Socioeconomic Origin and Attitudes About Mentoring

Cnt In this survey, you will be asked a series of questions about your attitudes, experiences, and demographics. The benefits you may expect from participating are as follows: compensation of 50 cents (for a 15-minute survey); an opportunity to win a $100 raffle an opportunity to contribute to scientific research The principal investigator does not foresee any risks regarding your involvement in this survey. By giving your consent to participate in this research, you will participate in a study in which you will answer a series of questions. The study should take 15 minutes to complete. Your participation is entirely voluntary; you may choose not to participate or may withdraw from this study at any time without penalty. The information you provide about yourself will be completely anonymous and confidential. Only the principal investigator will be able to view your responses, and your responses will not be associated with your name or any other identifying information. Only averages and general trends among variables will be shown in publications. If you have any questions or concerns, you can address them to the researcher: Amber Holden, PhD student at the Rotman School of Management (amber.holden15@rotman.utoronto.ca). If you have questions about your rights as a research participant, please contact the Office of Research Ethics at the University of Toronto at ethics.review@utoronto.ca or 416-946-3273. If the preceding information is clear to you, please indicate that you understand your rights as a participant and give your consent to participate in this survey. You must check 1 box below to continue on to the next page.

- ❍ I do consent to participate in this survey (1)
- ❍ I DO NOT consent to participate in this survey (2)

AT1 Most modern theories of decision making recognize the fact that decisions do not take place in a vacuum. Specifically, we are interested in whether you actually take the time to read the directions; if not, then some of our questions will be unclear. So, in order to demonstrate that you have read the instructions, please do not answer any of the questions on this page. Instead, just hit the next button on the bottom right of the page. This will advance you to the actual study. You will begin answering questions again on the following page.

AT1Q I am the kind of person who would try any new product once.

- ❑ Strongly Agree (1)
- ❑ Agree (2)
- ❑ Somewhat Agree (3)
- ❑ Neutral (4)
- ❑ Somewhat Disagree (5)
- ❑ Disagree (6)
- ❑ Strongly Disagree (7)

If Strongly Agree Is Selected, Then Skip To End of BlockIf Agree Is Selected, Then Skip To End of BlockIf Somewhat Agree Is Selected, Then Skip To End of BlockIf Neutral Is

Selected, Then Skip To End of BlockIf Somewhat Disagree Is Selected, Then Skip To End of BlockIf Disagree Is Selected, Then Skip To End of BlockIf Strongly Disagree Is Selected, Then Skip To End of Block

Q43 We will now ask some questions about your experiences. We are interested in your honest opinion and ratings.

RS Please answer the following items with respect to your socioeconomic status (i.e., social class background). Please imagine yourself in each situation and select the number that best indicates how you feel.

RS1 Imagine you are at work in early January talking about what you did for the holidays. You realize that several of the coworkers around you come from a very different socioeconomic background than you do.

	Very unconcerned (1)	(2)	(3)	(4)	(5)	Very concerned (6)
How concerned/anxious would you be that the coworkers might reject you after learning about your socioeconomic status? (1)	❍	❍	❍	❍	❍	❍

RS1B

	Very unlikely (1)	(2)	(3)	(4)	(5)	Very likely (6)
The coworkers would accept me after learning about my socioeconomic status. (1)	❍	❍	❍	❍	❍	❍

RS2 Imagine that you are at Human Resources to complete a survey about employee backgrounds. As part of the survey, you are asked for an estimate of your parents' income. One of your coworker acquaintances is at the Human Resources office and offers to hand your form in with his. If you give him your form he will clearly be able to see your parents' income.

	Very unconcerned (1)	(2)	(3)	(4)	(5)	Very concerned (6)
How concerned/anxious would you be that your coworker might reject you after seeing your parents' income? (1)	❍	❍	❍	❍	❍	❍

RS2B

	Very unlikely (1)	(2)	(3)	(4)	(5)	Very likely (6)
My coworker would accept me after seeing my parents' income. (1)	❍	❍	❍	❍	❍	❍

RS4 Imagine that you and a friend have stopped at an ATM to grab cash before going to the movies. As you withdraw money, you realize that your friend is standing very close to you and may be able to see your account balance.

