 13 - 13.5 years (13.25)
- 13.5 - 14 years (13.75)
- 14 - 14.5 years (14.25)
- 14.5 - 15 years (14.75)
- 15 - 15.5 years (15.25)
- 15.5 - 16 years (15.75)
- 16 - 16.5 years (16.25)
- 16.5 - 17 years (16.75)
- 17 - 17.5 years (17.25)
- 17.5 - 18 years (17.75)
- 18 - 18.5 years (18.25)
- 18.5 - 19 years (18.75)
- 19 - 19.5 years (19.25)
- 19.5 - 20 years (19.75)
- 20 or more years (20)

3053 For how many different organizations or companies have you worked since you graduated in 1992?

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20 or more (20)

3054 How many times have you relocated from living in one community to another since graduating in 1992 from Wharton?

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10+ (10)

Of these relocations, how many were caused primarily by each of the following? Check all that apply and enter the number of relocations per category.

- 3055** Your Career _____ **3056**
- 3057** Spouse/Partner's Career _____ **3058**
- 3059** Family Relations _____ **3060**
- 3061** Lifestyle Preferences _____ **3062**
- 3063** Other _____ **3064** Please explain: _____ **3065**

Of these relocations, how many were caused primarily by each of the following? Check all that apply and enter the number of relocations per category. The total here should equal "total relocations" from above.

- 3066** Your Career _____ **3067**
- 3068** Spouse/Partner's Career _____ **3069**
- 3070** Family Relations _____ **3071**
- 3072** Lifestyle Preferences _____ **3073**
- 3074** Other _____ **3075**

3076 Ten years after graduating, in 2002, what were your approximate annual earnings before taxes or other deductions (including bonuses, stock options and other variable compensation, but excluding benefits)?

- I was not in paid employment at that time (blank)
- \$0 – \$25,000 (12,500)
- \$25,001 – \$50,000 (37,500)
- \$50,001 -- \$75,000 (62,500)
- \$75,001 – \$100,000 (87,500)
- \$100,001 -- \$150,000 (125,000)
- \$150,001 – \$200,000 (175,000)
- \$200,001 – \$250,000 (225,000)
- \$250,001 – \$300,000 (275,000)
- \$300,001 – \$350,000 (325,000)
- \$350,001 – \$400,000 (375,000)
- \$400,001 – \$450,000 (425,000)
- \$450,001 – \$500,000 (475,000)
- \$500,001 – \$600,000 (550,000)
- \$600,001 -- \$700,000 (650,000)
- \$700,001 -- \$800,000 (750,000)
- \$800,001 -- \$900,000 (850,000)
- \$900,001 -- \$1,000,000 (950,000)
- \$1 MM -- \$1.5 MM (1,250,000)
- \$1.5 MM -- \$2 MM (1,750,000)
- \$2 MM -- \$2.5 MM (2,250,000)
- \$2.5 MM -- \$5 MM (3,750,000)
- \$5 MM -- \$10 MM (7,500,000)
- \$10 MM+ (10,000,000)

3077 Compared to your fellow members of Wharton's Class of 1992, please indicate whether you think this amount was:

- Much Higher (1)
- Slightly Higher (2)
- About the Same (3)
- Slightly Lower (4)
- Much Lower (5)

SECTION 3: CURRENT EMPLOYMENT

3078 Currently, what is your primary career activity?

- Work in family business (1)
- Run your own business (2)
- Be employed full-time (3)
- Be employed part-time (4)
- Do volunteer work (5)
- Be a full-time homemaker (6)
- Take time off (7)
- Attend graduate or professional school (8)
- Other (9)
- Partner in a business (10)

3079 Which one of the following best describes your current status?

- Employed by a private or public company, government, or a non-profit organization (1)
- An independent consultant, independent contractor or a freelance worker (2)
- A founder of a business (3)
- Not currently employed (4)
- Other (5) 3080 (please describe)

3081 If respondent answered "4" to 3079: What is the primary reason that you are not in paid employment at this time?

- Looking for work but unable to find it (1)
- Vacation / time off of work (2)
- Medical reasons (3)
- In school / training (4)
- Family / personal obligations (5)
- Retirement (6)
- Starting a business (7)
- Volunteering (8)
- Other (9) 3082 (please describe)

3083 If respondent answered "4" to 3079: In a sentence or two, please describe your primary daily activity.

3084 If respondent answered "1," "2," "3," or "5" to 3079: What is your current job title?

3085 If respondent answered "1," "2," "3," or "5" to 3079: In a sentence or two, please describe what you do in your job.

3086 If respondent answered "1," "2," "3," or "5" to 3079: In what city and country do you primarily work?

3087 If respondent answered "1," "3," or "5" to 3079: What kind of business or industry is this organization in?
OR If respondent answered "2" to 3079: What type of industry are you primarily providing services in?

- Accounting (1)
- Advertising (2)
- Aerospace (3)
- Agriculture (4)
- Architecture (5)
- Armed Forces (6)
- Arts and Design (7)
- Automotive (8)
- Banking, Commercial (9)
- Banking, Investment (10)
- Banking, Wholesale (11)
- Biotech (12)
- Brokerage (13)
- Chemicals (14)
- Computers (15)
- Construction (16)
- Consulting, Computer/Info Mgmt (17)
- Consulting, Financial (18)
- Consulting, Management (19)
- Consulting, Other (20)
- Consumer Products (21)
- Education (22)
- Electronics (23)
- Energy (24)
- Engineering (25)
- Environmental Services (26)
- Financial Data Services (27)
- Food & Beverage (28)
- Gaming (29)
- Government, National (30)
- Government, State/Local (31)
- HealthCare Products (32)
- Hedge Fund (33)
- HMO/PPO/Health Services (34)
- Hospital (35)
- Information Management (36)
- Insurance (37)
- International Development (38)
- Internet Products and Services (39)
- Investment Management (40)
- Investment Research and Information (41)
- Law (42)
- Media / Arts (Cinema, TV, Music, etc.) (43)
- Medical Equipment (44)
- Medicine (45)
- Metals (46)
- Mutual Fund (47)
- Non-profit (48)
- Other Technology (49)
- Pharmaceuticals (50)
- Private Equity (51)
- Private Wealth Management (52)
- Public Relations (53)
- Publishing / Printing (54)
- Ratings Agencies (55)
- Real Estate (56)
- Retail Sales (57)
- Semiconductors and Components (58)
- Software (59)
- Telecom (60)
- Textiles/Apparel (61)
- Transportation/Shipping (62)
- Travel (63)
- Venture Capital (64)
- Wholesale (65)
- Other (66)

3088 If respondent answered "1," "3," or "5" to 3079: What kind of business or industry is this organization in?
OR If respondent answered "2" to 3079: What type of industry are you primarily providing services in?

- Accounting (1)
- Law (2)
- Consulting (3)
- Education (4)
- Government / non-profit (5)
- Sales (6)
- Other service industry (7)
- Consumer goods (8)
- Information technology (9)
- Pharmaceuticals (10)
- Other manufacturing (11)
- Banking / financial services (12)
- Medicine / health care (13)
- Real estate (14)
- Other (15)

3089 If respondent answered "1" to 3079: At this company, are you a family member in a family business?

- Yes (1)
- No (0)

3090 If respondent answered "2" to 3079: Do you have any permanent employees on your payroll?

- Yes (1)
- No (0)

3091 If respondent answered "3" to 3079: What is the name of the company you founded?

3092 If respondent answered "1," "2," "3," or "5" to 3079: What are your approximate annual earnings from this employment before taxes or other deductions (including bonuses, stock options and other variable compensation, but excluding benefits)?

