Supplementary Table 1.

Overview of advantage and disadvantage factors and corresponding items. Source: [70]

Are 1: Work-life balance Instead of going to mork and wasting commuter time, you want and have more time for social life. AF 2: Work efficiency Instead of spending time on meetings and wasting time on meetings sand wasting time on meaningless tasks at work, you can focus on the tasks without interruptions. AF 3: Work control Instead of being controlled, you can take a break when you want and have more control of your day. DF 1: Home-office constraints Instead of a life with social interaction and exercise, you have limited contact with people, you get less out of the home, are more fixed in front of the computer and get disturbed by others at home DF 2: Work uncertainties Instead of finding meaning in working, the work situation is unclear, as there is not enough to do. The remaining tasks are not interesting, financial problems might occur, and you cannot focus on your work. I find it difficult to keep focused on work. I lend on thave to spend time on long meetings I get time to focus on my work I do not have to spend time on long meetings I get time to focus on my work I have no-one looking over me I can take a break when I like to I can eat and drink my own food I miss getting out of my home I do not get to see my colleagues as much I do not get enough exercise The physical conditions in my home do not afford a good working environment. I miss the food or other benefits at my workplace It requires more effort from me that I cannot use my normal routines I get disturbed by other people in my home I am afraid that there will not be enough work I do not know what kind of work I should do The work I do from home is not as interesting It is a financial problem for my work I find it difficult to keep focused on work	Factor Description	Items
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		It is a financial problem for my work
DF 3: Inadequate tools I need physical equipment to do my work		I find it difficult to keep focused on work
	DF 3: Inadequate tools Instead of having easy access to what you need to perform	I need physical equipment to do my work
Instead of having easy access to what you need to perform I need data or documents to do my work		I need data or documents to do my work