	Very unconcerned (1)	(2)	(3)	(4)	(5)	Very concerned (6)
How concerned/anxious would you be that your friend might reject you if he/she saw your account balance? (1)	❍	❍	❍	❍	❍	❍

RS4B

	Very unlikely (1)	(2)	(3)	(4)	(5)	Very likely (6)
My friend would accept me after he/she saw my account balance. (1)	❍	❍	❍	❍	❍	❍

RS5 Imagine that you are at work having a discussion about living in different types of neighborhoods. Your neighborhood comes up, but no one knows you live there.

	Very unconcerned (1)	(2)	(3)	(4)	(5)	Very concerned (6)
How concerned/anxious would you be that your coworkers would reject you after learning which neighborhood you're from? (1)	❍	❍	❍	❍	❍	❍

RS5B

	Very unlikely (1)	(2)	(3)	(4)	(5)	Very likely (6)
My coworkers would accept me after learning which neighborhood I'm from. (1)	❍	❍	❍	❍	❍	❍

RS6 Imagine that you are responding to an ad for a roommate in a two-bedroom apartment. The other person has asked for some more information about you, including socioeconomic status-related information.

	Very unconcerned (1)	(2)	(3)	(4)	(5)	Very concerned (6)
How concerned/anxious would you be that the other person would reject you after learning your socioeconomic status? (1)	❍	❍	❍	❍	❍	❍

RS6B

	Very unlikely (1)	(2)	(3)	(4)	(5)	Very likely (6)
The person would accept me after learning about my socioeconomic status. (1)	❍	❍	❍	❍	❍	❍

InsDesc The following questions concern your views about networking.

Ins1 To me, networking is a lot of time and work for little payoff.

- ❍ Strongly disagree (1)
- ❍ (2)
- ❍ (3)
- ❍ (4)
- ❍ (5)
- ❍ (6)
- ❍ Strongly agree (7)

Ins2 In my opinion, networking is not an effective way to build a career.

- ❍ Strongly disagree (1)
- ❍ (2)
- ❍ (3)
- ❍ (4)
- ❍ (5)
- ❍ (6)
- ❍ Strongly agree (7)

Ins3 In general, employees do not get much out of networking.
- ❍ Strongly disagree (2)
- ❍ (3)
- ❍ (4)
- ❍ (5)
- ❍ (6)
- ❍ (7)
- ❍ Strongly agree (8)

Mtr Do you have a mentor? By mentor, we mean someone in your organization who is higher in position than you and/or has more experience who has supported you, guided you, provided you with advice related to your work tasks and your long-term professional goals, and/or has taken an active interest in developing your career. This could be someone in your immediate department, or they could work elsewhere in your organization.
- ❍ Yes (1)
- ❍ No (2)

Init Please enter the initials of your mentor. For example, if your mentor was named John Smith, you would enter JS below.

Pre Did you know ${q://QID85/ChoiceTextEntryValue} before you started your current job?
- ❍ Yes (1)
- ❍ No (2)

Helped Did ${q://QID85/ChoiceTextEntryValue} help you get the job?
- ❍ Yes (1)
- ❍ No (2)

FFil Do you have a relationship with ${q://QID85/ChoiceTextEntryValue} as part of a formal program in your workplace? For example, does your organization formally "pair up" employees with others in the organization for any reason?
- ❍ Yes (1)
- ❍ No (2)

Answer If Do you have a relationship with ${q://QID85/ChoiceTextEntryValue} as part of a formal program in... No Is Selected
FormalP Does such a formal mentoring program exist in your workplace?
- ❍ Yes (1)
- ❍ No (3)

Met How did your relationship with ${q://QID85/ChoiceTextEntryValue} initially start? In other words, how did you meet and how did ${q://QID85/ChoiceTextEntryValue} begin

guiding and supporting you in your career? Please write at least one paragraph to answer this question. Note: You will have up to 2 minutes to write your response, and then you will move to the next page. The page will not move forward before the 2 minutes have passed.

Q45 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Freq How frequently do you interact with ${q://QID85/ChoiceTextEntryValue}?
❍ Once per year or less (1)
❍ A few times per year (2)
❍ Monthly (3)
❍ Once or twice per month (4)
❍ Weekly (5)
❍ Once every few days (6)
❍ Every day (7)

Typ What percentage of your communications with ${q://QID85/ChoiceTextEntryValue} are each of these types? (total must sum to 100)
_____ Emails (1)
_____ Phone calls or video calls (2)
_____ Text or instant messaging (3)
_____ Face-to-face meetings, unscheduled or impromptu (4)
_____ Face-to-face meetings, scheduled ahead of time (5)
_____ Other (please specify) (6)

Leng Approximately how long have you been receiving professional support and guidance from ${q://QID85/ChoiceTextEntryValue}?
❑ Years (specify how many) (1) _____
❑ Months (specify how many) (2) _____
❑ Weeks (specify how many) (3) _____

Satis My mentor...

