Basic Psychological Need Satisfaction and Frustration Scale (Olafsen et al., 2021)

* Please indicate to what extent you agree with the following statements concerning your personal experiences at work ([*right now*], [*so far today*], [*in the past few hours*], [*since your last survey point*]):
  + Competency Frustration:
    - I seriously doubt whether I can do things well
    - I feel disappointed by many of my achievements
    - I feel insecure about my abilities
    - I feel like a failure because of the mistakes I make
  + Autonomy Frustration
    - Most things I do, I do because I feel that I must
    - I feel forced to do many things that I would not have chosen to do
    - I feel pressured to do many of the things I do
    - My activities feel like a continuous line of duties
  + Relatedness Frustration
    - I feel excluded from the group that I want to be a part of
    - I feel that the people that are important to me are cold and distant towards me
    - I have the impression that people that I spend time with dislike me
    - I feel that the relations I have are only superficial