

## Springer Nature — Lab culture survey.

### 1. Methodology

After consultations with scientists and research-integrity experts, *Nature's* editorial team prepared a survey to explore current perceptions of lab culture, and the contribution it makes to scientists' ability to undertake high-quality research.

A questionnaire – available below – was piloted on a dozen or so scientists before being sent to more than 250,000 *Nature* readers on various e-mail lists, and promoted on social media, from 31 January to 19 February 2018. Respondents were offered entry to a prize draw to win a £100/US\$150 gift card. The questionnaire presented principal investigators (PIs) and non-PIs with different questions.

More than 6,000 responses were received. Partial responses were removed, as were participants who completed the survey in less than 3 minutes, and nonsensical responses to open-ended questions. This left 3,287 respondents. It is not possible to give an exact estimate of response rate, because it is not known how many people viewed an e-mail or social-media link. *Nature's* editorial team worked with market-research agency Shift Learning to develop the survey and to clean and analyse the data.

### 2. Data documentation and cautionary note:

Cleaned (anonymous) data are provided in the accompanying Excel sheet, where the numbering of questions corresponds to the questionnaire, below. New columns (Q8.a\_v, Q8.b\_v, Q8.c\_v, Lab\_valence, Discontented) have been added to explain some subjective analysis undertaken by *Nature* and by outside scientists, alluded to in the accompanying feature.

In response to question 9 (“To what extent do you think the culture of your lab/workgroup hinders its ability to do good quality research?”), it became apparent that hundreds of respondents who said their lab culture strongly (6) or completely (7) interfered with their work had described their lab in unambiguously positive terms elsewhere in the survey. Some of these apparently mismatched responders had agreed to be contacted for follow-up, and told *Nature's* news team that they had interpreted the question to be about the importance of lab culture in general to high-quality research, rather than about their lab in particular.

Therefore, it is not possible to be sure that answers to question 9 accurately represent the feelings of survey respondents about the extent to which the culture of their lab hinders its ability to do good-quality research.

Two subjective analyses were conducted on the data to explore respondents' feelings about their lab culture.

(i) **Perceptions of lab climate:** Respondents had also been asked (question 8) to provide three words that they would use to describe the working culture or climate in their lab. Brian Martinson, who studies research integrity with the HealthPartners Institute in Bloomington, Minnesota, coded the valence of these responses to define a measure of ‘positive to negative’ perceptions of lab climate.

He gave ‘-1’ to words with an obvious negative value and ‘+1’ to those with an obvious positive value, and then tried to assign +1 or -1 valence codes to remaining words, using the context of the other two words respondents provided. Remaining unclear cases, as well as cases in which words seemed emotionally neutral with respect to the lab’s working culture, were given a ‘0’ value. See Q8.a\_v; Q8.b\_v and Q8.c\_v columns. Responses were summed in a column labelled ‘Lab\_Valence’, which takes values ranging from -3 to +3. On the basis of this analysis, *Nature* found that one in five non-PIs were clearly negative about their labs — their words were ‘-2’ or ‘-3’.

**(ii) Consistently discontented scientists**

Separately, *Nature* identified a group of scientists who were consistently negative about their labs throughout the survey: they tended to use negative words, to say their lab culture harmed its research, *and* not to give positive responses in open-field questions. These ‘discontented’ researchers are coded with ‘1’ in a column labelled ‘Discontented’. They make up around 14% of non-PIs. They do not represent all the unhappy respondents, but a subgroup that is consistently negative.

**3. Questionnaire**

Question no.	Question and options	Type of question	Mandatory	Routing
	<p>Thank you for taking part in this survey. This questionnaire aims to understand how well scientists feel that their research groups provide a healthy environment to conduct rigorous, valuable research and what factors contribute to such an environment. The topics covered arose in workshops held by Nature editors with researchers.</p> <p><b>Closing date: 14<sup>th</sup> of February [later extended].</b>  <b>Completion time: 10 – 15 minutes</b>  <b>Prize draw: £100 / \$150 gift card</b></p> <p>We assure you that everything you report will be treated anonymously and with strict confidence. As an additional precaution, we ask that you do not provide personal information that might identify you in open ended responses.</p> <p>As members of the Market Research Society (MRS), we pledge that we apply the industry’s highest standards for professional research and privacy in using all information that our audience provides, and that we abide by the MRS Code of Conduct.</p> <p>If you have any questions about the research, please contact <a href="mailto:diede.fennema@shift-learning.co.uk">diede.fennema@shift-learning.co.uk</a></p> <p>Thanks again for your help.</p>			
	<b>Firstly, we’d like to ask a little bit about you.</b>			
1.	<p>Which of the following job titles best applies to you?</p> <ul style="list-style-type: none"> <li>• Principal investigator / lab head</li> <li>• Staff scientist</li> <li>• Postdoctoral fellow</li> </ul>	Single choice	Y	Ask to all