	Strongly disagree (1)	(2)	(3)	(4)	(5)	(6)	Strongly agree (7)
Is someone I am satisfied with. (1)	❍	❍	❍	❍	❍	❍	❍
Has been effective in his/her role. (2)	❍	❍	❍	❍	❍	❍	❍
Fails to meet my needs. (3)	❍	❍	❍	❍	❍	❍	❍
Disappoints me. (4)	❍	❍	❍	❍	❍	❍	❍

Tr You answered "no" when asked whether you have a mentor. For the next several questions, we will ask you some questions about your response.

NoMent Why do you think you don't have a mentor at work?Please write at least one paragraph to answer this question. Note: You will have up to 2 minutes to write your response, and then you will move to the next page. The page will not move forward before the 2 minutes have passed.

Time Timing

First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Try Have you tried to get a mentor at your current job?

❍ Yes (1)
❍ No (2)

Nec1 In general, how important is having a mentor?

- ❍ Not at all important (1)
- ❍ Low importance (2)
- ❍ Slightly important (3)
- ❍ Moderately important (4)
- ❍ Fairly important (5)
- ❍ Very important (6)
- ❍ Extremely important (7)

Nec2 We'd like to know more about your opinions on this! Could you briefly explain why you believe having a mentor is important for career success? Please write at least one paragraph to answer this question. Note: You will have up to 2 minutes to write your response, and then you will move to the next page. The page will not move forward before the 2 minutes have passed.

Q47 Timing

First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Nec3 We'd like to know more about your opinions on this! Could you briefly explain why you believe a mentor is not important for career success? Please write at least one paragraph to answer this question. Note: You will have up to 2 minutes to write your response, and then you will move to the next page. The page will not move forward before the 2 minutes have passed.

Q49 Timing

First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Comm How common do you think it is for people in your occupation to have a mentor?

- ❍ Not common at all (1)
- ❍ (2)
- ❍ (3)
- ❍ (4)
- ❍ (5)
- ❍ (6)
- ❍ Extremely common (7)

ATtrans We would like to get a sense of your general preferences. Most modern theories of decision making recognize that decisions do not take place in a vacuum. Individual

preferences and knowledge, along with situational variables, can greatly impact the decision process. To demonstrate that you've read this much, just go ahead and select both red and green from the alternatives below, no matter what your favorite color is. Yes, ignore the question below and select both of these options.

AT2 What is your favorite color?

- ❑ White (1)
- ❑ Black (2)
- ❑ Red (3)
- ❑ Pink (4)
- ❑ Green (5)
- ❑ Blue (6)

perinequal Some people think of American society as divided into two groups, the 'haves' and the 'have-nots,' while others think it's incorrect to think of America that way. Do you, yourself, think of America as divided into haves and have-nots, or don't you think of America that way?

- ❍ Yes, I think of America as divided into haves and have-nots (1)
- ❍ No, I do not think of America as divided into haves and have-nots (2)

perhave If you had to choose, which of these groups are you in, the haves or the have-nots?

- ❍ The haves (1)
- ❍ The have-nots (2)

subjinequalst How equally distributed is income in the state where your currently reside in your opinion?

- ❍ Unequally Distributed (1)
- ❍ . (2)
- ❍ . (3)
- ❍ . (4)
- ❍ . (5)
- ❍ . (6)
- ❍ Equally Distributed (7)

subjinequalus How equally distributed is income in the United States in your opinion?

- Unequally Distributed (1)
- . (2)
- . (3)
- . (4)
- . (5)
- . (6)
- Equally Distributed (7)

soccomparison To what extent do you feel the average person living in your state is worse-off or better-off than you?

- Much worse-off than me (-3)
- Somewhat worse-off than me (-2)
- Slightly worse-off than me (-1)
- Neither worse-off nor better-off than me (0)
- Slightly better-off than me (1)
- Somewhat better-off than me (2)
- Much better-off than me (3)

entitlement Please respond to the following items using the answer that best reflects your own beliefs.

