

Neurodivergent Workers and Well-being: Socialization and Meaningful Relationships in the Workplace

RESEARCH SURVEY

We are investigating how acquaintances and distant professional connections—what researchers call "weak ties"—function differently for neurodivergent workers across remote, hybrid, and on-site work environments. Your lived experiences and insights will help develop evidence-based strategies for creating genuinely inclusive workplaces that support everyone's social and professional needs.

Survey Instructions

- Time Required: Approximately 15-20 minutes
- Format: This survey consists of multiple sections covering your workplace experiences, professional relationships, job satisfaction, and overall well-being.
- There are no right or wrong answers—we are interested in your authentic experiences and perspectives.

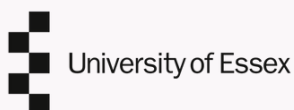
How to Complete

- Please read each question carefully before responding.
- Clearly mark your selected option with an 'X' or **filled the circle**.

Before you start, please read the [Participant Information Sheet](#) & [Consent Form](#).



I read the ethical documentation: ☐ Yes!



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QUESTIONS	RATING SCALE				
	Never	Rarely	Sometimes	Often	Always
Is your outcome appropriate for the work you have completed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your outcome reflect what you have contributed to the organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your outcome reflect the effort you have put into your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is your outcome justified, given your performance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you been able to appeal the outcomes arrived at by those procedures?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you been able to express your views and feelings during those procedures?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have those procedures upheld ethical and moral standards?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have those procedures been based on accurate information?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have those procedures been applied consistently?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you had influence over the outcomes arrived at by those procedures?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have those procedures been free of bias?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) treated you with dignity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) treated you with respect?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) refrained from improper remarks or comments?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) treated you in a polite manner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) explained the procedures thoroughly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) provided adequate justification for decisions?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) communicated honestly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) communicated details in a timely manner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has your manager (or any superior) explained the procedures in a reasonable way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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QUESTIONS	RATING SCALE				
	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Working with members of this team, my unique skills and talents are valued and utilized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If you make a mistake in this team, it is often held against you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is difficult to ask other members of this team for help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of this team are able to bring up problems and tough issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is safe to take a risk on this team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No one on this team would deliberately act in a way that undermines my efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People on this team sometimes reject others for being different.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having cognitive differences has made me a stronger person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People have avoided me because of my cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been discriminated against by health professionals because of my cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would have had better chances in life if I did not have cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the need to hide my cognitive differences from my friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been discriminated against by employers because of my cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel bad about having cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am scared of how other people will react if they find out about my cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about telling people I receive psychological treatment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My cognitive differences have made me more accepting of other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about telling people that I take medicines/tablets for cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would say I have had cognitive differences if I was applying for a job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been discriminated against in education because of my cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Neurodivergent Workers and Well-being: Socialization and Meaningful Relationships in the Workplace

QUESTIONS

RATING SCALE

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

I am angry with the way people have reacted to my cognitive differences.

☐☐☐☐☐

I do not feel embarrassed because of my cognitive differences.

☐☐☐☐☐

Having cognitive differences makes me feel that life is unfair.

☐☐☐☐☐

People's reactions to my cognitive differences make me keep myself to myself.

☐☐☐☐☐

Very often I feel alone because of my cognitive differences.

☐☐☐☐☐

I do not mind people in my neighbourhood knowing I have cognitive differences.

☐☐☐☐☐

People have insulted me because of my cognitive differences.

☐☐☐☐☐

I find it hard telling people I have cognitive differences.

☐☐☐☐☐

Having cognitive differences has made me a more understanding person.

☐☐☐☐☐

People have been understanding of my cognitive differences.

☐☐☐☐☐

Some people with cognitive differences are dangerous.

☐☐☐☐☐

Sometimes I feel that I am being talked down to because of my cognitive differences.

☐☐☐☐☐

I avoid telling people about my cognitive differences.

☐☐☐☐☐

I have not had any trouble from people because of my cognitive differences.

☐☐☐☐☐

I have been discriminated against by police because of my cognitive differences.

☐☐☐☐☐

People who don't know me very well offer the most objective viewpoints about my problems.

☐☐☐☐☐

My close friends and family are able to offer objective advice despite their strong feelings about me.

☐☐☐☐☐

I feel as though my close friends and family provide me with better advice about personal problems than people who don't know me very well.