- | | |
|--|--|
| <input type="radio"/> \$0 – \$25,000 (12,500) | <input type="radio"/> \$500,001 – \$600,000 (550,000) |
| <input type="radio"/> \$25,001 – \$50,000 (37,500) | <input type="radio"/> \$600,001 -- \$700,000 (650,000) |
| <input type="radio"/> \$50,001 -- \$75,000 (62,500) | <input type="radio"/> \$700,001 -- \$800,000 (750,000) |
| <input type="radio"/> \$75,001 – \$100,000 (87,500) | <input type="radio"/> \$800,001 -- \$900,000 (850,000) |
| <input type="radio"/> \$100,001 -- \$150,000 (125,000) | <input type="radio"/> \$900,001 -- \$1,000,000 (950,000) |
| <input type="radio"/> \$150,001 – \$200,000 (175,000) | <input type="radio"/> \$1 MM -- \$1.5 MM (1,250,000) |
| <input type="radio"/> \$200,001 – \$250,000 (225,000) | <input type="radio"/> \$1.5 MM -- \$2 MM (1,750,000) |
| <input type="radio"/> \$250,001 – \$300,000 (275,000) | <input type="radio"/> \$2 MM -- \$2.5 MM (2,250,000) |
| <input type="radio"/> \$300,001 – \$350,000 (325,000) | <input type="radio"/> \$2.5 MM -- \$5 MM (3,750,000) |
| <input type="radio"/> \$350,001 – \$400,000 (375,000) | <input type="radio"/> \$5 MM -- \$10 MM (7,500,000) |
| <input type="radio"/> \$400,001 – \$450,000 (425,000) | <input type="radio"/> \$10 MM+ (10,000,000) |
| <input type="radio"/> \$450,001 – \$500,000 (475,000) | |

3093 If respondent answered "1," "2," "3," or "5" to 3079: Compared to your fellow members of Wharton's Class of 1992, please indicate whether you think this amount is:

- Much Higher (1)
- Slightly Higher (2)
- About the Same (3)
- Slightly Lower (4)
- Much Lower (5)

3094 If respondent answered "1," "2," "3," or "5" to 3079: What function is this job in?

- Accounting (1)
- Advertising (2)
- Business Development (3)
- Consulting (4)
- Corporate Finance (Analysis/Treasury) (5)
- Education/Training (6)
- Engineering (7)
- Financial Advisor (8)
- Financial Research (9)
- General Management (10)
- Healthcare Provision (11)
- Human Resource Management (12)
- Investment Banking (13)
- Investment Management (14)
- Legal (15)
- Information Technology (16)
- Operations (17)
- Private Equity/Venture Capital (18)
- Product Development (19)
- Marketing (20)
- Production Management (21)
- Public Relations (22)
- Purchasing (23)
- Real Estate (24)
- Research (non-financial) (25)
- Restructuring (26)
- Risk Management (27)
- Sales (29)
- Strategy/Planning (28)
- Trading (30)
- Transportation/Logistics (31)
- Writing/Editing (32)
- Other (33)

3095 *What function is this job in?*

- Accounting (1)*
- Advertising (2)*
- Business Development (3)*
- Consulting (4)*
- Corporate Finance (Analysis/Treasury) (5)*
- Education/Training (6)*
- Engineering (7)*
- Financial Advisor (8)*
- Financial Research (9)*
- General Management (10)*
- Healthcare Provision (11)*
- Human Resource Management (12)*
- Investment Banking (13)*
- Investment Management (14)*
- Legal (15)*
- Information Technology (16)*
- Operations (17)*
- Private Equity/Venture Capital (18)*
- Product Development (19)*
- Marketing (20)*
- Production Management (21)*
- Public Relations (22)*
- Purchasing (23)*
- Real Estate (24)*
- Research (non-financial) (25)*
- Restructuring (26)*
- Risk Management (27)*
- Sales (29)*
- Strategy/Planning (28)*
- Top Management (34)*
- Trading (30)*
- Transportation/Logistics (31)*
- Writing/Editing (32)*
- Other (33)*

3096 If respondent answered "1," "2," "3," or "5" to 3079: Do you have supervisory responsibilities in this job?

- Yes (1)
- No (0)

3097 If respondent answered "1," "2," "3," or "5" to 3079: Are you employed full-time or part-time in this job?

- Full-time (1)
- Part-time (0)

3098 If respondent answered "1," "2," "3," or "5" to 3079: How long have you been in this job? (Answer is in number of years.)

- 1 month (0.08)
- 2 months (0.17)
- 3 months (0.25)
- 4 months (0.33)
- 5 months (0.42)
- 6 months (0.50)
- 7 months (0.58)
- 8 months (0.67)
- 9 months (0.75)
- 10 months (0.83)
- 11 months (0.92)
- 12 months (1.00)
- 13 months (1.08)
- 14 months (1.17)
- 15 months (1.25)
- 16 months (1.33)
- 17 months (1.42)
- 18 months (1.50)
- 19 months (1.58)
- 20 months (1.67)
- 21 months (1.75)
- 22 months (1.83)
- 23 months (1.92)
- 24 months (2.00)
- 25 months (2.08)
- 26 months (2.17)
- 27 months (2.25)
- 28 months (2.33)
- 29 months (2.42)
- 30 months (2.50)
- 31 months (2.58)
- 32 months (2.67)
- 33 months (2.75)
- 34 months (2.83)
- 35 months (2.92)
- 36 months (3.00)
- 3 - 3.5 years (3.25)
- 3.5 - 4 years (3.75)
- 4 - 4.5 years (4.25)
- 4.5 - 5 years (4.75)
- 5 - 5.5 years (5.25)
- 5.5 - 6 years (5.75)
- 6 - 6.5 years (6.25)
- 6.5 - 7 years (6.75)
- 7 - 7.5 years (7.25)
- 7.5 - 8 years (7.75)
- 8 - 8.5 years (8.25)
- 8.5 - 9 years (8.75)
- 9 - 9.5 years (9.25)
- 9.5 - 10 years (9.75)
- 10 - 10.5 years (10.25)
- 10.5 - 11 years (10.75)
- 11 - 11.5 years (11.25)
- 11.5 - 12 years (11.75)
- 12 - 12.5 years (12.25)
- 12.5 - 13 years (12.75)
- 13 - 13.5 years (13.25)
- 13.5 - 14 years (13.75)
- 14 - 14.5 years (14.25)
- 14.5 - 15 years (14.75)
- 15 - 15.5 years (15.25)
- 15.5 - 16 years (15.75)
- 16 - 16.5 years (16.25)
- 16.5 - 17 years (16.75)
- 17 - 17.5 years (17.25)
- 17.5 - 18 years (17.75)
- 18 - 18.5 years (18.25)
- 18.5 - 19 years (18.75)
- 19 - 19.5 years (19.25)
- 19.5 - 20 years (19.75)
- 20 or more years (20)

3099 If respondent answered "1," "2," "3," or "5" to 3079: How long have you been in this organization?
(Answer is in number of years.)