	Strongly Disagree (4)	Moderately Disagree (5)	Slightly Disagree (6)	Neither Agree nor Disagree (7)	Slightly Agree (8)	Moderately Agree (9)	Strongly Agree (10)
I honestly feel I'm just more deserving than others. (4)	❍	❍	❍	❍	❍	❍	❍
Great things should come to me. (5)	❍	❍	❍	❍	❍	❍	❍
If I were on the Titanic, I would deserve to be on the first lifeboat! (6)	❍	❍	❍	❍	❍	❍	❍
I demand the best because I'm worth it. (7)	❍	❍	❍	❍	❍	❍	❍
I do NOT necessarily deserve special treatment. (8)	❍	❍	❍	❍	❍	❍	❍
I deserve more things in my life. (9)	❍	❍	❍	❍	❍	❍	❍
People like me deserve an extra break now and then. (10)	❍	❍	❍	❍	❍	❍	❍
Things	❍	❍	❍	❍	❍	❍	❍

should go my way. (11)							
I feel entitled to more of everything. (12)	❍	❍	❍	❍	❍	❍	❍

opposetaxes How strongly do you oppose paying higher taxes than you currently pay now so that the poor in this country can receive more assistance and funding for education, health care, public transportation, etc.?

- ❍ Not at all opposed (1)
- ❍ . (2)
- ❍ . (3)
- ❍ Moderately opposed (4)
- ❍ . (5)
- ❍ . (6)
- ❍ Extremely opposed (7)

Gen What is your gender?

Age How old are you?

- ❍ 16 (1)
- ❍ 17 (2)
- ❍ 18 (3)
- ❍ 19 (4)
- ❍ 20 (5)
- ❍ 21 (6)
- ❍ 22 (7)
- ❍ 23 (8)
- ❍ 24 (9)
- ❍ 25 (10)
- ❍ 26 (11)
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- ❍ 94 (79)
- ❍ 95 (80)
- ❍ 96 (81)
- ❍ 97 (82)
- ❍ 98 (83)
- ❍ 99 (84)
- ❍ 100 or above (85)

Eth I identify as... (please select all that apply)

- ❑ American Indian/Alaska Native/First Nations Person (1)
- ❑ Hawaiian or Other Pacific Islander (2)
- ❑ Asian or Asian American (3)
- ❑ Black or African American (4)
- ❑ Hispanic or Latino/a (5)
- ❑ Non-Hispanic White (6)
- ❑ Other: (7) _____

homestate Please choose from the menu below your current state or area of residence:

- ❍ Alabama (4)
- ❍ Alaska (5)
- ❍ Arizona (6)
- ❍ Arkansas (7)
- ❍ California (8)
- ❍ Colorado (9)
- ❍ Connecticut (10)
- ❍ Delaware (11)
- ❍ District of Columbia (12)
- ❍ Florida (13)
- ❍ Georgia (14)
- ❍ Guam (1)
- ❍ Hawaii (15)
- ❍ Idaho (16)
- ❍ Illinois (17)
- ❍ Indiana (18)
- ❍ Iowa (19)
- ❍ Kansas (20)
- ❍ Kentucky (21)
- ❍ Louisiana (22)
- ❍ Maine (23)
- ❍ Maryland (24)
- ❍ Massachusetts (25)
- ❍ Michigan (26)
- ❍ Minnesota (27)
- ❍ Mississippi (28)
- ❍ Missouri (29)
- ❍ Montana (30)
- ❍ Nebraska (31)
- ❍ Nevada (32)
- ❍ New Hampshire (33)
- ❍ New Jersey (34)
- ❍ New Mexico (35)
- ❍ New York (36)
- ❍ North Carolina (37)
- ❍ North Dakota (38)
- ❍ Ohio (39)
- ❍ Oklahoma (40)
- ❍ Oregon (41)
- ❍ Pennsylvania (42)
- ❍ Puerto Rico (2)
- ❍ Rhode Island (43)
- ❍ South Carolina (44)

- South Dakota (45)
- Tennessee (46)
- Texas (47)
- U.S. Virgin Islands (3)
- Utah (48)
- Vermont (49)
- Virginia (50)
- Washington (51)
- West Virginia (52)
- Wisconsin (53)
- Wyoming (54)

SSES2 Which social class do you feel your family belonged to for the longest time when you were growing up (between ages 0-18)?