☐☐☐☐☐

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Neurodivergent Workers and Well-being: Socialization and Meaningful Relationships in the Workplace

QUESTIONS	RATING SCALE				
	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
I am able to work in this organisation without sacrificing my principles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career goals are well considered by my organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whenever I have any personal or professional issues my organisation extends necessary help and support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fairness is maintained while executing rules and policies in my organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organisation tries to make my job as exciting and promising as possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal needs are well met by my organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my work unit I have many common themes with my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find it hard telling people I have cognitive differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accomplishments at work are adequately rewarded in my organisation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I generally carry more positive emotions than the negative ones during my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I refer to as “we/us” rather than “they/them” when I refer to my organisation to outsiders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being a part of this organisation inspires me to do more than what is expected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that there is a semblance between my organisation and my own values and beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is less risky to discuss my problems with people who are not as intimate with me as close friends and family members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable discussing my problems with close friends and family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My close friends and family get too emotional when I discuss my problems with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know I can count on my close friends and family members to help me when I have personal problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I discuss my problems with people who are not close to me so I don't have to worry about my family and close friends finding out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get more understanding from people who don't know me very well than from close friends and family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that I can get more objective information about my problems from people who are not close friends or family members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Often times I can get a more objective perspective discussing my problems with relative strangers who are different from me, than I can from family or close friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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QUESTIONS

RATING SCALE

Strongly Disagree Disagree Neither agree nor disagree Agree Strongly Agree

People who are not involved with me emotionally can offer me better advice about my problems.

☐ ☐ ☐ ☐ ☐

My family and close friends often tend to judge me when I discuss my problems with them.

☐ ☐ ☐ ☐ ☐

My close friends and family tend to have viewpoints too similar to my own to help much.

☐ ☐ ☐ ☐ ☐

People I'm not intimate with tend to judge me less harshly than my close friends and family members.

☐ ☐ ☐ ☐ ☐

I can discuss personal problems in greater depth with people I don't know very well than with my family and close friends.

☐ ☐ ☐ ☐ ☐

I can get help discussing my problems with people who don't know me very well without feeling obligated to help them in return.

☐ ☐ ☐ ☐ ☐

People who don't know me very well are less likely to pass judgment on me.

☐ ☐ ☐ ☐ ☐

I find people who don't know me very well see things more objectively than my family and close friends.

☐ ☐ ☐ ☐ ☐

I get a sense of pride from my chosen line of work.

☐ ☐ ☐ ☐ ☐

I am sometimes dissatisfied with my choice of career fields.

☐ ☐ ☐ ☐ ☐

If I were to rank (in importance to me) all the things that I do, those things related to my line of work would be at or near the top.

☐ ☐ ☐ ☐ ☐

My chosen line of work gives me a sense of well-being.

☐ ☐ ☐ ☐ ☐

If I were to describe myself to someone, I would probably begin by stating my line of work.

☐ ☐ ☐ ☐ ☐

I identify strongly with my chosen line of work

☐ ☐ ☐ ☐ ☐

I lead a purposeful and meaningful life.

☐ ☐ ☐ ☐ ☐

I am optimistic about my future.

☐ ☐ ☐ ☐ ☐

I actively contribute to the happiness and well-being of others.

☐ ☐ ☐ ☐ ☐

My social relationships are supportive and rewarding.

☐ ☐ ☐ ☐ ☐

People respect me.

☐ ☐ ☐ ☐ ☐

I am competent and capable in the activities that are important to me.

☐ ☐ ☐ ☐ ☐

I am engaged and interested in my daily activities.

☐ ☐ ☐ ☐ ☐

I am a good person and live a good life.

☐ ☐ ☐ ☐ ☐

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QUESTIONS

RATING SCALE

Very Dissatisfied Dissatisfied Neither Satisfied nor Dissatisfied Satisfied Very Satisfied

The chances for advancement on this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The working conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My pay and the amount of work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to do different things from time to time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way company policies are put into practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way my boss handles their workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The praise I get for doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to be "somebody" in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to tell people what to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The feeling of accomplishment I get from the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way my job provides for steady employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to do things for other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The competence of my supervisor in making decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being able to do things that don't go against my conscience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to try my own methods of doing the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to work alone on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance to do something that makes use of my abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way my co-workers get along with each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The freedom to use my own judgment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being able to keep busy all the time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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QUESTIONS

RESPONSE

Neurodivergence (Select all that apply):

Autism

ADHD

Dyslexia

Dyscalculia

Dyspraxia

Tourette Syndrome

☐
☐
☐
☐
☐
☐

Other Prefer not to say

☐
☐

Work setting

In person

Remote

Hybrid

Other

☐
☐
☐
☐

Age (in years)

18-24

25-34

35-44

45-54

55-64

65 or older

☐
☐
☐
☐
☐
☐

Gender

Man

Woman

Non-binary

Transgender

Prefer not to say

☐
☐
☐
☐
☐

Time in the sector

Up to 1 year

1-2 years

3-4 years

5-10 years

More than 10 years

☐
☐
☐
☐
☐

Organization size (number of employees)

1-10

11-50

51-250

251-1000

More than 1000

☐
☐
☐
☐
☐

Work Location

England

Scotland

Wales

N. Ireland

Other

☐
☐
☐
☐
☐

Have you disclosed your neurodivergence to your employer?

Yes

No

Prefer not to say

☐
☐
☐

Have you requested or received any formal workplace accommodations?

Yes, requested and received

Yes, requested but not received

No, I did not request

Prefer not to say

☐
☐
☐
☐

Should you be willing to be contacted for a follow-up interview or a co-creation workshop, please add your email or phone number.

Thank you so much for your support!

We wish you a flourishing and thriving journey.