	<ul style="list-style-type: none"> <li>• Senior / lead technician</li> <li>• Laboratory technician</li> <li>• Research associate / assistant</li> <li>• Graduate student</li> <li>• Other, please specify</li> </ul>			
2.	<p>Which of the following best describes your research discipline?</p> <ul style="list-style-type: none"> <li>• Agriculture and food</li> <li>• Astronomy / Astrophysics / Cosmology / Planetary science</li> <li>• Biology</li> <li>• Chemistry</li> <li>• Computer science</li> <li>• Earth and environmental science</li> <li>• Engineering / Technology</li> <li>• Materials science</li> <li>• Mathematics</li> <li>• Medicine</li> <li>• Physics</li> <li>• Social Science / Psychology</li> <li>• Other, please specify</li> </ul>	Single choice	Y	Ask to all
3.	<p>Which of the following best describes your primary subject area within the field of biology?</p> <ul style="list-style-type: none"> <li>• Biochemistry</li> <li>• Biomedicine</li> <li>• Cell / Molecular biology</li> <li>• Developmental biology</li> <li>• Evolution / Ecology</li> <li>• Genetics</li> <li>• Immunology</li> <li>• Microbiology</li> <li>• Neuroscience</li> <li>• Other, please specify</li> </ul>	Single choice	Y	Ask if Biology
4.	Which of the following best describes your primary	Single choice	Y	Ask if Chemistry

	<p>subject area within the field of chemistry?</p> <ul style="list-style-type: none"> <li>• Chemical biology</li> <li>• Organic chemistry / Medicinal chemistry</li> <li>• Inorganic chemistry</li> <li>• Analytical chemistry</li> <li>• Physical chemistry</li> <li>• Other, please specify</li> </ul>			
5.	<p>Which of the following best describes your primary subject area within the field of physics?</p> <ul style="list-style-type: none"> <li>• Condensed matter</li> <li>• High-energy</li> <li>• Nuclear</li> <li>• Other, please specify</li> </ul>	Single choice	Y	Ask if Physics
6.	<p>Which of the following best describes your place of work?</p> <ul style="list-style-type: none"> <li>• Academic institution</li> <li>• Research institution, state funded</li> <li>• Research institution, private</li> <li>• Industry</li> <li>• Other, please specify</li> </ul>	Single choice	Y	Ask to all;  Remove non relevant in data processing
7.	<p>Which of the following best describes your research space?</p> <ul style="list-style-type: none"> <li>• Mostly wet lab-based on experimental equipment and reagents</li> <li>• Mostly computational</li> <li>• Mostly human subjects</li> <li>• In the field</li> <li>• Other, please specify</li> </ul>	Single choice	Y	Ask to all
<b>Thanks for your answers so far. Now, we'd like to ask about processes that are in place for safeguarding the quality of research in your lab.</b>				
8.	We want to get a sense of the interpersonal dynamics	Open ended, limited to 40 characters	N	Ask to all