- Upper class (1)
- Upper middle class (2)
- Middle class (3)
- Lower middle class (4)
- Lower class (5)

OSES1 What was the highest level of education your father completed?

- ❍ Less than high school (1)
- ❍ High school or some university (2)
- ❍ Bachelor's degree (3)
- ❍ Master's degree (4)
- ❍ PhD or professional degree (5)
- ❍ Unknown (6)

OSES2 What was the highest level of education your mother completed?

- ❍ Less than high school (1)
- ❍ High school or some university (2)
- ❍ Bachelor's degree (3)
- ❍ Master's degree (4)
- ❍ PhD or professional degree (5)
- ❍ Unknown (6)

FamInc What was your family's household income for the longest time when you were growing up (between ages 0-18)? Please do not correct for inflation. Do not correct to the 2016 dollar amount. Choose the bracket that best represents your family's household income at that time.

- ❍ $0 (no income) (16)
- ❍ $1-$9,999 (1)
- ❍ $10,000-$14,999 (2)
- ❍ $15,000-$19,999 (3)
- ❍ $20,000-$24,999 (4)
- ❍ $25,000-$29,999 (5)
- ❍ $30,000-$39,999 (6)
- ❍ $40,000-$49,999 (7)
- ❍ $50,000-$59,999 (8)
- ❍ $60,000-$69,999 (9)
- ❍ $70,000-$84,999 (10)
- ❍ $85,000-$99,999 (11)
- ❍ $100,000-$149,999 (12)
- ❍ $150,000-$199,999 (13)
- ❍ $200,000-$249,999 (14)
- ❍ $250,000 or more (15)

vladorigins Please indicate your level of agreement with each of the following statements:

	Strongly disagree (1)	Disagree (2)	Slightly disagree (3)	Neither agree nor disagree (4)	Slightly agree (5)	Agree (6)	Strongly agree (7)
My family usually had enough money for things when I was growing up. (4)	❍	❍	❍	❍	❍	❍	❍
I grew up in a relatively wealthy neighborhood. (5)	❍	❍	❍	❍	❍	❍	❍
I felt relatively wealthy compared to the other kids in my school. (6)	❍	❍	❍	❍	❍	❍	❍

FEmp Please indicate your father's employment status for the greatest number of years when you were growing up (from the time of your birth to 18 years of age):

- ❍ Full-time paid employee (1)
- ❍ Part-time paid employee (2)
- ❍ Self-employed (3)
- ❍ Unemployed (4)
- ❍ Homemaker (5)
- ❍ Unknown (6)

FJob Please indicate the occupation and job title that your father held for the greatest number of years when you were growing up (from the time of your birth to 18 years of age) using the drop down menu:You will most likely have to click three options below, although some occupations will only require selecting one or two options. First, choose the broad category of occupations. Then, choose a more specific category. Finally, choose the specific occupation.

	Management, business, and financial operations occupations (1)	Management, business, and financial operations occupations ~ Management occupations (2)	Management, business, and financial operations occupations ~ Management occupations ~ C	Management, business, and financial operations occupations ~ G	Management, business, and financial operations occupations ~ Le	Management, business, and financial operations occupations ~ Ad	Management, business, and financial operations occupations ~ M	Management, business, and financial operations occupations ~ Pu	Management, business, and financial operations occupations ~ Admi	Management, business, and financial operations occupations ~ C	Management, business, and financial operations occupations ~ Fi	Management, business, and financial operations occupations ~ H	Management, business, and financial operations occupations ~ In	Management, business, and financial operations occupations ~ Pu	Management, business, and financial operations occupations ~ Tran	Management, business, and financial operations occupations ~ Fa	Management, business, and financial operations occupations ~ Fa	Management, business, and financial operations occupations ~ C	Management, business, and financial operations occupations ~ Educ	M a a e r e t b s n s a f a c a o e a o s o c p t i n ~ M a a e r e t o c p t i n ~ E

			hief executives (3)	eneral and operations managers (4)	gislators (5)	vertising and promotions managers (6)	arketing and sales managers (7)	blic relations managers (8)	nistrative services managers (9)	omputer and information systems managers (10)	nancial managers (11)	uman resources managers (12)	dustrial production managers (13)	rchasing managers (14)	sportation, storage, and distribution managers (15)	rm, ranch, and other agricultural managers (16)	rmers and ranchers (17)	onstruction managers (18)	ation administrators (19)	g n e n r a a e s (0
Br																				

oadoccupationcategory(1)	Specificoccupationcategory(2)	Occupation(3)																			

