## CFData_Quantiative_Deidentified
| ResponseId | Consent | Role\_Condensed | Hours\_Categorical | Education\_Condensed | HandsOn | Institution\_Coded | Institution\_Type | StressPain | DefCom | DefCom\_Categorical | Strategies | Strategies\_Categorical | Implement | Implement\_Categorical | Experience | Experience\_Categorical | CF\_Rating | ProQol\_1 | ProQol\_2 | ProQol\_3 | ProQol\_4 | ProQol\_5 | ProQol\_6 | ProQol\_7 | ProQol\_8 | ProQol\_9 | ProQol\_10 | ProQol\_11 | ProQol\_12 | ProQol\_13 | ProQol\_14 | ProQol\_15 | ProQol\_16 | ProQol\_17 | ProQol\_18 | ProQol\_19 | ProQol\_20 | ProQol\_21 | ProQol\_22 | ProQol\_23 | ProQol\_24 | ProQol\_25 | ProQol\_26 | ProQol\_27 | ProQol\_28 | ProQol\_29 | ProQol\_30 | Burnout | Secondary Traumatic Stress | Compassion Satisfaction | PSS\_1 | PSS\_2 | PSS\_3 | PSS\_4 | PSS\_5 | PSS\_6 | PSS\_7 | PSS\_8 | PSS\_9 | PSS\_10 | PSS\_Total | CDRISC\_1 | CDRISC\_2 | CDRISC\_Total | JobSatisfy\_1 | JobSatisfy\_2 | JobSatisfy\_3 | JobSatisfy\_4 | JobSatisfy\_5 | JobSatisfy\_6 | JobSatisfy\_7 | JobSatisfy\_Summary | MNRI\_1 | MNRI\_2 | MNRI\_3 | MNRI\_4 | MNRI\_5 | MNRI\_6 | MNRI\_General\_Summary | MNRI\_HandsOn\_1 | MNRI\_HandsOn\_2 | MNRI\_HandsOn\_3 | MNRI\_HandsOn\_4 | MNRI\_HandsOn\_5 | MNRI\_HandsOn\_6 | MNRI\_HandsOn\_Summary | Participation\_1 | Participation\_2 | Participation\_3 | Participation\_4 | Participation\_5 | Participation\_6 | Participation\_7 | Participation\_8 | Participation\_9 | Participation\_10 | Participation\_11 | Participation\_12 | Participation\_13 | Participation\_14 | Participation Sum |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R\_0ktpRRG3lLKu1Yl | 1 | Manager | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 6 | Agree | 5 | Agree | 4 | Neutral | 7 | Agree | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 2.0 | 5.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 5.0 | 3.0 | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 33.0 | 31.0 | 34.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 27.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 3.0 | 5.0 | 3.0 | 5.0 | 3.0 | 13.0 | 7.0 | 7.0 | 6.0 | 7.0 | 7.0 | 7.0 | 41.0 | 6.0 | 6.0 | 7.0 | 6.0 | 6.0 | 7.0 | 38.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_11jcxTqkGGb9LCQ | 1 | Veterinary | Over40 | GradOrVet | Yes | 1 | Research Institute | 3.0 | 5 | Agree | 3 | Disagree | 4 | Neutral | 6 | Agree | 2.0 | 3.0 | 3.0 | 5.0 | 4.0 | 1.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | NaN | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 1.0 | 4.0 | 1.0 | 5.0 | 3.0 | 3.0 | 4.0 | 3.0 | 29.0 | 20.0 | 38.0 | 2.0 | 2.0 | 4.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 2.0 | 3.0 | 24.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 6.0 | 8.0 | 7.0 | 7.0 | 8.0 | 44.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 11.0 |
| R\_11XV275Fp4YXcrb | 1 | Manager | Over40 | BSorLess | Yes | 5 | Research Institute | 2.0 | 7 | Agree | 7 | Agree | 5 | Agree | 7 | Agree | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 3.0 | 5.0 | 5.0 | 3.0 | 4.0 | 1.0 | 4.0 | 4.0 | 3.0 | 3.0 | 5.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 4.0 | 5.0 | 3.0 | 5.0 | 2.0 | 3.0 | 5.0 | 2.0 | 5.0 | 5.0 | 26.0 | 34.0 | 47.0 | 2.0 | 3.0 | 4.0 | 1.0 | 3.0 | 4.0 | 2.0 | 1.0 | 2.0 | 1.0 | 23.0 | 3.0 | 1.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 5.0 | 8.0 | 8.0 | 5.0 | 7.0 | 41.0 | 8.0 | 7.0 | 8.0 | 8.0 | 6.0 | 7.0 | 44.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 8.0 |
| R\_12sZzbRABCBV8AK | 1 | Veterinary | Over40 | GradOrVet | Yes | 6 | Academic | 2.0 | 5 | Agree | 5 | Agree | 5 | Agree | 4 | Neutral | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 2.0 | 2.0 | 3.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 27.0 | 22.0 | 39.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 19.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 7.0 |
| R\_1BRz3ceeKFEa4cq | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 3.0 | 3.0 | 4.0 | 5.0 | 4.0 | 2.0 | 3.0 | 4.0 | 1.0 | 3.0 | 3.0 | 2.0 | 5.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 1.0 | 5.0 | 2.0 | 5.0 | 3.0 | 1.0 | 5.0 | 5.0 | 27.0 | 23.0 | 41.0 | 4.0 | 4.0 | 4.0 | 3.0 | 2.0 | 1.0 | 2.0 | 2.0 | 4.0 | 3.0 | 29.0 | 4.0 | 3.0 | 7.0 | 4.0 | 5.0 | 5.0 | 4.0 | 3.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 8.0 | 47.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_1BWSCJlNHWKMVEh | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 3.0 | 2 | Disagree | 2 | Disagree | 5 | Agree | 3 | Disagree | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 5.0 | 4.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 25.0 | 22.0 | 32.0 | 1.0 | 1.0 | 3.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 0.0 | 1.0 | 18.0 | 3.0 | 3.0 | 6.0 | 4.0 | 2.0 | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 13.0 | 2.0 | 2.0 | 3.0 | 5.0 | 2.0 | 2.0 | 16.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 13.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 3.0 |
| R\_1Cf4HIKiC3v7WX0 | 1 | Manager | Over40 | BSorLess | Yes | 1 | Research Institute | 1.0 | 6 | Agree | 4 | Neutral | 2 | Disagree | 6 | Agree | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 5.0 | 3.0 | 5.0 | 3.0 | 2.0 | 4.0 | 3.0 | 5.0 | 2.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 1.0 | 4.0 | 1.0 | 5.0 | 4.0 | 2.0 | 4.0 | 4.0 | 33.0 | 25.0 | 37.0 | 3.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 1.0 | 2.0 | 3.0 | 3.0 | 27.0 | 3.0 | 1.0 | 4.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 5.0 | 4.0 | 13.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_1CkbZuhYEwaZgRe | 1 | Manager | NaN | BSorLess | Yes | 6 | Academic | 3.0 | 7 | Agree | 5 | Agree | 3 | Disagree | 5 | Agree | 1.0 | 4.0 | 5.0 | 5.0 | 4.0 | 3.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 2.0 | 5.0 | 1.0 | 1.0 | 3.0 | 5.0 | 3.0 | 5.0 | 3.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 2.0 | 5.0 | 5.0 | 19.0 | 18.0 | 48.0 | 2.0 | 1.0 | 2.0 | 4.0 | 4.0 | 1.0 | 4.0 | 3.0 | 1.0 | 1.0 | 23.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 4.0 | 3.0 | 5.0 | 3.0 | 5.0 | 19.0 | 8.0 | 8.0 | 7.0 | 8.0 | 6.0 | 6.0 | 43.0 | 5.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 26.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 3.0 |
| R\_1DGRwCVJN4cTRhP | 1 | Researcher | Over40 | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 5 | Agree | 3 | Disagree | 3 | Disagree | 5 | Agree | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 2.0 | 5.0 | 4.0 | 26.0 | 28.0 | 39.0 | 2.0 | 2.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 1.0 | 1.0 | 2.0 | 21.0 | 2.0 | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 14.0 | 6.0 | 4.0 | 7.0 | 4.0 | 5.0 | 6.0 | 32.0 | 5.0 | 4.0 | 7.0 | 5.0 | 4.0 | 6.0 | 31.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 7.0 |
| R\_1DMRu1cbLYnmryw | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 1.0 | 7 | Agree | 3 | Disagree | 4 | Neutral | 6 | Agree | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 5.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 5.0 | 4.0 | 3.0 | 2.0 | 5.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 5.0 | 4.0 | 2.0 | 4.0 | 3.0 | 28.0 | 31.0 | 34.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 25.0 | 4.0 | 4.0 | 8.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 15.0 | 6.0 | 3.0 | 6.0 | 4.0 | 4.0 | 5.0 | 28.0 | 5.0 | 3.0 | 5.0 | 4.0 | 4.0 | 5.0 | 26.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1dpfbCy10IZB8PK | 1 | Researcher | Over40 | GradOrVet | Yes | 4 | Research Institute | 1.0 | 5 | Agree | 3 | Disagree | 3 | Disagree | 3 | Disagree | 1.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 5.0 | 5.0 | 5.0 | 1.0 | 5.0 | 2.0 | NaN | 1.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 5.0 | 5.0 | 13.0 | 16.0 | 39.0 | 1.0 | 1.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 0.0 | 17.0 | 3.0 | 4.0 | 7.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1E0avhSuj5aSxR7 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 1.0 | 5 | Agree | 4 | Neutral | 4 | Neutral | 7 | Agree | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 5.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 5.0 | 3.0 | 3.0 | 2.0 | 1.0 | 3.0 | 1.0 | 5.0 | 4.0 | 21.0 | 22.0 | 38.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 1.0 | 18.0 | 3.0 | 3.0 | 6.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 15.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 6.0 |
| R\_1E9ZW5xNIrzg47S | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 7 | Agree | 7 | Agree | 7 | Agree | 1.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 4.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 4.0 | 2.0 | 5.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 5.0 | 14.0 | 17.0 | 46.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 19.0 | 4.0 | 4.0 | 8.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 15.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_1EaH0Xr5neP1n1H | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 5 | Agree | 4 | Neutral | 5 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 1.0 | 2.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 5.0 | 4.0 | 5.0 | 2.0 | 4.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 5.0 | 16.0 | 18.0 | 46.0 | 1.0 | 1.0 | 1.0 | 4.0 | 4.0 | 1.0 | 3.0 | 4.0 | 1.0 | 0.0 | 20.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 5.0 | 3.0 | 5.0 | 3.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 7.0 | 5.0 | 7.0 | 7.0 | 7.0 | 7.0 | 40.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_1eqJWS0N7PjSGAo | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 3 | Disagree | 3 | Disagree | 3 | Disagree | 5 | Agree | 2.0 | 5.0 | 3.0 | 5.0 | 5.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 1.0 | 3.0 | 5.0 | 3.0 | 1.0 | 5.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 3.0 | 5.0 | 3.0 | 5.0 | 5.0 | 17.0 | 20.0 | 45.0 | 1.0 | 2.0 | 1.0 | 3.0 | 2.0 | 0.0 | 3.0 | 3.0 | 2.0 | 1.0 | 18.0 | 3.0 | 4.0 | 7.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 5.0 | 18.0 | 7.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 47.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_1exkso7nPiBhHK2 | 1 | Manager | Over40 | BSorLess | No | 2 | Pharmaceutical | 3.0 | 6 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1F3aBwmNiRYEk0s | 1 | Manager | 40 or Less | BSorLess | No | 4 | Research Institute | 3.0 | 7 | Agree | 6 | Agree | 5 | Agree | 5 | Agree | 1.0 | 4.0 | 3.0 | 4.0 | 5.0 | 3.0 | 4.0 | 2.0 | 2.0 | 1.0 | 1.0 | 2.0 | 5.0 | 2.0 | 2.0 | 3.0 | 5.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 1.0 | 4.0 | 1.0 | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 22.0 | 19.0 | 41.0 | 1.0 | 1.0 | 2.0 | 4.0 | 3.0 | 0.0 | 3.0 | 3.0 | 1.0 | 0.0 | 18.0 | 4.0 | 3.0 | 7.0 | 5.0 | 4.0 | 4.0 | 1.0 | 4.0 | 3.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 7.0 | 7.0 | 7.0 | 45.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 8.0 |
| R\_1GBwYuqrklX4wic | 1 | Researcher | Over40 | GradOrVet | No | 2 | Pharmaceutical | 2.0 | 5 | Agree | 2 | Disagree | 1 | Disagree | 4 | Neutral | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 1.0 | 2.0 | 4.0 | 2.0 | 1.0 | 4.0 | 3.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 5.0 | 1.0 | 5.0 | 1.0 | 3.0 | 3.0 | 1.0 | 4.0 | 4.0 | 20.0 | 17.0 | 36.0 | 2.0 | 2.0 | 2.0 | 3.0 | 4.0 | 1.0 | 4.0 | 3.0 | 1.0 | 1.0 | 23.0 | 4.0 | 4.0 | 8.0 | 4.0 | 3.0 | 5.0 | 3.0 | 5.0 | 5.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_1GU12sGUiyzdy3z | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 3 | Disagree | 2 | Disagree | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 1.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 1.0 | 4.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 1.0 | 3.0 | 4.0 | 19.0 | 12.0 | 34.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 17.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 14.0 | 6.0 | 6.0 | 6.0 | 6.0 | 6.0 | 6.0 | 36.0 | 6.0 | 6.0 | 6.0 | 6.0 | 6.0 | 6.0 | 36.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 3.0 |
| R\_1GUDh97KdRvXdBr | 1 | Animal Caretaker | 40 or Less | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 7 | Agree | 7 | Agree | 7 | Agree | 5 | Agree | 2.0 | 5.0 | 5.0 | 4.0 | 4.0 | 2.0 | NaN | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 5.0 | 2.0 | 2.0 | 5.0 | 2.0 | 5.0 | 4.0 | 22.0 | 27.0 | 38.0 | 2.0 | 1.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 2.0 | 1.0 | 21.0 | 1.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 1.0 | 8.0 | 8.0 | 8.0 | 41.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_1H1qGjnVw5TFhmI | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 4 | Neutral | 2 | Disagree | 2 | Disagree | 6 | Agree | 1.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 1.0 | 1.0 | 1.0 | 2.0 | 4.0 | 1.0 | 2.0 | 1.0 | 5.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 1.0 | 3.0 | 4.0 | 23.0 | 19.0 | 40.0 | 0.0 | 1.0 | 2.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 2.0 | 2.0 | 18.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 5.0 | 17.0 | 8.0 | 1.0 | 3.0 | 8.0 | 2.0 | 3.0 | 25.0 | 6.0 | 1.0 | 3.0 | 6.0 | 1.0 | 3.0 | 20.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_1hAUGqfAcuLsYvi | 1 | Veterinary | Over40 | GradOrVet | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 6 | Agree | 6 | Agree | 5 | Agree | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 1.0 | 5.0 | 3.0 | 1.0 | 2.0 | 1.0 | 2.0 | 4.0 | 2.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 5.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 2.0 | NaN | 4.0 | 5.0 | 23.0 | 16.0 | 39.0 | 1.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 0.0 | 3.0 | 19.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 4.0 | 2.0 | 4.0 | 5.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | 9.0 |
| R\_1hE9egXmhZ9TSac | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 1.0 | 7 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 3.0 | 4.0 | 5.0 | 5.0 | 2.0 | 5.0 | 3.0 | 4.0 | 2.0 | 3.0 | 1.0 | 2.0 | 5.0 | 3.0 | 1.0 | 2.0 | 5.0 | 3.0 | 4.0 | 3.0 | 5.0 | 4.0 | 4.0 | 2.0 | 5.0 | 1.0 | 2.0 | 4.0 | NaN | 5.0 | 5.0 | 26.0 | 26.0 | 45.0 | 3.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 28.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 5.0 | 3.0 | 4.0 | 4.0 | 4.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 6.0 |
| R\_1i86j4JUJDoppnN | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 3.0 | 7 | Agree | 6 | Agree | 5 | Agree | 6 | Agree | 3.0 | 4.0 | 5.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 28.0 | 35.0 | 41.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 22.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 7.0 | 7.0 | 6.0 | 7.0 | 7.0 | 7.0 | 41.0 | 7.0 | 7.0 | 6.0 | 7.0 | 7.0 | 7.0 | 41.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_1IinIm8xNxjT4UR | 1 | Veterinary | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 6 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 1.0 | 4.0 | 4.0 | 25.0 | 23.0 | 35.0 | 2.0 | 1.0 | 2.0 | 2.0 | 2.0 | 0.0 | 2.0 | 2.0 | 1.0 | 1.0 | 15.0 | 4.0 | 3.0 | 7.0 | 4.0 | 5.0 | 4.0 | 5.0 | 3.0 | 4.0 | 4.0 | 15.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 5.0 |
| R\_1jInlw9y50DRPj7 | 1 | Manager | 40 or Less | GradOrVet | No | 2 | Pharmaceutical | 2.0 | 5 | Agree | 5 | Agree | 4 | Neutral | 4 | Neutral | 1.0 | 5.0 | 2.0 | 3.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 20.0 | 17.0 | 34.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 18.0 | 3.0 | 3.0 | 6.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 17.0 | 6.0 | 6.0 | 5.0 | 5.0 | 3.0 | 5.0 | 30.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_1l4dtyTheN5uGu7 | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 5 | Agree | 3 | Disagree | 3 | Disagree | 6 | Agree | 2.0 | 4.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 5.0 | 5.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 4.0 | 21.0 | 18.0 | 37.0 | 1.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 0.0 | 2.0 | 20.0 | 3.0 | 4.0 | 7.0 | 4.0 | 5.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 17.0 | 5.0 | 2.0 | 1.0 | 1.0 | 1.0 | 2.0 | 12.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1LLOq5SuSW9qXAn | 1 | Veterinary | 40 or Less | GradOrVet | No | 6 | Academic | 2.0 | 1 | Disagree | 5 | Agree | 3 | Disagree | 2 | Disagree | 2.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 5.0 | 2.0 | 1.0 | 5.0 | 4.0 | 5.0 | 5.0 | 3.0 | 4.0 | 3.0 | 5.0 | 2.0 | 5.0 | 2.0 | 2.0 | 5.0 | 2.0 | 5.0 | 5.0 | 18.0 | 24.0 | 46.0 | 1.0 | 2.0 | 1.0 | 4.0 | 4.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 21.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 10.0 |
| R\_1LTfuhBGCEssH8X | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | NaN | 5 | Agree | 3 | Disagree | 4 | Neutral | 4 | Neutral | 2.0 | 4.0 | 3.0 | 5.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 5.0 | 2.0 | 2.0 | 1.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 5.0 | 2.0 | 5.0 | 2.0 | 2.0 | 4.0 | 3.0 | 5.0 | 5.0 | 26.0 | 21.0 | 45.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 2.0 | 23.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 5.0 | 45.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 6.0 | 46.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 |
| R\_1mXjof8iC5dMKCD | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 5 | Agree | 3 | Disagree | 5 | Agree | 3 | Disagree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 2.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 4.0 | 4.0 | 24.0 | 24.0 | 35.0 | 1.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 0.0 | 16.0 | 3.0 | 4.0 | 7.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 14.0 | 6.0 | 5.0 | 4.0 | 4.0 | 5.0 | 7.0 | 31.0 | 6.0 | 3.0 | 4.0 | 2.0 | 2.0 | 6.0 | 23.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 3.0 |
| R\_1oFpJbqu5B95vhh | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 5 | Research Institute | 1.0 | 5 | Agree | 5 | Agree | 6 | Agree | 7 | Agree | 2.0 | 4.0 | 4.0 | 5.0 | 4.0 | 2.0 | 5.0 | 3.0 | 2.0 | 2.0 | 2.0 | 1.0 | 4.0 | 1.0 | 2.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 5.0 | 15.0 | 18.0 | 48.0 | 1.0 | 2.0 | 2.0 | 4.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 3.0 |
| R\_1opPfo4ujD584dW | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 7 | Agree | 7 | Agree | 6 | Agree | 2 | Disagree | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 5.0 | 4.0 | 26.0 | 24.0 | 39.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 3.0 | 3.0 | 2.0 | 2.0 | 21.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 16.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 6.0 | 30.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 4.0 | 28.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_1OrDuLkJDblR3dm | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 1 | Research Institute | 2.0 | 6 | Agree | 2 | Disagree | 5 | Agree | 7 | Agree | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1ozPOR6V5XgELMm | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 6 | Agree | 6 | Agree | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 5.0 | 3.0 | 30.0 | 26.0 | 32.0 | 2.0 | 1.0 | 3.0 | 2.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | 2.0 | NaN | 2.0 | 2.0 | 4.0 | 2.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 12.0 | 3.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 12.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 1.0 | 10.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1pEEwumsnmWH7eJ | 1 | Veterinary | 40 or Less | GradOrVet | Yes | 1 | Research Institute | 3.0 | 7 | Agree | 7 | Agree | 7 | Agree | 5 | Agree | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 1.0 | 4.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 4.0 | 4.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 3.0 | 4.0 | 1.0 | 4.0 | 5.0 | 20.0 | 14.0 | 45.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 0.0 | 19.0 | 3.0 | 4.0 | 7.0 | 5.0 | 4.0 | 5.0 | 2.0 | 5.0 | 3.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | 7.0 |
| R\_1psCegHnTIw5oCA | 1 | Animal Caretaker | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 5 | Agree | 4 | Neutral | 3 | Disagree | 5 | Agree | 3.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1q9B7YsEPWDCW56 | 1 | Researcher | Over40 | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 4 | Neutral | 4 | Neutral | 4 | Neutral | 4 | Neutral | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 1.0 | 3.0 | 1.0 | 3.0 | 5.0 | 2.0 | 2.0 | 5.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 3.0 | 5.0 | 3.0 | 5.0 | 1.0 | 3.0 | 4.0 | 1.0 | 5.0 | 5.0 | 19.0 | 24.0 | 47.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 20.0 | 4.0 | 4.0 | 8.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 18.0 | 6.0 | 6.0 | 8.0 | 6.0 | 6.0 | 8.0 | 40.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 10.0 |
| R\_1r0Uqq0eLP5IfVD | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 5 | Agree | 4 | Neutral | 3 | Disagree | 5 | Agree | 2.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 3.0 | 4.0 | 4.0 | 20.0 | 16.0 | 35.0 | 1.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 21.0 | 3.0 | 3.0 | 6.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 15.0 | 8.0 | 5.0 | 5.0 | 7.0 | 5.0 | 4.0 | 34.0 | 7.0 | 5.0 | 6.0 | 7.0 | 5.0 | 5.0 | 35.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 4.0 |
| R\_1r20OIKBFKJg6bB | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 3.0 | 7 | Agree | 5 | Agree | 3 | Disagree | 7 | Agree | 3.0 | 3.0 | 5.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 2.0 | 4.0 | 2.0 | 4.0 | 5.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 4.0 | 4.0 | 28.0 | 33.0 | 43.0 | 1.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 19.0 | 7.0 | 7.0 | 6.0 | 7.0 | 7.0 | 6.0 | 40.0 | 7.0 | 7.0 | 6.0 | 7.0 | 7.0 | 6.0 | 40.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1r2M612ZpKPg9x6 | 1 | Manager | Over40 | BSorLess | Yes | 5 | Research Institute | 1.0 | 7 | Agree | 6 | Agree | 6 | Agree | 7 | Agree | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 5.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 3.0 | 5.0 | 3.0 | 2.0 | 5.0 | 5.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 5.0 | 2.0 | 5.0 | 2.0 | 3.0 | 4.0 | 1.0 | 5.0 | 5.0 | 26.0 | 28.0 | 43.0 | 2.0 | 3.0 | 4.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 2.0 | 4.0 | 23.0 | 3.0 | 2.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 6.0 | 8.0 | 8.0 | 6.0 | 8.0 | 44.0 | 8.0 | 6.0 | 8.0 | 6.0 | 6.0 | 8.0 | 42.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 7.0 |
| R\_1rJ0EBlZWaMj2Gd | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 5 | Agree | 5 | Agree | 4 | Neutral | 6 | Agree | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 1.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 2.0 | 4.0 | 2.0 | 1.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 2.0 | 4.0 | 1.0 | 3.0 | 1.0 | 1.0 | 3.0 | 1.0 | 4.0 | 3.0 | 20.0 | 13.0 | 35.0 | 1.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 14.0 | 3.0 | 3.0 | 6.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 13.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_1rj4hsKnW2MHXqY | 1 | Veterinary | 40 or Less | GradOrVet | Yes | 5 | Research Institute | 1.0 | 7 | Agree | 5 | Agree | 4 | Neutral | 2 | Disagree | 1.0 | 5.0 | 3.0 | 5.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 4.0 | 4.0 | 4.0 | 1.0 | 4.0 | 1.0 | 4.0 | 2.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 5.0 | 11.0 | 13.0 | 45.0 | 1.0 | 1.0 | 1.0 | 1.0 | 3.0 | 1.0 | 3.0 | 2.0 | 2.0 | 1.0 | 16.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 20.0 | 6.0 | 3.0 | 5.0 | 3.0 | 3.0 | 8.0 | 28.0 | 5.0 | 5.0 | 2.0 | 4.0 | 3.0 | 8.0 | 27.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 2.0 |
| R\_20TiBLyYKZrM4xh | 1 | Manager | 40 or Less | BSorLess | No | 4 | Research Institute | 2.0 | 6 | Agree | 5 | Agree | 2 | Disagree | 5 | Agree | 2.0 | 4.0 | 2.0 | 5.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 5.0 | 3.0 | 1.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 24.0 | 21.0 | 39.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 0.0 | 3.0 | 3.0 | 2.0 | 1.0 | 18.0 | 4.0 | 4.0 | 8.0 | 4.0 | 1.0 | 3.0 | 1.0 | 3.0 | 4.0 | 4.0 | 14.0 | 8.0 | 6.0 | 5.0 | 6.0 | 6.0 | 6.0 | 37.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | 10.0 |
| R\_20Vui0JGE93LZfd | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 3.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 5.0 | 25.0 | 33.0 | 40.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 1.0 | 21.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 17.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 7.0 |
| R\_214eqDckabI8zNs | 1 | Researcher | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 2.0 | 5 | Agree | 2 | Disagree | 4 | Neutral | 5 | Agree | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 1.0 | 2.0 | 4.0 | 1.0 | 1.0 | 5.0 | 5.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 1.0 | 5.0 | 2.0 | 1.0 | 3.0 | 1.0 | 4.0 | 4.0 | 19.0 | 17.0 | 38.0 | 1.0 | 1.0 | 2.0 | 4.0 | 3.0 | 0.0 | 4.0 | 3.0 | 1.0 | 0.0 | 19.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 5.0 | 19.0 | 6.0 | 7.0 | 8.0 | 6.0 | 5.0 | 5.0 | 37.0 | 7.0 | 6.0 | 7.0 | 7.0 | 7.0 | 6.0 | 40.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | 7.0 |