- 1 month (0.08)
- 2 months (0.17)
- 3 months (0.25)
- 4 months (0.33)
- 5 months (0.42)
- 6 months (0.50)
- 7 months (0.58)
- 8 months (0.67)
- 9 months (0.75)
- 10 months (0.83)
- 11 months (0.92)
- 12 months (1.00)
- 13 months (1.08)
- 14 months (1.17)
- 15 months (1.25)
- 16 months (1.33)
- 17 months (1.42)
- 18 months (1.50)
- 19 months (1.58)
- 20 months (1.67)
- 21 months (1.75)
- 22 months (1.83)
- 23 months (1.92)
- 24 months (2.00)
- 25 months (2.08)
- 26 months (2.17)
- 27 months (2.25)
- 28 months (2.33)
- 29 months (2.42)
- 30 months (2.50)
- 31 months (2.58)
- 32 months (2.67)
- 33 months (2.75)
- 34 months (2.83)
- 35 months (2.92)
- 36 months (3.00)
- 3 - 3.5 years (3.25)
- 3.5 - 4 years (3.75)
- 4 - 4.5 years (4.25)
- 4.5 - 5 years (4.75)
- 5 - 5.5 years (5.25)
- 5.5 - 6 years (5.75)
- 6 - 6.5 years (6.25)
- 6.5 - 7 years (6.75)
- 7 - 7.5 years (7.25)
- 7.5 - 8 years (7.75)
- 8 - 8.5 years (8.25)
- 8.5 - 9 years (8.75)
- 9 - 9.5 years (9.25)
- 9.5 - 10 years (9.75)
- 10 - 10.5 years (10.25)
- 10.5 - 11 years (10.75)
- 11 - 11.5 years (11.25)
- 11.5 - 12 years (11.75)
- 12 - 12.5 years (12.25)
- 12.5 - 13 years (12.75)
- 13 - 13.5 years (13.25)
- 13.5 - 14 years (13.75)
- 14 - 14.5 years (14.25)
- 14.5 - 15 years (14.75)
- 15 - 15.5 years (15.25)
- 15.5 - 16 years (15.75)
- 16 - 16.5 years (16.25)
- 16.5 - 17 years (16.75)
- 17 - 17.5 years (17.25)
- 17.5 - 18 years (17.75)
- 18 - 18.5 years (18.25)
- 18.5 - 19 years (18.75)
- 19 - 19.5 years (19.25)
- 19.5 - 20 years (19.75)
- 20 or more years (20)

If respondent answered “1,” “2,” “3,” or “5” to 3079: To what extent does your job provide you with each of the following?

	Not at All (1)	(2)	Moderately (3)	(4)	To a Great Extent (5)
A sense of purpose	<input type="radio"/>	<input type="radio"/>	3100	<input type="radio"/>	<input type="radio"/>
An opportunity to express passion	<input type="radio"/>	<input type="radio"/>	3101	<input type="radio"/>	<input type="radio"/>
A feeling that you are making a positive contribution to the world	<input type="radio"/>	<input type="radio"/>	3102	<input type="radio"/>	<input type="radio"/>
A chance to serve others	<input type="radio"/>	<input type="radio"/>	3103	<input type="radio"/>	<input type="radio"/>

If respondent answered “1,” “2,” “3,” or “5” to 3079: How much do the following statements describe how you feel about the work you usually do?

	Not at All (1)	A Little (2)	Somewhat (3)	A Lot (4)
I enjoy talking about my work to others.	<input type="radio"/>	3104	<input type="radio"/>	<input type="radio"/>
My work is one of the most important things in my life.	<input type="radio"/>	3105	<input type="radio"/>	<input type="radio"/>
My main reason for working is financial – to support my family and lifestyle.	<input type="radio"/>	3106	<input type="radio"/>	<input type="radio"/>
I am eager to retire.	<input type="radio"/>	3107	<input type="radio"/>	<input type="radio"/>
If I was financially secure, I would continue my current work even if I stopped getting paid.	<input type="radio"/>	3108	<input type="radio"/>	<input type="radio"/>
I would choose my current work life again if I had the chance.	<input type="radio"/>	3109	<input type="radio"/>	<input type="radio"/>

If respondent answered “1,” “2,” “3,” or “5” to 3079: Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble from “Strongly Disagree” to “Strongly Agree.”

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
I am accepted in informal business activities with my peers within my organization.	<input type="radio"/>	<input type="radio"/>	3110	<input type="radio"/>	<input type="radio"/>
I like the people with whom I work.	<input type="radio"/>	<input type="radio"/>	3111	<input type="radio"/>	<input type="radio"/>
The support I receive from peers within my organization helps me live up to my responsibilities outside of work.	<input type="radio"/>	<input type="radio"/>	3112	<input type="radio"/>	<input type="radio"/>
The support I receive from my superior(s) helps me live up to my responsibilities outside of work.	<input type="radio"/>	<input type="radio"/>	3113	<input type="radio"/>	<input type="radio"/>
People at work care about me as a person.	<input type="radio"/>	<input type="radio"/>	3114	<input type="radio"/>	<input type="radio"/>
I have authority in deciding how and with whom I get work done.	<input type="radio"/>	<input type="radio"/>	3115	<input type="radio"/>	<input type="radio"/>
I have considerable decision-making power in my job.	<input type="radio"/>	<input type="radio"/>	3116	<input type="radio"/>	<input type="radio"/>
I feel very loyal to my organization.	<input type="radio"/>	<input type="radio"/>	3117	<input type="radio"/>	<input type="radio"/>
I am proud to tell others I am part of my organization.	<input type="radio"/>	<input type="radio"/>	3118	<input type="radio"/>	<input type="radio"/>
I am satisfied with my present job situation.	<input type="radio"/>	<input type="radio"/>	3119	<input type="radio"/>	<input type="radio"/>
I frequently think I would like to change my job situation.	<input type="radio"/>	<input type="radio"/>	3120	<input type="radio"/>	<input type="radio"/>

If respondent answered “1,” “2,” “3,” or “5” to 3079: Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
The level of commitment expected by my organization requires that employees choose between advancing their careers and devoting time to their family.	<input type="radio"/>	<input type="radio"/>	3121	<input type="radio"/>	<input type="radio"/>
My organization is understanding when employees have a hard time juggling work and family responsibilities.	<input type="radio"/>	<input type="radio"/>	3122	<input type="radio"/>	<input type="radio"/>
My organization has a satisfactory family leave policy.	<input type="radio"/>	<input type="radio"/>	3123	<input type="radio"/>	<input type="radio"/>
My organization allows for flexibility in work scheduling.	<input type="radio"/>	<input type="radio"/>	3124	<input type="radio"/>	<input type="radio"/>
A major source of satisfaction in my life is my career.	<input type="radio"/>	<input type="radio"/>	3125	<input type="radio"/>	<input type="radio"/>
Most of the important things that happen to me involve my career.	<input type="radio"/>	<input type="radio"/>	3126	<input type="radio"/>	<input type="radio"/>
I am satisfied with the success I have achieved in my career.	<input type="radio"/>	<input type="radio"/>	3127	<input type="radio"/>	<input type="radio"/>
I am satisfied with the progress I have made toward meeting my goals for income.	<input type="radio"/>	<input type="radio"/>	3128	<input type="radio"/>	<input type="radio"/>
I am satisfied with the progress I have made toward meeting my goals for advancement.	<input type="radio"/>	<input type="radio"/>	3129	<input type="radio"/>	<input type="radio"/>
I am satisfied with the progress I have made toward meeting my goals for the development of new skills.	<input type="radio"/>	<input type="radio"/>	3130	<input type="radio"/>	<input type="radio"/>

If respondent answered "1," "2," "3," or "5" to 3079: Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble from "Strongly Disagree" to "Strongly Agree."

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My career progression has depended on how hard I have worked.	<input type="radio"/>	<input type="radio"/>	3131	<input type="radio"/>	<input type="radio"/>
It has been necessary to make my superiors aware of my accomplishments in order to further my career.	<input type="radio"/>	<input type="radio"/>	3132	<input type="radio"/>	<input type="radio"/>
It has been necessary for me to build a network of relationships in my organization to help further my career.	<input type="radio"/>	<input type="radio"/>	3133	<input type="radio"/>	<input type="radio"/>
My Wharton grades have had little effect on my career success.	<input type="radio"/>	<input type="radio"/>	3134	<input type="radio"/>	<input type="radio"/>

3135 If respondent answered "1," "2," "3," or "5" to 3079: How would the person who, or group that, evaluates your job performance rate it over the last year?

