SUPPLEMENTARY MATERIAL 3

Complete Survey Instrument as Deployed

Designing Integrated Multi-Role Survey Instruments:
A Converge-Diverge-Reconverge Framework for Complex Organisations

This document reproduces the complete survey instrument exactly as it was deployed to respondents. It is the printed form, not a reconstruction: item wording, response options, option order and all skip-logic destinations are those the deployed instrument carried.

Instrument: Global Workplace Pressures in Engineering - 2026 Survey
Platform: Google Forms
Extent: 56 pages, 101 numbered items
Survey closed: 14 March 2026
Analytical sample: N = 335 (336 collected; 1 excluded at eligibility screening)

Routing summary. Q20 offers 16 role options plus an 'Other' free-text field and is the sole branching variable. Skip logic appears on Q1 (eligibility) and Q20 (role routing) only; no consent item carries branching. Nine of the sixteen role options route to Q65, the single-item unbranched fallback (n = 142).

This deposit is the authoritative record of the instrument. Where Appendix A, Supplementary Material 1 or the manuscript differ from this document on item wording, option counts or routing, this document governs.

All items Q66–Q100 were set as required during data collection.

Global Workplace Pressures in Engineering - 2026 Survey

Welcome

You're invited to take part in a short, fully anonymous 10-12 minute survey about workplace pressures in engineering environments. Participation is voluntary.

What this study explores:

• workplace pressures
• peer influence
• team & organisational culture
• psychological wellbeing
• differences across roles, countries, and experience levels

Eligibility:

✔ 18+

✔ Do you currently work in an engineering, technical, industrial, manufacturing, construction, or infrastructure environment?

This includes engineering, operations, technical, project support, commercial, supply chain, and administrative roles within these settings.

✔ OR have done so in the past 5 years

Your data:

• Fully anonymous
• No names, emails, companies, or IP addresses are collected

How your responses will be used:

No individuals or organisations will be identifiable.

Survey closes on 14th March 2026.

Responses submitted before this date will be included in the final analysis.

If you agree to take part, click *Next* to proceed to the consent page.

Questions or concerns?

If you have any questions about any aspect of this survey, including how you were invited to participate, or about how your information is handled during the course of this study, please get in touch with us.

Contact the researcher:

Dr Jennifer R Ayres - University of Malaysia globalengineersurvey@gmail.com

or the Human Research Ethics (Non-Medical) Committee, Universiti, UniMalaysia Sarawak - hrec@unimas.my

* Indicates required question

Eligibility

1. Do you currently work in an engineering, technical, industrial, or engineering-related academic environment?

   This includes water, utilities, construction, infrastructure, manufacturing, energy, mining, commissioning, operations, maintenance, automation, engineering asset management, applied sciences, and engineering research roles.

   Mark only one oval.

   - ◯ Yes — I work in one of these environments *Skip to question 2*
   - ◯ Yes — engineering-related academic/research role *Skip to question 2*
   - ◯ No — I do not work in these fields *Skip to section 19 (Not eligible for the survey)*

Skip to question 2

Consent to Participate

2. I have read the participation information sheet - very first page of this survey explaining what areas this survey will explore, eligibilty, how the data is stored and contact details.

   If you answer no, you will be taken back to the front page to read the data and can then return to the survey.

   Mark only one oval.

   - ◯ Yes
   - ◯ No

3. I confirm I am 18 years or older. *

   Mark only one oval.

   - ◯ Yes
   - ◯ No

4. I voluntarily agree to participate in this study. *

   Check all that apply.

   - ☐ I agree to participate

About You (Demographics)

5. Age range *

Dropdc

Mark only one oval.

- 18–24
- 25–34
- 35–44
- 45–54
- 55–64
- 65-74
- 74+

6. Gender *

Mark only one oval.

- Woman
- Man
- Non-binary
- Prefer not to say
- Other: ____

7. What is your highest level of education? *

Mark only one oval.

- ◯ High school / secondary school
- ◯ Diploma / Associate degree
- ◯ Bachelor's degree
- ◯ Master's degree
- ◯ PhD / Doctorate
- ◯ Prefer not to say
- ◯ Other: ____

8. Country or region you work in *

_____

9. Which discipline or functional area best describes the work you normally do? *

Mark only one oval.