| R\_21aMSvPdXiQxiyV | 1 | Researcher | Over40 | GradOrVet | Yes | 6 | Academic | 2.0 | 5 | Agree | 4 | Neutral | 5 | Agree | 5 | Agree | 2.0 | 3.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | NaN | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 5.0 | 3.0 | 2.0 | 5.0 | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 5.0 | 26.0 | 26.0 | 39.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 22.0 | 3.0 | 3.0 | 6.0 | 5.0 | 5.0 | 5.0 | 3.0 | 4.0 | 5.0 | 5.0 | 19.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 9.0 |
| R\_22F9g225Vs88qbF | 1 | Other | Over40 | BSorLess | No | 5 | Research Institute | NaN | 2 | Disagree | 2 | Disagree | 2 | Disagree | 7 | Agree | 5.0 | 1.0 | 2.0 | 4.0 | 1.0 | 4.0 | 3.0 | 4.0 | 5.0 | 4.0 | 2.0 | 4.0 | 4.0 | 5.0 | 5.0 | 1.0 | 2.0 | 1.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 1.0 | 4.0 | 3.0 | 40.0 | 37.0 | 29.0 | 4.0 | 4.0 | 4.0 | 1.0 | 0.0 | 4.0 | 0.0 | 0.0 | 4.0 | 3.0 | 24.0 | 3.0 | 1.0 | 4.0 | 4.0 | 2.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 14.0 | 6.0 | 6.0 | 7.0 | 6.0 | 6.0 | 7.0 | 38.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 3.0 |
| R\_22kNTnQxTuKAJ55 | 1 | Other | Over40 | BSorLess | Yes | 5 | Research Institute | 2.0 | 5 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | NaN | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 31.0 | 30.0 | 28.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 0.0 | 22.0 | 3.0 | 3.0 | 6.0 | 3.0 | 5.0 | 3.0 | 2.0 | 3.0 | 5.0 | 4.0 | 13.0 | 4.0 | 3.0 | 4.0 | 5.0 | 2.0 | 2.0 | 20.0 | 3.0 | 3.0 | 6.0 | 3.0 | 5.0 | 1.0 | 21.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 6.0 |
| R\_239kXSudn6b9iYI | 1 | Manager | Over40 | GradOrVet | No | 4 | Research Institute | 2.0 | 7 | Agree | 6 | Agree | 6 | Agree | 7 | Agree | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 5.0 | 3.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 4.0 | 1.0 | 4.0 | 2.0 | 2.0 | 4.0 | 1.0 | 4.0 | 4.0 | 21.0 | 18.0 | 42.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 24.0 | 3.0 | 4.0 | 7.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 16.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 4.0 | 20.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 11.0 |
| R\_24CvZNFjrstHsm1 | 1 | Researcher | Over40 | GradOrVet | Yes | 4 | Research Institute | 3.0 | 3 | Disagree | 3 | Disagree | 3 | Disagree | 4 | Neutral | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_25FxKjrPAzQTOoV | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 1 | Disagree | 1 | Disagree | 1 | Disagree | 1 | Disagree | 3.0 | 4.0 | 1.0 | 4.0 | 3.0 | 5.0 | 4.0 | 3.0 | 3.0 | 5.0 | 3.0 | 3.0 | 5.0 | 1.0 | 1.0 | 5.0 | 3.0 | 4.0 | 5.0 | 3.0 | 5.0 | 3.0 | 5.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 4.0 | 22.0 | 22.0 | 42.0 | 0.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 0.0 | 1.0 | 20.0 | 2.0 | 3.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 5.0 | 1.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 4.0 |
| R\_26h7MZFkxGNOQM9 | 1 | Veterinary | Over40 | GradOrVet | No | 2 | Pharmaceutical | 3.0 | 6 | Agree | 3 | Disagree | 4 | Neutral | 3 | Disagree | 2.0 | 5.0 | 2.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 1.0 | 1.0 | 1.0 | 2.0 | 5.0 | 1.0 | 1.0 | 4.0 | 5.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 4.0 | 1.0 | 5.0 | 1.0 | 3.0 | 3.0 | 2.0 | 5.0 | 4.0 | 18.0 | 15.0 | 44.0 | 1.0 | 2.0 | 2.0 | 2.0 | 3.0 | 1.0 | 4.0 | 3.0 | 2.0 | 0.0 | 20.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 4.0 | 5.0 | 3.0 | 5.0 | 3.0 | 15.0 | 4.0 | 6.0 | 8.0 | 7.0 | 4.0 | 5.0 | 34.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 3.0 |
| R\_27HvI1UyOdEWCqC | 1 | Other | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 2.0 | 4.0 | 5.0 | 3.0 | 3.0 | 1.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 5.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 5.0 | 5.0 | 5.0 | 4.0 | 2.0 | 3.0 | 3.0 | 5.0 | 4.0 | 2.0 | 5.0 | 4.0 | 35.0 | 32.0 | 36.0 | 4.0 | 4.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 31.0 | 3.0 | 2.0 | 5.0 | 4.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 4.0 | 13.0 | 7.0 | 7.0 | 7.0 | 8.0 | 7.0 | 8.0 | 44.0 | 7.0 | 5.0 | 7.0 | 7.0 | 4.0 | 8.0 | 38.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 8.0 |
| R\_27paXd5KwUPGocU | 1 | Researcher | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 3.0 | 3 | Disagree | 3 | Disagree | 3 | Disagree | 3 | Disagree | 2.0 | 4.0 | 1.0 | 2.0 | 3.0 | 1.0 | 3.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 3.0 | 2.0 | 1.0 | 1.0 | 4.0 | 4.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 3.0 | 3.0 | 24.0 | 12.0 | 26.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 1.0 | 2.0 | 2.0 | 21.0 | 3.0 | 1.0 | 4.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 4.0 | 15.0 | 8.0 | 6.0 | 7.0 | 7.0 | 7.0 | 6.0 | 41.0 | 7.0 | 6.0 | 5.0 | 7.0 | 6.0 | 7.0 | 38.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 2.0 |
| R\_28G5sCHO74PXczL | 1 | Other | 40 or Less | BSorLess | No | 1 | Research Institute | NaN | 5 | Agree | 4 | Neutral | 4 | Neutral | 5 | Agree | 1.0 | 5.0 | 2.0 | 5.0 | 4.0 | 1.0 | 5.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 5.0 | 4.0 | 4.0 | 1.0 | 5.0 | 1.0 | 4.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 5.0 | 13.0 | 11.0 | 47.0 | 0.0 | 0.0 | 0.0 | 4.0 | 3.0 | 0.0 | 3.0 | 3.0 | 1.0 | 0.0 | 14.0 | 4.0 | 4.0 | 8.0 | 5.0 | 3.0 | 5.0 | 1.0 | 4.0 | 3.0 | 5.0 | 19.0 | 5.0 | 5.0 | 8.0 | 5.0 | 3.0 | 8.0 | 34.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_28MNRkN4O3WxBxm | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 6 | Agree | 6 | Agree | 5 | Agree | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2a925sLrMDQ7lHb | 1 | Veterinary | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | 2.0 | 5.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 2.0 | 2.0 | 2.0 | 1.0 | 3.0 | 5.0 | 2.0 | 2.0 | 3.0 | 5.0 | 4.0 | 5.0 | 2.0 | 5.0 | 3.0 | 4.0 | 1.0 | 5.0 | 1.0 | 3.0 | 4.0 | 2.0 | 5.0 | 5.0 | 20.0 | 21.0 | 47.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 19.0 | 3.0 | 4.0 | 7.0 | 5.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 11.0 |
| R\_2AKzCBxW4amynOD | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 1 | Disagree | 1 | Disagree | 1 | Disagree | 2 | Disagree | 2.0 | 4.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 3.0 | 1.0 | 2.0 | 1.0 | 1.0 | 5.0 | 2.0 | 1.0 | 4.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 2.0 | 4.0 | 1.0 | 5.0 | 2.0 | 3.0 | 1.0 | 2.0 | 5.0 | 5.0 | 19.0 | 24.0 | 44.0 | 2.0 | 1.0 | 2.0 | 4.0 | 3.0 | 1.0 | 3.0 | 3.0 | 2.0 | 1.0 | 22.0 | 4.0 | 3.0 | 7.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 17.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_2AX4tqPJvXn9MkQ | 1 | Manager | Over40 | GradOrVet | Yes | 4 | Research Institute | 2.0 | 5 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 5.0 | 3.0 | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 5.0 | 3.0 | 30.0 | 32.0 | 34.0 | 2.0 | 3.0 | 4.0 | 1.0 | 1.0 | 1.0 | 2.0 | 1.0 | 3.0 | 3.0 | 21.0 | 2.0 | 3.0 | 5.0 | 3.0 | 5.0 | 3.0 | 4.0 | 3.0 | 5.0 | 4.0 | 13.0 | 7.0 | 5.0 | 5.0 | 6.0 | 2.0 | 4.0 | 29.0 | 6.0 | 2.0 | 5.0 | 5.0 | 2.0 | 4.0 | 24.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 7.0 |
| R\_2B3vDTi6tk221Km | 1 | Researcher | 40 or Less | GradOrVet | No | 4 | Research Institute | 2.0 | 2 | Disagree | 2 | Disagree | 2 | Disagree | 2 | Disagree | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2bORPaZ1EEE2PZN | 1 | Researcher | 40 or Less | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 5 | Agree | 4 | Neutral | 3 | Disagree | 4 | Neutral | 2.0 | 4.0 | 2.0 | 4.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 4.0 | 4.0 | 5.0 | 1.0 | 5.0 | 3.0 | 5.0 | 1.0 | 5.0 | 1.0 | 3.0 | 5.0 | 1.0 | 4.0 | 5.0 | 17.0 | 11.0 | 48.0 | 0.0 | 0.0 | 1.0 | 4.0 | 3.0 | 1.0 | 4.0 | 4.0 | 0.0 | 0.0 | 17.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 5.0 | 3.0 | 3.0 | 3.0 | 3.0 | 6.0 | 23.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 3.0 |
| R\_2cAZD9W2TqVTf7P | 1 | Veterinary | 40 or Less | GradOrVet | Yes | 5 | Research Institute | 2.0 | 4 | Neutral | 4 | Neutral | 4 | Neutral | 7 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 2.0 | 1.0 | 1.0 | 1.0 | 5.0 | 2.0 | 1.0 | 5.0 | 5.0 | 3.0 | 5.0 | 2.0 | 4.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 1.0 | 5.0 | 2.0 | 4.0 | 5.0 | 17.0 | 17.0 | 49.0 | 1.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 1.0 | 22.0 | 3.0 | 3.0 | 6.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 3.0 |
| R\_2cilxvV6NkFi4y2 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 5 | Research Institute | 1.0 | 5 | Agree | 5 | Agree | 2 | Disagree | 4 | Neutral | 2.0 | 4.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 4.0 | 1.0 | 1.0 | 1.0 | 5.0 | 5.0 | 1.0 | 1.0 | 4.0 | 5.0 | 4.0 | 5.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 5.0 | 16.0 | 21.0 | 47.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 1.0 | 22.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 5.0 | 18.0 | 7.0 | 5.0 | 8.0 | 5.0 | 5.0 | 8.0 | 38.0 | 5.0 | 5.0 | 6.0 | 5.0 | 5.0 | 7.0 | 33.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 6.0 |
| R\_2Cld5nzbA56e2Jm | 1 | Veterinary | 40 or Less | BSorLess | Yes | 5 | Research Institute | 3.0 | 6 | Agree | 5 | Agree | 3 | Disagree | 6 | Agree | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 5.0 | 1.0 | 1.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 5.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 31.0 | 21.0 | 30.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 3.0 | 24.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 16.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 8.0 | 43.0 | 7.0 | 7.0 | 8.0 | 1.0 | 7.0 | 8.0 | 38.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_2CPs00Lct3XNoeo | 1 | Veterinary | Over40 | BSorLess | Yes | 1 | Research Institute | 2.0 | 7 | Agree | 6 | Agree | 2 | Disagree | 6 | Agree | 3.0 | 4.0 | 5.0 | 5.0 | 2.0 | 5.0 | 4.0 | 4.0 | 1.0 | 1.0 | 2.0 | 4.0 | 5.0 | 2.0 | 1.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 5.0 | 4.0 | 5.0 | 1.0 | 5.0 | 1.0 | 3.0 | 5.0 | 3.0 | 5.0 | 5.0 | 25.0 | 27.0 | 47.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 1.0 | 2.0 | 3.0 | 4.0 | 2.0 | 29.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 7.0 |
| R\_2D63nPl5IDmgAMI | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 3.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 4.0 | 4.0 | 4.0 | 5.0 | 3.0 | 4.0 | 3.0 | 5.0 | 2.0 | 4.0 | 3.0 | 2.0 | 4.0 | 2.0 | 5.0 | 5.0 | 23.0 | 29.0 | 44.0 | 4.0 | 3.0 | 4.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 24.0 | 3.0 | 4.0 | 7.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 4.0 | 18.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 46.0 | 8.0 | 7.0 | 8.0 | 7.0 | 8.0 | 7.0 | 45.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | 5.0 |
| R\_2dMj2Ykp0Qvangh | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 3 | Pharmaceutical | 2.0 | 6 | Agree | 6 | Agree | 4 | Neutral | 5 | Agree | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 29.0 | 23.0 | 33.0 | 2.0 | 3.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 24.0 | 3.0 | 3.0 | 6.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 12.0 | 6.0 | 7.0 | 8.0 | 6.0 | 6.0 | 3.0 | 36.0 | 6.0 | 7.0 | 8.0 | 6.0 | 6.0 | 8.0 | 41.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 8.0 |
| R\_2DOIVDEsDfpSQZQ | 1 | Researcher | Over40 | GradOrVet | Yes | 4 | Research Institute | 2.0 | 3 | Disagree | 3 | Disagree | 2 | Disagree | 4 | Neutral | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 3.0 | 2.0 | 1.0 | NaN | NaN | 3.0 | 3.0 | 2.0 | 2.0 | 5.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 25.0 | 19.0 | 26.0 | 4.0 | 3.0 | 4.0 | 3.0 | 1.0 | 4.0 | 2.0 | 0.0 | 4.0 | 3.0 | 28.0 | 3.0 | 3.0 | 6.0 | 2.0 | 2.0 | 1.0 | 1.0 | 3.0 | 5.0 | 2.0 | 8.0 | 3.0 | 1.0 | 8.0 | 1.0 | 1.0 | 1.0 | 15.0 | 2.0 | 1.0 | 8.0 | 1.0 | 1.0 | 1.0 | 14.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_2dXho3dqcSaVMWh | 1 | Other | 40 or Less | BSorLess | Yes | 4 | Research Institute | 3.0 | 6 | Agree | 4 | Neutral | 2 | Disagree | 4 | Neutral | 2.0 | 3.0 | 4.0 | 4.0 | 5.0 | 1.0 | 4.0 | 3.0 | 1.0 | 3.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 1.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 26.0 | 23.0 | 34.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 25.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 15.0 | 7.0 | 6.0 | 7.0 | 7.0 | 6.0 | 6.0 | 39.0 | 6.0 | 5.0 | 6.0 | 8.0 | 6.0 | 5.0 | 36.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | 9.0 |
| R\_2DYzyNzghBxYYgI | 1 | Other | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 5 | Agree | 5 | Agree | 3 | Disagree | 5 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 1.0 | 3.0 | 5.0 | 2.0 | 2.0 | 1.0 | 3.0 | 5.0 | 1.0 | 2.0 | 4.0 | 5.0 | 2.0 | 4.0 | 2.0 | 3.0 | 2.0 | 4.0 | 1.0 | 4.0 | 1.0 | 2.0 | 5.0 | 1.0 | 5.0 | 3.0 | 20.0 | 20.0 | 40.0 | 1.0 | 2.0 | 3.0 | 1.0 | 2.0 | 1.0 | 3.0 | 2.0 | 1.0 | 1.0 | 17.0 | 4.0 | 4.0 | 8.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 17.0 | 6.0 | 2.0 | 6.0 | 7.0 | 2.0 | 4.0 | 27.0 | 5.0 | 1.0 | 6.0 | 6.0 | 1.0 | 4.0 | 23.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | 3.0 |
| R\_2Eh4zdG6D8Alb7d | 1 | Other | Over40 | GradOrVet | No | 2 | Pharmaceutical | 3.0 | 7 | Agree | 6 | Agree | 5 | Agree | 7 | Agree | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 5.0 | 4.0 | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 5.0 | 35.0 | 34.0 | 36.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 1.0 | 1.0 | 2.0 | 3.0 | 21.0 | 2.0 | 2.0 | 4.0 | 4.0 | 5.0 | 4.0 | 3.0 | 3.0 | 5.0 | 3.0 | 14.0 | 8.0 | 8.0 | 6.0 | 6.0 | 6.0 | 7.0 | 41.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | 8.0 |
| R\_2f6L2VCOM0K51vP | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 5 | Agree | 4 | Neutral | 7 | Agree | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 4.0 | 3.0 | 22.0 | 29.0 | 36.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 1.0 | 1.0 | 3.0 | 1.0 | 1.0 | 18.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 20.0 | 6.0 | 6.0 | 6.0 | 7.0 | 4.0 | 6.0 | 35.0 | 6.0 | 3.0 | 6.0 | 6.0 | 3.0 | 7.0 | 31.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_2f70E40nC9Q2POC | 1 | Veterinary | Over40 | GradOrVet | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 3 | Disagree | 4 | Neutral | 5 | Agree | 5.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 2.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 4.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 5.0 | 3.0 | 5.0 | 4.0 | 3.0 | 3.0 | 3.0 | 5.0 | 2.0 | 3.0 | 5.0 | 5.0 | 38.0 | 37.0 | 34.0 | 4.0 | 0.0 | 4.0 | 1.0 | 0.0 | 1.0 | 0.0 | 0.0 | 3.0 | 4.0 | 17.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 5.0 | 4.0 | 15.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 46.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | 3.0 |
| R\_2o9ICQZS9C77n1v | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 3 | Disagree | 3 | Disagree | 3 | Disagree | 3 | Disagree | 4.0 | 3.0 | 5.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 4.0 | 1.0 | 1.0 | 3.0 | 3.0 | 3.0 | 1.0 | 4.0 | 3.0 | 5.0 | 3.0 | 1.0 | 3.0 | 1.0 | 4.0 | 3.0 | 1.0 | 4.0 | 2.0 | 31.0 | 19.0 | 26.0 | 2.0 | 3.0 | 4.0 | 0.0 | 2.0 | 3.0 | 1.0 | 1.0 | 3.0 | 3.0 | 22.0 | 3.0 | 3.0 | 6.0 | 2.0 | 4.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 8.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_2qEQ8RbM8BbUOE4 | 1 | Other | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 6 | Agree | 4 | Neutral | 3 | Disagree | 2 | Disagree | 2.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 3.0 | 1.0 | 3.0 | 4.0 | 4.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 1.0 | 4.0 | 4.0 | 20.0 | 10.0 | 35.0 | 1.0 | 2.0 | 3.0 | 2.0 | 3.0 | 0.0 | 2.0 | 3.0 | 1.0 | 1.0 | 18.0 | 4.0 | 4.0 | 8.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 14.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 8.0 | 46.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 8.0 | 46.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 9.0 |
| R\_2rT8r7tAsDgBvx3 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 5 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 5.0 | 5.0 | 4.0 | 3.0 | 1.0 | 4.0 | 4.0 | 2.0 | 2.0 | 5.0 | 3.0 | 4.0 | 3.0 | 1.0 | 2.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 2.0 | 37.0 | 31.0 | 31.0 | 3.0 | 2.0 | 4.0 | 2.0 | 1.0 | 2.0 | 1.0 | 1.0 | 4.0 | 2.0 | 22.0 | 2.0 | 3.0 | 5.0 | 4.0 | 4.0 | 2.0 | 3.0 | 1.0 | 5.0 | 1.0 | 8.0 | 4.0 | 2.0 | 3.0 | 4.0 | 1.0 | 4.0 | 18.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 20.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 3.0 |
| R\_2rvVx20AYXqd2yE | 1 | Other | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 29.0 | 28.0 | 33.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 22.0 | 2.0 | 3.0 | 5.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 5.0 | 3.0 | 12.0 | 5.0 | 6.0 | 6.0 | 5.0 | 5.0 | 6.0 | 33.0 | 6.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 24.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 4.0 |
| R\_2s4qnnmVi8JqsRq | 1 | Manager | Over40 | BSorLess | No | 3 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 3 | Disagree | 2.0 | 5.0 | 3.0 | 5.0 | 4.0 | 1.0 | 4.0 | 2.0 | 1.0 | 2.0 | 1.0 | 2.0 | 5.0 | 1.0 | 2.0 | 5.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 5.0 | 1.0 | 5.0 | 1.0 | 3.0 | 5.0 | 1.0 | 4.0 | 5.0 | 18.0 | 16.0 | 46.0 | 1.0 | 1.0 | 1.0 | 3.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 3.0 | 19.0 | 3.0 | 4.0 | 7.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 5.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 7.0 | 7.0 | 8.0 | 46.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_2SBmq6gokG4U6D2 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 5 | Agree | 2 | Disagree | 2 | Disagree | 5 | Agree | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 2.0 | 1.0 | 2.0 | 3.0 | 4.0 | 2.0 | 5.0 | 3.0 | 5.0 | 5.0 | 1.0 | 2.0 | 5.0 | 3.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 5.0 | 5.0 | 1.0 | 5.0 | 2.0 | 31.0 | 26.0 | 32.0 | 3.0 | 2.0 | 4.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 22.0 | 3.0 | 3.0 | 6.0 | 1.0 | 4.0 | 1.0 | 4.0 | 1.0 | 4.0 | 2.0 | 5.0 | 5.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 13.0 | 5.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 13.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 3.0 |
| R\_2tmJXgBSlEZneB4 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 6 | Academic | 1.0 | 6 | Agree | 5 | Agree | 6 | Agree | 7 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 5.0 | 2.0 | 1.0 | 3.0 | 1.0 | 2.0 | 5.0 | 2.0 | 1.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 2.0 | 2.0 | 4.0 | 2.0 | 4.0 | 5.0 | 22.0 | 22.0 | 43.0 | 2.0 | 1.0 | 3.0 | 4.0 | 3.0 | 0.0 | 3.0 | 3.0 | 2.0 | 0.0 | 21.0 | 4.0 | 1.0 | 5.0 | 5.0 | 2.0 | 4.0 | 5.0 | 4.0 | 5.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 4.0 |
| R\_2ToqvBVaL9ILkZN | 1 | Researcher | Over40 | GradOrVet | No | 3 | Pharmaceutical | 2.0 | 5 | Agree | 5 | Agree | 2 | Disagree | 4 | Neutral | 2.0 | 4.0 | 2.0 | 5.0 | 5.0 | 2.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 2.0 | 1.0 | 5.0 | 5.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 2.0 | 1.0 | 5.0 | 5.0 | 14.0 | 13.0 | 44.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 0.0 | 3.0 | 2.0 | 1.0 | 0.0 | 16.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 14.0 | 8.0 | 8.0 | 6.0 | 8.0 | 8.0 | 7.0 | 45.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 8.0 |
| R\_2uKyZSYA9dd0Ikd | 1 | Veterinary | 40 or Less | BSorLess | Yes | 5 | Research Institute | 3.0 | 6 | Agree | 6 | Agree | 5 | Agree | 7 | Agree | 2.0 | 4.0 | 5.0 | 5.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 3.0 | 5.0 | 2.0 | 2.0 | 1.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 2.0 | 4.0 | 2.0 | 5.0 | 2.0 | 2.0 | 3.0 | 1.0 | 4.0 | 4.0 | 26.0 | 27.0 | 42.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 3.0 | 26.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 |
| R\_2UYPu5UjAo7ijFx | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 5.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 2.0 | 4.0 | 1.0 | 5.0 | 5.0 | 20.0 | 13.0 | 43.0 | 2.0 | 1.0 | 2.0 | 4.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 1.0 | 24.0 | 4.0 | 3.0 | 7.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 3.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 4.0 |
| R\_2uZMeSPlVhitR1j | 1 | Other | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 7 | Agree | 2 | Disagree | 4 | Neutral | 7 | Agree | 2.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 1.0 | 4.0 | 1.0 | 5.0 | 2.0 | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 22.0 | 27.0 | 40.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 3.0 | 1.0 | 1.0 | 18.0 | 4.0 | 3.0 | 7.0 | 4.0 | 4.0 | 3.0 | 2.0 | 4.0 | 3.0 | 4.0 | 15.0 | 5.0 | 5.0 | 4.0 | 2.0 | 5.0 | 7.0 | 28.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 4.0 | 13.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_2Vx12SH8aidwon3 | 1 | Manager | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 6 | Agree | 5 | Agree | 6 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 1.0 | 3.0 | 2.0 | 1.0 | 1.0 | 2.0 | 3.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 4.0 | 5.0 | 4.0 | 21.0 | 18.0 | 38.0 | 2.0 | 0.0 | 2.0 | 0.0 | 2.0 | 0.0 | 2.0 | 2.0 | 2.0 | 0.0 | 12.0 | 3.0 | 3.0 | 6.0 | 4.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 14.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 6.0 | 6.0 | 7.0 | 6.0 | 6.0 | 7.0 | 38.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_2wAD2M60JyMbHH5 | 1 | Other | Over40 | GradOrVet | Yes | 5 | Research Institute | 2.0 | 7 | Agree | 5 | Agree | 6 | Agree | 7 | Agree | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 5.0 | 4.0 | 29.0 | 35.0 | 39.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 22.0 | 4.0 | 4.0 | 8.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 4.0 | 17.0 | 7.0 | 1.0 | 2.0 | 6.0 | 1.0 | 8.0 | 25.0 | 6.0 | 6.0 | 8.0 | 6.0 | 6.0 | 8.0 | 40.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_2wAHUuHVAzU0CcY | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 4.0 | 6 | Agree | 2 | Disagree | 4 | Neutral | 6 | Agree | 2.0 | 3.0 | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 3.0 | 1.0 | 2.0 | 1.0 | 2.0 | 4.0 | 1.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 1.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 1.0 | 5.0 | 4.0 | 21.0 | 21.0 | 39.0 | 1.0 | 2.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 2.0 | 0.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 18.0 | 8.0 | 5.0 | 4.0 | 5.0 | 6.0 | 6.0 | 34.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 25.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 10.0 |
| R\_2WBEqsbj6OgUkOS | 1 | Researcher | Over40 | GradOrVet | Yes | 3 | Pharmaceutical | 3.0 | 5 | Agree | 2 | Disagree | 5 | Agree | 6 | Agree | 4.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 3.0 | 1.0 | 4.0 | 3.0 | 1.0 | 5.0 | 3.0 | 2.0 | 4.0 | 4.0 | 5.0 | 2.0 | 1.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 5.0 | 2.0 | 33.0 | 26.0 | 23.0 | 4.0 | 4.0 | 4.0 | 1.0 | 2.0 | 4.0 | 3.0 | 1.0 | 3.0 | 4.0 | 30.0 | 3.0 | 3.0 | 6.0 | 2.0 | 3.0 | 3.0 | 4.0 | 2.0 | 5.0 | 3.0 | 10.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 7.0 |
| R\_2xVQVJWYDsi1yjs | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 4 | Neutral | 3 | Disagree | 3 | Disagree | 2 | Disagree | 2.0 | 5.0 | 4.0 | 4.0 | 4.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 2.0 | 3.0 | 5.0 | 2.0 | 1.0 | 5.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 4.0 | 1.0 | 2.0 | 3.0 | 1.0 | 4.0 | 4.0 | 20.0 | 20.0 | 38.0 | 0.0 | 0.0 | 1.0 | 4.0 | 4.0 | 1.0 | 3.0 | 3.0 | 0.0 | 1.0 | 17.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 5.0 | 18.0 | 8.0 | 7.0 | 6.0 | 7.0 | 7.0 | 8.0 | 43.0 | 8.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 43.0 | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 4.0 |
| R\_2yauQYtE60dGUF2 | 1 | Other | 40 or Less | BSorLess | No | 4 | Research Institute | 2.0 | 7 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 2.0 | 4.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 5.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 4.0 | 25.0 | 35.0 | 42.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 23.0 | 3.0 | 3.0 | 6.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 4.0 | 15.0 | 6.0 | 2.0 | 5.0 | 5.0 | 4.0 | 5.0 | 27.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 4.0 |
| R\_2YbM7Jt6kN4jMcE | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 26.0 | 27.0 | 39.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 3.0 | 22.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 18.0 | 6.0 | 6.0 | 8.0 | 8.0 | 6.0 | 8.0 | 42.0 | 7.0 | 6.0 | 8.0 | 7.0 | 6.0 | 8.0 | 42.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 9.0 |
