

Supplemental Information

S1

Below is the complete survey, with its various constructs and instruments labeled.

Alienation Scale

Answer the following questions in relation to your current or most recent job (other than Amazon's Mechanical Turk). Please indicate your response by selecting the most appropriate number according to the scale given below.

I don't enjoy work; I just put in my time to get paid.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Facing my daily work tasks is a painful and boring experience.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Work to me is more like a chore or a burden.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I do not feel like my true self at work.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

While at work, I often wish I were doing something else.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Over time, I have become disillusioned with my work.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I do not feel like putting in my best effort at work.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I do not feel connected to the events at my workplace.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Alienation Predictors

Self-actualization through work

At work, I use my greatest personal talents.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

My work helps me develop as a person (physically or mentally).

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Intrinsic motivation for work

(R) My work is really just a means to a material end.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

My work is interesting and intrinsically motivating to me.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Autonomy at work

At work, I feel a sense of choice and freedom in the things I undertake.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

(R) My daily activities at work feel like a chain of obligations.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Meaningfulness

My work is highly meaningful to me.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

(R) My work often feels pointless.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

(R) I often feel that my work counts for very little.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Self Expression

My work provides me with a means for personal self-expression.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

My work is a reflection of me (my interests and values).

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Work relationships

I am highly satisfied in my relationship with my immediate boss or supervisor.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I am highly satisfied in my relationship with my coworkers/team members.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Perceived Exploitation at work

I am exploited by my employer.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I am paid less than fairly for the work I do.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

My employer benefits from my work more than I do.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Class Consciousness Scale

The following items address your opinions on work-related political issues. Please indicate your response by selecting the most appropriate number according to the scale below.

Corporations benefit owners at the expense of workers and consumers.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

(R) During a strike, management should be allowed to hire workers to replace the strikers.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Many workers in this country receive much less income than they deserve.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

(R) Large corporations have too little power in American society today.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

The non-management employees in my (current or most recent) workplace could run things effectively without bosses.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Class Consciousness Scale

We are interested in learning about your understanding of social class in American society. Read each statement below and rate your agreement with the statement by clicking along the scale from 1 (*Strongly disagree*) to 7 (*Strongly agree*).

Awareness

Social class is still an important issue in today's society.

Social class may exist in some societies, but not this one.

To understand society, we need to be aware of social class differences.

Conflict

A wealth difference between social classes represents an unfair society.

For the lower social classes to gain wealth, the upper social classes have to sacrifice some of theirs.

For the rich to increase their wealth, they must exploit the poorer classes.

Impermeability

There is equal opportunity in today's society for people of all social classes.

We could all be wealthy if we really tried.

People who fail to improve their social class have usually not tried hard enough.

Identification

My social class is an important reflection of who I am.

My social class is an important part of my self-image.

Experience

I have been held back in today's society because of my social class.
 People in my social class are often treated unfairly by others.

Activist Identity & Commitment Scale

To help you understand the next questions, please read the following broad definition of activism:

“The goal of activism is to advocate a social or political cause (e.g. protecting the environment, human-rights issues, opposing abortion, or preventing wars); the means of activism can vary greatly, e.g. from institutionalized acts like starting a petition to unconventional acts like civil disobedience.”

Please indicate how strongly you agree or disagree with each of the following statements.

Being an activist is central to who I am.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I am truly committed to engage in activism.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I identify myself as an activist.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I make time for activism, even when I'm busy.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

People who know me well would call me an activist.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I go out of my way to engage in activism.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Being an activist is an important reflection of who I am.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

I take the time I need to engage in activism.

Strongly Disagree ---- 1 ---- 2 ---- 3 ---- 4 ---- 5 ---- 6 ---- 7 ---- Strongly Agree

Demographics, Political Orientation, and Social Class

Please answer the following questions to help us know a bit more about you.

What is your age?

What is your gender?

- Male
- Female
- Other

Which of the following best describes your race or ethnicity?

- Asian/Asian-American
- Black/African-American
- Latino/Hispanic
- West Indian
- White/Non-Hispanic
- Arab/Arab-American
- Native American
- Other

Is English your first (native) language?

- Yes
- No

Specifically with regard to economic issues, and setting social issues aside, how would you describe your political orientation?

- 1 – Very Conservative
- 2 – Conservative
- 3 – Slightly Conservative
- 4 – Moderate
- 5 – Slightly Liberal
- 6 – Liberal
- 7 – Very Liberal

Specifically with regard to social issues, and setting economic issues aside, how would you describe your political orientation?

- 1 – Very Conservative
- 2 – Conservative
- 3 – Slightly Conservative
- 4 – Moderate
- 5 – Slightly Liberal
- 6 – Liberal
- 7 – Very Liberal

What social class do you feel you belong to?

- Poor
- Working poor
- Working class
- Middle class
- Upper middle class
- Rich

Which best describes your current household income annually?

- Less than \$15,000
- \$15,001 to \$25,000
- \$25,001 to \$35,000
- \$35,001 to \$50,000
- \$50,001 to \$75,000
- \$75,001 to \$100,000
- 100,001 to \$150,000
- \$150,000 to \$200,000
- More than \$200,000

Which best describes your highest level of educational achievement?

- Did not graduate high school
- High school graduate
- Some college (and/or Associate degree)
- College graduate (Bachelor's degree)
- Master's degree
- Other Graduate Degree (MD, JD, Ph.D.)

Are you currently employed (other than Amazon's M-Turk)?

If employed, what is your current job?

(do not include your employer's name but just the type of job)

What is your job title?

OR

If not currently employed, what was your most recent job?