- Mechanical
- Electrical
- Civil / Structural
- Chemical
- Process
- Instrumentation / Controls
- Automation
- Environmental
- Operations / Production
- Maintenance / Reliability
- Commercial / Contracts / Procurement
- Planning / Project Controls / Scheduling
- HSE / WHS
- Quality Assurance / Quality Control
- Construction / Site Delivery
- Technician / Trades
- Project Management
- Other: _____

10. Industry sector *

Mark only one oval.

- Consulting / Professional services
- Construction / Infrastructure delivery
- Manufacturing / Industrial
- Energy / Utilities
- Water
- Mining / Resources
- Government / Public sector
- Academia / Research
- Technology / Software
- Oil & Gas / Petrochemical
- Other: ____

11. What best describes your main work setting? *

Mark only one oval.

- Mostly site-based
- Mostly office-based
- Hybrid
- Other: ____

12. Employment type *

Mark only one oval.

- Employed (full-time)
- Employed (part-time)
- Contractor / Consultant
- Self-employed (sole trader)
- Business owner (runs own company)
- Unemployed (between roles)
- Prefer not to say

13. Was engineering your first career choice? *

Mark only one oval.

- Yes
- No
- Unsure
- Prefer not to say

14. Are you considering leaving the engineering profession? *

Mark only one oval.

- ◯ Yes – actively planning to leave
- ◯ Yes – considering it but undecided
- ◯ No – I intend to stay in engineering
- ◯ Unsure
- ◯ Prefer not to say

15. Overall, how satisfied are you with your job? *

Mark only one oval.

- ◯ Very satisfied
- ◯ Satisfied
- ◯ Neutral
- ◯ Dissatisfied
- ◯ Very dissatisfied

16. How would you rate your overall work–life balance? *

Mark only one oval.

- Very good
- Good
- Fair
- Poor
- Very poor

17. On average, how many hours per week do you work? *

Mark only one oval.

- Fewer than 30 hours
- 30–39 hours
- 40–49 hours
- 50–59 hours
- 60+ hours
- Prefer not to say

18. How many people are in your immediate team? *

Mark only one oval.

- 1 (I work alone)
- 2–5
- 6–10
- 11–20
- 21–50
- 51+
- Prefer not to say

19. Are you considering leaving your current organisation within the next 12 months? *

Mark only one oval.

- Yes – I am actively looking
- Yes – I am considering it but not yet looking
- No – I intend to stay
- Unsure
- Prefer not to say

Skip to question 20

Which option best describes your *primary* role in engineering?

Please select one. This determines which questions you will see next

20. Which option best describes your ***PRIMARY*** *role* in your workplace *
Not your discipline, not your background.

Mark only one oval.

- Commissioning / Start-up *Skip to question 21*
- Construction / Site-based *Skip to question 65*
- Design Engineering *Skip to question 65*
- Project Management *Skip to question 65*
- Technical Specialist / Subject Matter Expert (SME) *Skip to question 65*
- Leadership / Management *Skip to question 65*
- Graduate / Early Career Engineer *Skip to question 65*
- Trades / Technicians *Skip to question 65*
- Academia / Research *Skip to question 65*
- Commercial / Contracts / Procurement *Skip to question 53*
- Operations / Plant Operations / Production *Skip to question 41*
- Maintenance / Reliability Engineering *Skip to question 41*
- Planning / Scheduling / Project Controls *Skip to question 48*
- Quality Assurance / Quality Control (QA/QC) *Skip to question 58*
- Health, Safety & Environment (HSE) *Skip to question 58*
- Controls / Automation / Instrumentation *Skip to question 65*
- Other: _____

Skip to question 66

Commissioning / Start-up Work

These questions relate to your **WHOLE** career past & present
This section is for Commissioning / Start-up personnel, the survey is completely anonymous including for the researchers and the raw data will not be given to anyone including industry as part of the ethics approval.

21. Have you experienced pressure to begin testing or start-up before the system, equipment, or documentation was fully ready?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: _____

22. Have you seen pressure to “tick off” verification steps quickly to keep commissioning moving?

Mark only one oval.