| R\_2yscx7XECJtAOyL | 1 | Manager | 40 or Less | BSorLess | No | 6 | Academic | 2.0 | 7 | Agree | 7 | Agree | 6 | Agree | 5 | Agree | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 2.0 | 1.0 | 3.0 | 4.0 | 1.0 | 1.0 | 1.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 5.0 | 3.0 | 27.0 | 26.0 | 31.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 22.0 | 2.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 13.0 | 4.0 | 4.0 | 4.0 | 6.0 | 6.0 | 3.0 | 27.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2z8bVpHqQTqFGBg | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 2.0 | 7 | Agree | 7 | Agree | 6 | Agree | 6 | Agree | 2.0 | 4.0 | 5.0 | 5.0 | 4.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 2.0 | 1.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 3.0 | 5.0 | 1.0 | 4.0 | 1.0 | 2.0 | 5.0 | 1.0 | 5.0 | 5.0 | 19.0 | 17.0 | 46.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 0.0 | 3.0 | 3.0 | 0.0 | 0.0 | 15.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 46.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 10.0 |
| R\_2ZChkzNhWv7MrwJ | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 6 | Agree | 4 | Neutral | 2 | Disagree | 1.0 | 5.0 | 1.0 | 5.0 | 4.0 | 1.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 4.0 | 4.0 | 4.0 | 1.0 | 2.0 | 1.0 | 3.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 4.0 | 4.0 | 13.0 | 10.0 | 39.0 | 0.0 | 0.0 | 0.0 | 4.0 | 1.0 | 0.0 | 4.0 | 3.0 | 0.0 | 0.0 | 12.0 | 4.0 | 4.0 | 8.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 15.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 |
| R\_2zFPRuniein2Hir | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 5 | Agree | 5 | Agree | 3 | Disagree | 4 | Neutral | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 2.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 3.0 | 4.0 | 29.0 | 26.0 | 38.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 2.0 | 3.0 | 1.0 | 22.0 | 4.0 | 3.0 | 7.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 15.0 | 4.0 | 2.0 | 4.0 | 3.0 | 1.0 | 7.0 | 21.0 | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 7.0 | 22.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_302AanR2Pd4wzmV | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 3 | Disagree | 2 | Disagree | 4 | Neutral | 2.0 | 4.0 | 3.0 | 3.0 | 5.0 | 2.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 5.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 5.0 | 18.0 | 14.0 | 40.0 | 2.0 | 0.0 | 1.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 1.0 | 21.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 4.0 | 4.0 | 16.0 | 4.0 | 4.0 | 5.0 | 3.0 | 3.0 | 6.0 | 25.0 | 4.0 | 4.0 | 5.0 | 4.0 | 3.0 | 5.0 | 25.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_31a9B5iZm7NwK64 | 1 | Other | Over40 | BSorLess | No | 5 | Research Institute | 1.0 | 5 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 2.0 | 4.0 | 4.0 | 5.0 | 5.0 | 2.0 | 4.0 | 3.0 | 1.0 | 2.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 4.0 | 5.0 | 15.0 | 17.0 | 44.0 | 0.0 | 1.0 | 2.0 | 3.0 | 3.0 | 0.0 | 3.0 | 2.0 | 0.0 | 1.0 | 15.0 | 3.0 | 4.0 | 7.0 | 4.0 | 4.0 | 5.0 | 2.0 | 5.0 | 4.0 | 4.0 | 18.0 | 5.0 | 6.0 | 6.0 | 6.0 | 6.0 | 8.0 | 37.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | NaN | 6.0 |
| R\_31by3Nc4axrbrDB | 1 | Other | Over40 | GradOrVet | No | 2 | Pharmaceutical | 3.0 | 7 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 5.0 | 4.0 | 5.0 | 5.0 | 1.0 | 5.0 | 4.0 | 2.0 | 2.0 | 1.0 | 1.0 | 5.0 | 1.0 | 2.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 3.0 | 5.0 | 1.0 | 5.0 | 1.0 | 2.0 | 5.0 | 4.0 | 5.0 | 5.0 | 15.0 | 21.0 | 50.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 22.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 6.0 |
| R\_31HhsvaiHuGpAGn | 1 | Other | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 5 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 25.0 | 23.0 | 31.0 | 3.0 | 2.0 | 2.0 | 2.0 | 1.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 21.0 | 2.0 | 2.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 15.0 | 6.0 | 6.0 | 4.0 | 5.0 | 4.0 | 4.0 | 29.0 | 2.0 | 2.0 | 7.0 | 5.0 | 2.0 | 3.0 | 21.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_31vHSk9fX67y8Xe | 1 | Other | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 2 | Disagree | 2 | Disagree | 2 | Disagree | 6 | Agree | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 4.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 5.0 | 3.0 | 2.0 | 4.0 | 4.0 | 27.0 | 24.0 | 33.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 21.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 2.0 | 3.0 | 3.0 | 4.0 | 15.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 6.0 | 29.0 | 5.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 27.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 3.0 |
| R\_32IWS5rlQUcObH2 | 1 | Manager | Over40 | GradOrVet | No | 3 | Pharmaceutical | 2.0 | 5 | Agree | 2 | Disagree | 1 | Disagree | 5 | Agree | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 1.0 | 1.0 | 4.0 | 3.0 | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 1.0 | 4.0 | 2.0 | 4.0 | 4.0 | 1.0 | 5.0 | 4.0 | 23.0 | 23.0 | 38.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 0.0 | 3.0 | 2.0 | 2.0 | 0.0 | 19.0 | 3.0 | 2.0 | 5.0 | 4.0 | 2.0 | 4.0 | 2.0 | 4.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | 9.0 |
| R\_33a7OjRg3wE5HL5 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | NaN | 7 | Agree | 3 | Disagree | 4 | Neutral | 3 | Disagree | 2.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 1.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 2.0 | 2.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 4.0 | 4.0 | 25.0 | 20.0 | 29.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 1.0 | 3.0 | 2.0 | 1.0 | 2.0 | 17.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 7.0 | 8.0 | 7.0 | 8.0 | 8.0 | 8.0 | 46.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 8.0 | 47.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 3.0 |
| R\_33e8zeuJVihV7XX | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 4.0 | 6 | Agree | 6 | Agree | 4 | Neutral | 6 | Agree | 3.0 | 3.0 | 5.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 3.0 | 5.0 | 1.0 | 4.0 | 5.0 | 2.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 3.0 | 5.0 | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 25.0 | 39.0 | 44.0 | 4.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 27.0 | 2.0 | 1.0 | 3.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 6.0 | 8.0 | 46.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | 2.0 |
| R\_3CHGFwAsuqklDUy | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 5 | Agree | 5 | Agree | 2 | Disagree | 5 | Agree | 3.0 | 2.0 | 3.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 1.0 | 1.0 | 5.0 | 3.0 | 3.0 | 1.0 | 1.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 1.0 | 3.0 | 1.0 | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 30.0 | 22.0 | 28.0 | 2.0 | 3.0 | 3.0 | 1.0 | 1.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 20.0 | 3.0 | 1.0 | 4.0 | 3.0 | 2.0 | 5.0 | 2.0 | 2.0 | 2.0 | 4.0 | 14.0 | 3.0 | 3.0 | 1.0 | 1.0 | 3.0 | 8.0 | 19.0 | 3.0 | 8.0 | 8.0 | 1.0 | 3.0 | 8.0 | 31.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_3DnmjrRPAnx94fB | 1 | Researcher | Over40 | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 4 | Neutral | 3 | Disagree | 3 | Disagree | 3 | Disagree | 1.0 | 4.0 | 4.0 | 5.0 | 5.0 | 3.0 | 5.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 5.0 | 2.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 4.0 | 1.0 | 4.0 | 2.0 | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 21.0 | 25.0 | 44.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 18.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | 5.0 | 5.0 | 3.0 | 5.0 | 5.0 | 7.0 | 30.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 6.0 |
| R\_3Dp6gl8VUTCWnMj | 1 | Other | Over40 | BSorLess | Yes | 3 | Pharmaceutical | 2.0 | 7 | Agree | 6 | Agree | 4 | Neutral | 6 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 2.0 | 4.0 | 1.0 | 2.0 | 2.0 | 3.0 | 2.0 | 5.0 | 1.0 | 1.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 1.0 | 5.0 | 1.0 | 3.0 | NaN | 2.0 | 5.0 | 5.0 | 24.0 | 16.0 | 39.0 | 1.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 3.0 | 1.0 | 0.0 | 18.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 4.0 | 5.0 | 5.0 | 4.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 6.0 |
| R\_3e2Y73Iz3VXX00d | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 4.0 | 6 | Agree | 2 | Disagree | 2 | Disagree | 7 | Agree | 2.0 | 3.0 | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 1.0 | 2.0 | 1.0 | 3.0 | 5.0 | 2.0 | 3.0 | 3.0 | 5.0 | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 5.0 | 2.0 | 4.0 | 1.0 | 3.0 | 4.0 | 3.0 | 4.0 | 5.0 | 25.0 | 27.0 | 45.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 4.0 | 1.0 | 1.0 | 2.0 | 3.0 | 22.0 | 2.0 | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 3.0 |
| R\_3EaFSoKQfnTMY0Z | 1 | Other | 40 or Less | BSorLess | No | 4 | Research Institute | NaN | 1 | Disagree | 1 | Disagree | 1 | Disagree | 1 | Disagree | 2.0 | 5.0 | 1.0 | 1.0 | 5.0 | 1.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 4.0 | 1.0 | 5.0 | 1.0 | 2.0 | 4.0 | 1.0 | 5.0 | 4.0 | 13.0 | 10.0 | 41.0 | 1.0 | 1.0 | 1.0 | 4.0 | 4.0 | 0.0 | 4.0 | 3.0 | 1.0 | 1.0 | 20.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 20.0 | 6.0 | 6.0 | 3.0 | 5.0 | 4.0 | 5.0 | 29.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 6.0 |
| R\_3GoVgP3VZ799at2 | 1 | Other | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 1.0 | 7 | Agree | 6 | Agree | 6 | Agree | 7 | Agree | 3.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 3.0 | 1.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 1.0 | 5.0 | 1.0 | 4.0 | 3.0 | 1.0 | 3.0 | 1.0 | 4.0 | 4.0 | 19.0 | 23.0 | 35.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 4.0 | 1.0 | 23.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 5.0 | 3.0 | 4.0 | 4.0 | 4.0 | 17.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 9.0 |
| R\_3Gy2pD1ZFOnGE6M | 1 | Researcher | Over40 | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 5 | Agree | 5 | Agree | 3 | Disagree | 2 | Disagree | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 3.0 | 3.0 | 4.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 1.0 | 4.0 | 1.0 | 2.0 | 3.0 | 1.0 | 4.0 | 3.0 | 24.0 | 20.0 | 33.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 3.0 | 23.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 6.0 | 6.0 | 5.0 | 5.0 | 6.0 | 6.0 | 34.0 | 5.0 | 3.0 | 4.0 | 5.0 | 5.0 | 5.0 | 27.0 | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 5.0 |
| R\_3HAotnfWKl0q022 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 5 | Agree | 6 | Agree | 7 | Agree | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 1.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 1.0 | 3.0 | 1.0 | 5.0 | 4.0 | 2.0 | 5.0 | 4.0 | 28.0 | 24.0 | 34.0 | 2.0 | 2.0 | 4.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 27.0 | 3.0 | 1.0 | 4.0 | 4.0 | 2.0 | 5.0 | 4.0 | 4.0 | 5.0 | 4.0 | 17.0 | 5.0 | 3.0 | 5.0 | 5.0 | 3.0 | 4.0 | 25.0 | 5.0 | 3.0 | 3.0 | 6.0 | 3.0 | 3.0 | 23.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 4.0 |
| R\_3HFFwi4jyxLqqSm | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 6 | Academic | 1.0 | 6 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3HnX97U4uqFbypN | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 3 | Disagree | 2 | Disagree | 2 | Disagree | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 1.0 | 1.0 | 1.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 2.0 | 5.0 | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 25.0 | 22.0 | 40.0 | 1.0 | 0.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 2.0 | 2.0 | 2.0 | 19.0 | 4.0 | 3.0 | 7.0 | 5.0 | 3.0 | 5.0 | 3.0 | 2.0 | 4.0 | 4.0 | 16.0 | 6.0 | 6.0 | 5.0 | 7.0 | 3.0 | 5.0 | 32.0 | 6.0 | 5.0 | 4.0 | 7.0 | 6.0 | 6.0 | 34.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 6.0 |
| R\_3kdjKZ2kcboMFZ4 | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 6 | Agree | 5 | Agree | 7 | Agree | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 23.0 | 23.0 | 40.0 | 1.0 | 1.0 | 1.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 17.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 5.0 | 4.0 | 16.0 | 6.0 | 6.0 | 5.0 | 6.0 | 6.0 | 3.0 | 32.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 22.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 2.0 |
| R\_3khT4UTDOaxteAS | 1 | Other | 40 or Less | GradOrVet | No | 2 | Pharmaceutical | 3.0 | 6 | Agree | 6 | Agree | 5 | Agree | 5 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 1.0 | 2.0 | 4.0 | 1.0 | 1.0 | 3.0 | 3.0 | 3.0 | NaN | 3.0 | 4.0 | 3.0 | NaN | 1.0 | 4.0 | 1.0 | 3.0 | 2.0 | 1.0 | 5.0 | 4.0 | 22.0 | 16.0 | 28.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 20.0 | 3.0 | 3.0 | 6.0 | 5.0 | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 18.0 | 6.0 | 6.0 | 7.0 | 2.0 | 6.0 | 8.0 | 35.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3KTKGu7sL6ZTQR5 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 3.0 | 5 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 2.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 2.0 | 1.0 | 1.0 | 4.0 | 5.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 1.0 | 3.0 | 5.0 | 18.0 | 14.0 | 44.0 | 2.0 | 0.0 | 1.0 | 3.0 | 3.0 | 0.0 | 4.0 | 3.0 | 1.0 | 0.0 | 17.0 | 3.0 | 3.0 | 6.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 4.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 4.0 |
| R\_3L20fwbAOby8QEy | 1 | Other | Over40 | GradOrVet | No | 3 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | NaN | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 4.0 | 4.0 | 23.0 | 23.0 | 35.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 3.0 | 3.0 | 23.0 | 2.0 | 3.0 | 5.0 | 4.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 8.0 | 47.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 9.0 |
| R\_3m7tIp3PIWYBMnK | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 3.0 | 5 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 1.0 | 1.0 | 2.0 | 3.0 | 4.0 | 3.0 | 1.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 2.0 | 1.0 | 4.0 | 3.0 | 23.0 | 19.0 | 34.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 21.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 14.0 | 7.0 | 3.0 | 5.0 | 6.0 | 4.0 | 7.0 | 32.0 | 7.0 | 3.0 | 6.0 | 6.0 | 3.0 | 8.0 | 33.0 | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_3n6mc9GTnMOrJ0s | 1 | Manager | Over40 | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 6 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 3.0 | 3.0 | 5.0 | 5.0 | 4.0 | 1.0 | 3.0 | 5.0 | 3.0 | 5.0 | 3.0 | 4.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 2.0 | 5.0 | 3.0 | 5.0 | 4.0 | 2.0 | 4.0 | 5.0 | 31.0 | 34.0 | 44.0 | 3.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 4.0 | 3.0 | 30.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 5.0 | 3.0 | 17.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 12.0 |
| R\_3nBrUpJqRqd9WMv | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 3.0 | 5 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 3.0 | 4.0 | 5.0 | 5.0 | 3.0 | 5.0 | 5.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 5.0 | 3.0 | 3.0 | 1.0 | 5.0 | 3.0 | 4.0 | 5.0 | 3.0 | 4.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 5.0 | 3.0 | 4.0 | 3.0 | 34.0 | 31.0 | 45.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 4.0 | 2.0 | 26.0 | 2.0 | 2.0 | 4.0 | 2.0 | 5.0 | 3.0 | 5.0 | 4.0 | 5.0 | 3.0 | 12.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 26.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 26.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3NW01gz2nUksMAY | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 3.0 | 6 | Agree | 6 | Agree | 5 | Agree | 1 | Disagree | 2.0 | 3.0 | NaN | 3.0 | 3.0 | 1.0 | 3.0 | 1.0 | 1.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | NaN | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 24.0 | 20.0 | 27.0 | 1.0 | 2.0 | 1.0 | 2.0 | 2.0 | 3.0 | 3.0 | 3.0 | 1.0 | 1.0 | 19.0 | 2.0 | 2.0 | 4.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 47.0 | 7.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 45.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_3oZzpd8tdGFYYk5 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 1.0 | 7 | Agree | 6 | Agree | 7 | Agree | 5 | Agree | 2.0 | 4.0 | 5.0 | 5.0 | 5.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 1.0 | 3.0 | 5.0 | 3.0 | 2.0 | 4.0 | 3.0 | 4.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 1.0 | 5.0 | 2.0 | 3.0 | 5.0 | 2.0 | 5.0 | 5.0 | 22.0 | 25.0 | 47.0 | 2.0 | 1.0 | 2.0 | 3.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 1.0 | 24.0 | 4.0 | 3.0 | 7.0 | 5.0 | 5.0 | 5.0 | 3.0 | 3.0 | 2.0 | 5.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 9.0 |
| R\_3pbBYIgbZqDnpBp | 1 | Veterinary | Over40 | BSorLess | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 2 | Disagree | 2 | Disagree | 7 | Agree | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 5.0 | 3.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 1.0 | 2.0 | 2.0 | 5.0 | 1.0 | 2.0 | 4.0 | 3.0 | 34.0 | 24.0 | 28.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 21.0 | 3.0 | 2.0 | 5.0 | 2.0 | 4.0 | 3.0 | 4.0 | 2.0 | 5.0 | 3.0 | 10.0 | 5.0 | 1.0 | 2.0 | 2.0 | 1.0 | 1.0 | 12.0 | 1.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 7.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 8.0 |
| R\_3PFXZPVnO2P2ASa | 1 | Researcher | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 3.0 | 6 | Agree | 6 | Agree | 3 | Disagree | 5 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 1.0 | 2.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 4.0 | 2.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 1.0 | 1.0 | 3.0 | 2.0 | 3.0 | 3.0 | 24.0 | 17.0 | 33.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 1.0 | 3.0 | 2.0 | 2.0 | 2.0 | 18.0 | 3.0 | 3.0 | 6.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 12.0 | 8.0 | 8.0 | 7.0 | 8.0 | 7.0 | 7.0 | 45.0 | 7.0 | 6.0 | 7.0 | 7.0 | 7.0 | 7.0 | 41.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 5.0 |
| R\_3PgUVzTGeFJ4rQ2 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 6 | Agree | 5 | Agree | 7 | Agree | 4.0 | 3.0 | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 1.0 | 1.0 | 2.0 | 3.0 | 2.0 | 4.0 | 1.0 | 2.0 | 2.0 | 4.0 | 3.0 | 2.0 | 4.0 | 3.0 | 2.0 | 2.0 | 1.0 | 3.0 | 2.0 | 5.0 | 3.0 | 1.0 | 4.0 | 3.0 | 30.0 | 19.0 | 31.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 3.0 | 2.0 | 23.0 | 2.0 | 2.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 10.0 | 4.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 18.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 20.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3Pn5166OCkBdgaz | 1 | Researcher | Over40 | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 5 | Agree | 3 | Disagree | 3 | Disagree | 5 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 2.0 | 5.0 | 4.0 | 25.0 | 28.0 | 37.0 | 1.0 | 1.0 | 2.0 | 2.0 | 3.0 | 0.0 | 3.0 | 3.0 | 2.0 | 1.0 | 18.0 | 2.0 | 3.0 | 5.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 4.0 | 13.0 | 6.0 | 6.0 | 6.0 | 7.0 | 6.0 | 6.0 | 37.0 | 6.0 | 6.0 | 7.0 | 6.0 | 6.0 | 7.0 | 38.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 |
| R\_3PNrnkC7pZNSv55 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 1.0 | 6 | Agree | 4 | Neutral | 4 | Neutral | 5 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 2.0 | 2.0 | 1.0 | 1.0 | 1.0 | 3.0 | 2.0 | 1.0 | 3.0 | 4.0 | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 2.0 | 1.0 | 4.0 | 3.0 | 26.0 | 17.0 | 34.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 2.0 | 22.0 | 3.0 | 2.0 | 5.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 11.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 20.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 20.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 5.0 |
| R\_3pnV2JyWNMIOWG6 | 1 | Other | 40 or Less | BSorLess | No | 5 | Research Institute | 2.0 | 7 | Agree | 5 | Agree | 6 | Agree | 5 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 5.0 | 2.0 | 5.0 | 3.0 | 2.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 1.0 | 5.0 | 5.0 | 14.0 | 15.0 | 50.0 | 2.0 | 1.0 | 2.0 | 4.0 | 4.0 | 0.0 | 4.0 | 4.0 | 1.0 | 1.0 | 23.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 4.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 4.0 |
| R\_3q9zLtgsH9sSInV | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 6 | Academic | 2.0 | 3 | Disagree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 2.0 | 5.0 | 1.0 | 1.0 | 1.0 | 5.0 | 4.0 | 5.0 | 3.0 | 4.0 | 4.0 | 4.0 | 1.0 | 5.0 | 2.0 | 5.0 | 3.0 | 1.0 | 5.0 | 5.0 | 28.0 | 16.0 | 41.0 | 4.0 | 2.0 | 1.0 | 4.0 | 4.0 | 3.0 | 2.0 | 2.0 | 4.0 | 2.0 | 28.0 | 3.0 | 0.0 | 3.0 | 2.0 | 3.0 | 5.0 | 4.0 | 2.0 | 4.0 | 3.0 | 12.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 6.0 | 46.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 27.0 | NaN | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 4.0 |
| R\_3QKM5ljanA9kMcJ | 1 | Animal Caretaker | 40 or Less | BSorLess | No | 5 | Research Institute | 1.0 | 3 | Disagree | 2 | Disagree | 2 | Disagree | 4 | Neutral | 2.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 5.0 | 3.0 | 2.0 | 3.0 | 2.0 | NaN | 3.0 | 3.0 | 4.0 | 3.0 | 30.0 | 27.0 | 29.0 | 3.0 | 3.0 | 4.0 | 1.0 | 1.0 | 4.0 | 2.0 | 1.0 | 3.0 | 3.0 | 25.0 | 2.0 | 2.0 | 4.0 | 5.0 | 4.0 | NaN | NaN | NaN | 4.0 | 3.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 5.0 |
| R\_3QXbUhGYk3y29MT | 1 | Other | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 2.0 | 6 | Agree | 4 | Neutral | 2 | Disagree | 2 | Disagree | 1.0 | 4.0 | 4.0 | 4.0 | 3.0 | 2.0 | 5.0 | 4.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 5.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 5.0 | 1.0 | 5.0 | 1.0 | 2.0 | 2.0 | 3.0 | 4.0 | 4.0 | 17.0 | 19.0 | 41.0 | 1.0 | 1.0 | 3.0 | 3.0 | 3.0 | 0.0 | 3.0 | 4.0 | 2.0 | 1.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 18.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 6.0 | 46.0 | 8.0 | 7.0 | 8.0 | 6.0 | 7.0 | 7.0 | 43.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3rGLkdS3n7xXxWA | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 6 | Agree | 3 | Disagree | 5 | Agree | 2 | Disagree | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 1.0 | 3.0 | 1.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 5.0 | 4.0 | 2.0 | 4.0 | 2.0 | 4.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 4.0 | 14.0 | 20.0 | 39.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3RlSU10hcUGKHB2 | 1 | Other | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 7 | Agree | 7 | Agree | 7 | Agree | 7 | Agree | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 5.0 | 1.0 | 1.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 1.0 | 5.0 | 5.0 | 21.0 | 15.0 | 42.0 | 2.0 | 2.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 25.0 | 3.0 | 2.0 | 5.0 | 4.0 | 5.0 | 4.0 | 2.0 | 4.0 | 4.0 | 3.0 | 15.0 | 6.0 | 6.0 | 4.0 | 5.0 | 5.0 | 3.0 | 29.0 | 6.0 | 6.0 | 4.0 | 6.0 | 6.0 | 4.0 | 32.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 12.0 |
| R\_3RmGTGInCXT7aSU | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 3.0 | 5 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 3.0 | 4.0 | 5.0 | 3.0 | 1.0 | 3.0 | 1.0 | 2.0 | 2.0 | 1.0 | 1.0 | 4.0 | 3.0 | 2.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 1.0 | 4.0 | 1.0 | 2.0 | 4.0 | 1.0 | 5.0 | 4.0 | 20.0 | 17.0 | 37.0 | 0.0 | 0.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 17.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 4.0 | 1.0 | 4.0 | 2.0 | 4.0 | 17.0 | 7.0 | 6.0 | 5.0 | 6.0 | 4.0 | 5.0 | 33.0 | 7.0 | 6.0 | 6.0 | 7.0 | 5.0 | 5.0 | 36.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3RxgcHrBxh0ZaTT | 1 | Other | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3s18UpT9Glg6sMR | 1 | Veterinary | Over40 | GradOrVet | Yes | 1 | Research Institute | 3.0 | 6 | Agree | 5 | Agree | 3 | Disagree | 3 | Disagree | 2.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 1.0 | 1.0 | 1.0 | 4.0 | 5.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 5.0 | 1.0 | 5.0 | 1.0 | 3.0 | 3.0 | 1.0 | 4.0 | 5.0 | 21.0 | 24.0 | 44.0 | 3.0 | 2.0 | 4.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 1.0 | 24.0 | 3.0 | 2.0 | 5.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 6.0 |
| R\_3s5g2hTe9JDgiX4 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 1.0 | 2 | Disagree | 2 | Disagree | 1 | Disagree | 4 | Neutral | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 3.0 | 2.0 | 2.0 | 3.0 | 4.0 | 4.0 | 5.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 5.0 | 3.0 | 5.0 | 4.0 | 1.0 | 5.0 | 1.0 | 4.0 | 3.0 | 3.0 | 5.0 | 4.0 | 31.0 | 26.0 | 38.0 | 2.0 | 1.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 22.0 | 4.0 | 4.0 | 8.0 | 4.0 | 5.0 | 3.0 | 1.0 | 4.0 | 5.0 | 4.0 | 15.0 | 6.0 | 7.0 | 7.0 | 7.0 | 7.0 | 8.0 | 42.0 | 6.0 | 7.0 | 8.0 | 7.0 | 7.0 | 8.0 | 43.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 7.0 |
| R\_3sA2byWbc8PXgm5 | 1 | Manager | Over40 | BSorLess | Yes | 1 | Research Institute | 1.0 | 6 | Agree | 4 | Neutral | 4 | Neutral | 3 | Disagree | 3.0 | 4.0 | 4.0 | 5.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 28.0 | 26.0 | 41.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 2.0 | 25.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 3.0 | 2.0 | 4.0 | 4.0 | 14.0 | 6.0 | 5.0 | 7.0 | 5.0 | 6.0 | 7.0 | 36.0 | 6.0 | 7.0 | 7.0 | 6.0 | 6.0 | 7.0 | 39.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 |