	<p>and practices within your research group.</p> <p><b>What three words would you use to describe the working climate or culture in your lab?</b> <i>Please write one word per box.</i></p>			
9.	<p>To what extent do you think the culture of your lab/workgroup hinders its ability to do good quality research?</p>	<p>7 point scale, only labelling extreme ends</p> <p>1 = not at all, 7 = completely</p>	Y	Ask to all
10.	<p>To what extent do you agree or disagree with the following statements? <i>Please not that by "PI" we mean your principal investigator / head of the lab.</i></p> <ul style="list-style-type: none"> <li>• My PI consistently looks at the raw data for my lab / work-group.</li> <li>• My PI consistently reviews the design of experiments in my lab / work-group.</li> <li>• My PI could summarize what research projects every member of his / her research group is working on.</li> <li>• My PI values negative results and supports scientists within my group when they have findings that don't support a hypothesis core to the lab's research activities.</li> <li>• My PI gives me freedom to explore interesting results that are not necessarily core to</li> </ul>	<p>Labelled 7 point scale, plus unsure:</p> <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Somewhat disagree</li> <li>• Neither disagree nor agree</li> <li>• Somewhat agree</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Unsure</li> </ul>	Y	Ask if not PI

	<p>the lab's research activities.</p> <ul style="list-style-type: none"> <li>• My PI is almost always available when I need to discuss my experiments or career development</li> </ul>			
11.	<p>To what extent do you agree or disagree with the following statements?</p> <ul style="list-style-type: none"> <li>• I consistently look at the raw data done by my research group.</li> <li>• I consistently check the experimental designs done by my research group.</li> <li>• I could summarize what research projects every member of my research group is working on.</li> <li>• I value negative results and supports scientists within my group when they have findings that don't support a hypothesis core to the lab's research activities.</li> <li>• I give lab members freedom to explore interesting results that are not necessarily core to the lab's research activities.</li> <li>• I am almost always available to my research group to discuss experiments or career</li> </ul>	<p>Labelled 7 point scale, plus unsure:</p> <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Somewhat disagree</li> <li>• Neither disagree nor agree</li> <li>• Somewhat agree</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Unsure</li> </ul>	Y	Ask if PI

	development.			
12.	<p>In general, to what extent do you feel the culture of your lab condones research practices that cut corners, e.g. that value speed or getting results that will attract funding over accuracy?</p> <ul style="list-style-type: none"> <li>• Never</li> <li>• Rarely</li> <li>• Sometimes</li> <li>• Often</li> <li>• Always</li> <li>• Unsure</li> <li>• Prefer not to say</li> </ul>	Single choice	Y	Ask to all
<p><b>Thanks for your answers so far! Next, we'd like to ask a few questions about how you and your PI [your team] work together.</b></p>				
13.	<p>Do you feel your PI provides you with enough guidance on how to:</p> <ul style="list-style-type: none"> <li>• ...keep lab notes</li> <li>• ...design robust experiments</li> <li>• ...prepare papers, talks , and grant applications</li> </ul> <p>Columns:</p> <ul style="list-style-type: none"> <li>• Yes, and I feel I <b>do</b> need this</li> <li>• Yes, but I feel I <b>don't</b> need this</li> <li>• No, and I feel I <b>do</b> need this</li> <li>• No, and I feel I <b>don't</b> need this</li> <li>• Unsure</li> </ul>	Grid	Y	Ask if not PI
14.	<p>Do you feel you provide enough guidance to members of your research group on how to:</p> <ul style="list-style-type: none"> <li>• ...keep lab notes</li> <li>• ...design robust experiments</li> <li>• ...prepare papers, talks, and grant</li> </ul>	Grid	Y	Ask if PI

	<p>applications</p> <p>Columns:</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No, and I feel they <b>do</b> need this</li> <li>• No, and I feel they <b>don't</b> need this</li> <li>• Unsure</li> </ul>			
15.	<p>In the last 12 months, have you had any training in managing people or running a lab?</p> <ul style="list-style-type: none"> <li>• Yes, and it was useful</li> <li>• Yes, but it was not useful</li> <li>• No, but I would like to have training</li> <li>• No, and I do not think it would be useful</li> <li>• Unsure</li> </ul>	Single choice		Ask if PI
16.	<p>You mentioned you had training in the last 12 months, what would you say was the training mode? <i>If you haven't had the sort of training listed, please select N/A.</i></p> <p>Rows:</p> <ul style="list-style-type: none"> <li>• In person, mainly lecture</li> <li>• In person, interactive</li> <li>• Online or independent</li> </ul> <p>Columns:</p> <ul style="list-style-type: none"> <li>• One time, less than two hours</li> <li>• One time, more than two hours</li> <li>• Ongoing</li> <li>• N/A</li> </ul>	Grid	Y	Ask if q14 = yes
17.	<p>Is there any other mode of training that you followed in the last 12 months?</p>	Open Same page as q15	N	Ask if q14 = yes
18.	<p>To what extent are you clear about what your PI</p>	7-point scale, labelled only at extremes	Y	Ask if not PI