- Deficient and below expectations (1)
- Variable, at times not meeting expectations (2)
- Meets expectations (3)
- Consistently above expectations (4)
- Far exceeds normal expectations (5)

3136 If respondent answered "1," "2," "3," or "5" to 3079: How would you rate your chances for promotion within the next two years?

- Poor (1)
- Fair (2)
- Good (3)
- Very Good (4)
- Excellent (5)
- N/A (blank)

3137 If respondent answered "1," "2," "3," or "5" to 3079: Assume that the organization you are currently employed in has 9 levels of managerial/professional positions, ranging from first level manager/professional to middle level manager/professional to the top executive. Please indicate the position you now have by selecting the appropriate number.

- First Level Manager/ Professional (1)
- (2)
- (3)
- (4)
- Middle Level Manager/ Professional (5)
- (6)
- (7)
- (8)
- The Top Executive (9)

3138 If respondent answered "1," "2," "3," or "5" to 3079: Is this the highest position you would like to attain?

- Yes (1)
- No (0)

3139 If respondent selected "0" for 3138: Please indicate the highest position you would like to attain by selecting the appropriate number.

- First Level: Manager/ Professional (1)
- (2)
- (3)
- (4)
- Middle Level Manager/ Professional (5)
- (6)
- (7)
- (8)
- The Top Executive (9)

3140 If respondent selected "0" for 3138: How likely is it that you will achieve the highest position you would like to attain?

- Not Likely (1)
- Somewhat Likely (2)
- Moderately Likely (3)
- Quite Likely (4)
- Highly Likely (5)

SECTION 4: LIFE INTERESTS

From the following list, please select the two things or activities in your life that you expect will give you the most satisfaction. To answer this question, click, drag, and drop your choices from the "Items" column into the box directly to the right. You will know your choices are in the desired order if in the right column there is a "1" next to the activity you expect will give you the most satisfaction and if there is a "2" next to the activity that you expect will give you the second-most-satisfaction respectively.

<p><u>3141</u> Career or occupation</p> <p><u>3142</u> Family relationships</p> <p><u>3143</u> Religious beliefs or activities</p> <p><u>3144</u> Participation in activities directed toward national or international betterment</p> <p><u>3145</u> Leisure and recreational activities</p> <p><u>3146</u> Participation in community affairs</p>

First, please rate the importance of each factor in judging your success in life by checking the appropriate bubble on the left corresponding to the range of “Not Important” to “Very Important.” After you have rated in the left section how important each factor is, then please go to the section on the right and rate your current satisfaction with each factor in life by checking the appropriate bubble on the right corresponding to the range of “Not Satisfied” to “Very Satisfied.” Please check “NA” if this factor does not apply to your current situation.

	Importance					Current Satisfaction					
	Not Important (1)	(2)	Moderately Important (3)	(4)	Very Important (5)	Not Satisfied (1)	(2)	Moderately Satisfied (3)	(4)	Very Satisfied (5)	NA (blank)
Standard of living	<input type="radio"/>	<input type="radio"/>	3147	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3159	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career	<input type="radio"/>	<input type="radio"/>	3148	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3160	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A long-term relationship	<input type="radio"/>	<input type="radio"/>	3149	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3161	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parenting	<input type="radio"/>	<input type="radio"/>	3150	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3162	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>	3151	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3163	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Material wealth	<input type="radio"/>	<input type="radio"/>	3152	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3164	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious or spiritual development	<input type="radio"/>	<input type="radio"/>	3153	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3165	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal growth and development	<input type="radio"/>	<input type="radio"/>	3154	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3166	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helping other people	<input type="radio"/>	<input type="radio"/>	3155	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3167	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friendships	<input type="radio"/>	<input type="radio"/>	3156	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3168	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being politically involved	<input type="radio"/>	<input type="radio"/>	3157	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3169	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creative activity	<input type="radio"/>	<input type="radio"/>	3158	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3170	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent have your views changed about the following over the past 20 years? Please select the appropriate bubble for each of the following items from “No Change” to “Major Change.”

	No Change (1)	(2)	Moderate Change (3)	(4)	Major Change (5)
Kind of job desired	<input type="radio"/>	<input type="radio"/>	3171	<input type="radio"/>	<input type="radio"/>
Geographical preference	<input type="radio"/>	<input type="radio"/>	3172	<input type="radio"/>	<input type="radio"/>
Political views	<input type="radio"/>	<input type="radio"/>	3173	<input type="radio"/>	<input type="radio"/>
Timing of marriage or permanent relationship	<input type="radio"/>	<input type="radio"/>	3174	<input type="radio"/>	<input type="radio"/>
Industry desired	<input type="radio"/>	<input type="radio"/>	3175	<input type="radio"/>	<input type="radio"/>
Career aspiration level	<input type="radio"/>	<input type="radio"/>	3176	<input type="radio"/>	<input type="radio"/>
Timing of children	<input type="radio"/>	<input type="radio"/>	3177	<input type="radio"/>	<input type="radio"/>
Personal ethics	<input type="radio"/>	<input type="radio"/>	3178	<input type="radio"/>	<input type="radio"/>
Value of interpersonal relationships	<input type="radio"/>	<input type="radio"/>	3179	<input type="radio"/>	<input type="radio"/>
Social responsibility	<input type="radio"/>	<input type="radio"/>	3180	<input type="radio"/>	<input type="radio"/>

In an average week, including weekends, how many hours do you devote to the following activities? The total must sum to 168 hours.

- 3181 Working and work-related activities
- 3182 Personal care activities (including sleep)
- 3183 Caring for and helping children
- 3184 Caring for and helping other family members than children
- 3185 Household activities
- 3186 Purchasing goods and services
- 3187 Educational activities
- 3188 Organization, civic, and religious activities
- 3189 Leisure and sports

SECTION 5: RELATIONSHIP BETWEEN WORK AND FAMILY

Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble from Strongly Disagree to Strongly Agree. Check NA if the statement does not apply to you.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	NA (blank)
When I spend time with my family, I am bothered by all the things in my job that I should be doing.	<input type="radio"/>	<input type="radio"/>	3190	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of my family responsibilities, I have to turn down job activities or opportunities that I should take on.	<input type="radio"/>	<input type="radio"/>	3191	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of family responsibilities, the time I spend on my job is less enjoyable and more pressured.	<input type="radio"/>	<input type="radio"/>	3192	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I spend time on my job, I am bothered by all the things I should be doing with my family.	<input type="radio"/>	<input type="radio"/>	3193	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of my job responsibilities, I have to miss out on home or family activities in which I should participate.	<input type="radio"/>	<input type="radio"/>	3194	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Because of my job responsibilities, the time I spend with my family is less enjoyable and more pressured.	<input type="radio"/>	<input type="radio"/>	3195	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble from Strongly Disagree to Strongly Agree. Check NA if the statement does not apply to you.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	NA (blank)
The demands of family life interfere with achieving success in my career.	<input type="radio"/>	<input type="radio"/>	3196	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pursuing a demanding career makes it difficult for me to be an attentive spouse/partner.	<input type="radio"/>	<input type="radio"/>	3197	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been able to "have it all" (a rewarding career, satisfying family relationships, and a fulfilling personal life).	<input type="radio"/>	<input type="radio"/>	3198	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have achieved greater success in my career by making sacrifices in my family and personal life.	<input type="radio"/>	<input type="radio"/>	3199	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have achieved greater success in my family and personal life by making sacrifices in my career.	<input type="radio"/>	<input type="radio"/>	3200	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The conflicting demands of career and family require that I decide which is more important.	<input type="radio"/>	<input type="radio"/>	3201	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do a good job of meeting the expectations of critical people in my work and family life.	<input type="radio"/>	<input type="radio"/>	3202	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who are close to me would say that I do a good job of balancing work and family.	<input type="radio"/>	<input type="radio"/>	3203	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble from Strongly Disagree to Strongly Agree. Check NA if the statement does not apply to you.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	NA (blank)
My family life has contributed to my career success.	<input type="radio"/>	<input type="radio"/>	3204	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the way I divide my attention between work and the other parts of my life.	<input type="radio"/>	<input type="radio"/>	3205	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the way my work and the rest of my life fit together.	<input type="radio"/>	<input type="radio"/>	3206	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION 6: FAMILY LIFE

Please indicate the extent to which you agree or disagree with the following statements about your family by checking the appropriate bubble. On the left-hand scale, please respond in reference to your family of origin (parents, siblings, etc.). On the right-hand scale, please respond in reference to your family of creation (spouse/partner, children, etc.), if applicable. Otherwise, check NA.