| R\_3stDGFpO7H5LOBo | 1 | Researcher | 40 or Less | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 6 | Agree | 2 | Disagree | 3 | Disagree | 4 | Neutral | 3.0 | 5.0 | 2.0 | 3.0 | 4.0 | 1.0 | 3.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 3.0 | 5.0 | 3.0 | 1.0 | 2.0 | 1.0 | 3.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 4.0 | 13.0 | 12.0 | 32.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 0.0 | 4.0 | 2.0 | 1.0 | 0.0 | 16.0 | 3.0 | 3.0 | 6.0 | 3.0 | 5.0 | 4.0 | 2.0 | 3.0 | 3.0 | 4.0 | 14.0 | 6.0 | 3.0 | 4.0 | 5.0 | 2.0 | 5.0 | 25.0 | 6.0 | 3.0 | 4.0 | 5.0 | 2.0 | 5.0 | 25.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_4OacNVqF2LyhGp3 | 1 | Researcher | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 7 | Agree | 2 | Disagree | 2 | Disagree | 3 | Disagree | 2.0 | 5.0 | 2.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 1.0 | 2.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 5.0 | 2.0 | 5.0 | 3.0 | 5.0 | 1.0 | 4.0 | 1.0 | 2.0 | 1.0 | 1.0 | 4.0 | 4.0 | 17.0 | 18.0 | 38.0 | 1.0 | 0.0 | 2.0 | 4.0 | 3.0 | 1.0 | 4.0 | 3.0 | 2.0 | 1.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 20.0 | 4.0 | 2.0 | 3.0 | 5.0 | 3.0 | 5.0 | 22.0 | 3.0 | 2.0 | 4.0 | 4.0 | 1.0 | 3.0 | 17.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 3.0 |
| R\_4VgfkpaHo8hBvvb | 1 | Veterinary | 40 or Less | BSorLess | Yes | 5 | Research Institute | 3.0 | 7 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 5.0 | 2.0 | 3.0 | 2.0 | 2.0 | 5.0 | 3.0 | 2.0 | 5.0 | 4.0 | 3.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 2.0 | 5.0 | 1.0 | 2.0 | 4.0 | 1.0 | 5.0 | 5.0 | 22.0 | 25.0 | 46.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 4.0 | 2.0 | 1.0 | 1.0 | 23.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 19.0 | 7.0 | 8.0 | 7.0 | 7.0 | 7.0 | 7.0 | 43.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 6.0 | 41.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_558aRyH8mZFRNZv | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 5.0 | 2.0 | 1.0 | 4.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 24.0 | 22.0 | 38.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 0.0 | 0.0 | 17.0 | 4.0 | 4.0 | 8.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 7.0 | 2.0 | 8.0 | 2.0 | 35.0 | 7.0 | 6.0 | 3.0 | 7.0 | 7.0 | 4.0 | 34.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 4.0 |
| R\_5aHMRr1DLPhfuHn | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 5 | Research Institute | 2.0 | 7 | Agree | 7 | Agree | 7 | Agree | 7 | Agree | 2.0 | 4.0 | 4.0 | 5.0 | 5.0 | 3.0 | 5.0 | 3.0 | 2.0 | 4.0 | 1.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 2.0 | 2.0 | 4.0 | 3.0 | 5.0 | 5.0 | 18.0 | 27.0 | 45.0 | 1.0 | 1.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 20.0 | 6.0 | 6.0 | 7.0 | 6.0 | 6.0 | 7.0 | 38.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_5o3VXRF1ADGieat | 1 | Other | 40 or Less | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | 3.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_6hgbDJxYpFEiwk9 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 4 | Neutral | 2 | Disagree | 2 | Disagree | 4 | Neutral | 3.0 | 1.0 | 3.0 | 4.0 | 2.0 | 3.0 | 2.0 | 4.0 | 1.0 | 3.0 | 4.0 | 1.0 | 3.0 | 3.0 | 1.0 | 5.0 | 5.0 | 3.0 | 3.0 | 4.0 | 4.0 | 5.0 | 3.0 | NaN | NaN | 2.0 | 5.0 | 4.0 | 1.0 | 5.0 | 2.0 | 33.0 | 21.0 | 30.0 | 1.0 | 4.0 | 4.0 | 2.0 | 1.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 28.0 | 3.0 | 4.0 | 7.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 5.0 | 3.0 | 11.0 | 7.0 | 1.0 | 5.0 | 6.0 | 1.0 | 1.0 | 21.0 | 6.0 | 2.0 | 1.0 | 4.0 | 4.0 | 1.0 | 18.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 7.0 |
| R\_6SyCbUVxoPbBer7 | 1 | Veterinary | Over40 | BSorLess | Yes | 1 | Research Institute | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 5.0 | 2.0 | 2.0 | 5.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 1.0 | 3.0 | 1.0 | 2.0 | 3.0 | 2.0 | 4.0 | 4.0 | 20.0 | 21.0 | 38.0 | 1.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 4.0 | 3.0 | 1.0 | 1.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 8.0 |
| R\_71cAtbUQcUrnYiJ | 1 | Other | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 5 | Agree | 4 | Neutral | 6 | Agree | 3.0 | 3.0 | 4.0 | 2.0 | 3.0 | 1.0 | 3.0 | 2.0 | 1.0 | 1.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 3.0 | 3.0 | 1.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 29.0 | 23.0 | 24.0 | 2.0 | 3.0 | 3.0 | 1.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 19.0 | 3.0 | 3.0 | 6.0 | 1.0 | 2.0 | 3.0 | 1.0 | 2.0 | 3.0 | 2.0 | 8.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 6.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 6.0 |
| R\_71x4mKRO53Bntzb | 1 | Researcher | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 2.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 4.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 1.0 | 3.0 | 3.0 | 1.0 | 4.0 | 5.0 | 23.0 | 22.0 | 39.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 20.0 | 2.0 | 3.0 | 5.0 | 5.0 | 4.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 19.0 | 7.0 | 7.0 | 6.0 | 6.0 | 6.0 | 7.0 | 39.0 | 6.0 | 6.0 | 7.0 | 6.0 | 5.0 | 7.0 | 37.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | 2.0 |
| R\_8cWnPMqHCL4Hr8d | 1 | Researcher | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 3 | Disagree | 2 | Disagree | 2 | Disagree | 5 | Agree | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 2.0 | NaN | 1.0 | 1.0 | 3.0 | 1.0 | 1.0 | 4.0 | 2.0 | 3.0 | NaN | 3.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 1.0 | 3.0 | NaN | 2.0 | NaN | 1.0 | 4.0 | 3.0 | 16.0 | 17.0 | 28.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 3.0 | 2.0 | 2.0 | 1.0 | 20.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 17.0 | 4.0 | 2.0 | 5.0 | 4.0 | 2.0 | 5.0 | 22.0 | 4.0 | 2.0 | 5.0 | 3.0 | 2.0 | 5.0 | 21.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_8qXQkJYXQi4inBL | 1 | Veterinary | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 3.0 | 7 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 2.0 | 4.0 | 2.0 | 3.0 | 1.0 | 5.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 2.0 | 4.0 | 1.0 | 1.0 | 5.0 | 5.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 1.0 | 5.0 | 2.0 | 3.0 | 4.0 | 1.0 | 5.0 | 4.0 | 24.0 | 18.0 | 38.0 | 2.0 | 1.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 1.0 | 21.0 | 4.0 | 4.0 | 8.0 | 3.0 | 4.0 | 5.0 | 4.0 | 5.0 | 2.0 | 4.0 | 17.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | NaN | 6.0 |
| R\_9vPSJpRzBfCfX7b | 1 | Manager | Over40 | BSorLess | Yes | 1 | Research Institute | 1.0 | 7 | Agree | 7 | Agree | 6 | Agree | 7 | Agree | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 5.0 | 4.0 | 5.0 | 5.0 | 1.0 | 5.0 | 1.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 32.0 | 24.0 | 38.0 | 2.0 | 3.0 | 4.0 | 3.0 | 1.0 | 4.0 | 2.0 | 2.0 | 3.0 | 3.0 | 27.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 5.0 | 2.0 | 11.0 | 6.0 | 2.0 | 3.0 | 6.0 | 2.0 | 2.0 | 21.0 | 6.0 | 2.0 | 2.0 | 5.0 | 2.0 | 1.0 | 18.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | 5.0 |
| R\_A4J4bn83O8jpuDv | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 1.0 | 4 | Neutral | 4 | Neutral | 4 | Neutral | 4 | Neutral | 2.0 | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 3.0 | 3.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 2.0 | 3.0 | 4.0 | 23.0 | 15.0 | 35.0 | 1.0 | 1.0 | 3.0 | 2.0 | 2.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 18.0 | 2.0 | 2.0 | 4.0 | 2.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 10.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 14.0 | 2.0 | 2.0 | 3.0 | 6.0 | 2.0 | 3.0 | 18.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_AmNQ6t7vTCdkt5n | 1 | Manager | Over40 | BSorLess | No | 3 | Pharmaceutical | 2.0 | 6 | Agree | 6 | Agree | 5 | Agree | 5 | Agree | 2.0 | 5.0 | 3.0 | 4.0 | 5.0 | 2.0 | 4.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 5.0 | 1.0 | 1.0 | 5.0 | 5.0 | 4.0 | 5.0 | 1.0 | 4.0 | 2.0 | 4.0 | 1.0 | 5.0 | 2.0 | 3.0 | 5.0 | 1.0 | 4.0 | 5.0 | 16.0 | 20.0 | 46.0 | 2.0 | 0.0 | 1.0 | 3.0 | 3.0 | 0.0 | 2.0 | 3.0 | 1.0 | 0.0 | 15.0 | 3.0 | 4.0 | 7.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 6.0 |
| R\_AyBMZYFaGKqsJC9 | 1 | Veterinary | Over40 | GradOrVet | Yes | 1 | Research Institute | 3.0 | 5 | Agree | 5 | Agree | 4 | Neutral | 6 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 3.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 2.0 | 5.0 | 4.0 | 28.0 | 31.0 | 39.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 3.0 | 4.0 | 26.0 | 3.0 | 2.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 11.0 |
| R\_b44oUHBu5I5M9nH | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 1.0 | 7 | Agree | 3 | Disagree | 5 | Agree | 7 | Agree | 4.0 | 2.0 | 5.0 | 3.0 | 3.0 | 2.0 | 1.0 | 2.0 | 1.0 | 3.0 | 5.0 | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 1.0 | 3.0 | 2.0 | 5.0 | 4.0 | 2.0 | 5.0 | 3.0 | 35.0 | 27.0 | 28.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 25.0 | 3.0 | 4.0 | 7.0 | 3.0 | 5.0 | 3.0 | 4.0 | 1.0 | 5.0 | 2.0 | 9.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 5.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 22.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | 4.0 |
| R\_cwKp0Sb3mVnNC8x | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 3 | Disagree | 5 | Agree | 7 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 4.0 | 2.0 | 4.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 2.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 3.0 | 4.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 1.0 | 5.0 | 5.0 | 19.0 | 16.0 | 43.0 | 2.0 | 3.0 | 4.0 | 4.0 | 3.0 | 1.0 | 3.0 | 2.0 | 4.0 | 2.0 | 28.0 | 4.0 | 4.0 | 8.0 | 5.0 | 1.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 5.0 |
| R\_D16dLbSAL32NGQV | 1 | Researcher | Over40 | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 3 | Disagree | 2 | Disagree | 6 | Agree | 3.0 | 2.0 | 3.0 | NaN | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 4.0 | 3.0 | 31.0 | 27.0 | 27.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 2.0 | 19.0 | 3.0 | 3.0 | 6.0 | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 12.0 | 3.0 | 1.0 | 5.0 | 1.0 | 1.0 | 3.0 | 14.0 | 3.0 | 1.0 | 4.0 | 4.0 | 2.0 | 4.0 | 18.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 6.0 |
| R\_DBkua9v42TyZKRb | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 2 | Disagree | 2 | Disagree | 4 | Neutral | 4 | Neutral | 2.0 | 3.0 | 2.0 | NaN | NaN | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 4.0 | 4.0 | NaN | 4.0 | 2.0 | 1.0 | 3.0 | NaN | 4.0 | NaN | NaN | NaN | NaN | 15.0 | NaN | NaN | 2.0 | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | 2.0 | NaN | NaN | 2.0 | 3.0 | 5.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 4.0 | 3.0 | 11.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 5.0 | 16.0 | 4.0 | 4.0 | 1.0 | NaN | NaN | 5.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 |
| R\_dnC44J4XSVrsD8R | 1 | Other | Over40 | BSorLess | No | 3 | Pharmaceutical | 2.0 | 6 | Agree | 3 | Disagree | 3 | Disagree | 6 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 5.0 | 4.0 | 2.0 | 4.0 | 1.0 | 4.0 | 3.0 | 2.0 | 4.0 | 3.0 | 31.0 | 22.0 | 38.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 21.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 3.0 | 2.0 | 4.0 | 5.0 | 3.0 | 14.0 | 5.0 | 5.0 | 2.0 | 5.0 | 5.0 | 2.0 | 24.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 9.0 |
| R\_egSbMNKtJSHEZt7 | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 1 | Research Institute | 2.0 | 7 | Agree | 2 | Disagree | 2 | Disagree | 7 | Agree | 2.0 | 4.0 | 5.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 3.0 | 4.0 | 2.0 | 1.0 | 2.0 | 3.0 | 1.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 1.0 | 3.0 | 2.0 | 3.0 | 2.0 | 1.0 | 4.0 | 3.0 | 31.0 | 23.0 | 29.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 3.0 | 1.0 | 2.0 | 3.0 | 3.0 | 26.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 4.0 | 3.0 | 11.0 | 7.0 | 5.0 | 7.0 | 6.0 | 5.0 | 4.0 | 34.0 | 7.0 | 7.0 | 7.0 | 7.0 | 5.0 | 4.0 | 37.0 | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | 4.0 |
| R\_eksXhbz5K6A9o3v | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 1 | Research Institute | 1.0 | 2 | Disagree | 4 | Neutral | 4 | Neutral | 5 | Agree | 2.0 | 3.0 | 3.0 | 5.0 | 3.0 | 5.0 | 3.0 | 1.0 | 1.0 | 1.0 | 2.0 | 3.0 | 4.0 | 2.0 | 2.0 | 5.0 | 5.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 5.0 | 3.0 | 21.0 | 23.0 | 34.0 | 2.0 | 1.0 | 3.0 | 3.0 | 2.0 | 1.0 | 2.0 | 1.0 | 2.0 | 2.0 | 19.0 | 2.0 | 3.0 | 5.0 | 4.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 4.0 | 14.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 2.0 | 20.0 | 4.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 19.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 9.0 |
| R\_OHf3ytzHMi3Ty0N | 1 | Researcher | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 7 | Agree | 6 | Agree | 6 | Agree | 6 | Agree | 2.0 | 4.0 | 2.0 | 5.0 | 4.0 | 5.0 | 4.0 | 2.0 | 2.0 | 2.0 | 1.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 5.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 2.0 | 5.0 | 1.0 | 1.0 | 5.0 | 1.0 | 5.0 | 5.0 | 18.0 | 22.0 | 45.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 2.0 | 2.0 | 2.0 | 2.0 | 21.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 2.0 | 4.0 | 4.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | NaN | 6.0 | 8.0 | 38.0 | 7.0 | 7.0 | 8.0 | 8.0 | 5.0 | 7.0 | 42.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 5.0 |
| R\_pAZh4Ha8KjBgKnT | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 5 | Agree | 2 | Disagree | 3 | Disagree | 4 | Neutral | 2.0 | 4.0 | 5.0 | 5.0 | 4.0 | 1.0 | 4.0 | 2.0 | 2.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 4.0 | 19.0 | 15.0 | 42.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 20.0 | 3.0 | 3.0 | 6.0 | 4.0 | 2.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 15.0 | 8.0 | 7.0 | 4.0 | 2.0 | 5.0 | 4.0 | 30.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 26.0 | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_pcUqKZ2TqmOmgHn | 1 | Manager | Over40 | BSorLess | Yes | 4 | Research Institute | 2.0 | 7 | Agree | 6 | Agree | 7 | Agree | 7 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 5.0 | 4.0 | 3.0 | 2.0 | 1.0 | 2.0 | 2.0 | 1.0 | 4.0 | 2.0 | 1.0 | NaN | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 4.0 | 4.0 | 17.0 | 19.0 | 41.0 | 1.0 | 0.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 2.0 | 0.0 | 18.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 4.0 | 3.0 | NaN | 5.0 | 4.0 | NaN | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 13.0 |
| R\_pFMjXoOO1YRWcVP | 1 | Veterinary | 40 or Less | BSorLess | Yes | 6 | Academic | 3.0 | 7 | Agree | 7 | Agree | 5 | Agree | 7 | Agree | NaN | 3.0 | 5.0 | 4.0 | 4.0 | 2.0 | 5.0 | 3.0 | 2.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 5.0 | 3.0 | 4.0 | 5.0 | 5.0 | 5.0 | 5.0 | 2.0 | 5.0 | 3.0 | 5.0 | 5.0 | 2.0 | 5.0 | 5.0 | 31.0 | 35.0 | 47.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_PGxHFzYrp9kJIlP | 1 | Other | Over40 | BSorLess | No | 5 | Research Institute | 2.0 | 7 | Agree | 7 | Agree | 7 | Agree | 5 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 5.0 | 3.0 | 5.0 | 5.0 | 2.0 | 4.0 | 2.0 | 2.0 | 5.0 | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 3.0 | 5.0 | 1.0 | 3.0 | 3.0 | 2.0 | 5.0 | 4.0 | 22.0 | 29.0 | 44.0 | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 25.0 | 3.0 | 3.0 | 6.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | 20.0 | 6.0 | 4.0 | 5.0 | 4.0 | 3.0 | 3.0 | 25.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 5.0 |
| R\_QogqO96ThVaUmQ1 | 1 | Other | 40 or Less | BSorLess | Yes | 5 | Research Institute | NaN | 7 | Agree | 6 | Agree | 4 | Neutral | 2 | Disagree | 2.0 | 4.0 | 2.0 | 5.0 | 5.0 | 2.0 | 5.0 | 2.0 | 1.0 | 3.0 | 1.0 | 2.0 | 5.0 | 1.0 | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 1.0 | 4.0 | 3.0 | 5.0 | 5.0 | 14.0 | 20.0 | 45.0 | 1.0 | 1.0 | 2.0 | 4.0 | 4.0 | 1.0 | 3.0 | 3.0 | 2.0 | 1.0 | 22.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 1.0 | 5.0 | 20.0 | 7.0 | 6.0 | 6.0 | 7.0 | 6.0 | 7.0 | 39.0 | 8.0 | 8.0 | 7.0 | 7.0 | 7.0 | 7.0 | 44.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 9.0 |
| R\_qxgc4q6BChpVXMZ | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 3 | Pharmaceutical | NaN | 5 | Agree | 6 | Agree | 4 | Neutral | 6 | Agree | 1.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 1.0 | 2.0 | 3.0 | 1.0 | 2.0 | 5.0 | 1.0 | 1.0 | 3.0 | 5.0 | 3.0 | 4.0 | 3.0 | 5.0 | 2.0 | 5.0 | 2.0 | 5.0 | 2.0 | 2.0 | 4.0 | 2.0 | 5.0 | 5.0 | 21.0 | 20.0 | 46.0 | 1.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 1.0 | 18.0 | 4.0 | 3.0 | 7.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 16.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 42.0 | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 8.0 |
| R\_r25bsHCvDLr5NYZ | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 5 | Research Institute | 1.0 | 6 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 2.0 | 4.0 | 4.0 | 5.0 | 3.0 | 5.0 | 5.0 | 3.0 | 1.0 | 4.0 | 1.0 | 3.0 | 5.0 | 3.0 | 3.0 | 2.0 | 5.0 | 4.0 | 4.0 | 3.0 | 5.0 | 3.0 | 5.0 | 1.0 | 5.0 | 2.0 | 3.0 | 4.0 | 1.0 | 5.0 | 5.0 | 23.0 | 29.0 | 48.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 26.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 7.0 | 46.0 | 4.0 | 8.0 | 4.0 | 3.0 | 8.0 | 5.0 | 32.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | NaN | 2.0 |
| R\_R5kzDQydidLKC89 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 3.0 | 6 | Agree | 3 | Disagree | 3 | Disagree | 4 | Neutral | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 1.0 | 1.0 | 2.0 | 1.0 | 2.0 | 3.0 | 1.0 | 1.0 | 1.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 1.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 30.0 | 16.0 | 29.0 | 3.0 | 4.0 | 3.0 | 1.0 | 2.0 | 2.0 | 1.0 | 1.0 | 3.0 | 1.0 | 21.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 12.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 22.0 | 4.0 | 4.0 | 5.0 | 4.0 | 4.0 | 5.0 | 26.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_R94mJftVvAejYuR | 1 | Other | 40 or Less | BSorLess | Yes | 4 | Research Institute | 3.0 | 6 | Agree | 3 | Disagree | 3 | Disagree | 3 | Disagree | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_RadQ4LMgUBGSt2N | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 2.0 | 5 | Agree | 3 | Disagree | 4 | Neutral | 5 | Agree | 3.0 | 3.0 | 4.0 | 4.0 | 2.0 | 1.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 2.0 | 4.0 | 1.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 5.0 | 3.0 | 1.0 | 3.0 | 1.0 | 5.0 | 3.0 | 2.0 | 4.0 | 3.0 | 35.0 | 20.0 | 32.0 | 3.0 | 3.0 | 4.0 | 2.0 | 1.0 | 2.0 | 1.0 | 2.0 | 4.0 | 2.0 | 24.0 | 2.0 | 3.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 3.0 | 5.0 | 4.0 | 15.0 | 6.0 | 7.0 | 5.0 | 6.0 | 4.0 | 5.0 | 33.0 | 5.0 | 5.0 | 5.0 | 4.0 | 6.0 | 5.0 | 30.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_rrUKkfnNMoyiwVj | 1 | Other | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 3.0 | 3.0 | 5.0 | 3.0 | 3.0 | 3.0 | 1.0 | 2.0 | 1.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 3.0 | 3.0 | 1.0 | 4.0 | 3.0 | 27.0 | 23.0 | 27.0 | 1.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 1.0 | 3.0 | 2.0 | 0.0 | 18.0 | 3.0 | 3.0 | 6.0 | 2.0 | 4.0 | 2.0 | 2.0 | 1.0 | 4.0 | 2.0 | 7.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 8.0 | 1.0 | 1.0 | 1.0 | 2.0 | 1.0 | 2.0 | 8.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | 8.0 |
| R\_SAxOi1zMGr3t585 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 3 | Pharmaceutical | 3.0 | 5 | Agree | 4 | Neutral | 2 | Disagree | 5 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 5.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 5.0 | 2.0 | 2.0 | 4.0 | 1.0 | 4.0 | 5.0 | 22.0 | 24.0 | 43.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 21.0 | 3.0 | 3.0 | 6.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 4.0 | 18.0 | 8.0 | 5.0 | 6.0 | 5.0 | 3.0 | 6.0 | 33.0 | 6.0 | 4.0 | 5.0 | 5.0 | 4.0 | 6.0 | 30.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | 4.0 |
| R\_sF3DdtcNkmjkzU5 | 1 | Animal Caretaker | Over40 | GradOrVet | Yes | 5 | Research Institute | 1.0 | 5 | Agree | 5 | Agree | 4 | Neutral | 6 | Agree | 2.0 | 4.0 | 5.0 | 5.0 | 3.0 | 1.0 | 4.0 | 3.0 | 1.0 | 1.0 | 2.0 | 3.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 4.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 1.0 | 4.0 | 4.0 | 23.0 | 18.0 | 41.0 | 2.0 | 1.0 | 2.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 21.0 | 3.0 | 2.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 4.0 | 5.0 | 4.0 | 16.0 | 7.0 | 7.0 | 7.0 | 7.0 | 6.0 | 7.0 | 41.0 | 7.0 | 6.0 | 7.0 | 7.0 | 6.0 | 7.0 | 40.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_sOjPQaR1cmizJ85 | 1 | Researcher | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 2.0 | 5 | Agree | 4 | Neutral | 5 | Agree | 3 | Disagree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 1.0 | 3.0 | 1.0 | 1.0 | 4.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 2.0 | 4.0 | 1.0 | 4.0 | 2.0 | 3.0 | 3.0 | 1.0 | NaN | 4.0 | 18.0 | 18.0 | 37.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 1.0 | 3.0 | 2.0 | 1.0 | 1.0 | 18.0 | 3.0 | 4.0 | 7.0 | 5.0 | 3.0 | 4.0 | 3.0 | 5.0 | 4.0 | 5.0 | 19.0 | 4.0 | 3.0 | 8.0 | 6.0 | 3.0 | 8.0 | 32.0 | 4.0 | 3.0 | 6.0 | 4.0 | 4.0 | 6.0 | 27.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | 12.0 |
| R\_stDeoqeG3SlltOV | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 6 | Agree | 6 | Agree | 6 | Agree | 3 | Disagree | 2.0 | 5.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 3.0 | 2.0 | 3.0 | 1.0 | 1.0 | 5.0 | 2.0 | 2.0 | 3.0 | 4.0 | 5.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 1.0 | 5.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 5.0 | 21.0 | 27.0 | 47.0 | 3.0 | 1.0 | 2.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 1.0 | 24.0 | 3.0 | 3.0 | 6.0 | 5.0 | 5.0 | 5.0 | 3.0 | 4.0 | 4.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 7.0 | 8.0 | 7.0 | 7.0 | 8.0 | 45.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 12.0 |
| R\_sXWQuv1chhUyB1f | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 5 | Research Institute | 2.0 | 7 | Agree | 6 | Agree | 4 | Neutral | 5 | Agree | 2.0 | 4.0 | 5.0 | 5.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 3.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 5.0 | 2.0 | 4.0 | 3.0 | 3.0 | 5.0 | 2.0 | 4.0 | 4.0 | 26.0 | 27.0 | 42.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 1.0 | 2.0 | 3.0 | 2.0 | 1.0 | 22.0 | 3.0 | 3.0 | 6.0 | 4.0 | 5.0 | 4.0 | 2.0 | 4.0 | 5.0 | 4.0 | 16.0 | 3.0 | 2.0 | 1.0 | 5.0 | 3.0 | 2.0 | 16.0 | 7.0 | 7.0 | 7.0 | 7.0 | 7.0 | 8.0 | 43.0 | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | 5.0 |
| R\_Td73rvdisnFIfol | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 3.0 | 7 | Agree | 6 | Agree | 6 | Agree | 5 | Agree | 1.0 | 5.0 | 3.0 | 5.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 5.0 | 4.0 | 4.0 | 1.0 | 5.0 | 1.0 | 4.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 1.0 | 4.0 | 4.0 | 13.0 | 12.0 | 44.0 | 1.0 | 0.0 | 2.0 | 3.0 | 3.0 | 0.0 | 3.0 | 3.0 | 1.0 | 0.0 | 16.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 5.0 | 3.0 | 5.0 | 4.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 4.0 |
| R\_u9C8XEApZNJImoV | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 3 | Disagree | 2 | Disagree | 4 | Neutral | 3.0 | 3.0 | 4.0 | 3.0 | 2.0 | 2.0 | 4.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 4.0 | 1.0 | 1.0 | 5.0 | 4.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 1.0 | 3.0 | 4.0 | 1.0 | 4.0 | 3.0 | 26.0 | 18.0 | 36.0 | 1.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 20.0 | 2.0 | 4.0 | 6.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 14.0 | 5.0 | 4.0 | 3.0 | 5.0 | 4.0 | 4.0 | 25.0 | 5.0 | 3.0 | 5.0 | 4.0 | 3.0 | 4.0 | 24.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 4.0 |
| R\_urdZq3EvRQ5xJtL | 1 | Animal Caretaker | Over40 | BSorLess | Yes | 1 | Research Institute | 1.0 | 7 | Agree | 6 | Agree | 4 | Neutral | 4 | Neutral | 2.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 3.0 | 2.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 1.0 | 5.0 | 3.0 | 4.0 | 2.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 1.0 | 5.0 | 5.0 | 19.0 | 18.0 | 47.0 | 0.0 | 2.0 | 3.0 | 4.0 | 3.0 | 0.0 | 3.0 | 4.0 | 0.0 | 0.0 | 19.0 | 4.0 | 4.0 | 8.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 5.0 | 20.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 11.0 |
| R\_UtPtLLZaDdgNCy5 | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 1.0 | 6 | Agree | 6 | Agree | 6 | Agree | 5 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 1.0 | 2.0 | 1.0 | 1.0 | 4.0 | 1.0 | 1.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 4.0 | 2.0 | 4.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 5.0 | 16.0 | 17.0 | 41.0 | 1.0 | 1.0 | 1.0 | 3.0 | 3.0 | 1.0 | 4.0 | 4.0 | 1.0 | 1.0 | 20.0 | 1.0 | 3.0 | 4.0 | 5.0 | 4.0 | 5.0 | 4.0 | 4.0 | 3.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 1.0 | 41.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 |