	expects of you?	1 = not clear at all, 7 = completely clear		
19.	To what extent do you feel that your lab / workgroup is clear about what you expect of them?	7-point scale, labelled only at extremes  1 = not clear at all, 7 = completely clear	Y	Ask if PI
20.	To what extent would you be comfortable approaching your PI: <ul style="list-style-type: none"> <li>• if you could not reproduce <b>other lab members'</b> results</li> <li>• if you could not reproduce your <b>PI's</b> results</li> <li>• if you had results that ran counter to a favoured hypothesis</li> </ul>	7 point scale, plus unsure: <ul style="list-style-type: none"> <li>• Very uncomfortable</li> <li>• Uncomfortable</li> <li>• Somewhat uncomfortable</li> <li>• Neither uncomfortable nor comfortable</li> <li>• Somewhat comfortable</li> <li>• Comfortable</li> <li>• Very comfortable</li> <li>• Unsure</li> </ul>	Y	Ask if not PI
21.	Have you ever been unable to reproduce other lab members' results? <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Never tried</li> <li>• Unsure</li> <li>• Prefer not to say</li> </ul>	Single choice	Y	Ask to all?
22.	What happened next? <ul style="list-style-type: none"> <li>• I moved on to other projects.</li> <li>• We figured out the discrepancy amicably.</li> <li>• We figured out the discrepancy, but it caused antipathy.</li> <li>• We couldn't figure out the discrepancy, but it remained amicable.</li> <li>• We couldn't figure out the discrepancy, and there was antipathy.</li> </ul>	Single choice	Y	Ask if 21 = yes

	<ul style="list-style-type: none"> <li>• Prefer not to say</li> </ul>			
23.	<p>In the past 12 months, have you ever felt pressured to produce a particular result?</p> <ul style="list-style-type: none"> <li>• Yes, often</li> <li>• Yes, occasionally</li> <li>• No, never</li> <li>• Unsure</li> <li>• Prefer not to say</li> </ul>	Single choice	Y	Ask if not PI
<b>Thank you. Now, we'd like to ask about the culture of personal support in your lab.</b>				
24.	<p>To what extent do you agree or disagree with the following statements?</p> <ul style="list-style-type: none"> <li>• I feel that I am treated fairly within my lab / workgroup.</li> <li>• My PI takes positive steps in fostering my professional development.</li> <li>• My PI takes positive steps in creating a working environment that supports my personal well-being.</li> </ul>	<p>Labelled 7 point scale, plus unsure:</p> <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Somewhat disagree</li> <li>• Neither disagree nor agree</li> <li>• Somewhat agree</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Unsure</li> </ul>	Y	Ask if not PI
25.	<p>To what extent do you agree or disagree with the following statements?</p> <ul style="list-style-type: none"> <li>• If there were an instance of scientific misconduct in my lab / workgroup, I would know who to speak to.</li> <li>• If there was an instance of <b>scientific misconduct</b> in my lab / workgroup, I would feel safe to speak up or report it without fear of reprisal.</li> <li>• If there was an</li> </ul>	<p>Labelled 7 point scale, plus unsure:</p> <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Somewhat disagree</li> <li>• Neither disagree nor agree</li> <li>• Somewhat agree</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Unsure</li> </ul>	Y	Ask to all

	<p>instance of <b>bullying</b> in my lab / workgroup, I would feel safe to speak up or report it without fear of reprisal.</p> <ul style="list-style-type: none"> <li>• If there was an instance of <b>sexual harassment</b> in my lab / workgroup, I would feel safe to speak up or report it without fear of reprisal.</li> <li>• If there was an instance of <b>sexual assault</b> in my lab / workgroup, I would feel safe to report it without fear of reprisal.</li> <li>• In my lab, I would feel able to discuss issues concerning gender and racial biases pertaining to my work environment.</li> </ul>			
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**For the next section, we'd like to ask you a few question about your experience conducting research in your work environment.**