	Family of Origin					Family of Creation					
	Strongly Disagree (1)	(2)	Neutral (3)	(4)	Strongly Agree (5)	Strongly Disagree (1)	(2)	Neutral (3)	(4)	Strongly Agree (5)	NA (blank)
I am satisfied with my present family relationships.	<input type="radio"/>	<input type="radio"/>	3207	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3212	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family relationships are very frustrating to me.	<input type="radio"/>	<input type="radio"/>	3208	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3213	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A major source of satisfaction in my life is my family.	<input type="radio"/>	<input type="radio"/>	3209	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3214	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most of the important things that happen to me involve my family.	<input type="radio"/>	<input type="radio"/>	3210	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3215	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am very much involved personally in my family.	<input type="radio"/>	<input type="radio"/>	3211	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3216	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3217 Please indicate your total family (of creation) income from all sources, including work, investments and any other sources of income.

- \$0 – \$25,000 (12,500)
- \$25,001 – \$50,000 (37,500)
- \$50,001 -- \$75,000 (62,500)
- \$75,001 – \$100,000 (87,500)
- \$100,001 -- \$150,000 (125,000)
- \$150,001 – \$200,000 (175,000)
- \$200,001 – \$250,000 (225,000)
- \$250,001 – \$300,000 (275,000)
- \$300,001 – \$350,000 (325,000)
- \$350,001 – \$400,000 (375,000)
- \$400,001 – \$450,000 (425,000)
- \$450,001 – \$500,000 (475,000)
- \$500,001 – \$600,000 (550,000)
- \$600,001 -- \$700,000 (650,000)
- \$700,001 -- \$800,000 (750,000)
- \$800,001 -- \$900,000 (850,000)
- \$900,001 -- \$1,000,000 (950,000)
- \$1 MM -- \$1.5 MM (1,250,000)
- \$1.5 MM -- \$2 MM (1,750,000)
- \$2 MM -- \$2.5 MM (2,250,000)
- \$2.5 MM -- \$5 MM (3,750,000)
- \$5 MM -- \$10 MM (7,500,000)
- \$10 MM+ (10,000,000)

3218 To describe your current status, please choose the one option that best describes your situation:

- Married (1)
- Living with a partner (2)
- In a long-term relationship (3)
- None of the above apply to me (0)

Are you now, or have you ever been, any of the following? Please check all that apply.

- 3219** Separated
- 3220** Divorced
- 3221** Widowed
- 3222** None of the above apply to me
- 3223** *Single / unmarried*

3224 If respondent indicated "0" for 3218: At some point in the future, do you plan to enter into a long-term relationship?

- Yes (1)
- Probably (2)
- Not Sure (3)
- Probably Not (4)
- No (5)

3225 If respondent answered "1," "2," or "3" to 3218: At what age did you enter your current relationship (in years)?

- | | |
|--------------------------|--------------------------|
| <input type="radio"/> 15 | <input type="radio"/> 33 |
| <input type="radio"/> 16 | <input type="radio"/> 34 |
| <input type="radio"/> 17 | <input type="radio"/> 35 |
| <input type="radio"/> 18 | <input type="radio"/> 36 |
| <input type="radio"/> 19 | <input type="radio"/> 37 |
| <input type="radio"/> 20 | <input type="radio"/> 38 |
| <input type="radio"/> 21 | <input type="radio"/> 39 |
| <input type="radio"/> 22 | <input type="radio"/> 40 |
| <input type="radio"/> 23 | <input type="radio"/> 41 |
| <input type="radio"/> 24 | <input type="radio"/> 42 |
| <input type="radio"/> 25 | <input type="radio"/> 43 |
| <input type="radio"/> 26 | <input type="radio"/> 44 |
| <input type="radio"/> 27 | <input type="radio"/> 45 |
| <input type="radio"/> 28 | <input type="radio"/> 46 |
| <input type="radio"/> 29 | <input type="radio"/> 47 |
| <input type="radio"/> 30 | <input type="radio"/> 48 |
| <input type="radio"/> 31 | <input type="radio"/> 49 |
| <input type="radio"/> 32 | <input type="radio"/> 50 |

3226 If respondent answered "1," "2," or "3" to 3218: What age was your spouse/partner at that time (in years)?

- | | |
|--------------------------|--------------------------|
| <input type="radio"/> 15 | <input type="radio"/> 33 |
| <input type="radio"/> 16 | <input type="radio"/> 34 |
| <input type="radio"/> 17 | <input type="radio"/> 35 |
| <input type="radio"/> 18 | <input type="radio"/> 36 |
| <input type="radio"/> 19 | <input type="radio"/> 37 |
| <input type="radio"/> 20 | <input type="radio"/> 38 |
| <input type="radio"/> 21 | <input type="radio"/> 39 |
| <input type="radio"/> 22 | <input type="radio"/> 40 |
| <input type="radio"/> 23 | <input type="radio"/> 41 |
| <input type="radio"/> 24 | <input type="radio"/> 42 |
| <input type="radio"/> 25 | <input type="radio"/> 43 |
| <input type="radio"/> 26 | <input type="radio"/> 44 |
| <input type="radio"/> 27 | <input type="radio"/> 45 |
| <input type="radio"/> 28 | <input type="radio"/> 46 |
| <input type="radio"/> 29 | <input type="radio"/> 47 |
| <input type="radio"/> 30 | <input type="radio"/> 48 |
| <input type="radio"/> 31 | <input type="radio"/> 49 |
| <input type="radio"/> 32 | <input type="radio"/> 50 |

3227 If respondent answered "1," "2," or "3" to 3218: What is the highest level of education completed by your spouse/partner?

- Some high school or less (1)
- High school graduate (2)
- Some college (3)
- College graduate (4)
- Some graduate or professional school (5)
- Graduate or professional school (6)

3228 If respondent answered "1," "2," or "3" to 3218: Is your spouse/partner currently employed?

- Yes, part-time (1)
- Yes, full-time (2)
- No, not employed (3)

3229 If respondent answered "1" or "2" to 3228: How many years has your spouse/partner worked in his or her current organization?