| R\_uwUtlkWmjHKBkgF | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 6 | Academic | 3.0 | 6 | Agree | 6 | Agree | 6 | Agree | 7 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 2.0 | 2.0 | 3.0 | 2.0 | 1.0 | 1.0 | 2.0 | 1.0 | 3.0 | 1.0 | 1.0 | 1.0 | 2.0 | 3.0 | 5.0 | 2.0 | 2.0 | 2.0 | 5.0 | 2.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 26.0 | 19.0 | 35.0 | 3.0 | 2.0 | 2.0 | 3.0 | 1.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 20.0 | 4.0 | 3.0 | 7.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 12.0 | 7.0 | 4.0 | 7.0 | 6.0 | 6.0 | 6.0 | 36.0 | 4.0 | 4.0 | 4.0 | 7.0 | 4.0 | 5.0 | 28.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 |
| R\_UYAsKMv3QSgzRsJ | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 5 | Agree | 7 | Agree | 2.0 | 4.0 | 2.0 | 4.0 | 5.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 5.0 | 2.0 | 1.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 5.0 | 1.0 | 5.0 | 2.0 | 5.0 | 2.0 | 1.0 | 3.0 | 1.0 | 5.0 | 5.0 | 17.0 | 21.0 | 43.0 | 1.0 | 2.0 | 2.0 | 3.0 | 3.0 | 1.0 | 0.0 | 3.0 | 1.0 | 0.0 | 16.0 | 4.0 | 3.0 | 7.0 | 5.0 | 4.0 | 4.0 | 3.0 | 5.0 | 5.0 | 4.0 | 18.0 | 8.0 | 8.0 | 7.0 | 8.0 | 8.0 | 8.0 | 47.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 7.0 |
| R\_vBSNopuLHS99imd | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 1 | Research Institute | 3.0 | 2 | Disagree | 2 | Disagree | 4 | Neutral | 4 | Neutral | 2.0 | 5.0 | 3.0 | 5.0 | 4.0 | 3.0 | 5.0 | 3.0 | 1.0 | 2.0 | 3.0 | 2.0 | 4.0 | 1.0 | 1.0 | 3.0 | 4.0 | 3.0 | 3.0 | 4.0 | 4.0 | 5.0 | 3.0 | 1.0 | 3.0 | 1.0 | 3.0 | 3.0 | 1.0 | 3.0 | 4.0 | 28.0 | 18.0 | 38.0 | 3.0 | 4.0 | 4.0 | 3.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 28.0 | 3.0 | 4.0 | 7.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 3.0 | 15.0 | 3.0 | 2.0 | 6.0 | 3.0 | 2.0 | 6.0 | 22.0 | 3.0 | 3.0 | 6.0 | 3.0 | 3.0 | 6.0 | 24.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | 3.0 |
| R\_VU6ayWdKVWtXgOt | 1 | Researcher | 40 or Less | GradOrVet | No | 2 | Pharmaceutical | 2.0 | 7 | Agree | 5 | Agree | 2 | Disagree | 3 | Disagree | 2.0 | 5.0 | 3.0 | 5.0 | 4.0 | 4.0 | 4.0 | 3.0 | 1.0 | 1.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 4.0 | 5.0 | 5.0 | 2.0 | 5.0 | 1.0 | 5.0 | 1.0 | 5.0 | 1.0 | 2.0 | 5.0 | 1.0 | 5.0 | 5.0 | 14.0 | 17.0 | 48.0 | 1.0 | 0.0 | 1.0 | 4.0 | 3.0 | 0.0 | 3.0 | 3.0 | 1.0 | 0.0 | 16.0 | 4.0 | 3.0 | 7.0 | 5.0 | 5.0 | 4.0 | 3.0 | 5.0 | 4.0 | 5.0 | 19.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 10.0 |
| R\_W7qNsOoGjpGh7eV | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 6 | Agree | 6 | Agree | 2 | Disagree | 1.0 | 5.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 1.0 | 1.0 | 2.0 | 1.0 | 1.0 | 5.0 | 1.0 | 1.0 | 5.0 | 5.0 | 3.0 | 5.0 | 2.0 | 4.0 | 2.0 | 4.0 | 1.0 | 5.0 | 1.0 | 1.0 | 4.0 | 1.0 | 5.0 | 5.0 | 15.0 | 15.0 | 45.0 | 1.0 | 1.0 | 2.0 | 4.0 | 4.0 | 1.0 | 3.0 | 3.0 | 2.0 | 2.0 | 23.0 | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 3.0 | 5.0 | 20.0 | 5.0 | 2.0 | 4.0 | 3.0 | 2.0 | 2.0 | 18.0 | 4.0 | 2.0 | 5.0 | 2.0 | 2.0 | 2.0 | 17.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_WApgW4wgdxc7uOR | 1 | Other | 40 or Less | GradOrVet | Yes | 4 | Research Institute | 1.0 | 6 | Agree | 4 | Neutral | 2 | Disagree | 5 | Agree | 3.0 | NaN | 1.0 | 3.0 | 3.0 | 2.0 | 5.0 | 3.0 | 3.0 | 5.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 5.0 | 4.0 | 3.0 | 2.0 | 3.0 | 3.0 | 5.0 | 2.0 | 2.0 | 3.0 | 3.0 | 4.0 | 2.0 | 1.0 | 5.0 | 4.0 | 26.0 | 26.0 | 33.0 | 4.0 | 4.0 | 4.0 | 1.0 | 0.0 | 3.0 | 2.0 | 0.0 | 4.0 | 4.0 | 26.0 | 3.0 | 4.0 | 7.0 | 2.0 | 4.0 | 4.0 | 1.0 | 2.0 | 4.0 | 4.0 | 12.0 | 3.0 | 2.0 | 4.0 | 5.0 | 2.0 | 1.0 | 17.0 | 6.0 | 2.0 | 2.0 | 5.0 | 1.0 | 1.0 | 17.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_wTTZloeoM6SwXkd | 1 | Animal Caretaker | 40 or Less | BSorLess | Yes | 4 | Research Institute | 2.0 | 6 | Agree | 6 | Agree | 5 | Agree | 2 | Disagree | 3.0 | 3.0 | 5.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 2.0 | 2.0 | 1.0 | 3.0 | 2.0 | 3.0 | 2.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 4.0 | 3.0 | 2.0 | 4.0 | 3.0 | 33.0 | 25.0 | 30.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 3.0 | 1.0 | 20.0 | 3.0 | 2.0 | 5.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.0 | 3.0 | 3.0 | 11.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 3.0 | 27.0 | 5.0 | 5.0 | 4.0 | 5.0 | 5.0 | 4.0 | 28.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_Xh4oalsZCqHeh8Z | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 7 | Agree | 7 | Agree | 7 | Agree | 5 | Agree | 2.0 | 4.0 | 4.0 | 4.0 | 3.0 | 1.0 | 3.0 | 5.0 | 2.0 | 2.0 | 1.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 5.0 | 4.0 | 5.0 | 2.0 | 3.0 | 3.0 | 5.0 | 2.0 | 4.0 | 3.0 | 2.0 | 4.0 | 2.0 | 5.0 | 4.0 | 20.0 | 26.0 | 41.0 | 0.0 | 0.0 | 1.0 | 4.0 | 3.0 | 0.0 | NaN | 3.0 | 0.0 | 0.0 | NaN | 4.0 | 4.0 | 8.0 | 5.0 | 5.0 | 5.0 | 3.0 | 4.0 | 4.0 | 4.0 | 18.0 | 7.0 | 6.0 | 7.0 | 7.0 | 3.0 | 6.0 | 36.0 | 5.0 | 4.0 | 7.0 | 4.0 | 4.0 | 5.0 | 29.0 | NaN | NaN | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |
| R\_XIhAA2K26Q87dcd | 1 | Manager | Over40 | GradOrVet | No | 4 | Research Institute | 1.0 | 6 | Agree | 5 | Agree | 4 | Neutral | 5 | Agree | 2.0 | 4.0 | 1.0 | 4.0 | 4.0 | 2.0 | 4.0 | 2.0 | 1.0 | 3.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 3.0 | 4.0 | 1.0 | 4.0 | 1.0 | 3.0 | 4.0 | 2.0 | 3.0 | 4.0 | 24.0 | 18.0 | 40.0 | 2.0 | 2.0 | 2.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 4.0 | 16.0 | 7.0 | 5.0 | 5.0 | 7.0 | 5.0 | 7.0 | 36.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | NaN | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | NaN | 5.0 |
| R\_Xpkp1ZJZVX0p9Id | 1 | Other | 40 or Less | BSorLess | No | 4 | Research Institute | 3.0 | 6 | Agree | 5 | Agree | 5 | Agree | 5 | Agree | 2.0 | 3.0 | 3.0 | 5.0 | 4.0 | 5.0 | 4.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 5.0 | 3.0 | 3.0 | 4.0 | 3.0 | 4.0 | 5.0 | 3.0 | 2.0 | 4.0 | 5.0 | 1.0 | 5.0 | 2.0 | 4.0 | 2.0 | 3.0 | 4.0 | 5.0 | 26.0 | 28.0 | 41.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 1.0 | 1.0 | 2.0 | 21.0 | 3.0 | 2.0 | 5.0 | 5.0 | 5.0 | 5.0 | 4.0 | 4.0 | 5.0 | 5.0 | 19.0 | 8.0 | 8.0 | 5.0 | 7.0 | 7.0 | 5.0 | 40.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | NaN | 10.0 |
| R\_XYXzZYdjuQr0T9T | 1 | Other | 40 or Less | BSorLess | No | 2 | Pharmaceutical | 3.0 | 6 | Agree | 2 | Disagree | 2 | Disagree | 6 | Agree | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 3.0 | 1.0 | 4.0 | 2.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 2.0 | 4.0 | 3.0 | 3.0 | 3.0 | 1.0 | 3.0 | 4.0 | 31.0 | 25.0 | 34.0 | 2.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 3.0 | 22.0 | 3.0 | 3.0 | 6.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 4.0 | 15.0 | 8.0 | 5.0 | 6.0 | 7.0 | 4.0 | 4.0 | 34.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | NaN | 1.0 | NaN | NaN | 9.0 |
| R\_yxNpYx1JLX5TM9b | 1 | Animal Caretaker | 40 or Less | NaN | Yes | 6 | Academic | 1.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 3.0 | 3.0 | 4.0 | 4.0 | 4.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 3.0 | 4.0 | 3.0 | 2.0 | 3.0 | 1.0 | 3.0 | 5.0 | 1.0 | 5.0 | 5.0 | 23.0 | 20.0 | 38.0 | 2.0 | 0.0 | 2.0 | 4.0 | 3.0 | 0.0 | 4.0 | 4.0 | 2.0 | 0.0 | 21.0 | 4.0 | 3.0 | 7.0 | 3.0 | 1.0 | 5.0 | 1.0 | 5.0 | 4.0 | 5.0 | 18.0 | 8.0 | 1.0 | 1.0 | 5.0 | 5.0 | 6.0 | 26.0 | 4.0 | 3.0 | 2.0 | 4.0 | 2.0 | 2.0 | 17.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | 1.0 |
| R\_Z8El9XHOboqqyGJ | 1 | Researcher | 40 or Less | GradOrVet | Yes | 2 | Pharmaceutical | 4.0 | 6 | Agree | 5 | Agree | 5 | Agree | 6 | Agree | 2.0 | 4.0 | 3.0 | 5.0 | 3.0 | 2.0 | 4.0 | 3.0 | 1.0 | 2.0 | 1.0 | 2.0 | 5.0 | 2.0 | 2.0 | 4.0 | 5.0 | 4.0 | 5.0 | 2.0 | 4.0 | 2.0 | 5.0 | 2.0 | 3.0 | 2.0 | 3.0 | 4.0 | 3.0 | 5.0 | 4.0 | 19.0 | 23.0 | 44.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 1.0 | 22.0 | 3.0 | 3.0 | 6.0 | 4.0 | NaN | 5.0 | 4.0 | 5.0 | 5.0 | 5.0 | NaN | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | 1.0 | 1.0 | NaN | 1.0 | NaN | 1.0 | 1.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | 6.0 |
| R\_zSfFkLdLob1JN7P | 1 | Manager | Over40 | BSorLess | No | 3 | Pharmaceutical | 2.0 | 7 | Agree | 6 | Agree | 5 | Agree | 5 | Agree | 2.0 | 5.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 3.0 | 1.0 | 2.0 | 5.0 | 1.0 | 1.0 | 4.0 | 5.0 | 4.0 | 5.0 | 1.0 | 4.0 | 2.0 | 4.0 | 1.0 | 5.0 | 1.0 | 3.0 | 4.0 | 2.0 | 4.0 | 5.0 | 19.0 | 21.0 | 45.0 | 2.0 | 2.0 | 2.0 | 3.0 | 3.0 | 0.0 | 1.0 | 3.0 | 2.0 | 1.0 | 19.0 | 3.0 | 4.0 | 7.0 | 5.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 17.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 8.0 | 48.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 | NaN | NaN | NaN | 1.0 | 1.0 | 1.0 | NaN | 1.0 | 1.0 | NaN | 6.0 |
| R\_zTIY24slJdSqYIF | 1 | Researcher | 40 or Less | BSorLess | Yes | 2 | Pharmaceutical | 2.0 | 6 | Agree | 5 | Agree | 3 | Disagree | 6 | Agree | 2.0 | 4.0 | 3.0 | 4.0 | 4.0 | 3.0 | 4.0 | 5.0 | 2.0 | 3.0 | 3.0 | 3.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 3.0 | 4.0 | 4.0 | 4.0 | 1.0 | 5.0 | 2.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 25.0 | 26.0 | 41.0 | 1.0 | 2.0 | 3.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 1.0 | 2.0 | 20.0 | 3.0 | 3.0 | 6.0 | 5.0 | 2.0 | 3.0 | 2.0 | 4.0 | 5.0 | 4.0 | 16.0 | 4.0 | 4.0 | 7.0 | 4.0 | 3.0 | 5.0 | 27.0 | 2.0 | 2.0 | 3.0 | 4.0 | 1.0 | 4.0 | 16.0 | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | 1.0 | NaN | NaN | 1.0 | NaN | 1.0 | NaN | NaN | 6.0 |
| R\_Zy1LMoH3E2BB1kJ | 1 | Researcher | Over40 | GradOrVet | Yes | 3 | Pharmaceutical | 2.0 | 6 | Agree | 4 | Neutral | 4 | Neutral | 1 | Disagree | 2.0 | 4.0 | 2.0 | 4.0 | 4.0 | 2.0 | 3.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 4.0 | 2.0 | 2.0 | 4.0 | 4.0 | 4.0 | 4.0 | 2.0 | 4.0 | 3.0 | 4.0 | 2.0 | 4.0 | 2.0 | 3.0 | 4.0 | 2.0 | 4.0 | 4.0 | 22.0 | 20.0 | 39.0 | 2.0 | 1.0 | 2.0 | 3.0 | 2.0 | 1.0 | 3.0 | 3.0 | 1.0 | 1.0 | 19.0 | 2.0 | 3.0 | 5.0 | 5.0 | 5.0 | 3.0 | 3.0 | 3.0 | 5.0 | 5.0 | 16.0 | 8.0 | 6.0 | 6.0 | 5.0 | 4.0 | 6.0 | 35.0 | 7.0 | 5.0 | 5.0 | 4.0 | 4.0 | 6.0 | 31.0 | 1.0 | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | 1.0 |

## CFData_Qualitative_Deidentified
| ResponseId | CF\_Worse | CF\_Worse\_CODED | CF\_Better | CF\_Better\_Coded | MNRI\_Comments | MNRI\_HandsOn\_Comments | Most\_Beneficial | Most\_Beneficial\_Coded | Most\_Beneficial\_Coded Notes | FinalComments |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R\_0ktpRRG3lLKu1Yl | Our constant lack of adequate and reliable staff and the constantly growing list of things we as a department are behind on. Everyone is stressed, but when people snap at others, it doesn't help the situation and makes me want to not assist other areas. | OrganizationalChange\_Balance, OrganizationalChange\_Staff, | Receiving recognition, understanding and help from higher ups in the department (Manager and Veterinarians). | OrganizationalChange\_Value | I do not want to leave this field, but the ongoing stress is making it difficult to stay. It has taken its toll on my mind and body. | NaN | I hope this program helps our department retain employees. | OrganizationalChange\_Staff | NaN | NaN |
| R\_11jcxTqkGGb9LCQ | having pets at home that require care when I want to stop being responsible for animals' health/welfare\n- colleagues that demonstrate a clear lack of concern for animal pain/suffering/experience or voice a disbelief in the ability to be cognizant of experience\n- euthanizing an animal that I have worked hard to save/protect from pain or suffering \n- having an animal die unexpectedly that I had provided care for that turned out to be unsuccessful\n- working with intense models that are clearly painful or distressing but whose pain and distress is allowed per protocol\n- working with dogs - primarily because so many exhibit signs of poor acclimation to captivity and feeling powerless to help because of lack of resources (time, money, personnel, culture, ability to give behavior modifying drugs, etc.)\n- watching people handle animals (particularly mice) like THINGS and not animals | MentalHealth\_Personal, OrganizationalChange\_Staff, ResearchAnimals\_Euthanize, ResearchAnimals\_Welfare | '- complete mental detachment when not at work - not checking email, not being contacted about cases when not on call, etc.\n- positive encounters with colleagues that unexpectedly display exceptional care of and concern for their animals (especially evidence based care such that their good intentions are expected to be truly meaningful)\n- performing or reading about research on improving welfare\n | OrganizationalChange\_Balance, ResearchAnimals\_General, ResearchAnimals\_Welfare | The past month has been particularly challenging due to very recent staffing issues secondary to omicron surge. My responses for the past month are likely more negative/pessimistic than would be in an average month. | NaN | Time. People need a better work life balance which I equate (in part) with less time at work. Part of what makes compassion fatigue so overwhelming is the inadequate time to distance oneself and process/heal. | OrganizationalChange\_Balance | NaN | NaN |
| R\_11XV275Fp4YXcrb | Feeling so responsible for the animals in my care and working so hard to make sure they have the best lives possible but still receiving public backlash/ lack of understanding. | ResearchAnimals\_Openess | Being able to create refinements (improve housing, eliminate restraint/ restriction, create more choice and enrichment opportunities) that I know improve animal welfare, seeing the direct positive impact it has on the animals, being able to retire to sanctuaries once studies are over. | ResearchAnimals\_Welfare | I am interested in staying in the animal behavior and welfare field for my entire career. I want to be wherever I feel it's needed most and where I can create the biggest impact, and currently I feel that's in the research world with this current job, but that may change long term. | NaN | finding ways for people involved in animal research to be able to directly positively impact the well-being of the animals they care for and having increased transparency with the public surrounding those efforts so that the lay person understands what the necessary work that we do is, how it can be improved for the animals, and how to increase funding/ interest/ change the system to make that happen. | CompassionFatigue\_Stigma | "Direct impact by those in animal research" | NaN |
| R\_12sZzbRABCBV8AK | Overwork and understaffing, feeling like you can never keep up. | OrganizationalChange\_Balance | Being able to take 15 minutes to take a walk, no matter how busy it is, or taking 20 minutes for lunch instead of inhaling it while answering emails. | OrganizationalChange\_Balance | NaN | NaN | Not sure, but would really love to be mentored/given suggestions for this so that I can help myself, and pass this along to younger staff members. | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_1BRz3ceeKFEa4cq | I think that outside factors play a large role in developing compassion fatigue. If your mental health is not being taken care of outside of work then you will be even more affected at work and by the work that you do. | MentalHealth\_General | The reveres is true. If I am in a good place outside of work where I can process my feelings and emotions in a positive way then I can come to work refreshed and not feel so overburdened or burnt out by it all. | OrganizationalChange\_Balance, MentalHealth\_General | no | no | More wellness programs- longer/more frequent paid lunch, more flexible hours, break areas designed to be more quite and relaxing (maybe like a nap room or something with sofas). | MentalHealth\_Community, OrganizationalChange\_Balance | NaN | no but I am interested in what people come up with. |
| R\_1BWSCJlNHWKMVEh | Low pay | OrganizationalChange\_General | Stop the experiment that causes burnouts | OrganizationalChange\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1Cf4HIKiC3v7WX0 | lack of support or understanding from coworkers | OrganizationalChange\_Staff | stepping away and taking a break out of my normal routine | OrganizationalChange\_Balance | NaN | NaN | learning how to be proud of what you do and communicate that with the public instead of feeling like it should be hidden. | CompassionFatigue\_Stigma | NaN | NaN |
| R\_1CkbZuhYEwaZgRe | Not taking care of your personal and mental health. I believe not taking days off from work can contribute to compassion fatigue. | MentalHealth\_Personal, OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1DGRwCVJN4cTRhP | Stress, disordered routine, guilt over self-imposed deadlines | MentalHealth\_General | Maintaining a routine, exercise, spending time with friends who energize me | MentalHealth\_Care | NaN | NaN | Greater awareness of the issue leading to better understanding and proactively intervention | CompassionFatigue\_Stigma, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_1DMRu1cbLYnmryw | Disrespect/challenging from veterinary or research staff concerning animal welfare. | OrganizationalChange\_Staff | Trust in our expertise and abilities. Also, seeing results or observations published after studies. | OrganizationalChange\_Value, ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1E0avhSuj5aSxR7 | I have worked both in academia and industry with in vivo research and I would say that most of my past compassion fatigue was generated in academia.\n\nMy biggest burnouts came from 1) fellow colleagues that would stop caring about their work - not just the science but the animals producing our betterment of knowledge; and, 2) overbearing management that impeded both personal growth and career promotion. | OrganizationalChange\_Staff | Extreme compassion fatigue (like I experienced in academia) - honestly, it truly felt like nothing made it better but to leave the situation. | No\_CFBetter | If you asked me these questions while I was working in academia, my response would be opposite. I have found industry to be a good reprieve from factors that induced compassion fatigue while in academia. | NaN | NaN | NaN | NaN | NaN |
| R\_1E9ZW5xNIrzg47S | No or low capability to manage | MentalHealth\_General | Improve your capability to mange it | MentalHealth\_General | NaN | NaN | No idea | No\_Benefits | NaN | NaN |
| R\_1EaH0Xr5neP1n1H | Switching [between an] ex-vivo role and in-vivo [role]. | OrganizationalChange\_General | Reminding myself it is for the better of science, talking it through | ResearchAnimals\_Translate, Mental Health\_Talk | NaN | NaN | Having groups to talk it through | MentalHealth\_Talk | NaN | NaN |
| R\_1eqJWS0N7PjSGAo | lack of help | OrganizationalChange\_General | getting to animals in my care in a timely manner | ResearchAnimals\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1F3aBwmNiRYEk0s | Lack of connection with work and coworkers | OrganizationalChange\_Staff | Feeling that I'm a part of the larger research goals and knowing that PIs recognize my contribution to the science | ResearchAnimals\_Translate, OrganizationalChange\_Value | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1GBwYuqrklX4wic | NaN | NaN | Hope that my work with animals may one day produce a beneficial therapeutic that helps people manage disease and improve their lives | ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1GU12sGUiyzdy3z | NaN | NaN | NaN | NaN | NaN | NaN | Improved mental health services make better workers. Always. | MentalHealth\_General | NaN | NaN |
| R\_1GUDh97KdRvXdBr | sometimes i feel that my care or concern does not matter | OrganizationalChange\_Value | Reassurance and validation that I am doing good work | OrganizationalChange\_Value | NaN | NaN | I | Ambiguous | NaN | NaN |
| R\_1H1qGjnVw5TFhmI | You don't specify if you mean with regard to animal work, but assuming you mean only in regard to animal work, being super rushed with too much going on can make the animal work just "work" and you are stressed out of caring about them as animals. | OrganizationalChange\_Balance | That the animals are well cared for outside of the experiments/procedures that our group does on them. | ResearchAnimals\_Welfare | This seems like a confusing way to ask if you eventually plan to stop working with animals. I work with animals now, I plan to for a some time still, but not forever, I do plan to eventually get out of animal work. | Didn't I just answer all this already?! | Teaching people to not think of the animals as another reagent. | CompassionFatigue\_Stigma | NaN | NaN |
| R\_1hAUGqfAcuLsYvi | Being overworked\nWorking with "tough" animal models (high potential for pain/distress)\nWorking with others who have compassion fatigue | OrganizationalChange\_Balance, ResearchAnimals\_Welfare, CompassionFatigue\_General | Social connection\nBeing able to make lives better for the animals (e.g training and enrichment) | MentalHealth\_Care, ResearchAnimals\_Welfare | NaN | NaN | Staff retention | OrganizationalChange\_Staff | NaN | Our previous staff recognition and event planning committee had some issues leaving a bad taste in the mouths of many staff. We will need to re-invent it into something else and hopefully the negativity of the previous committee doesn't carry over. |
| R\_1hE9egXmhZ9TSac | Doing euthanasia especially on young mice | ResearchAnimals\_Euthanize | Thinking of happy thoughts and talking to others about how I am feeling | MentalHealth\_Care, Mental Health\_Talk | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1i86j4JUJDoppnN | Euthanizing animals. | ResearchAnimals\_Euthanize | Taking a day or staying home sometimes for certain animals when they are euthanized. | OrganizationalChange\_Balance, ResearchAnimals\_Euthanize | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1IinIm8xNxjT4UR | When I don't get adequate sleep | MentalHealth\_Personal | Adequate sleep and self cares | MentalHealth\_General, MentalHealth\_Care | NaN | NaN | RACE approved continuing education credits | OrganizationalChange\_Training | NaN | NaN |
| R\_1jInlw9y50DRPj7 | Stress | NaN | open communication, honesty, avoiding/managing other stress | OrganizationalChange\_General, MentalHealth\_Personal | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1l4dtyTheN5uGu7 | Over thinking a situation and not being able to stop thinking about it. | MentalHealth\_General | Distracting myself and taking my mind off of the topic/situation. | MentalHealth\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1LLOq5SuSW9qXAn | When I am overworked or feel society or the research community do not appreciate thw work I or my staff do ro support animal reserach. | OrganizationalChange\_Balance, OrganizationalChange\_Value | Participating in activities that promote biomedical research and staff morale | ResearchAnimals\_General, OrganizationalChange\_General | NaN | NaN | Identify employees that are suffering or have the potential to develop compassion fatigue and provide them with the support and necessary resources to support their mental and physical health and hopefully maintain employment at the Institution within the animal reserach field | CompassionFatigue\_General, MentalHealth\_General, OrganizationalChange\_Staff | NaN | NaN |
| R\_1LTfuhBGCEssH8X | NaN | NaN | NaN | NaN | Even though I love my job, it is taking a toll on my body. Even though I want to, im not sure how long I am able to continue this position. | NaN | NaN | NaN | NaN | NaN |
| R\_1mXjof8iC5dMKCD | Inability to help or lessen stress or pain of animal. | ResearchAnimals\_Welfare | 1-do everything you can to help, if it is a situation where I truly can't do anything step back after the situation. Practice mindfulness/breathing, enjoy music. | OrganizationalChange\_General, MentalHealth\_Care | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1oFpJbqu5B95vhh | Death | ResearchAnimals\_Euthanize | Time | OrganizationalChange\_Balance | NaN | Not applicable. | Support, and awareness | NaN | NaN | Quiet space |
| R\_1opPfo4ujD584dW | lax attitude from PI's who are not actually doing the work and engaged with the animals | OrganizationalChange\_Staff | stepping away and making my own decisions as to what steps to take to alleviate pain and discomfort in the animal and calling in the vet | ResearchAnimals\_General | NaN | NaN | empower associates to make decisions for animal welfare | NaN | Make decisions - staff | NaN |
| R\_1ozPOR6V5XgELMm | Research Goals and Animal Welfare conflication | ResearchAnimals\_General, ResearchAnimals\_Welfare | Open discussion between Researcher and Veterinary personal | OrganizationalChange\_General | NaN | As in vivo scientist, I do not feel I am treated with respect. | NaN | NaN | NaN | NO |