26.	<p>What could your department head or institution do to help your lab do higher quality research? <i>Please select as many as apply</i></p> <ul style="list-style-type: none"> <li>• Encourage use of preprints</li> <li>• Encourage use of repositories for raw data</li> <li>• Encourage use of repositories for negative data</li> <li>• Provide resources for data analyses and experimental</li> </ul>	<p>Multiple choice Randomise</p>	Y	Ask if PI
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	<p>design</p> <ul style="list-style-type: none"> <li>• Provide resources for administrative tasks</li> <li>• Provide support for mentoring and managing</li> <li>• More use of measures of scientific productivity beyond high-profile papers</li> <li>• Decrease in bias against women and minorities</li> <li>• Set clearer expectations for what it takes to move to the next career stage</li> <li>• Have more oversight of PIs</li> <li>• Allow lab members to report to multiple PIs</li> <li>• Other, please specify</li> </ul>			
27.	<p>What could your department head or institution do to help your lab do higher quality research?</p> <p><i>Please select only one.</i></p> <ul style="list-style-type: none"> <li>• Encourage use of preprints</li> <li>• Encourage use of repositories for raw data</li> <li>• Encourage use of repositories for negative data</li> <li>• Provide resources for data analyses and experimental design</li> <li>• Provide resources for administrative tasks</li> <li>• Provide support for mentoring and</li> </ul>	<p>Single choice</p> <p>Mask from q26</p> <p>Randomise</p>	Y	Ask if q26 more than one

	<ul style="list-style-type: none"> <li>managing</li> <li>• More use of measures of scientific productivity beyond high-profile papers</li> <li>• Decrease in bias against women and minorities</li> <li>• Set clearer expectations for what it takes to move to the next career stage</li> <li>• Have more oversight of PIs</li> <li>• Allow lab members to report to multiple PIs</li> <li>• Other</li> </ul>			
28.	<p>Which of the following would allow you to do better science in your lab? <i>Please select all that apply.</i></p> <ul style="list-style-type: none"> <li>• Having more than one mentor</li> <li>• If lab members had greater autonomy</li> <li>• Greater use of repositories for sharing raw data</li> <li>• Greater use of repositories for sharing negative data</li> <li>• Greater use of preprints</li> <li>• More use of measures of scientific productivity beyond high-profile papers</li> <li>• Decrease in bias against women and minorities</li> <li>• More training for PIs in mentoring</li> <li>• More training for</li> </ul>	<p>Multiple choice</p> <p>Randomise</p>	Y	Ask if not PI

	<ul style="list-style-type: none"> <li>PIs in management</li> <li>Evaluation of PIs for mentorship</li> <li>Evaluation of PIs for management</li> <li>More training for postdocs</li> <li>A greater culture of respect for work-life balance</li> <li>Other, please specify</li> </ul>			
29.	<p>Which one of the following would best allow you to do better science in your lab? <i>Please select only one.</i></p> <ul style="list-style-type: none"> <li>Having more than one mentor</li> <li>If lab members had greater autonomy</li> <li>Greater use of repositories for sharing raw data</li> <li>Greater use of repositories for sharing negative data</li> <li>Greater use of preprints</li> <li>More use of measures of scientific productivity beyond high-profile papers</li> <li>Decrease in bias against women and minorities</li> <li>More training for PIs in mentoring</li> <li>More training for PIs in management</li> <li>Evaluation of PIs for mentorship</li> <li>Evaluation of PIs for management</li> <li>More training for postdocs</li> <li>A greater culture of respect for work-life balance</li> </ul>	<p>Single choice</p> <p>Mask from q28</p> <p>Randomise</p>	Y	Ask if q28 more than one