- | | |
|--|--------------------------|
| <input type="radio"/> Less than 1 year (0.5) | <input type="radio"/> 13 |
| <input type="radio"/> 1 | <input type="radio"/> 14 |
| <input type="radio"/> 2 | <input type="radio"/> 15 |
| <input type="radio"/> 3 | <input type="radio"/> 16 |
| <input type="radio"/> 4 | <input type="radio"/> 17 |
| <input type="radio"/> 5 | <input type="radio"/> 18 |
| <input type="radio"/> 6 | <input type="radio"/> 19 |
| <input type="radio"/> 7 | <input type="radio"/> 20 |
| <input type="radio"/> 8 | <input type="radio"/> 21 |
| <input type="radio"/> 9 | <input type="radio"/> 22 |
| <input type="radio"/> 10 | <input type="radio"/> 23 |
| <input type="radio"/> 11 | <input type="radio"/> 24 |
| <input type="radio"/> 12 | <input type="radio"/> 25 |

3230 If respondent answered "1" or "2" to 3228: How many years has your spouse/partner been in his or her current position?

- | | |
|--|--------------------------|
| <input type="radio"/> Less than 1 year (0.5) | <input type="radio"/> 13 |
| <input type="radio"/> 1 | <input type="radio"/> 14 |
| <input type="radio"/> 2 | <input type="radio"/> 15 |
| <input type="radio"/> 3 | <input type="radio"/> 16 |
| <input type="radio"/> 4 | <input type="radio"/> 17 |
| <input type="radio"/> 5 | <input type="radio"/> 18 |
| <input type="radio"/> 6 | <input type="radio"/> 19 |
| <input type="radio"/> 7 | <input type="radio"/> 20 |
| <input type="radio"/> 8 | <input type="radio"/> 21 |
| <input type="radio"/> 9 | <input type="radio"/> 22 |
| <input type="radio"/> 10 | <input type="radio"/> 23 |
| <input type="radio"/> 11 | <input type="radio"/> 24 |
| <input type="radio"/> 12 | <input type="radio"/> 25 |

3231 If respondent answered “1” or “2” to 3228: What are your spouse/partner's approximate annual earnings before taxes or other deductions (including bonuses, stock options and other variable compensation, but excluding benefits)?

- \$0 – \$25,000 (12,500)
- \$25,001 – \$50,000 (37,500)
- \$50,001 -- \$75,000 (62,500)
- \$75,001 – \$100,000 (87,500)
- \$100,001 -- \$150,000 (125,000)
- \$150,001 – \$200,000 (175,000)
- \$200,001 – \$250,000 (225,000)
- \$250,001 – \$300,000 (275,000)
- \$300,001 – \$350,000 (325,000)
- \$350,001 – \$400,000 (375,000)
- \$400,001 – \$450,000 (425,000)
- \$450,001 – \$500,000 (475,000)
- \$500,001 – \$600,000 (550,000)
- \$600,001 -- \$700,000 (650,000)
- \$700,001 -- \$800,000 (750,000)
- \$800,001 -- \$900,000 (850,000)
- \$900,001 -- \$1,000,000 (950,000)
- \$1 MM -- \$1.5 MM (1,250,000)
- \$1.5 MM -- \$2 MM (1,750,000)
- \$2 MM -- \$2.5 MM (2,250,000)
- \$2.5 MM -- \$5 MM (3,750,000)
- \$5 MM -- \$10 MM (7,500,000)
- \$10 MM+ (10,000,000)

If respondent answered “1,” “2,” or “3” to 3218: Do you expect your spouse/partner to be employed full-time in the...

	Yes (1)	Probably (2)	Not Sure (3)	Probably Not (4)	No (5)
...short run (2-3 years)	<input type="radio"/>	<input type="radio"/>	3232	<input type="radio"/>	<input type="radio"/>
...long run (3 years and after)	<input type="radio"/>	<input type="radio"/>	3233	<input type="radio"/>	<input type="radio"/>

If respondent answered “1,” “2,” or “3” to 3218: Please indicate the extent to which you agree or disagree with each of the following statements by choosing the appropriate bubble from Strongly Disagree to Strongly Agree. Check NA if the question does not apply.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	NA (blank)
A major source of satisfaction in my spouse/partner's life is his/her career.	<input type="radio"/>	<input type="radio"/>	3234	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner is very much involved personally in his/her career.	<input type="radio"/>	<input type="radio"/>	3235	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A major source of satisfaction in my spouse/partner's life is our family.	<input type="radio"/>	<input type="radio"/>	3236	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse/partner is very much involved personally in our family.	<input type="radio"/>	<input type="radio"/>	3237	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3238 If respondent answered “1,” “2,” or “3” to 3218: Which of the following best describes your current career priority relative to that of your spouse/partner?

- My career has a much higher priority than my spouse/partner's. (1)
- My career has a slightly higher priority than my spouse/partner's. (2)
- Our careers have equal priority. (3)
- My spouse/partner's career has a slightly higher priority than mine. (4)
- My spouse/partner's career has a much higher priority than mine. (5)

If respondent answered “1,” “2,” or “3” to 3218: Please indicate the extent to which you agree or disagree with each of the following statements by selecting the appropriate bubble from Strongly Disagree to Strongly Agree. Check NA if the question does not apply. My spouse/partner...

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	NA (blank)
...gives me advice when I have a family or personal problem.	<input type="radio"/>	<input type="radio"/>	3239	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...praises me for my personal or family accomplishments.	<input type="radio"/>	<input type="radio"/>	3240	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...respects my professional accomplishments.	<input type="radio"/>	<input type="radio"/>	3241	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...resents the amount of time I put into my career.	<input type="radio"/>	<input type="radio"/>	3242	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...plays an active role in my career.	<input type="radio"/>	<input type="radio"/>	3243	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...gives me advice when I have a work-related problem.	<input type="radio"/>	<input type="radio"/>	3244	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...praises me for my job-related accomplishments.	<input type="radio"/>	<input type="radio"/>	3245	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If respondent answered "1," "2," or "3" to 3218: In an average week, including weekends, how many hours does your spouse/partner devote to the following activities? The total must sum to 168 hours.

- 3246 Working and work-related activities
- 3247 Personal care activities (including sleep)
- 3248 Caring for and helping children
- 3249 Caring for and helping other family members than children
- 3250 Household activities
- 3251 Purchasing goods and services
- 3252 Educational activities
- 3253 Organization, civic, and religious activities
- 3254 Leisure and sports

3255 Do you currently have any children?

- Yes (1)
- No (0)

3256 If respondent answered "1" to 3255: How many children do you currently have? Please enter a number.

3257 If respondent answered "1" to 3255: : Do you plan to have any more children (either biologically or by adoption)?

- Yes (1)
- Probably (2)
- Not sure (3)
- Probably not (4)
- No (5)

3258 If respondent answered "0" to 3255: : Do you plan to have any children (either biologically or by adoption)?

- Yes (1)
- Probably (2)
- Not sure (3)
- Probably not (4)
- No (5)

3259 Do you have or do you plan to have any children?

- Yes (1)
- Probably (2)
- Not sure (3)
- Probably not (4)
- No (5)

3260 If respondent answered “1” to 3255: How many more children do you plan to have? Please enter a number.

3261 If respondent answered “0” to 3255: How many children do you plan to have? Please enter a number.

3262 *How many children in all do you think you will have/adopt? Please enter a number.*

How old, in years, is each of the following children?

	Age In Years
Youngest Child	3263
Second-to-youngest Child	3264
Third-to-youngest Child	3265

*In this section, refer to the first three children **you have or plan to have.***

	<i>Your (expected) age at the time of birth or adoption of each child</i>	<i>Did you / do you expect to take time off from your job with the birth or adoption of each child?</i>			
	<i>(In years)</i>	<i>No (1)</i>	<i>Not sure (2)</i>	<i>Yes (3)</i>	<i>I was not (do not plan to be) employed at that time (4)</i>
<i>Youngest Child</i>	3266	<input type="radio"/>	3269	<input type="radio"/>	<input type="radio"/>
<i>Second-to-youngest Child</i>	3267	<input type="radio"/>	3270	<input type="radio"/>	<input type="radio"/>
<i>Third-to-youngest Child</i>	3268	<input type="radio"/>	3271	<input type="radio"/>	<input type="radio"/>

Please indicate your expected or actual time off from work for each of your planned or actual children.