| R\_1pEEwumsnmWH7eJ | Other people denying that animals feel pain. Improper treatment of animals by others, including unapproved methods of euthanasia | ResearchAnimals\_General, ResearchAnimals\_Welfare, ResearchAnimals\_Euthanize | Agreed upon humane endpoints. Compassionate researchers that respect the care staff and the vet with respect to endpoints. ensuring that everyone performing euthanasia is properly trained to do so. | ResearchAnimals\_Welfare, ResearchAnimals\_Euthanize | NaN | NaN | Educating research staff (especially those from different cultural backgrounds which value animals differentially) on compassion fatigue and what care staff go through in a day. | CompassionFatigue\_Stigma | NaN | NaN |
| R\_1psCegHnTIw5oCA | It is never one single factor such as work that caused it. It has gotten worse since this pandemic when you have extra stress due to the lack of childcare. | MentalHealth\_Personal | Just something or go some place to get minds off- but it has become hard when you can't really travel. | OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1q9B7YsEPWDCW56 | I am a sensitive individual who picks up on the emotions of others, so when everyone around me is burned out, it feels worse for me. I feel as though I take on the emotions of everyone around me. | MentalHealth\_General | It usually is better if I hang out with [my family]. Small kids really help you look at the bigger picture and quiet all the thoughts in your head. They make you present. If I can't see my [family], like because of COVID, funny movies, trying to take a walk outside, watching funny videos of kids and pets online. | MentalHealth\_Care | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1r20OIKBFKJg6bB | Animal endpoints. | ResearchAnimals\_Euthanize | Celebrating and recognizing our animal lives and all of their contributions. | ResearchAnimals\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_1r2M612ZpKPg9x6 | Compassion Fatigue gets worse around animal endpoints or study changes. | ResearchAnimals\_Euthanize | Community support, animal memorials | MentalHealth\_General, ResearchAnimals\_General | Honestly, a lot of these answers defend on opportunities available in the field. | These were the same questions, lol. | Listening to the experiences, needs, wants of staff. | OrganizationalChange\_Value | "Listen to staff" | NaN |
| R\_1rj4hsKnW2MHXqY | I am not worried about myself in the context of compassion fatigue. Stress that I experience come from Co workers. I would like to know how to help them. | OrganizationalChange\_Staff | Helping CO workers. | OrganizationalChange\_Staff | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_20TiBLyYKZrM4xh | Euthanasia was the primary factor, especially when working with monkeys [removed for deidentification purposes]. | ResearchAnimals\_Euthanize | Nothing in particular, I move on. | No\_CFBetter | Will be retiring in the next few years so expect to remain in the field until then. | NaN | To help our in vivo team better understand CF and find ways to cope if necessary. | CompassionFatigue\_Stigma, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_20Vui0JGE93LZfd | What makes it worse is the ignorant attitude of superiors. | OrganizationalChange\_Staff | Support from colleagues | OrganizationalChange\_Staff | NaN | NaN | Continued support & understanding | MentalHealth\_Care, CompassionFatigue\_Stigma | NaN | NaN |
| R\_214eqDckabI8zNs | Frequency of procedures; also lack of recognition of significance of work | ResearchAnimals\_Procedure, OrganizationalChange\_Value | Taking a break from animal work | OrganizationalChange\_Balance | NaN | NaN | The ability to talk to peers that use research animals and share experiences in a safe space will be useful. | CompassionFatigue\_Similar, MentalHealth\_Talk | NaN | NaN |
| R\_21aMSvPdXiQxiyV | Having to euthanize many animals on a single day. | ResearchAnimals\_Euthanize | Reminding myself of the value of the research I am conducting and that I am using the most appropriate animal model. | ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_22F9g225Vs88qbF | Reminders like places, interests, experiences, sensory information (e.g. sound, smell), nature | Ambiguous | Physical touch from loved ones, talking about memories | MentalHealth\_Care, Mental Health\_Talk | I feel like my work with animals has mirrored past events with people in my life | NaN | Community and accomplishment | MentalHealth\_Community | NaN | No |
| R\_22kNTnQxTuKAJ55 | disdain and lack of trust of higher up management | OrganizationalChange\_Staff | successful study outcomes, time off | ResearchAnimals\_Translate, OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_239kXSudn6b9iYI | viewing animals following invasive procedures or seeing canines in research environments. | ResearchAnimals\_Procedure | Reminding myself the use of research animals is needed to understand health and disease, to learn, and development treatments. In other words, reminding myself of the good that comes from performing well designed research. | ResearchAnimals\_Translate | NaN | NaN | education, someone understanding to contact, and meaningful and readily available resources | OrganizationalChange\_Training, MentalHealth\_Talk, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_24CvZNFjrstHsm1 | Having to euthanize animals | ResearchAnimals\_Euthanize | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_25FxKjrPAzQTOoV | Being made fun of at work makes it hard to do the job. Those animals it's our job to take good care of them and work together. We owe them that, and they are innocent and helpless. Not working as a team and making fun of others making them feel not good enough makes it hard to concentrate and sucks your energy and enthusiasm out. | OrganizationalChange\_Staff | If people are cooperative and work together, and you can feel comfortable at work. Like your lifting each other up and not putting people down. Like you belong and aren't the scapegoat getting everyone's crap pilled on you especially when you know at least some of them are talking behind your back or they shun or avoid you like your some kind of freak show. | OrganizationalChange\_Staff, OrganizationalChange\_Value | What I wrote earlier about being a scapegoat. That's social. The work itself is very nice. I want to do the best I can to make sure the animals are able to have a peaceful life and are comfortable. It's not the animals fault. The are innocent. But people being unkind to eachother and making someone their scapegoat affects that person. All I want to do is to do good, get the job down, and have a pleasant day. Can't we just call these work and if we don't like somebody just be professional? | NaN | To support eachother as people and professionally. To be professional with co-workers improving our work situation together so together we can improve the lives of animals. | MentalHealth\_General, OrganizationalChange\_Staff | NaN | I will continue to persevere and hope. |
| R\_26h7MZFkxGNOQM9 | Being overwhelmed and/or behind with workload | OrganizationalChange\_Balance | Open, available time - including to step back from and re-evaluate situations and connect/re-connect with others involved in a situation. | OrganizationalChange\_Balance, OrganizationalChange\_General | Considering retirement and future work - which affects responses above. | NaN | Sabbaticals or rest periods for employees - whether collectively designating regular "no meeting" weeks for all, or "work from home" periods for some/each person and broadly offering sabbaticals or other means for employees to readily ease the effort to take time off from work to do other learnings, development opportunities (even if not directly related to the current employees role). Being given time to step back from the whirlwind of industry workload demands to personally re-assess situations and self has beneficial effects on the employee and employer alike. | OrganizationalChange\_Balance | NaN | NaN |
| R\_27paXd5KwUPGocU | I have only recently started doing procedures require me to cause distress and/or euthanize animals (up to this point, I only handled healthy awake animals). I am a little concerned that I may start experiencing some compassion fatigue related to this in the long term. | ResearchAnimals\_Procedure, ResearchAnimals\_Euthanize | I have dealt with it by mitigating distress for the animals- extra enrichment, change in procedures, etc. | ResearchAnimals\_Welfare | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2a925sLrMDQ7lHb | I struggled with NHP in the past, but we currently do not have any at our facility | No\_CF | Knowing that I am helping the animals | ResearchAnimals\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2AKzCBxW4amynOD | Short studies are easier to feel compassion fatigue since the animals are not around as long and there isnt much of a bind between animals and handlers. | ResearchAnimals\_Bond | Taking the time to interact with the animals individually. Bonding with them and learning their behaviors helps to recognize when animals are in distress | ResearchAnimals\_Bond | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2cAZD9W2TqVTf7P | Feeling of powerless | MentalHealth\_General | Ability to create change. Control | OrganizationalChange\_Value | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2cilxvV6NkFi4y2 | Overworking yourself and not allowing yourself breaks, nor allowing for healing. | OrganizationalChange\_Balance | Communicating with your coworkers and giving feedback on how you are doing and seeing how they are feeling. | OrganizationalChange\_Staff | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2Cld5nzbA56e2Jm | No work life balance. Short staffing | OrganizationalChange\_Balance | Work life balance. Adequate staffing | OrganizationalChange\_Balance, OrganizationalChange\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2CPs00Lct3XNoeo | being short staffed with what appears to be any rush on getting people hired, quality of care is compromised due to quantity of work\nNo accountability for those that don't do their job that directly involves the welfare of the animals\nBeing expected to cover eve and weekend hours when short staffed on a whim because I don't have children, so I feel my personal life doesn't matter to others. | OrganizationalChange\_Balance, ResearchAnimals\_Welfare | showing the animals come first, lately the vets on staff are all about meetings and can't care for animals because of a meeting, animals end up waiting longer than acceptable to be assessed and made comfortable.\nPeople stepping into other roles no matter what their degree is to help out | ResearchAnimals\_General, OrganizationalChange\_Staff | NaN | NaN | knowing others feel the same way | CompassionFatigue\_Similar | NaN | NaN |
| R\_2D63nPl5IDmgAMI | When we have a cluster of euthanasias, and being relocated | ResearchAnimals\_Euthanize, OrganizationalChange\_General | Having a couple days off to disconnect and be with friends/ family/ my pets. And doing new hobbies/ activities | OrganizationalChange\_Balance, MentalHealth\_Care | NaN | NaN | Coming up with coping mechanisms | MentalHealth\_Care | NaN | NaN |
| R\_2dMj2Ykp0Qvangh | The amount of work that needs to be done and being short staffed. I have been working more hours with no extra money involved. Also, animals are not being looked at or cared for as well as I would hoped by some. | OrganizationalChange\_Balance, ResearchAnimals\_Welfare | Being able to go home or taking breaks throughout day. | OrganizationalChange\_Balance | NaN | NaN | Ways to de-stress | MentalHealth\_General, MentalHealth\_Care | NaN | NaN |
| R\_2dXho3dqcSaVMWh | General feelings of frustration with work. Existential feelings. | MentalHealth\_General | Reading. Putting our research into big picture context. Constantly striving to improve conditions for colleagues and animals. | MentalHealth\_Care, ResearchAnimals\_Translate, OrganizationalChange\_General, ResearchAnimals\_Welfare | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2DYzyNzghBxYYgI | Working with researchers who, for whatever reason, are not responsive/engaged with the health/welfare of their animals. When the lab animal team continues to try and contact a researcher about a potential welfare issue (often recommending euthanasia if studies are concluded) and do not get a response (sometimes after several attempts), I start almost feeling less bad about the animal and more frustrated at the researchers. I then sometime end up feeling like I really want to euthanize the animal, both for their sake and because I don't feel like some of those researchers "deserve" to use that animal. I often realize this and sometimes feel bad that I might be losing focus on what really matters. | OrganizationalChange\_Staff | Researchers and collaborators acknowledging possible animal distress, and communicating about how/if the animals can make it to the end of study in order to complete data collections. Even if these animals are in some distress, it feel like it is more worth it if I know someone else is seriously weighing the cost/benefit of this animals discomfort. | ResearchAnimals\_General, ResearchAnimals\_Openess | As a biologist, I always expect that animal research (direct or indirect) will always be part of my career, but I certainly see myself leaving my animal technician job at some point. | NaN | I think it would be beneficial for researchers at my institution to learn about compassion fatigue and know that we have a resiliency program, even if they do not often work hands-on with animals. This might give others some insight into the work we do, and help them understand some of what we go through to help facilitate their research. | CompassionFatigue\_Stigma | NaN | NaN |
| R\_2Eh4zdG6D8Alb7d | as an administrator, others' callous comments (possibly unaware that they are making them) about the animals make the CF feelings worse. Also when I have to review cases of non-compliance and animal welfare that are completely preventable I am exhausted - mentally, emotionally and physically - and I strongly associate that with CF. In addition, those outside of the research community who are unwilling to engage in conversation about animal use in research and who have loud voices making us all out to be monsters are 100% impactful on my CF. | ResearchAnimals\_General, ResearchAnimals\_Welfare, MentalHealth\_General, ResearchAnimals\_Openess | Success stories that have direct resonance with me (patient stories for drugs that I have had some contact with in the research process), talking with others who have similar views to me. | ResearchAnimals\_Translate, Mental Health\_Talk | NaN | NaN | If we can help others here, it would be satisfying to me and would help with the CF feelings in many ways. We also need to have buy-in from higher levels within the institution and have them acknowledge the work that we do, not hide us away in basement levels and not be allowed to talk about our work. | CompassionFatigue\_Stigma | NaN | be mindful of offering both virtual and in-person options |
| R\_2f70E40nC9Q2POC | The amount of hours I have to work in order to survive financially. If I could work less hours I would feel less stressed and think more clearly. | OrganizationalChange\_Balance, OrganizationalChange\_Pay | Working less and being paid more. | OrganizationalChange\_Balance, OrganizationalChange\_Pay | I wish I had less work hours so that I could spend more emotional energy caring about the animals. I harbor resentment for my job because I am expected to be there so much and I think that's what causes my compassion fatigue. | NaN | I think hiring more staff and giving staff better hours and benefits would help them feel less stress, and result in lower rates of compassion fatigue. (Especially for residents) | OrganizationalChange\_Staff, OrganizationalChange\_Balance | NaN | Employee recognition would be helpful |
| R\_2o9ICQZS9C77n1v | We are so incredibly short staffed so I am picking up the work for multiple people at 1 time. It makes me just want to get all my tasks done and not have much compassion for the animals safety and welfare when I have a quota to meet by the end of the week. I don't want to stay late for work because I am not living to work, I'm working to live and I won't miss out on personal things outside of work because we are short staffed. | OrganizationalChange\_Balance | An ample amount of staff. | OrganizationalChange\_General | I plan to leave the animal research field because I have a bachelors degree I am not using currently and I can only use it not on this side of research. | NaN | Having adequate staff levels so we aren't being over worked will allow for better care and empathy for the animals ultimately because it will lead to less burn out. | OrganizationalChange\_Staff | NaN | NaN |
| R\_2qEQ8RbM8BbUOE4 | Having to euthanize animals | ResearchAnimals\_Euthanize | Seeing significant discoveries from our research, proof the results are worth the cost | ResearchAnimals\_Translate | NaN | NaN | Teaching employees coping mechanisms for combatting compassion fatigue before it gets serious | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_2rT8r7tAsDgBvx3 | Compassion fatigue has gotten exponentially worse through the pandemic, and feels directly related to an overall lack of support and guidance from administrative staff and veterinary staff. The leaders of the department play politics, bend rules, and make decisions that directly contradict animal care and husbandry goals. It can feel lonely, and rather impossible to feel compassion for animals when Veterinarians won't support staff questions, concerns, and needs for the animals - sort of like fighting for the rights of the animals alone. How can you improve animal welfare and enrichment in your care without support from the department DVMs. Frequently, animal care technicians welfare concerns are denied, pushed aside, or never addressed. Instead, politics between the Veterinarians and Principal Investigators rule the animal care decisions rather than the actual needs of the animals. This work environment breeds compassion fatigue, as well as job fatigue. It becomes easier to, "throw in the towel", and begin ignoring the issues at hand. I often battle with apathy on a weekly basis at this point. | OrganizationalChange\_Staff | When welfare concerns are met and addressed with enthusiastic concern, compassion fatigue melts away. To feel validated by decision-makers and leaders - that when an issue is present, relevant, and requires intervention, they choose to act and support the common goals of the department. Compassion fatigue is alleviated through support. | ResearchAnimals\_Welfare, OrganizationalChange\_Value, CompassionFatigue\_Support | NaN | NaN | This program should coach department leaders on how to effectively support staff needs - physically and emotionally. I honestly cannot picture any handout or presentation or workbook that could make a significant difference. Change occurs through action. An effective leader is one who prioritizes compassion in all facets of the job. In my experience, compassion fatigue wasn't a result of unethical research, but rather when facing a morally difficult situation, care technician's fears and ethical dilemmas are overlooked. Our questions, comments, or concerns are typically left unaddressed or given a haphazard assurance that someone would look into the issue (a common lie). Why should I work hard to prioritize animal welfare when its not prioritized by lead care staff? \nTLDR: an institutional compassion fatigue resiliency program should be directed at supervisors, facility managers, veterinarians, administrative staff, and IACUC committees. Compassion fatigue can be directly tied to the actions and decisions of these groups. If they support ethical animal care, it makes it simple for us to maintain our compassion. \n\nLastly, if there was any trauma associated with witnessing unethical treatment of animals or difficult research, then perhaps build a department program for access to therapy or a program designed to help manage that stress could be beneficial as well. | OrganizationalChange\_Communciate, CompassionFatigue\_Stigma | "technician dilemmas are overlooked" | NaN |
| R\_2rvVx20AYXqd2yE | After euthanasia especially with pups involved | ResearchAnimals\_Euthanize | Spacing out the amount of animals i have to euthanize in a day | ResearchAnimals\_Euthanize | NaN | NaN | Maybe a counseling circle for people feeling compassion fatigue | MentalHealth\_Talk | NaN | No |
| R\_2s4qnnmVi8JqsRq | [Working] non-hands on [at] a rodent facility burnout is the most likely thing to cause compassion fatigue. There can be feelings like there is not enough time in the day to do everything. Feeling valued from senior leadership, or lack there of, can also be a factor. Especially during COVID where my team worked onsite everyday. | MentalHealth\_General, OrganizationalChange\_Value | Remembering the improvements we are making to human patients. [I had a family member die of cancer]. Having that human patient connection is super motivational for me.\nalso, detaching from work not too late at night. I have removed my work phone from my night stand at night and that helps me detach and get "refreshed" every night. | ResearchAnimals\_Translate, OrganizationalChange\_Balance | I am very happy working in industry. As my career progression has evolved I am doing more and more directing which would not necessarily require me working in an animal science group to be successful. While I am not actively looking to get out of the animal science industry, I could see myself leaving it for the right director/chief-of-staff job. | NaN | Just acknowledging it is a huge first step. Having a flexible approach to meet different people phenotypes would be most helpful. | CompassionFatigue\_Stigma, MentalHealth\_Community | NaN | NaN |
| R\_2SBmq6gokG4U6D2 | Seeing animals in pain or stress due to negligence. \nInvestigators not taking the time to make sure their animals are taken care of properly. \nLack of patience with animals and tasks leading to repeated mistakes that never seem to get fixed.\nResearch studies done on animals that don't appear to have any real world applications.\nOver-breeding animals leading to euthanasia of pups right after weaning.\nLaziness when it comes to animals that need a higher amount of socialization or exercise, people not taking time out of their day to make sure those needs are met.\nSeeing others get frustrated with animals when they are not cooperating. | ResearchAnimals\_Welfare, OrganizationalChange\_Staff, ResearchAnimals\_Translate, ResearchAnimals\_Euthanize | When mistakes are pointed out and people actively work to prevent them from happening again.\nWhen I see my coworkers sharing positive moments with research animals.\n | OrganizationalChange\_General, ResearchAnimals\_Bond | NaN | NaN | I would like to see changes in the structure of operations. The issues that we run into usually stem from lack of training and lack of responsibility. There needs to be more communication and less separation between the animal care takers and those who work in the research labs. Ideally, a benefit of a resiliency program would work to eliminate the issues that cause compassion fatigue in the first place. | OrganizationalChange\_Training, OrganizationalChange\_Staff, OrganizationalChange\_General | NaN | NaN |
| R\_2ToqvBVaL9ILkZN | I don't feel I have CF | No\_CF | Learning more about it and having the skills to cope | CompassionFatigue\_Support | NaN | NaN | providing tools and mechanisms to cope | MentalHealth\_Care | NaN | NaN |
| R\_2uKyZSYA9dd0Ikd | The loss of a patient we are caring for | ResearchAnimals\_Euthanize | My own pets and family time | Mental Health\_Care | NaN | NaN | I'm not sure. Maybe some additional outreach from leads when they know an animals is reaching their end point | Ambiguous | NaN | NaN |
| R\_2UYPu5UjAo7ijFx | when there is no material ready for work, or when coworkers don't help with some tasks. | OrganizationalChange\_General, OrganizationalChange\_Staff | taking deep breaths, stretching and positive attitude and thoughts. | MentalHealth\_Care | NaN | NaN | NaN | No\_Benefits | NaN | NaN |
| R\_2uZMeSPlVhitR1j | I would say "social" work stress can make compassion fatigue worse. For instance, others in the group that may have a negative view on work etc. Basically bad morale. | OrganizationalChange\_Staff | Going home to my [pets]. | OrganizationalChange\_Balance | NaN | NaN | I think it would help more people be more content in their job positions. It may also help others not feel so alone knowing that most people experience compassion fatigue especially in a research environment. | CompassionFatigue\_Similar | NaN | NaN |
| R\_2Vx12SH8aidwon3 | Working in breeding is hard (at times) because a lot of study animals are based off of specific genotypes. If the animals don't have the desired genotypes, aren't needed for future breeding, or repurposed for training, they are euthanized. | ResearchAnimals\_Euthanize | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2wAD2M60JyMbHH5 | If constraints are put in place to not be able to help the animal or do better for the animals. | ResearchAnimals\_Welfare | seeing a well trained compassionate team giving it their all to make the animals' lives better | ResearchAnimals\_Welfare | NaN | NaN | Having a well trained life coach/pyschologist available for people to talk to . | MentalHealth\_Talk | NaN | NaN |