	<ul style="list-style-type: none"> <li>• Other</li> </ul>			
30.	<p>Considering the list of suggested improvements, how much of a difference would this make?</p> <ul style="list-style-type: none"> <li>• Little, our lab is already functioning well</li> <li>• A great deal, our lab would be much improved</li> <li>• Unsure</li> </ul>	<p>Single choice</p> <p>Same page as q28 (non-PI) or same page as q26 (PI)</p>	Y	Ask to PI after q26; ask to non-PI after q28. Responses coded as Q30_PI and Q30_nonPI
31.	<p>What <b>internal</b> factor would most help your lab produce quality research?</p> <p><i>By internal, we mean any factor that is within your own / your lab / your PI's control.</i></p>	Open question	N	Ask to all
32.	<p>What <b>external</b> factor would most help your lab produce reliable research?</p> <ul style="list-style-type: none"> <li>• <i>By external, we mean any factor that is within your research institution / funders' control.</i></li> </ul>	<p>Open question</p> <p>Same page as q31</p>	N	Ask to all
33.	<p>Thinking about how you perceive the culture of your lab overall, which one of following do you consider as the <b>most significant obstacle</b> to the production of good quality research by your lab?</p> <ul style="list-style-type: none"> <li>• My PI is not sufficiently familiar with the work ongoing in his / her research group.</li> <li>• I would not feel comfortable approaching my PI unless I had favourable results.</li> <li>• I am somewhat unclear on what my PI expects of me.</li> <li>• I am so busy trying to produce data</li> </ul>	Single choice	Y	Ask if not PI

	<p>that quality suffers.</p> <ul style="list-style-type: none"> <li>• Pressure to produce results leads to corner-cutting or sloppy science.</li> <li>• My PI does not sufficiently value work-life balance.</li> <li>• My lab / work group does not face any significant hurdles.</li> </ul> <p>Other, please specify</p>			
34.	To what extent do you think pressure to publish hinders you from doing good quality research?	7 point scale, only labelling extreme ends  1 = not at all, 7 = completely	Y	Ask to all
35.	Are there any other aspects about the culture of doing research in your lab which you feel have a <b>negative impact</b> on the lab's output of good quality research?	Open question	N	Ask to all
36.	Are there any other aspects about the culture of doing research in your lab which you feel have a <b>positive impact</b> on the lab's output of good quality research?	Open question  Same page as q35	N	Ask to all
<b>For the last section, we would like to ask you a little bit more about you.</b>				
37.	How long have you been a PI? <ul style="list-style-type: none"> <li>• Less than a year</li> <li>• 1 – 3 years</li> <li>• 4 – 6 years</li> <li>• 7 – 10 years</li> <li>• 11 – 20 years</li> <li>• More than 20 years</li> </ul> <p>Other, please specify</p>	Single choice	Y	Ask if PI
38.	How long have you been working with your current lab / workgroup? <ul style="list-style-type: none"> <li>• Less than a year</li> <li>• 1 – 3 years</li> <li>• 4 – 6 years</li> <li>• 7 – 10 years</li> </ul>	Single choice	Y	Ask to all

	<ul style="list-style-type: none"> <li>• 11 – 20 years</li> <li>• More than 20 years</li> </ul> <p>Other, please specify</p>			
39.	<p>How long would you say you have been working in science, since obtaining your PhD?</p> <ul style="list-style-type: none"> <li>• I have not yet obtained my PhD</li> <li>• 0 – 3 years</li> <li>• 4 – 6 years</li> <li>• 7 – 10 years</li> <li>• 11 – 20 years</li> <li>• More than 20 years</li> <li>• Other, please specify</li> </ul>	Single choice	Y	Ask to all
40.	<p>Which continent do you live in?</p> <ul style="list-style-type: none"> <li>• Asia (including Middle East)</li> <li>• Australasia</li> <li>• Africa</li> <li>• Europe</li> <li>• North or Central America</li> <li>• South America</li> </ul>	Drop down	Y	Ask to all
41.	<p>Which country / region in Asia?</p> <ul style="list-style-type: none"> <li>• Afghanistan</li> <li>• Armenia</li> <li>• Azerbaijan</li> <li>• Bahrain</li> <li>• Bangladesh</li> <li>• Bhutan</li> <li>• Brunei</li> <li>• Burma (Myanmar)</li> <li>• Cambodia</li> <li>• Mainland China</li> <li>• Georgia</li> <li>• India</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	Y	Ask if Q40 = Asia