	None (1)	1 day to 1 week (2)	1+ week to 3 weeks (3)	3+ weeks to 6 weeks (4)	6+ weeks to 3 months (5)	3+ months to 1 year (6)	1+ year to 3 years (7)	3+ years to 5 years (8)	More than 5 years (9)
Youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3272	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3273	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3274	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your expected or actual time off from work for each of your planned or actual children.

	1 day to 1 week (2)	1+ week to 3 weeks (3)	3+ weeks to 6 weeks (4)	6+ weeks to 3 months (5)	3+ months to 1 year (6)	1+ year to 3 years (7)	3+ years to 5 years (8)	More than 5 years (9)
Youngest Child	<input type="radio"/>	<input type="radio"/>	3275	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	<input type="radio"/>	3276	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	<input type="radio"/>	3277	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate for each child if, after this time off, you did or expect to return to work full-time or part-time, or not at all.

	Return to full-time employment (1)	Return to part-time employment (2)	Return to work part-time initially and then full-time at some later date (3)	No return to employment (4)
Youngest Child	<input type="radio"/>	3278	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	3279	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	3280	<input type="radio"/>	<input type="radio"/>

In this section, refer to the first three children **you have**.

	Your age at the time of birth or adoption of each child	Did you take time off from your job with the birth or adoption of each child?			
	(In years)	No (1)	Not sure (2)	Yes (3)	I was not employed at that time (4)
Youngest Child	3281	<input type="radio"/>	3284	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	3282	<input type="radio"/>	3285	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	3283	<input type="radio"/>	3286	<input type="radio"/>	<input type="radio"/>

Please indicate your actual time off from work for each of your children.

	None (1)	1 day to 1 week (2)	1+ week to 3 weeks (3)	3+ weeks to 6 weeks (4)	6+ weeks to 3 months (5)	3+ months to 1 year (6)	1+ year to 3 years (7)	3+ years to 5 years (8)	More than 5 years (9)
Youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3287	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3288	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3289	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your actual time off from work for each of your children.

	1 day to 1 week (2)	1+ week to 3 weeks (3)	3+ weeks to 6 weeks (4)	6+ weeks to 3 months (5)	3+ months to 1 year (6)	1+ year to 3 years (7)	3+ years to 5 years (8)	More than 5 years (9)
Youngest Child	<input type="radio"/>	<input type="radio"/>	3290	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	<input type="radio"/>	3291	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	<input type="radio"/>	3292	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate for each child if, after this time off, you returned to work full-time or part-time, or not at all.

	Return to full-time employment (1)	Return to part-time employment (2)	Return to work part-time initially and then full-time at some later date (3)	No return to employment (4)
Youngest Child	<input type="radio"/>	3293	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	3294	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	3295	<input type="radio"/>	<input type="radio"/>

In this section, refer to the first three children you plan to have.

	Your (expected) age at the time of birth or adoption of each child	Do you expect to take time off from your job with the birth or adoption of each child?			
	(In years)	No (1)	Not sure (2)	Yes (3)	I do not plan to be employed at that time (4)
Youngest Child	3281	<input type="radio"/>	3284	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	3282	<input type="radio"/>	3285	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	3283	<input type="radio"/>	3286	<input type="radio"/>	<input type="radio"/>

Please indicate your expected time off from work for each of your planned children.

	None (1)	1 day to 1 week (2)	1+ week to 3 weeks (3)	3+ weeks to 6 weeks (4)	6+ weeks to 3 months (5)	3+ months to 1 year (6)	1+ year to 3 years (7)	3+ years to 5 years (8)	More than 5 years (9)
Youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3287	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3288	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3289	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your expected time off from work for each of your planned children.

	1 day to 1 week (2)	1+ week to 3 weeks (3)	3+ weeks to 6 weeks (4)	6+ weeks to 3 months (5)	3+ months to 1 year (6)	1+ year to 3 years (7)	3+ years to 5 years (8)	More than 5 years (9)
Youngest Child	<input type="radio"/>	<input type="radio"/>	3290	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	<input type="radio"/>	3291	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	<input type="radio"/>	3292	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate for each child if, after this time off, you plan to return to work full-time or part-time, or not at all.

	Return to full-time employment (1)	Return to part-time employment (2)	Return to work part-time initially and then full-time at some later date (3)	No return to employment (4)
Youngest Child	<input type="radio"/>	3293	<input type="radio"/>	<input type="radio"/>
Second-to-youngest Child	<input type="radio"/>	3294	<input type="radio"/>	<input type="radio"/>
Third-to-youngest Child	<input type="radio"/>	3295	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you agree with each of the following statements by choosing the appropriate response from Strongly Disagree to Strongly Agree.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
Overall, I feel that I am a good parent.	<input type="radio"/>	<input type="radio"/>	3311	<input type="radio"/>	<input type="radio"/>
I often feel guilty about not being a better parent.	<input type="radio"/>	<input type="radio"/>	3312	<input type="radio"/>	<input type="radio"/>
Being a parent gives me the opportunity to do interesting things that I might not otherwise do.	<input type="radio"/>	<input type="radio"/>	3313	<input type="radio"/>	<input type="radio"/>
Being a parent helps me put my life in better perspective.	<input type="radio"/>	<input type="radio"/>	3314	<input type="radio"/>	<input type="radio"/>
Being a parent gives me a good feeling about myself.	<input type="radio"/>	<input type="radio"/>	3315	<input type="radio"/>	<input type="radio"/>
Being a parent has limited my career success.	<input type="radio"/>	<input type="radio"/>	3316	<input type="radio"/>	<input type="radio"/>

If respondent answered "1" to 3255: The following questions are about your child who is closest to 8 years old.

3317 Is this child male or female?

- Male (0)
- Female (1)

3318 Which of the following best characterizes what kind of student this child is now?

- One of the best (1)
- Above the middle (2)
- In the middle (3)
- Below the middle (4)
- Near the bottom (5)
- NA -- not a student (blank)

3319 Which of the following best describes this child's general state of health?

- Poor (1)
- Fair (2)
- Good (3)
- Very Good (4)
- Excellent (5)

SECTION 7: DUAL-CAREER RELATIONSHIPS

Please indicate the extent to which you agree with each of the following statements by checking the appropriate bubble from Strongly Disagree to Strongly Agree.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
It is easier for a man to combine a successful career, relationship, and parenthood than it is for a woman.	<input type="radio"/>	<input type="radio"/>	3320	<input type="radio"/>	<input type="radio"/>
Children whose mothers are employed are more independent and able to do things for themselves.	<input type="radio"/>	<input type="radio"/>	3321	<input type="radio"/>	<input type="radio"/>
Children whose fathers are employed are more independent and able to do things for themselves.	<input type="radio"/>	<input type="radio"/>	3322	<input type="radio"/>	<input type="radio"/>
Children whose mothers are employed suffer because their mothers are not there when they need them.	<input type="radio"/>	<input type="radio"/>	3323	<input type="radio"/>	<input type="radio"/>
Children whose fathers are employed suffer because their fathers are not there when they need them.	<input type="radio"/>	<input type="radio"/>	3324	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you agree with each of the following statements by checking the appropriate bubble. Two-career relationships work best when...