| R\_2wAHUuHVAzU0CcY | Thinking others aren't caring for the animals as they should be cared for. | OrganizationalChange\_Staff | Knowing my team mates care about the animals mental and physical wellbeing. Knowing that the work we do betters humanity. | ResearchAnimals\_General, ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2WBEqsbj6OgUkOS | Work with animals is very exhausting both emotionally and physically. When I have a large coherent, I feel so bad for both the animals and me. The animals, because although I know they provide a window of understanding I don't think that the results are translated quick enough to human patients. I also feel horrible when I have to euthanize an animal, even if they are at its endpoint. This has never been easy for me, even as the years progress. Overall in science I feel like the results I produce are most of the time tiny steps and I am note sure if I am helping anyone. | ResearchAnimals\_Translate, ResearchAnimals\_Euthanize | I have consciously taken a step back from working with mice, as it was causing me a lot of anxiety and physical pain. That has helped. I am now figuring out that walking and talking to a therapist has also helped. | OrganizationalChange\_Balance, MentalHealth\_Care, Mental Health\_Talk | I would not like to find another employment as long as I do not work with animals. | I would like to stay at my current employment as long as I don't work with animals. | I think an outlet to speak about what we feel. Science is so data driven that we forget about the people producing it. We tend to be overachievers and sometimes will do anything at any cost to succeed. This I believe leads to exhaustion and sometimes overuse of animal research. I believe that finding other alternatives to testing our experiments rather than animals would be ideal. And lowering the expectations for scientist and allow them to create a healthy life work balance. | MentalHealth\_Talk, OrganizationalChange\_Balance | NaN | NaN |
| R\_2xVQVJWYDsi1yjs | Being overworked. Too many large experiments without time between, or multiple small experiments where data is constantly termed as "critical". | OrganizationalChange\_Balance, ResearchAnimals\_General | Time between or after experiments to analyze data and discuss with coworkers. This helps remind me why the study is being run - the purpose and the rationale, and keeps me motivated. | ResearchAnimals\_Translate | NaN | NaN | Learning tips or tricks to help avoid compassion fatigue. The work environment is always changing with projects beginning and ending. Different projects have different stress levels so even though my work right now does not cause compassion fatigue, there is a chance it could happen in future. | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_2yauQYtE60dGUF2 | High intensity or repeated animal suffering overwhelms me and makes compassion fatigue worse | ResearchAnimals\_Welfare | Minimizing distress to the animal | ResearchAnimals\_Welfare | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_2YbM7Jt6kN4jMcE | I primarily work with mice, but working with rats or other species worsens compassion fatigue, especially when the studies go beyond basic handling & dose administration. Also studies where animals are placed in higher pain categories/experiencing more than momentary pain & distress, or experiments that involve neonates, or experiments with higher frequency of euthanasia. | ResearchAnimals\_General, ResearchAnimals\_Welfare, ResearchAnimals\_Euthanize | Having breaks in between animal experiments, keeping involvement of the above-described procedures as low as possible. I used to primarily function as Veterinary Services, but have since transitioned to a researcher role and that has also resulted in a decrease in compassion fatigue. | OrganizationalChange\_Balance, ResearchAnimals\_General | At some point I plan to leave research, but not specifically animal research - as long as I am doing research I want at least part of it to be in-vivo related. I hope to some day move into a regulatory type role (IACUC or similar), but for now am still enjoying the hands-on research aspect. | NaN | NaN | NaN | NaN | NaN |
| R\_2yscx7XECJtAOyL | Not seeing my hard work I do from day to day! | OrganizationalChange\_Value | Saying thank you or good job | OrganizationalChange\_Value | NaN | NaN | Not sure | Ambiguous | NaN | NaN |
| R\_2z8bVpHqQTqFGBg | Seeing coworkers sad/upset at losing an animal. Slow animal recoveries from surgery. | ResearchAnimals\_General, ResearchAnimals\_Procedure | Talking with coworkers, spending fun time with the animals | OrganizationalChange\_Staff, ResearchAnimals\_General | NaN | NaN | A supportive community with regular gatherings | MentalHealth\_Community | NaN | NaN |
| R\_2ZChkzNhWv7MrwJ | I have none, farmed most of my life working with animals | No\_CF | NaN | NaN | I've always enjoyed my work, many worse jobs I think one could have.I feel like I'm contributing to science. Will be here until I retire, or health issues make me stop. | NaN | Many people cant find happiness no matter what happens in their life, so these type of people would have place to go and express feelings in this type of work I guess. Baby boomers think a little different then the younger generations. Grew up taking care of sick animals. | MentalHealth\_Talk | NaN | NaN |
| R\_2zFPRuniein2Hir | When our administration continues to push every individuals work further, instead of doing their job and hiring more workers. | OrganizationalChange\_Balance, OrganizationalChange\_Staff | probably quitting i suppose | OrganizationalChange\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_302AanR2Pd4wzmV | Repetition of the job, average amount of cage changes is too much | OrganizationalChange\_General, OrganizationalChange\_Balance | Job change of pace, more breaks from repetition related work | OrganizationalChange\_Balance | NaN | NaN | Non stop work environment with little down time | OrganizationalChange\_Balance | NaN | NaN |
| R\_31a9B5iZm7NwK64 | Repeated negative situations without changes to improving or negating the failure (whether in the process or systems/tools). Generally, I find it important to only fail the same way once. | Ambiguous | Remembering that "progress doesn't happen in a straight line" and there will always be challenges/disappointments. Communicating with a supportive team, and building a plan to make things better. | Ambiguous, OrganizationalChange\_Staff, OrganizationalChange\_General | NaN | NaN | Helping individuals and leads build skills to identify signs of compassion fatigue, and normalizing that recognition. Then encouraging teams to support each other with tools to step back and rebalance. | CompassionFatigue\_CauseSolution, CompassionFatigue\_Stigma | NaN | NaN |
| R\_31by3Nc4axrbrDB | When adverse events occur on study; euthanasia that is rushed; euthanasia and necropsy of animals I have cared for; when I see others be callous with animals; animals housed in substandard conditions (wire grid floor, without enough space or enrichment, or singly housed); animals that experience unalleviated pain or distress and intervention is not possible due to study constraints, when I have to work with people that are angry/defensive/rigid/exhausted. | ResearchAnimals\_Euthanize, ResearchAnimals\_Welfare, OrganizationalChange\_Staff | recognizing the animals and their importance (like on BRAD day), adoption and retirement programs, 3Rs and enrichment programs that allow us to improve how we care for and work with animals (empowerment to make change), flexibility to take the time I need to work with the animals (not rushed), working with team members that also care about animals and are open to new ways of doing our work with animals, feeling supported by leadership to discontinue or evolve outdated practices, attending conferences where I can learn about new ways of doing things and connect with others that want to do the same, being able to unplug and disconnect from work by being outside or with family and friends. | ResearchAnimals\_Translate, ResearchAnimals\_Welfare, ResearchAnimals\_General, ResearchAnimals\_Openess, OrganizationalChange\_General, OrganizationalChange\_Balance | NaN | NaN | Opportunity to reflect and be mindful of how I'm feeling and if needed, what changes I can make to feel better and prioritize those. Opportunities to talk about our work and how we feel about it with others. Ability to influence change and improvements and animal care and welfare/3Rs. Support for CE in new ideas and inspiration of how we can improve the lives of animals. New ways to connect with and serve animals. | MentalHealth\_Talk, "Control - change", GeneralBenefits\_General | "Action, change" | I'm kind of webinar'd out. There is great material out there, great speakers, but receiving them through a computer doesn't feel as impactful. Some have had interactive components and that helps significantly. |
| R\_31HhsvaiHuGpAGn | performing euthanasia or seeing pain/distress in animals | ResearchAnimals\_Euthanize, ResearchAnimals\_Welfare | thinking about the human lives we are saving | ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_32IWS5rlQUcObH2 | Outside pressure and perception of my work. Lack of cooperation and understanding from scientists we work with. | CompassionFatigue\_Stigma, OrganizationalChange\_Staff | Taking a break and just ignoring work related stressors. | OrganizationalChange\_Balance | NaN | NaN | More "quick hits" for addressing compassion fatigue. Regular reminders/options for help. | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_33a7OjRg3wE5HL5 | working over load or some work I think is time wasted. | OrganizationalChange\_Balance | Think I can not control and do what I can do. | Ambiguous | NaN | NaN | I don't know | No\_Benefits | NaN | NaN |
| R\_33e8zeuJVihV7XX | anything with the animals honestly | ResearchAnimals\_General | knowing I made their lives better | ResearchAnimals\_Welfare | NaN | NaN | Personally I don't understand the difference between compassion fatigue and depression. Maybe it's because I have depression but if it's treated the same way then I don't know what would be beneficial \n | Ambiguous | NaN | NaN |
| R\_3CHGFwAsuqklDUy | When large animals are being dissected in the necropsy room . | ResearchAnimals\_Procedure | Time away from work . | OrganizationalChange\_Balance | I would like to retire . | NaN | NaN | NaN | NaN | NaN |
| R\_3DnmjrRPAnx94fB | isolation, work-load | OrganizationalChange\_General, OrganizationalChange\_Balance | talk about it | Mental Health\_Talk | NaN | NaN | Program need to be back up by leaders. Understand the pressures from work and timelines expectations | OrganizationalChange\_General, OrganizationalChange\_Balance | NaN | NaN |
| R\_3Dp6gl8VUTCWnMj | Lack of understanding from other colleagues/managers of the work load/tasks I have been assigned. | OrganizationalChange\_Staff | When at work, finding space to get away from the rest of the group and work without being disturbed. Alone time for myself when I leave work. | OrganizationalChange\_General | NaN | NaN | Not sure. I would need to give this more thought. | Ambiguous | NaN | No |
| R\_3e2Y73Iz3VXX00d | Large quantities of euthanasia, painful situations, or anything moderately negative in a short time span | ResearchAnimals\_Euthanize, ResearchAnimals\_Welfare | Disconnecting whether that is vacation or any other method | OrganizationalChange\_Balance | NaN | NaN | Teaching how to recognize when it is starting and how to handle it before it gets bad | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_3GoVgP3VZ799at2 | When I have to euthanize animals | ResearchAnimals\_Euthanize | Understanding that what I'm doing is good in the big picture. Knowing that I'm working hard to help understand the brain and disorders/diseases of the brain. | ResearchAnimals\_Translate | NaN | NaN | Realizing that mental health is such an important part of physical health. Getting support isn't a bad thing and asking for help is important when you need it. | Ambiguous | NaN | NaN |
| R\_3Gy2pD1ZFOnGE6M | It's definitely more difficult when we have to perform procedures that cause more than momentary distress or pain. It is also more difficult when our total work schedules are too full to practice self-care or take a break. | ResearchAnimals\_Procedure, ResearchAnimals\_Welfare, MentalHealth\_Personal | Taking breaks from procedures - at a previous institution I used to be able to work half-days when there was a lot of or difficult animal work occurring, which gave a nice sense of balance and acknowledgment of the "weight" of intense animal work (we considered it almost as if an hour of intense animal work was "worth" two hours of normal work - kind of akin to comp time). | OrganizationalChange\_Balance, OrganizationalChange\_Value | This is always changing for me - for the most part I love what I do, but I do occasionally find myself wishing I wouldn't have to do hands-on animal work anymore. That said, I often swing back the other way when I think about the fact that if I am doing hands-on work then it is within my power to do a good job and do everything I can to give the animals the best care/experience possible and teach others how to do that, too. | I think I covered this in the previous open-response field. | I think awareness is important, but also practical tips for managing our workloads to prevent or reduce compassion fatigue. I think it would also be helpful for some aspects of the program to be offered to others in our institution who \*don't\* perform in vivo work, so that they can understand that in vivo work is difficult and that in vivo employees could really benefit from some understanding from their managers and colleagues. | CompassionFatigue\_Stigma | NaN | I also manage others who work in animal care, and it would be helpful if there was a component of the program that focused on how to better support your reports who are working in animal care - while I also do hands-on work, many managers don't anymore and it might be good to have something that they can still participate in so that the onus isn't all on the individual in vivo caretakers. |
| R\_3HAotnfWKl0q022 | Large takedowns (20+ animals), having to do repeated days of takedowns with little or no break, and being secluded in the vivarium with no outdoor access breaks. | ResearchAnimals\_Euthanize | Engaging in what I love outside of work: art, photography, reading fiction. Anything to separate myself from work. | MentalHealth\_Care, OrganizationalChange\_Balance | NaN | NaN | Preventing burnout for people who have to work with animals or who were hired to work with animals as their primary responsibility and don't have an opportunity to leave the field. | CompassionFatigue\_CauseSolution | NaN | Create awareness for supervisors. A lot of the time supervisors don't see how it's affecting you--just that the job is getting done. |
| R\_3HnX97U4uqFbypN | Deadlines, stresses when large experiments are coming up with heavy expectations. This can be made worse if my personal life is also heavy with stress or pain. | OrganizationalChange\_Balance, MentalHealth\_Personal | Taking time for myself. At work, when I'm given a day or two to pre-plan future experiments or catch up on old ones I feel more on top of things and in control. | OrganizationalChange\_Balance | NaN | NaN | De-stigmatizing compassion fatigue. If there was a place to go when experiencing it, or having your team talking about it and recognizing the signs would be beneficial. | CompassionFatigue\_Stigma, MentalHealth\_Community, CompassionFatigue\_Similar, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_3khT4UTDOaxteAS | stress | NaN | satisfaction in a job well done | OrganizationalChange\_Value | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3KTKGu7sL6ZTQR5 | Having to euthanise mice due to mistakes on my part | ResearchAnimals\_Euthanize | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3L20fwbAOby8QEy | I feel more prone to compassion fatigue and/or burnout when I am stressed for personal reasons as well. Work-life balance is huge. | MentalHealth\_Personal, OrganizationalChange\_Balance | Being able to talk about what is stressing me and being able to take time away from work are very helpful for me. | Mental Health\_Talk, OrganizationalChange\_Balance | NaN | NaN | I think our team could benefit greatly from having access to a plan that was designed specifically with our needs in mind. | MentalHealth\_Community | NaN | NaN |
| R\_3m7tIp3PIWYBMnK | running several studies back to back that require surgery and increased monitoring of animals/pain med administration | ResearchAnimals\_Procedure, ResearchAnimals\_Welfare | time off from in vivo work in between studies with tough animal models | OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3n6mc9GTnMOrJ0s | Added stress of shortened business timelines. Those who are not involved from a animal use perspective making decisions for animal staff that are not realistic for the well being of the animal subjects. | OrganizationalChange\_Balance, OrganizationalChange\_General | Discussing with coworkers. Finding comfort in my own animals. | OrganizationalChange\_Staff, Mental Health\_Care | NaN | NaN | The lab staff to feel value and support from an institutional program. To know that their concerns and well being is addressed. | OrganizationalChange\_General | "Concerns addressed" | NaN |
| R\_3nBrUpJqRqd9WMv | euthanasia | ResearchAnimals\_Euthanize | Time off from work | OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3oZzpd8tdGFYYk5 | Needing to euthanize animals. | ResearchAnimals\_Euthanize | Not euthanizing animals. | ResearchAnimals\_Euthanize | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3pbBYIgbZqDnpBp | poor moral, short staffing,continual monotonous days, high responsibility for relatively low pay, unorganized management. | MentalHealth\_General, OrganizationalChange\_Balance, OrganizationalChange\_Staff | paid time off, purposeful joy and appreciation activities. | OrganizationalChange\_Balance, MentalHealth\_Care | NaN | NaN | PTO, adequate staffing, appreciation | OrganizationalChange\_Staff, OrganizationalChange\_Balance | "Appreciation" | NaN |
| R\_3PFXZPVnO2P2ASa | animals did not survive surgeries or headimplants fell off half way through recordings. | ResearchAnimals\_Procedure, ResearchAnimals\_Welfare | recording could be finished | Ambiguous | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3PgUVzTGeFJ4rQ2 | Euthanizing animals, seeing them look stressed/in pain after procedures. | ResearchAnimals\_Euthanize, ResearchAnimals\_Welfare, ResearchAnimals\_Procedure | Vacations, playing with my own pets at home. | OrganizationalChange\_Balance, MentalHealth\_Care | NaN | NaN | Higher pay, caring for research animals is notoriously low for something that can sometimes be depressing and very repetitive (cage changing). Try to limit the amount of euthanasias as some programs euthanize a lot of mice and it feels wasteful (even though the studies might be finished and there isn't anything to do with the mice/animals otherwise). | OrganizationalChange\_Pay, Ambiguous | "Less euthanasia" | NaN |
| R\_3Pn5166OCkBdgaz | Constant stress with no break; no acknowledgement from others about the struggle (especially non in-vivo personnel); no regard for animal welfare | OrganizationalChange\_Balance, OrganizationalChange\_Value, ResearchAnimals\_Welfare | Breaks or very limited in vivo hands-on studies; dedicated personal time to improving animal welfare; well-designed studies that take animal welfare into account | OrganizationalChange\_Balance, ResearchAnimals\_Welfare | NaN | NaN | Required training for supervisors/managers/non in-vivo personnel | CompassionFatigue\_Stigma | NaN | I hope we can implement one at our facility! |
| R\_3pnV2JyWNMIOWG6 | having to defend feelings of loss | MentalHealth\_General | others voice their appreciation of the care taken with the animals. | OrganizationalChange\_Value, ResearchAnimals\_Welfare | NaN | NaN | more transparency | OrganizationalChange\_General | NaN | NaN |
| R\_3q9zLtgsH9sSInV | Comunicaci√≥n | OrganizationalChange\_General | We need better trainers , more support and supervision | OrganizationalChange\_General, OrganizationalChange\_Value | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3QKM5ljanA9kMcJ | The addition of personal life stressors | MentalHealth\_Personal | Nothing | No\_CFBetter | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3QXbUhGYk3y29MT | If I am not allowed to grow or learn new things. I will obtain compassion fatigue if I am undervalued. | OrganizationalChange\_Value | If I am offered new opportunities and allowed to learn new things. | OrganizationalChange\_General | NaN | NaN | Not sure, never considered this before | No\_Benefits | NaN | NaN |
| R\_3rGLkdS3n7xXxWA | As studies with high number of animals (ex. above 75 mice) are extended longer, or more animals are added, or the project becomes more complex and time-consuming. | ResearchAnimals\_General | Having a clearer end-date, knowing the exact amount of animals needed, having multiple hands to help an experiment to balance the work load. | OrganizationalChange\_Balance, ResearchAnimals\_General, OrganizationalChange\_Staff | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3RlSU10hcUGKHB2 | Leadership issues. Leadership disconnect from staff making the staff feel unappreciated and overworked. | OrganizationalChange\_Staff, OrganizationalChange\_Balance | I love what i do. I just don't always love where i work. I love seeing the improvements made with research. The greater good keeps me here. | OrganizationalChange\_General, ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3RmGTGInCXT7aSU | Making mistakes causing an animal unnecessary pain | ResearchAnimals\_Welfare | Understanding how the research i'm involved in helps the world around me, and having guidelines based on prior research that dictate how to handle animals in the best way to minimize pain or stress. Having a good understanding on the pros/cons on what our research achieves, and what we sacrifice for that | ResearchAnimals\_Translate, ResearchAnimals\_Welfare | Most of my professional work experience involves animal handling/surgery, and developing those skills makes me valuable to certain jobs, so I'd expect my best opportunities would come from jobs requiring those skills. However, im not specifically determined to stay in animal research, nor am i against it. | NaN | Make sure employees understand what the animals' sacrifice does for the world, make sure employees are looped in on the decision making behind animal care protocol, make sure employees understand how the care they give to animals helps the animals | ResearchAnimals\_Openess, OrganizationalChange\_Value, ResearchAnimals\_Welfare | NaN | NaN |
| R\_3s18UpT9Glg6sMR | Being so busy that I feel I can't give the level of care I want to each patient. | OrganizationalChange\_Balance | Having a case turn out well and feeling like I made a postivie difference. Having time off to decompress and remember what I like about my job. | OrganizationalChange\_Value, OrganizationalChange\_Balance | NaN | NaN | Discussion/talks by real people sharing their experiences - it makes me feel less alone when I see others who feel the same way I do. | CompassionFatigue\_Similar | NaN | NaN |
| R\_3s5g2hTe9JDgiX4 | Heavy work loads | OrganizationalChange\_Balance | receiving help and being heard | OrganizationalChange\_Staff, OrganizationalChange\_Value | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_3sA2byWbc8PXgm5 | Being short handed and overworked makes symptoms worse. | OrganizationalChange\_Balance | Family, vacation, listening to music or a good podcast. | MentalHealth\_Care, OrganizationalChange\_Balance | NaN | NaN | Helping employees feel better about working in their profession. | NaN | NaN | NaN |
| R\_4OacNVqF2LyhGp3 | long, repeated procedures | ResearchAnimals\_Procedure | Increased confidence in the procedures I am doing | ResearchAnimals\_General | Planning to go into graduate studies, animal projects often take much longer than non-animal projects | NaN | NaN | Ambiguous | NaN | NaN |
| R\_4VgfkpaHo8hBvvb | Long hours, being short staffed | OrganizationalChange\_Balance | Taking time out for myself | OrganizationalChange\_Balance | NaN | NaN | Normalizing it and making it part of onboarding. | CompassionFatigue\_Stigma, OrganizationalChange\_Training | NaN | NaN |
| R\_558aRyH8mZFRNZv | Heightened stress levels for prolonged periods. | MentalHealth\_General | Time and support to reduce stress during the work day | OrganizationalChange\_Balance, OrganizationalChange\_Staff | NaN | NaN | Finding ways to make things user friendly to avoid adding stress to demanding requirements. | OrganizationalChange\_General | NaN | No |