(Table Truncated to 63 Columns)

MEmp Please indicate your mother's employment status for the greatest number of years when you were growing up (from the time of your birth to 18 years of age):

- ❍ Full-time paid employee (1)
- ❍ Part-time paid employee (2)
- ❍ Self-employed (3)
- ❍ Unemployed (4)
- ❍ Homemaker (5)
- ❍ Unknown (6)

MJob Please indicate the occupation and job title that your mother held for the greatest number of years when you were growing up (from the time of your birth to 18 years of age) using the drop down menus below:

	Management, business, and financial operations occupations (1)	Management, business, and financial operations occupations ~ Management occupations (2)	Management, business, and financial operations occupations ~ Management occupations ~ Chief exec	Management, business, and financial operations occupations ~ Management occupations ~ General an	Management, business, and financial operations occupations ~ Management occupations ~ Legislator	Management, business, and financial operations occupations ~ Management occupations ~ Advertising	Management, business, and financial operations occupations ~ Management occupations ~ Marketing	Management, business, and financial operations occupations ~ Management occupations ~ Public relati	Management, business, and financial operations occupations ~ Management occupations ~ Administrative	Management, business, and financial operations occupations ~ Management occupations ~ Computer	Management, business, and financial operations occupations ~ Management occupations ~ Financial m	Management, business, and financial operations occupations ~ Management occupations ~ Human re	Management, business, and financial operations occupations ~ Management occupations ~ Industrial pr	Management, business, and financial operations occupations ~ Management occupations ~ Purchasing	Management, business, and financial operations occupations ~ Management occupations ~ Transportation	Management, business, and financial operations occupations ~ Management occupations ~ Farm, ranc	Management, business, and financial operations occupations ~ Management occupations ~ Farmers an	Management, business, and financial operations occupations ~ Management occupations ~ Construction	Management, business, and financial operations occupations ~ Management occupations ~ Education adm	M a e r t b s n s a f a o e a o s o c p t n ~ M a e r e t o c p t n ~ E g n e n

			utives (3)	dperationsmanagers (4)	s (5)	andpromotionsmanagers (6)	andsalesmanagers (7)	onsmanagers (8)	servicesmanagers (9)	andinformationsystemsmanagers (10)	anagers (11)	sourcesmanagers (12)	oductionmanagers (13)	managers (14)	, storage, anddistributionmanagers (15)	h, andotheragriculturalmanagers (16)	dranchers (17)	nmanagers (18)	nistrators (19)	raaes (
Broado																				

occupation category (1)	Specific occupation category (2)	Occupation (3)

(Table Truncated to 63 Columns)

PEmp Are you currently employed?

- ❍ Yes (1)
- ❍ No (4)

Job Please use the drill-down menu below to identify your current occupation from among the occupations that are listed.

	Management, business, and financial operations occupations (1)	Management, business, and financial operations occupations ~ Management occupations (2)	Management, business, and financial operations occupations ~ Management occupations ~ Chief executi	Management, business, and financial operations occupations ~ Management occupations ~ General and	Management, business, and financial operations occupations ~ Management occupations ~ Legislators	Management, business, and financial operations occupations ~ Management occupations ~ Advertising an	Management, business, and financial operations occupations ~ Management occupations ~ Marketing an	Management, business, and financial operations occupations ~ Management occupations ~ Public relation	Management, business, and financial operations occupations ~ Management occupations ~ Administrative se	Management, business, and financial operations occupations ~ Management occupations ~ Computer an	Management, business, and financial operations occupations ~ Management occupations ~ Financial man	Management, business, and financial operations occupations ~ Management occupations ~ Human reso	Management, business, and financial operations occupations ~ Management occupations ~ Industrial prod	Management, business, and financial operations occupations ~ Management occupations ~ Purchasing m	Management, business, and financial operations occupations ~ Management occupations ~ Transportation,	Management, business, and financial operations occupations ~ Management occupations ~ Farm, ranch,	Management, business, and financial operations occupations ~ Management occupations ~ Farmers and	Management, business, and financial operations occupations ~ Management occupations ~ Construction	Management, business, and financial operations occupations ~ Management occupations ~ Education administ	M a a e r e t b s n s a c fi a c a o e a o s o c p ti n ~ M a a e r e t o c p ti n ~ E g n e n r