- ◯ Never
- ◯ Rarely
- ◯ Sometimes
- ◯ Often
- ◯ Very often
- ◯ N/A
- ◯ Other: _____

23. Have you experienced peer or team pressure to downgrade defect severity to show commissioning progress?

Mark only one oval.

- ◯ Never
- ◯ Rarely
- ◯ Sometimes
- ◯ Often
- ◯ Very often
- ◯ N/A
- ◯ Other: _____

24. Have you been encouraged to close out defects prematurely (e.g., incomplete fixes, temporary workarounds)?

Mark only one oval.

- ◯ Never
- ◯ Rarely
- ◯ Sometimes
- ◯ Often
- ◯ Very often
- ◯ N/A
- ◯ Other: ____

25. Have you experienced pressure to accept 'as-is' equipment or systems so handover could proceed on schedule?

Mark only one oval.

- ◯ Never
- ◯ Rarely
- ◯ Sometimes
- ◯ Often
- ◯ Very often
- ◯ N/A
- ◯ Other: ____

26. Have you been pressured to bypass, fast-track, or 'pre-approve' permit, isolation, or authorisation steps?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

27. Have you seen informal work proceed before the appropriate permits, risk assessments, o start-up conditions were in place?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

28. **Have you been pressured to proceed with commissioning despite incomplete documentation (P&IDs, redlines, drawings, test packs)?**

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

29. Have you experienced pressure to execute tasks out-of-sequence to meet schedule expectations?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

30. Have you found yourself (or others) completing checks retrospectively to align paperwork with actual progress?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

31. Have you been pressured to accept a higher level of technical or safety risk during commissioning than you were comfortable with?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

32. Have you seen commissioning proceed despite concerns about operational readiness or downstream impacts?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

33. Have you been under pressure to bring equipment on line to meet a regulatory deadline when it was not ready

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

34. Have you been required to work additional hours to keep newly commissioned equioment online after it was commissioned prematurely

Mark only one oval.

- ◯ Never
- ◯ Rarely
- ◯ Sometimes
- ◯ Often
- ◯ Very often
- ◯ N/A
- ◯ Other: ____

35. Do you feel that you are recognised by your management team for the work you are doing/have done

Mark only one oval.

- ◯ Never
- ◯ Rarely
- ◯ Sometimes
- ◯ Often
- ◯ Very often
- ◯ N/A
- ◯ Other: ____

36. Do you feel competent on the level of experience of your team members *

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

37. How consistently do subcontractors demonstrate the level of experience required for your work?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- N/A
- Other: ____

38. How well do current safety processes reflect the realities of commissioning work

Mark only one oval.

- Not at all
- Slightly
- Moderately
- Mostly
- Completely

39. How recognised is commissioning as a distinct high-risk phase in your organisation's safe approach?

Mark only one oval.

- Not recognised
- Minimally recognised
- Somewhat recognised
- Well recognised
- Fully recognised

40. How often do you feel safety processes do not align with commissioning requirements?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Almost always

Skip to question 66

Operations / Maintenance

These questions relate to your **WHOLE** career past & present

41. Have you experienced pressure to keep equipment running despite known defects or technical concerns?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

42. Have you been encouraged to defer maintenance, inspections, or shutdown work to avoid production impacts

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

43. Have operational targets (e.g., throughput, uptime, KPIs) influenced decisions that affecte technical or safety risk

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

44. Have you felt pressure to operate equipment outside recommended limits or procedures t maintain output

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

45. Have you seen maintenance or operational work fast-tracked, skipped, or altered due to team or production pressure

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

46. Have you been pressured to sign off work, inspections, or operational checks that were incomplete or unverified?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

47. How often have operational pressures contributed to rework, near misses, or plant instability?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

Skip to question 66

Planning, Scheduling & Project Controls

These questions relate to your **WHOLE** career past & present

48. Have you experienced pressure to adjust schedule forecasts or progress reporting to appear more favourable than the actual project status?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

49. How often are schedule changes or reforecasts driven by external pressure rather than by accurate engineering or construction inputs?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

50. Have you been discouraged from reporting delays or risks because they may trigger stakeholder concern, escalation, or rework?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

51. How often do engineering, construction, or operational teams provide incomplete or late inputs that affect your schedule accuracy?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

52. Have you ever been pressured to prioritise milestone achievement over realistic planning c resource availability?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