	<ul style="list-style-type: none"> <li>• Indonesia</li> <li>• Iran</li> <li>• Iraq</li> <li>• Israel</li> <li>• Japan</li> <li>• Jordan</li> <li>• Kazakhstan</li> <li>• North Korea</li> <li>• South Korea</li> <li>• Kuwait</li> <li>• Kyrgyzstan</li> <li>• Laos</li> <li>• Lebanon</li> <li>• Malaysia</li> <li>• Maldives</li> <li>• Mongolia</li> <li>• Nepal</li> <li>• Oman</li> <li>• Pakistan</li> <li>• Philippines</li> <li>• Qatar</li> <li>• Russia</li> <li>• Saudi Arabia</li> <li>• Singapore</li> <li>• Sri Lanka</li> <li>• Syria</li> <li>• Tajikistan</li> <li>• Thailand</li> <li>• Turkey</li> <li>• Turkmenistan</li> <li>• United Arab Emirates</li> <li>• Uzbekistan</li> <li>• Vietnam</li> <li>• Yemen</li> <li>• Other, please specify</li> </ul>			
42.	<p>Which country in Australasia?</p> <ul style="list-style-type: none"> <li>• Australia</li> <li>• French Polynesia</li> <li>• Niue</li> <li>• Tonga</li> <li>• Christmas Island</li> <li>• Kiribati</li> <li>• Papua New Guinea</li> <li>• Tuvalu</li> <li>• Cocos Keeling Island</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	Y	Ask if Q40 = Australasia

	<ul style="list-style-type: none"> <li>• Nauru</li> <li>• Pitcairn Island</li> <li>• Vanuatu</li> <li>• Cook Island</li> <li>• New Caledonia</li> <li>• Solomon Island</li> <li>• Wallis Futuna</li> <li>• Fiji</li> <li>• New Zealand</li> <li>• Tokelau</li> <li>• Western Samoa</li> <li>• Other, please specify</li> </ul>			
43.	<p>Which country in Africa?</p> <ul style="list-style-type: none"> <li>• Algeria</li> <li>• Angola</li> <li>• Benin</li> <li>• Botswana</li> <li>• Burkina Faso</li> <li>• Burundi</li> <li>• Cameroon</li> <li>• Cape Verde</li> <li>• Central African Republic</li> <li>• Chad</li> <li>• Comoros</li> <li>• Congo, Republic of</li> <li>• Congo, Democratic Republic of</li> <li>• Cote d'Ivoire</li> <li>• Djibouti</li> <li>• Egypt</li> <li>• Equatorial Guinea</li> <li>• Eritrea</li> <li>• Ethiopia</li> <li>• Gabon</li> <li>• The Gambia</li> <li>• Ghana</li> <li>• Guinea</li> <li>• Guinea-Bissau</li> <li>• Kenya</li> <li>• Lesotho</li> <li>• Liberia</li> <li>• Libya</li> <li>• Madagascar</li> <li>• Malawi</li> <li>• Mali</li> <li>• Mauritania</li> <li>• Mauritius</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	Y	Ask if Q40 = Africa

	<ul style="list-style-type: none"> <li>• Morocco</li> <li>• Mozambique</li> <li>• Namibia</li> <li>• Niger</li> <li>• Nigeria</li> <li>• Rwanda</li> <li>• Sao Tome and Principe</li> <li>• Senegal</li> <li>• Seychelles</li> <li>• Sierra Leone</li> <li>• Somalia</li> <li>• South Africa</li> <li>• Sudan</li> <li>• Swaziland</li> <li>• Tanzania</li> <li>• Togo</li> <li>• Tunisia</li> <li>• Uganda</li> <li>• Zambia</li> <li>• Zimbabwe</li> <li>• Other, please specify</li> </ul>			
44.	<p>Which country in Europe?</p> <ul style="list-style-type: none"> <li>• Albania</li> <li>• Andorra</li> <li>• Austria</li> <li>• Belarus</li> <li>• Belgium</li> <li>• Bosnia and Herzegovina</li> <li>• Bulgaria</li> <li>• Croatia</li> <li>• Cyprus</li> <li>• Czech Republic</li> <li>• Denmark</li> <li>• Estonia</li> <li>• Finland</li> <li>• France</li> <li>• Germany</li> <li>• Greece</li> <li>• Hungary</li> <li>• Iceland</li> <li>• Ireland</li> <li>• Italy</li> <li>• Latvia</li> <li>• Liechtenstein</li> <li>• Lithuania</li> <li>• Luxembourg</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	Y	Ask if Q40 = Europe