| R\_5aHMRr1DLPhfuHn | Multiple euthanasias in short sequence. | ResearchAnimals\_Euthanize | Talking with co-workers and telling stories about the individual animals. Using the right side of my brain to do something creative. Time away from work. | ResearchAnimals\_General, OrganizationalChange\_Balance | NaN | NaN | Regular meetings, team building exercises, private/sacred rooms to meditate/talk/cry, staff surveys to gauge compassion fatigue, offering resources to build compassion resiliency. | MentalHealth\_Community, Ambiguous, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_6hgbDJxYpFEiwk9 | When I do not get a break from working with animals and the work makes me physically tired and drained. | OrganizationalChange\_Balance | Having animal work spaced out and having help with accomplishing the work.\n | ResearchAnimals\_General, OrganizationalChange\_Staff | NaN | NaN | Workers might be happier and the animals would be treated better. | GeneralBenefits\_General | NaN | NaN |
| R\_6SyCbUVxoPbBer7 | Multiple terminal procedures in a row. Feeling like there is not enough time to complete tasks. Trying to make sure everything is in order for the doctors and Investigators. | ResearchAnimals\_Euthanize, OrganizationalChange\_Balance, OrganizationalChange\_Staff | Taking time to give extra TLC and treats to the animals. Prayer and thanking each animal for the works they do for us. Self care ie. massages, pedicures, praying. | ResearchAnimals\_Welfare, MentalHealth\_Care | NaN | NaN | The program could provide an outlet and resourses for challenging time at work and help make those times more more manageable. | MentalHealth\_Care, MentalHealth\_General | NaN | NaN |
| R\_71cAtbUQcUrnYiJ | NaN | NaN | Being able to share the burden with others | MentalHealth\_Talk | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_71x4mKRO53Bntzb | Performing euthanasia can sometimes cause compassion fatigue. | ResearchAnimals\_Euthanize | Taking deep breaths and thinking of the big picture. | MentalHealth\_Care, ResearchAnimals\_Translate | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_8cWnPMqHCL4Hr8d | Euthanizing mice. | ResearchAnimals\_Euthanize | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_8qXQkJYXQi4inBL | When tasks become monotonous, or overwhelming | OrganizationalChange\_Balance | Taking a break, delegating tasks | OrganizationalChange\_Balance, OrganizationalChange\_General | NaN | NaN | Understanding the importance of delegating tasks | OrganizationalChange\_Staff | NaN | NaN |
| R\_9vPSJpRzBfCfX7b | When animals suffer from negligence, when there is scientific rational for the animals being in pain I understand but when it happens due to someone being careless it upsets me. | ResearchAnimals\_Welfare | Sometimes I just need a break, other times I like doing hands on things like giving animals enrichment. | OrganizationalChange\_Balance, ResearchAnimals\_Welfare | NaN | NaN | I think this job is difficult/stressful on a good day, having the added stress of covid and staffing shortages made it a lot harder. Having a high turn over puts extra work on the remaining people, burning them out faster. I hope a compassion fatigue program will be able to slow down turnover and help people enjoy their jobs more. | OrganizationalChange\_Staff | NaN | NaN |
| R\_AmNQ6t7vTCdkt5n | If an investigator doesn't act upon our suggestions for the welfare of their animals in a timely manner. If I see studies being run that are not well thought out and potentially will not provide useful data. | OrganizationalChange\_Staff, ResearchAnimals\_Welfare, ResearchAnimals\_Translate | See my staff really care about the animals' welfare. | ResearchAnimals\_Welfare | I am planning on retiring from my current job soon, but will continue to volunteer for animal science/welfare organizations. | NaN | The ability for any staff member to express their concerns/issues without feeling like they are not doing their job well. | OrganizationalChange\_Staff, OrganizationalChange\_General | NaN | NaN |
| R\_AyBMZYFaGKqsJC9 | Euthanizing animals, especially if they are excess/healthy (seen more in rodents than large animals). Having labs that don't quite understand the importance of welfare and that animals also feel pain/distress. Having models that push the limits of what is morally acceptable. \nI would also like to mention that I wonder if my "compassion fatigue" presents itself differently. I tend to get more emotional and upset when I am feeling burnt out, not so much distant and unattached. | ResearchAnimals\_Euthanize, ResearchAnimals\_Welfare, ResearchAnimals\_Translate, Ambiguous | Time off, spending time with friends, talking with coworkers that have similar opinions/feelings about tough models/situations, spending time with my [pet], working out, escaping reality through books/movies/tv shows. | OrganizationalChange\_Balance, OrganizationalChange\_Staff, Mental Health\_Care | NaN | Of course, I have moments of doubts, but I can usually remind myself why I am in this profession. It helps when I have a "good" day. | having an organization/workplace that is very aware and openly acknowledges compassion fatigue. That organization/workplace will then come up with ways to help their employees the best they can with various outlets. Also, an organization/workplace that will listen to their employees' wants/needs. | CompassionFatigue\_General, OrganizationalChange\_Staff | NaN | I am not really aware of how any of this works. I am open to learning as much as I can so I can help my future employer create/sustain a good compassion fatigue resiliency program. |
| R\_cwKp0Sb3mVnNC8x | An over-extended work-schedule. | OrganizationalChange\_Balance | Discussion among team members and colleagues over how things are going and how we are feeling. | OrganizationalChange\_Staff | NaN | NaN | More discussion and sharing of personal experiences for the purposes of acknowledging this is a common and shared experience. | CompassionFatigue\_Similar | NaN | NaN |
| R\_D16dLbSAL32NGQV | Euthanasia, prolonged exposure in vivarium, tedious tasks | ResearchAnimals\_Euthanize, OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_DBkua9v42TyZKRb | NaN | NaN | NaN | NaN | I am looking forward to retirement and leaving this behind. It's not the animals but the overall job and lack of "give a shit" from management that pretends to know better than me how everything is going. The expectations from me are above average. Ya gotta love it! | These questions just seem to repeat themselves. | Follow through. Here things get started and then quickly dropped. The common thought I hear about doing this survey is why bother nothing will come of it anyway. | Ambiguous | NaN | I am worn out in body and mind. My goal is to push as far as reasonably possibly the just walk away (retire) from the BS. |
| R\_dnC44J4XSVrsD8R | Being around negative people (especially in management) who are cynical and drains your energy or positivity. | OrganizationalChange\_Staff | Understanding the importance of our work and contribution. | ResearchAnimals\_Translate, OrganizationalChange\_Value | NaN | NaN | Teach coping mechanisms and strategies to reduce stress | MentalHealth\_Care | NaN | NaN |
| R\_egSbMNKtJSHEZt7 | My anxiety, work load. | MentalHealth\_General, OrganizationalChange\_Balance | Nothing | No\_CFBetter | NaN | NaN | Helping people to learn coping strategies. | MentalHealth\_Care | NaN | No |
| R\_eksXhbz5K6A9o3v | Getting mad at myself for taking too long to do certain tasks or witnessing some of the weird habits of rodents. | OrganizationalChange\_Balance, ResearchAnimals\_General | Getting to take a break and sit for a few minutes. | OrganizationalChange\_Balance | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_OHf3ytzHMi3Ty0N | Unexpected situations where animals are put in extreme stress or pain, especially if it is my fault or my coworkers' fault | ResearchAnimals\_Welfare | Vacations, mental health days, and coworkers who are willing to do some of the more stressful tasks when you are feeling burnt out | OrganizationalChange\_Balance, OrganizationalChange\_Staff | NaN | NaN | Providing people to talk to about our job-specific stress/traumas | MentalHealth\_Talk | NaN | NaN |
| R\_pAZh4Ha8KjBgKnT | I don't know enough to answer this question. | Ambiguous | I don't know enough to answer this question. | NaN | NaN | NaN | Teaching employees how to recognize and deal with compassion fatigue. | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_pcUqKZ2TqmOmgHn | Not talking about upsetting experiences | MentalHealth\_Personal | Acknowledging my feeling, having my feeling validated by my support system (including co-works and/or friends and family). | MentalHealth\_General, OrganizationalChange\_Value | NaN | NaN | Building a community | MentalHealth\_Community | NaN | NaN |
| R\_pFMjXoOO1YRWcVP | Being overworked, feeling like tasks aren't going to get completed, but you care about your job and your performance, you continue to push through without taking time for yourself. | OrganizationalChange\_Balance | The sense of knowing that tasks are completed, all of the animals are well cared for, and there are less co-workers complaining about the job. | ResearchAnimals\_Welfare, OrganizationalChange\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_PGxHFzYrp9kJIlP | Pretending like everything is okay and keep working without tending to my own needs. | MentalHealth\_Personal | Being able to speak about it with my peers. | Mental Health\_Talk | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_QogqO96ThVaUmQ1 | I would seek help. Take a break | MentalHealth\_General, OrganizationalChange\_Balance | I would feel better and I would share with others | Mental Health\_Talk | NaN | NaN | A solid multidisciplinary support | MentalHealth\_Community | NaN | NaN |
| R\_qxgc4q6BChpVXMZ | successful repetitive/expected work without recognition. | OrganizationalChange\_Value | the simple, "good job today!" Trust. | OrganizationalChange\_Value | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_r25bsHCvDLr5NYZ | When the end point is reaching for an animal that I really love. | ResearchAnimals\_Euthanize | Talking to someone about my feelings. | Mental Health\_Talk | I would hopefully like to one day move out of the lab animal field. But for now I'm satisfied with what I do. | NaN | NaN | NaN | NaN | NaN |
| R\_R5kzDQydidLKC89 | stress | NaN | less number of animals/studies at once | ResearchAnimals\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_RadQ4LMgUBGSt2N | poor work life balance, short weekends | OrganizationalChange\_Balance | More me time, better work life balance, time to decompress | OrganizationalChange\_Balance | Overburdensome pandemic policies have made these situations much worse. | NaN | Better work life balance, look at ways for more progressive scheduling (four ten hour days-3 day weekends etc.) | OrganizationalChange\_Balance | NaN | NaN |
| R\_rrUKkfnNMoyiwVj | Having a heavy load of terminal procedures with mice consistently throughout several weeks. | ResearchAnimals\_Euthanize | Going out on trips and traveling. Spending time with friends. Exercising. | OrganizationalChange\_Balance, MentalHealth\_Care | NaN | NaN | Help recognize compassion fatigue in there staff in yourself. Provide resources to help. Provide fun events at work that help combat it. | CompassionFatigue\_General, CompassionFatigue\_CauseSolution, MentalHealth\_Community | NaN | NaN |
| R\_sF3DdtcNkmjkzU5 | Poor management | OrganizationalChange\_Staff | See happy animals | ResearchAnimals\_Welfare | NaN | NaN | Provide fully confidential consultation from external source | MentalHealth\_Talk | NaN | NaN |
| R\_sOjPQaR1cmizJ85 | Intense and continuous stress. | MentalHealth\_General | To take mental breaks. | OrganizationalChange\_Balance, MentalHealth\_General | NaN | NaN | To me, compassion applies to all living beings. I believe we have little compassion with each other and if there are methods to develop and sustain compassion, we will all benefit of such program. | GeneralBenefits\_General | NaN | NaN |
| R\_stDeoqeG3SlltOV | NaN | NaN | Talking about what I may be feeling | Mental Health\_Talk | NaN | My apprehension to full on hands-on is linked to a slight health condition I have that can take a toll.\n\nI really do love the technical work of working with animals. | NaN | NaN | NaN | NaN |
| R\_sXWQuv1chhUyB1f | More stress, lack of leadership or gratitude from there. Lack of recognition of my work. | MentalHealth\_General, OrganizationalChange\_Staff, OrganizationalChange\_Value | Taking a day off, hanging out with coworkers and team bonding. | OrganizationalChange\_Balance, OrganizationalChange\_Staff | I would like to still work with animals and research but rather helping animals instead of using them for research purposes. | NaN | NaN | NaN | NaN | More team bonding across different animal care teams. |
| R\_u9C8XEApZNJImoV | Being disconnected from the results/endpoints of a particular study. Long repetitive tasks that require large numbers of animals | ResearchAnimals\_General, ResearchAnimals\_Procedure | Seeing meaningful results. Feeling like I fully understand and am a part of the research process | ResearchAnimals\_Translate, OrganizationalChange\_Value | Still not sure where the next step of my career will take me | NaN | Keeping people grounded in how important and unique their roles are. It's hard to see when you're in it | Ambiguous | NaN | NaN |
| R\_urdZq3EvRQ5xJtL | attachment or bonds to animals. Like naming them | ResearchAnimals\_Bond | Not getting personally attached to the animals and changing up the schedule sometimes | ResearchAnimals\_General, OrganizationalChange\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_uwUtlkWmjHKBkgF | When I don't get help where there's a two man jobs. | OrganizationalChange\_Balance | I'm always happy like working but don't like when someone taken the advantage of me . | OrganizationalChange\_General | I would like we get weekly training on how to handle any spiciest and how to used the machine in cage wash and must important training on how to manage people. | NaN | Give us weekly training how to manage people and how to handle animals better and how to used the machines . | OrganizationalChange\_Training | NaN | NaN |
| R\_vBSNopuLHS99imd | When I am trying to change cages and I need to write up multiple cages in a row due to health concerns or death. It slows down my changing and I feel that it overwhelms the [animal care staff], especially since they are understaffed. Feeling like I am changing as fast as I can and still behind on cages can really drag me down as well. | ResearchAnimals\_Welfare, OrganizationalChange\_Balance | Finally getting my changing done for the week so that I can focus on deep cleaning the rooms for the next week. I like to break up my changing as well, for example I will take short breaks between loads to keep my mind fresh. | ResearchAnimals\_General | NaN | NaN | hire more employees so that the current employees can focus more time and energy on a smaller group of animals rather than a larger group of animals\n | OrganizationalChange\_Staff | NaN | NaN |
| R\_VU6ayWdKVWtXgOt | Euthanasia of animals you have been working with. It is often hard to finish that study when working so closely with a group of animals. | ResearchAnimals\_Euthanize | Having the ability to decide if I'm involved in that end helps reduce stress. Further, knowing that I contributed to the animal's positive welfare while alive also make me feel better about this end result. | ResearchAnimals\_General, ResearchAnimals\_Welfare | NaN | NaN | To bring awareness to this issue and help provide insight on how to decrease fatigue and increase satisfaction | CompassionFatigue\_Stigma, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_W7qNsOoGjpGh7eV | I wouldn't say that I feel compassion fatigue at this point. When I do have some uncomfortable feelings, it is generally related to performing euthanasia. Euthanasias with a hands on component (cervical dislocation in particular) can be challenging. There is always a pang of sadness in finding a terminal animal and performing an emergent on the spot euthanasia. While you know it is in the best interest of the animal, seeing them suffer is hard. | ResearchAnimals\_Euthanize | To keep compassion fatigue at bay, I try to remember the important work being accomplished by our researchers. I talk to the researchers about their studies so I can put the animals and the procedures into context. I also remind myself that I am in the unique position to help ensure that the animals I am handling are comfortable and not in pain while they serve their purpose for science. People tell me all the time that they wouldn't be able to handle this job, so I try to be grateful that I have the disposition to be able to do it and contribute even in a small way to the important work being done. | ResearchAnimals\_Translate, ResearchAnimals\_Welfare | I enjoy my work with research animals greatly, but I don't see myself working in the research animal field forever. I think that this field is an important stepping stone for me, but I ultimately want to pursue higher education and transition into a [different] career. In the meantime this job lets me provide care and be present in a research environment tangential to [healthcare]. I am very happy to be working in the research animal field right now, but I believe that this position will be temporary for me. | NaN | I think the most beneficial aspect of a compassion fatigue resiliency program would be a collection of resources for those affected to seek personalized help should they need it. There are many different factors that contribute to compassion fatigue, and not everyone will experience it in the same way. It is important to recognize that a standardized program cannot possibly serve the needs of every individual. With a matter as serious as compassion fatigue, it is crucial to make sure that every individual does know how to have their needs with regards to receiving support met. | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_WApgW4wgdxc7uOR | I [previously] worked [in healthcare]. For me, seeing the things people were capable of, or the pain that people (especially children) were in was hard to handle at times. \n\nI sometimes experience this now when working with the mice [removed for deidentification purposes]. For me, it's hard to bring them in alive, put them under and then decapitate them. It feels like it goes against everything I have done/ stood for the last few years; saving lives instead of taking them. | ResearchAnimals\_Euthanize | I talk about it to people outside my field. Sometimes my family doesn't understand, because it all sounds awful and they are not sure how I do it at all. Having someone listen that is not numb to it all makes my feelings feel more real and validated. | Mental Health\_Talk | My end goal is to apply to [healthcare]. I want to continue to do research but on the clinical side. That could include dealing with animal tissue, however, handling live animals is not something I hope to continue doing (but will if it is needed to reach my end goal). | see comments on previous page. | I did not know it was an official program. I think the best thing is that having a program dedicated to the matter validates that it is a very normal reaction or feeling people have when working with animals/ humans. I think it is hard to articulate that you feel uncomfortable about something like animal euthanasia because it is a very common activity in the work place- almost normalized. You do not want to be the only person who is unable to do their job. Seeing that there are many people who enjoy the work that they do for the betterment of humanity, but still are empathetic and compassionate about the life of the animal is an amazing thing. | CompassionFatigue\_Stigma, GeneralBenefits\_General | NaN | I was not told that it was a program, until after my first euthanasia where I cried decapitating my first rodent. I am not sure what the program entails, but I just reached out and will be joining it soon. |
| R\_Xh4oalsZCqHeh8Z | euthanizing animals | ResearchAnimals\_Euthanize | think about our project goals and our patients | ResearchAnimals\_Translate | NaN | NaN | time to reflect on the work you are doing and reminding yourself of your why. Asking yourself if you are giving the animals the best care that you possibly can. | ResearchAnimals\_Translate, ResearchAnimals\_Welfare | NaN | NaN |
| R\_XIhAA2K26Q87dcd | volume of stressful situations | MentalHealth\_General | exercise, a relaxing vacation, the sense of hope that it will get better in the future. | MentalHealth\_Care, OrganizationalChange\_Balance, MentalHealth\_General | NaN | NaN | Letting people know that the Institution cares about them and their well being along with the well-being of the animals, and that they are linked. | OrganizationalChange\_General, GeneralBenefits\_General | NaN | NaN |
| R\_Xpkp1ZJZVX0p9Id | When the scientific aims prevent us from providing clinical support to the animals and when a level of long-term pain or distress is necessary to meet the scientific requirements of a study. There is also the sheer number of animals that are sacrificed because they can't be used for research. This has been particularly hard for me with larger mammalian species. | ResearchAnimals\_Translate, ResearchAnimals\_Welfare, ResearchAnimals\_Euthanize | Being heard when concerns are expressed to leadership and researchers, support from colleagues, ongoing reminders about prioritizing self-care to prevent more significant depression and fatigue. | OrganizationalChange\_Value, OrganizationalChange\_Staff, MentalHealth\_Care | I'm at the point in my career where I expect to continue in this career until I retire, that being said, there are times when I consider what other work is out there and if the right opportunity came up I would consider it. | NaN | Making time for people to participate and financial support from the institution. I see that the program is run by the same people that are most impacted by compassion fatigue, spend the most time directly working with animals, and are often hourly workers with limited flexibility for how they spend their time. The work, of course, always comes first, so it is important to prioritize the compassion resilience program so people have the time to develop and benefit from it. | OrganizationalChange\_Pay, OrganizationalChange\_Balance | NaN | I can't think of any at this time. |
| R\_XYXzZYdjuQr0T9T | Euthanizing animals especially mouse pups can be especially hard and creates a lot of anxiety and sadness. | ResearchAnimals\_Euthanize | Playing with the animals or interacting with them when they are not sick. | ResearchAnimals\_Bond | NaN | NaN | Presenting or bringing in animals from outside the lab that are healthy and happy would work wonders for peoples compassion fatigue, I believe. | GeneralBenefits\_General | NaN | NaN |
| R\_yxNpYx1JLX5TM9b | Too much on my plate | OrganizationalChange\_Balance | If more techs were available | OrganizationalChange\_General | NaN | NaN | NaN | NaN | NaN | NaN |
| R\_Z8El9XHOboqqyGJ | Lack of appreciation by management of unique stress associated with working with research animals | OrganizationalChange\_Value | Recognition and acknowledgment by management of the important contribution of animal research | ResearchAnimals\_Openess | NaN | NaN | Improve awareness of compassion fatigue and create and environment that reduces compassion fatigue, increases compassion satisfaction and provides resources for associates that experience compassion fatigue. | CompassionFatigue\_Stigma, CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_zSfFkLdLob1JN7P | Not having higher level management agree to make changes to help animals. | OrganizationalChange\_Staff | When we see the results our our animal work develop into treatments for people. | ResearchAnimals\_Translate | NaN | NaN | Giving employees an outlet to understand their feelings, talk about them and have them help makes changes as needed. | MentalHealth\_Talk, MentalHealth\_Care | NaN | NaN |
| R\_zTIY24slJdSqYIF | Working with animals undergoing especially painful procedures, or studies in which animals cannot be provided pain medication. | ResearchAnimals\_Procedure, ResearchAnimals\_Welfare | Talking with an understanding coworker. | OrganizationalChange\_Staff | NaN | NaN | Providing quick, easy-to-implement methods to combat compassion fatigue in the moment for distressing times in the lab. | CompassionFatigue\_CauseSolution | NaN | NaN |
| R\_Zy1LMoH3E2BB1kJ | NaN | NaN | NaN | NaN | NaN | NaN | Working with research animals can be hard sometimes. I think a resiliency program would be fantastic. | GeneralBenefits\_General | NaN | NaN |