Skip to question 66

Commercial, Contracts & Procurement

These questions relate to your **WHOLE** career past & present

53. How often have commercial or contractual deadlines influenced engineering, construction or operational decisions on your projects?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

54. Have you experienced pressure to accept incomplete, partial, or draft documentation (design, QA, test forms, ITPs) to achieve contract milestones or payment triggers?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

55. Have you been discouraged from issuing variations, claims, or commercial notices because they were seen as “disruptive” to relationships or project momentum?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

56. How often do milestone payments, LD exposure, or contract incentives influence scheduling or prioritisation on your projects?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

57. In your view, which stakeholder group most commonly drives commercial or cost pressure?

Mark only one oval.

- Client / Asset Owner
- Project Management
- Engineering / Design
- Construction / Site-based teams
- Commissioning / Start-up
- Operations / Production
- Commercial / Contracts / Procurement
- Vendors / OEMs
- Executive / Senior Leadership
- Regulators / External authorities
- Other: _____

Skip to question 66

Health, Safety & Environment (HSE / WHS)

These questions relate to your **WHOLE** career past & present

58. How often have you been pressured to sign off or approve work before all safety prerequisites or controls were fully met?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

59. Have you seen risk assessments, permits, or JSA/SWMS processes completed superficially or rushed to avoid delaying work?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

60. Have you been encouraged to accept higher levels of risk than you felt were appropriate, due to project or operational pressures?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

61. Have you experienced pushback, resistance, or negative reactions when raising safety concerns that could impact progress or cost?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

62. In your experience, how often does schedule pressure influence safety decisions or risk acceptance on your projects?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

63. Have senior stakeholders ever bypassed or deprioritised safety processes to accelerate delivery?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

64. How often do you feel HSE/WHS teams are included early enough in project planning or design to influence safe outcomes?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

Skip to question 66

Demographics - leadership

65. How many people do you directly supervise or lead? *

Mark only one oval.

- 0
- 1–2
- 3–5
- 6–10
- 11+
- Prefer not to say

Skip to question 66

Workplace Pressure in your **CURRENT** role

Please rate how strongly you agree or disagree with the following statements.

66. I feel pressure to meet unrealistic expectations at work. *

Mark only one oval.

- ◯ Strongly disagree
- ◯ Disagree
- ◯ Neutral
- ◯ Agree
- ◯ Strongly agree

67. My team expects me to work beyond my formal role. *

Mark only one oval.

- ◯ Strongly disagree
- ◯ Disagree
- ◯ Neutral
- ◯ Agree
- ◯ Strongly agree

68. I feel judged by peers if I do not perform at a certain level. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

69. Mistakes are treated harshly in my workplace. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

70. I feel pressure to work longer hours than contracted. *

Mark only one oval.

- ◯ Strongly disagree
- ◯ Disagree
- ◯ Neutral
- ◯ Agree
- ◯ Strongly agree

71. **In your experience, which groups are most commonly associated with project delays or cost increases?**

You may select more than one option. All responses are anonymous.

Check all that apply.

- ☐ Design engineering
- ☐ Construction / site contractors
- ☐ Commissioning / start-up teams
- ☐ Operations / maintenance teams
- ☐ Vendors / OEMs
- ☐ Planning / project controls
- ☐ Commercial / procurement
- ☐ Health, Safety & Environment (HSE)
- ☐ Leadership / management
- ☐ Asset owner / client
- ☐ End users / operations readiness teams
- ☐ Other: _____

72. **Which processes or systemic factors do you believe most commonly contribute to projec delays or cost increases?**

Select all that apply.

Check all that apply.