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
...both partners agree on how to take care of the children.	<input type="radio"/>	<input type="radio"/>	3325	<input type="radio"/>	<input type="radio"/>
...both partners agree on whose career has priority.	<input type="radio"/>	<input type="radio"/>	3326	<input type="radio"/>	<input type="radio"/>
...neither partner's job involves excess travel.	<input type="radio"/>	<input type="radio"/>	3327	<input type="radio"/>	<input type="radio"/>
...both partners share responsibility for housework and childcare.	<input type="radio"/>	<input type="radio"/>	3328	<input type="radio"/>	<input type="radio"/>
...both partners are willing to make compromises.	<input type="radio"/>	<input type="radio"/>	3329	<input type="radio"/>	<input type="radio"/>
...one partner is less involved in his or her career than the other.	<input type="radio"/>	<input type="radio"/>	3330	<input type="radio"/>	<input type="radio"/>
...each partner is understanding of the time spent by the other partner in pursuing his or her career goals.	<input type="radio"/>	<input type="radio"/>	3331	<input type="radio"/>	<input type="radio"/>
...neither partner has stereotypical or traditional ideas about men's and women's family roles.	<input type="radio"/>	<input type="radio"/>	3332	<input type="radio"/>	<input type="radio"/>
...the partners spend "quality time" together in pursuit of things other than their careers.	<input type="radio"/>	<input type="radio"/>	3333	<input type="radio"/>	<input type="radio"/>
...one partner is more advanced in his or her career than the other.	<input type="radio"/>	<input type="radio"/>	3334	<input type="radio"/>	<input type="radio"/>
...one parent takes a leave of absence or works part-time when the children are very young.	<input type="radio"/>	<input type="radio"/>	3335	<input type="radio"/>	<input type="radio"/>
...there are no children at home.	<input type="radio"/>	<input type="radio"/>	3336	<input type="radio"/>	<input type="radio"/>

SECTION 8: REFLECTIONS ON YOUR EDUCATION

3337 Did you attend an academic degree program after graduating from Wharton in 1992?

- Yes (1)
- No (0)

3338 If respondent answered "1" to 3337: Did you attend part-time or full-time, as defined by the educational institution?

- Part-time (0)
- Full-time (1)

3339 If respondent answered "1" to 3337: Which degree(s) or certification(s) did you receive? (Please include each year degree or certificate was granted.) _____

3340 *What is the highest level of education you have achieved?*

- Bachelor's degree (1)*
- Bachelor's degree plus professional certification (e.g. CPA) (2)*
- Master's degree (3)*
- Ph.D. or other advanced degree (e.g. J.D.) (4)*

Please indicate the extent to which you agree or disagree with each of the following statements by checking the appropriate bubble.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
I would not be able to achieve my career goals without my Wharton degree.	<input type="radio"/>	<input type="radio"/>	3341	<input type="radio"/>	<input type="radio"/>
My Wharton education helps define who I am.	<input type="radio"/>	<input type="radio"/>	3342	<input type="radio"/>	<input type="radio"/>
The education and training I received at Wharton have given me an edge over many of my colleagues.	<input type="radio"/>	<input type="radio"/>	3343	<input type="radio"/>	<input type="radio"/>
My experience at Wharton prepared me to make decisions about my career that have enabled me to stay true to my most important priorities.	<input type="radio"/>	<input type="radio"/>	3344	<input type="radio"/>	<input type="radio"/>
I am satisfied, overall, with my Wharton experience.	<input type="radio"/>	<input type="radio"/>	3345	<input type="radio"/>	<input type="radio"/>
I wish I had chosen a different specialization or major at Wharton.	<input type="radio"/>	<input type="radio"/>	3346	<input type="radio"/>	<input type="radio"/>
I believe Wharton ought to be more integrated with the rest of the University.	<input type="radio"/>	<input type="radio"/>	3347	<input type="radio"/>	<input type="radio"/>
If I had it to do over again, and if I could have been admitted to any school I wanted, I would choose Wharton again.	<input type="radio"/>	<input type="radio"/>	3348	<input type="radio"/>	<input type="radio"/>
I gain important contacts through the Wharton alumni network.	<input type="radio"/>	<input type="radio"/>	3349	<input type="radio"/>	<input type="radio"/>
I have frequent contacts with other Wharton alumni.	<input type="radio"/>	<input type="radio"/>	3350	<input type="radio"/>	<input type="radio"/>

The courses I took at Wharton have been useful...

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
...for my specific job tasks.	<input type="radio"/>	<input type="radio"/>	3351	<input type="radio"/>	<input type="radio"/>
...for my career in general.	<input type="radio"/>	<input type="radio"/>	3352	<input type="radio"/>	<input type="radio"/>
...for my life in general.	<input type="radio"/>	<input type="radio"/>	3353	<input type="radio"/>	<input type="radio"/>

3354 Looking back, what is the name of the most valuable course you took as an undergraduate at Wharton?

SECTION 9: HEALTH, RELIGION, AND CIVIC LIFE

Over the last six months, how would you describe your overall physical health, mental health, and stress level compared to people your age? Please choose the best answer among the five options as it applies for each item below.

	Very Poor (1)	Somewhat Poor (2)	Neither Poor nor Good (3)	Somewhat Good (4)	Very Good (5)
My physical health compared to people my age is:	<input type="radio"/>	<input type="radio"/>	3355	<input type="radio"/>	<input type="radio"/>
My mental health compared to people my age is:	<input type="radio"/>	<input type="radio"/>	3356	<input type="radio"/>	<input type="radio"/>
My stress level compared to people my age is:	<input type="radio"/>	<input type="radio"/>	3357	<input type="radio"/>	<input type="radio"/>

3358 Which of the following best describes your religious beliefs?

- Christian, Catholic (1)
- Christian, Protestant (2)
- Jewish (3)
- Agnostic (4)
- Muslim (5)
- Hindu (6)
- Buddhist (7)
- Other (8)
- Atheist (9)
- Christian, Other (10)

3359 How often, if at all, do you think about the meaning and purpose of life?

- Never (1)
- Rarely (2)
- Sometimes (3)
- Often (4)

3360 Which of the following best describes your political orientation?

- Left (1)
- Left-leaning (2)
- Moderate (3)
- Right-leaning (4)
- Right (5)

3361 There have been five U.S. presidential elections since you graduated from Wharton (1992, 1996, 2000, 2004, and 2008). In how many of these elections did you vote?

- 0
- 1
- 2
- 3
- 4
- 5

3362 Have you ever worked together with someone or some group to solve a problem in the community where you live?

- Yes, within the last 12 months (1)
- Yes, but not within the last 12 months (2)
- No, never (3)

3363 Do you belong to or donate money to any groups or associations, either locally or nationally such as charities, labor unions, professional associations, political or social groups, sports or youth groups, and so forth?

- Yes (1)
- No (0)

3364 Besides donating money, have you ever done anything else to help raise money for a charitable cause?

- Yes, within the last 12 months (1)
- Yes, but not within the last 12 months (2)
- No, never (3)

3365 Have you volunteered for a political organization or candidate running for office?

- Yes, within the last 12 months (1)
- Yes, but not within the last 12 months (2)
- No, never (3)

3366 Have you ever contacted or visited a public official, at any level of government, to express your opinion?

- Yes, within the last 12 months (1)
- Yes, but not within the last 12 months (2)
- No, never (3)

3367 Have you ever signed a petition about a social or political issue?

- Yes, within the last 12 months (1)
- Yes, but not within the last 12 months (2)
- No, never (3)

3368 Of what country or countries are you a citizen?

3369 In what city and country do you primarily reside?

SECTION 10: FINAL THOUGHTS

3370 Please indicate below anything you would like to add about how you see your career and life unfolding over the next 20 years.

3371 Mark Twain said: "Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover." What's the thing you didn't do since graduating from Wharton in 1992 about which you feel the greatest disappointment?

3372 What advice would you give someone graduating from Wharton this year?