	<ul style="list-style-type: none"> <li>• Macedonia</li> <li>• Malta</li> <li>• Moldova</li> <li>• Monaco</li> <li>• Netherlands</li> <li>• Norway</li> <li>• Poland</li> <li>• Portugal</li> <li>• Romania</li> <li>• Russia</li> <li>• San Marino</li> <li>• Serbia and Montenegro</li> <li>• Slovakia (Slovak Republic)</li> <li>• Slovenia</li> <li>• Spain</li> <li>• Sweden</li> <li>• Switzerland</li> <li>• Turkey</li> <li>• Ukraine</li> <li>• United Kingdom</li> <li>• Vatican City</li> <li>• Other, please specify</li> </ul>			
45.	<p>Which country in North or Central America?</p> <ul style="list-style-type: none"> <li>• Anguilla</li> <li>• Antigua and Barbuda</li> <li>• Aruba</li> <li>• Bahamas</li> <li>• Barbados</li> <li>• Belize</li> <li>• Bermuda</li> <li>• British Virgin Islands</li> <li>• Canada</li> <li>• Cayman Island</li> <li>• Costa Rica</li> <li>• Cuba</li> <li>• Dominica</li> <li>• Dominican Republic</li> <li>• El Salvador</li> <li>• Greenland</li> <li>• Grenada</li> <li>• Guadeloupe</li> <li>• Guatemala</li> <li>• Haiti</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	Y	<p>Ask if Q40 = North or Central America</p>

	<ul style="list-style-type: none"> <li>• Honduras</li> <li>• Jamaica</li> <li>• Martinique</li> <li>• Mexico</li> <li>• Montserrat</li> <li>• Navassa Island</li> <li>• Netherlands Antilles</li> <li>• Nicaragua</li> <li>• Panama</li> <li>• Puerto Rico</li> <li>• Saint Barthelemy</li> <li>• Saint Kitts and Nevis</li> <li>• Saint Lucia</li> <li>• Saint Martin</li> <li>• Saint Pierre and Miquelon</li> <li>• Saint Vincent and the Grenadines</li> <li>• Trinidad and Tobago</li> <li>• Turks and Caicos Islands</li> <li>• United States</li> <li>• United States Virgin Islands</li> <li>• Other, please specify</li> </ul>			
46.	<p>Which country in South America?</p> <ul style="list-style-type: none"> <li>• Argentina</li> <li>• Bolivia</li> <li>• Brazil</li> <li>• Chile</li> <li>• Colombia</li> <li>• Ecuador</li> <li>• Falkland Islands</li> <li>• French Guiana</li> <li>• Guyana</li> <li>• Paraguay</li> <li>• Peru</li> <li>• Suriname</li> <li>• Uruguay</li> <li>• Venezuela</li> <li>• Other, please specify</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	Y	Ask if Q40 = South America
47.	<p>Are you currently working in the country in which you were born?</p>	<p>Single choice</p> <p>Same page Q41</p>	N	

	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Prefer not to say</li> </ul>			
48.	<p>Which country were you born in?</p> <ul style="list-style-type: none"> <li>• [list of all countries + Other]</li> </ul>	<p>Drop down</p> <p>Same page Q40</p>	N	If Q47 = no
<b>Thank you</b>				
49.	<p>Are there any questions you think should have been included in this survey? We would love to hear them.</p>	Open	N	Ask to all
<b>Future contact</b>				
50.	<p>Nature may want to contact you again to ask for more information on the subjects discussed in this survey, or to ask you specific questions about your comments and answers.</p> <p>If you are happy to receive follow up requests, please tick this box and enter your details.</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	Single choice	N	Ask to all
51.	<p>Would you like to be entered into the prize draw to win a \$150 gift card?</p> <p><i>Please note that the email address and name of the winner will be passed on to Nature, but you will remain fully anonymous with regard to your responses to the survey.</i></p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	Single choice	N	Ask to all
<b>Final text</b>				

We have now come to the end of the survey. Many thanks for filling out our survey, your responses are extremely valuable and useful for the scientific community. Please be assured that everything you report will be treated anonymously and with strict confidence.

Please click the button below to submit your answers.