- [ ] Late design changes
- [ ] Incomplete or inaccurate information
- [ ] Scope creep
- [ ] Slow approvals / permitting
- [ ] Inadequate planning or scheduling
- [ ] Poor communication between teams
- [ ] Supply chain delays
- [ ] Workforce shortages
- [ ] Budget constraints
- [ ] Unrealistic deadlines
- [ ] Ineffective risk management
- [ ] Documentation not kept up to date
- [ ] Other: _____

Skip to question 73

Psychological Outcomes

All of the following questions relate to your **CURRENT** role/position

73. I often feel overwhelmed at work. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

74. I experience anxiety related to team expectations. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

75. I feel a lack of autonomy in my role. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

76. Peer pressure (from people related to your job/role) has negatively affected my wellbeing.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Skip to question 77

Peer Influence & Team Culture

The following questions relate your **CURRENT** role/work and peers within your working environment

77. I feel pressure to conform to team norms. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

78. I am influenced by the behaviours of my colleagues. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

79. I hesitate to challenge decisions because of peer reactions. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

80. Does group thinking affect your decisions? *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Skip to question 81

Peer Pressure Impact on Job Quality

The following questions relate to your **CURRENT & PAST** career with peers being people within your working environment.

81. Has peer pressure ever caused you to reduce the quality of your work (e.g., rushing, skipping steps, lowering standards)?

Mark only one oval.

- ◯ No
- ◯ Yes – rarely
- ◯ Yes – sometimes
- ◯ Yes – often
- ◯ Prefer not to say

82. Have you ever accepted sub-standard work from others due to peer or team pressure? *

Mark only one oval.

- ◯ No
- ◯ Yes – rarely
- ◯ Yes – sometimes
- ◯ Yes – often
- ◯ Prefer not to say

83. Has peer pressure ever influenced you to skip or shorten required processes, checks, or documentation?

Mark only one oval.

- ◯ No
- ◯ Yes – rarely
- ◯ Yes – sometimes
- ◯ Yes – often
- ◯ Prefer not to say

84. Have you experienced peer pressure to deliver quickly even when it compromised quality?

Mark only one oval.

- ◯ No
- ◯ Yes – rarely
- ◯ Yes – sometimes
- ◯ Yes – often
- ◯ Prefer not to say

85. Has peer pressure ever contributed to rework, errors, cost increases, or schedule delays in your work?

Mark only one oval.

- ◯ No
- ◯ Yes – minor impact
- ◯ Yes – moderate impact
- ◯ Yes – major impact
- ◯ Not sure
- ◯ Prefer not to say

86. Have you ever delivered work you were personally unhappy with because of peer or team pressure?

Mark only one oval.

- ◯ No
- ◯ Yes – once
- ◯ Yes – a few times
- ◯ Yes – regularly
- ◯ Prefer not to say

Skip to question 87

Peer Pressure Impact on Project / Work Delivery

This section is optional and relates to your **CURRENT & PAST** roles and peers being people within your working environment.
If these types of questions do not apply to your role or workplace, you may anser N/A or skip this entire section by clicking "Next" at the bottom of the page

87. Have you experienced peer pressure to bypass or fast-track required approvals, permits, o hold points?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

88. Have peers pushed for scope to be added, removed, or changed informally because "it's quicker that way"?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

89. Have you been pressured not to raise change requests because they are viewed as slowin the job down?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

90. Have you seen peers influence defect severity ratings so work appears further ahead than it really is?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

91. Have you experienced pressure to shorten or reduce testing, commissioning, or verificatio steps?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

92. Have colleagues pressured you to accept higher technical or safety risks to avoid delays?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

93. Have you experienced peer pressure that resulted in tasks being completed out of sequence?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

94. Is there peer pressure to rely on workarounds instead of following documented processes

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

95. Have you seen peer or team dynamics influence who is assigned to critical tasks, even when it was not the best technical fit?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

96. Has peer or team pressure contributed to decisions that increased project or work costs (e.g., rework, inefficiencies, rushed approvals)?

Mark only one oval.

- Never
- Rarely
- Sometimes
- Often
- Very often
- Not applicable

Skip to question 97

Organisational Context

The following questions relate to your **CURRENT** role

97. Leadership in my organisation is supportive. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

98. Communication is open and transparent. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

99. Mistakes are treated as learning opportunities. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

100. The organisation encourages independence and initiative. *

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Skip to question 101

Your Experience (Optional)

101. Please describe any experiences of workplace pressure you feel are important for this study.

*Skip to section 20 (**Thank you for you for taking time to complete the survey**)*

Not eligible for the survey

*Skip to section 20 (**Thank you for you for taking time to complete the survey**)*

Thank you for you for taking time to complete the survey

Your voice matters and sharing your experience contributes to improving how workplace pressures in engineering environmentd are understood and addressed.

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