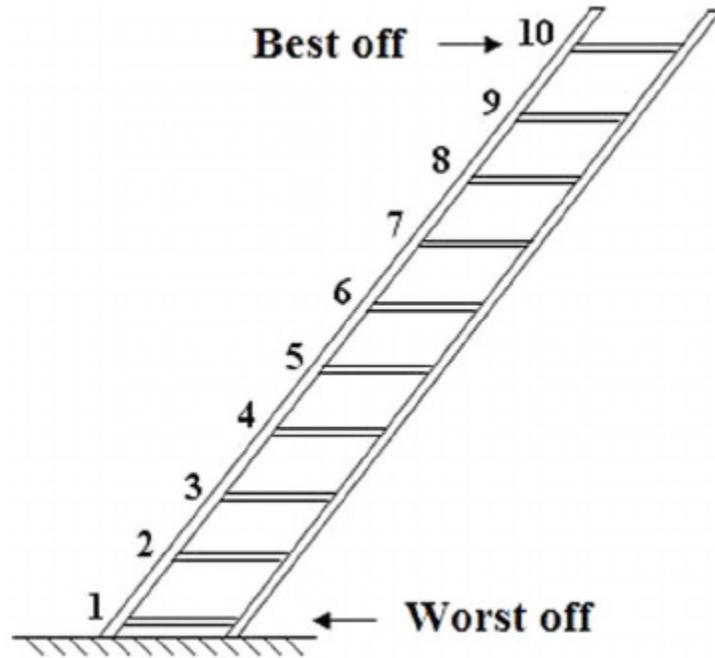
(do not include your employer's name but just the type of job)

What was your job title?

Which best describes your position at work (other than M-Turk)?

- Worker
- Freelancer
- Self-employed professional
- Middle management
- Upper management
- Small business owner
- Large business owner

Think of the ladder below as representing the way that your society is set up. Americans with the most money, education, and most respected jobs (“Best off”) are at the top of the ladder, and Americans with the least money, education, and no jobs or jobs that are the least respected (“Worst off”) are at the bottom. **Enter the number of the rung on this ladder that best describes your position relative to others in American society.**



S2

Table S2 displays a summary of all occupational categories reported by at least two participants, with the corresponding percentage of the sample represented by that category.

Table S2

Participants by job category from largest to smallest

Job Sector	Number of participants	% of sample
Accounting/Finance	26	10.8%
Education	24	10.0%
Computers/Information Technology	24	10.0%
Health Care/Fitness	16	6.7%
Sales/Marketing	15	6.3%
Retail	13	5.4%
Manufacturing	9	3.8%
Food Service	9	3.8%
Arts/Entertainment	8	3.3%
Researcher/Data Analyst	7	2.9%
E-commerce	6	2.5%
Engineering	6	2.5%
Construction	5	2.1%
Legal	5	2.1%
Customer Service	4	1.7%
Law Enforcement/Security	4	1.7%
Logistics	3	1.3%
Cosmetology/Hairdressing	2	0.8%
Housekeeping	2	0.8%
Maintenance	2	0.8%
Writing/Editing	2	0.8%
Total	192	80.1%

S3

Work Factors, Class Consciousness, and Activism

As an exploratory analysis, the seven work factors predicting alienation were entered in two separate linear regression models to assess their strength in predicting class consciousness and activism. The model predicting composite class consciousness revealed a medium effect size for all work factors combined, $F(7, 232) = 11.67, p < .001, \text{Adj. } R^2 = .24$. Results of this regression are shown in Table S3. *Perceived exploitation* was the strongest predictor of class consciousness, and the only factor that showed at least a moderate bivariate correlation with class consciousness ($r = .44, p < .001$).

Table S3

Regression of class consciousness on work factors

	Unstandardized B (SE)	<i>p</i>	Zero Order Correlation with Class Consciousness (<i>r</i>)	<i>p</i>
Work Factors from Nair and Vohra (2010)				
Self-expression	-0.10 (0.04)	.841	-.20	.002
Work relationships	0.13 (0.04)	.002	-.09	.168
Meaningfulness	0.13 (0.05)	.006	-.09	.173
New Work Factors				
Self-actualization	-0.03 (0.05)	.545	-.19	.004
Autonomy	-0.07 (0.05)	.147	-.19	.004
Intrinsic motivation	-0.12 (0.05)	.012	-.28	< .001
Perceived exploitation	0.23 (0.03)	< .001	.44	< .001

The second regression model predicting activism also revealed a medium effect size for all work factors combined, $F(7, 232) = 9.69, p < .001, \text{Adj. } R^2 = .20$. Results of the regression are displayed in Table S4. *Perceived exploitation* was also the strongest predictor of activism, and the only one with a moderate bivariate correlation to activism ($r = .308, p < .001$).

Table S4

Results of regression of activism on work factors

	Unstandardized B (SE)	<i>p</i>	Zero Order Correlation with Activism (<i>r</i>)	<i>p</i>
Work Factors from Nair and Vohra (2010)				
Self-expression	0.08 (0.09)	.381	.11	.081
Work relationships	0.15 (0.08)	.086	.06	.345
Meaningfulness	0.11 (0.10)	.275	.05	.471
New Work Factors				
Self-actualization	0.17 (0.10)	.084	.14	.031
Autonomy	0.15 (0.11)	.160	.13	.054
Intrinsic motivation	-0.30 (0.10)	.002	-.12	.058
Perceived exploitation	0.42 (0.07)	< .001	.31	< .001

As in the first study, combined work factors predicted class consciousness $F(7, 709) = 18.17, p < .001, \text{Adj. } R^2 = .15$ (medium effect size) and activism $F(7, 709) = 6.42, p < .001, \text{Adj. } R^2 = .05$ (small effect size).