			ves (3)	operations managers (4)	(5)	dpromotions managers (6)	dsales managers (7)	smanagers (8)	rvicesmanagers (9)	dinformationsystemsmanagers (10)	agers (11)	urcesmanagers (12)	uctionmanagers (13)	anagers (14)	storage, and distributionmanagers (15)	andotheragriculturalmanagers (16)	ranchers (17)	managers (18)	trators (19)	a a e s (0
Broadocc																				

Occupation category (1)																				
Specific occupation category (2)																				
Occupation (3)																				

(Table Truncated to 63 Columns)

SubjCurr Please indicate which of these choices best describes your current social class.

- ❍ Upper class (1)
- ❍ Upper middle class (2)
- ❍ Middle class (3)
- ❍ Lower middle class (4)
- ❍ Lower class (5)

Edu What is the highest level of education you have completed?

- ❍ Less than high school (1)
- ❍ High school or some university (2)
- ❍ Bachelor's degree (3)
- ❍ Master's degree (4)
- ❍ PhD or professional degree (5)

Col What type of college did you attend?

- ❍ Technical college or training (1)
- ❍ Community college (2)
- ❍ Public or state university (3)
- ❍ Private university (4)
- ❍ Does not apply (I did not attend school after high school) (5)

Inc What is your current income?

- ❍ $0 (no income) (16)
- ❍ $1-$9,999 (1)
- ❍ $10,000-$14,999 (2)
- ❍ $15,000-$19,999 (3)
- ❍ $20,000-$24,999 (4)
- ❍ $25,000-$29,999 (5)
- ❍ $30,000-$39,999 (6)
- ❍ $40,000-$49,999 (7)
- ❍ $50,000-$59,999 (8)
- ❍ $60,000-$69,999 (9)
- ❍ $70,000-$84,999 (10)
- ❍ $85,000-$99,999 (11)
- ❍ $100,000-$149,999 (12)
- ❍ $150,000-$199,999 (13)
- ❍ $200,000-$249,999 (14)
- ❍ $250,000 or more (15)

vladdests Please indicate your level of agreement with each of the following statements:

	Strongly disagree (1)	Disagree (2)	Slightly disagree (3)	Neither agree nor disagree (4)	Slightly agree (5)	Agree (6)	Strongly agree (7)
I have enough money to buy things I want. (4)	❍	❍	❍	❍	❍	❍	❍
I don't need to worry too much about paying my bills. (5)	❍	❍	❍	❍	❍	❍	❍
I don't think I'll have to worry about money too much in the future. (6)	❍	❍	❍	❍	❍	❍	❍

Pol In general, would you consider yourself liberal or conservative?

❍ Extremely liberal (1)
❍ Somewhat liberal (2)
❍ Moderate (3)
❍ Somewhat conservative (4)
❍ Extremely conservative (5)

Rel How religious do you consider yourself to be?

- ❍ Not at all religious (1)
- ❍ A little religious (2)
- ❍ Moderately religious (3)
- ❍ Quite religious (4)
- ❍ Extremely religious (5)

Extrav I see myself as...

	Disagree strongly (1)	Disagree moderately (2)	Disagree a little (3)	Neither agree nor disagree (4)	Agree a little (5)	Agree moderately (6)	Agree strongly (7)
Extraverted, enthusiastic (1)	❍	❍	❍	❍	❍	❍	❍
Reserved, quiet (2)	❍	❍	❍	❍	❍	❍	❍

End Thank you for your time and participation! A little information about this study: Research has shown that employees from lower socioeconomic origins are less likely to have a mentor at work than their coworkers from higher socioeconomic origins (Dreher & Ash, 1990). We are trying to understand why this is happening because workplace relationships of this type are important for both employee well-being and organizational outcomes (Chao, 1997; Payne & Huffman, 2005). Please contact the researcher (amber.holden15@rotman.utoronto.ca) for additional information or findings of this survey (once they are available).

Fdbk If you have any feedback regarding this survey, please type your comments below. We appreciate your input!