**TASK & CONTEXTUAL PERFORMANCE**

Goodman, S. A., & Svyantek, D. J. (1999). Person-organization fit and contextual performance: Do shared values matter. *Journal of Vocational Behavior*, *55*(2), 254-275.

1. You help others employers with their work when they have been absent. CON1

2. You achieve the objectives of your job. TASK1

3. You volunteer to do things not formally required by the job. CON2

4. You meet the criteria for performance. TASK2

5. You take initiatives to orient new employees to the department even though not part of your job description. CON3

6. You demonstrate expertise in all job-related tasks. TASK3

7. You help others when their work load increases (assists others until they get over the hurdles). CON4

8. You fulfill all the requirements of the job. TASK4

9. You assist your colleagues with their duties. CON5

10. You can manage more responsibility than typically assigned. TASK5

11. You make innovative suggestions to improve the overall quality of the department. CON6

12. You appear suitable for a higher level role. TASK6

13. You willingly attend functions not required by the organization, but helps in its overall image. CON7

14. You are competent in all areas of the job, handle tasks with proficiency. TASK7

15. You perform well in the overall job by carrying out tasks as expected. TASK8

16. You plan and organize to achieve objectives of the job and meet deadlines. TASK9

**WORK MOTIVATION**

Gagne, M., Forest, J., Vansteenkiste, M., Crevier-Braud, L., Van den Broeck, A., Aspeli, A. K.,…Westbye, C. (2015). The Multidimensional Work Motivation Scale: Validation evidence in seven languages and nine countries. *European Journal of Work and Organizational Psychology*. DOI:10.1080/1359432X.2013.877892

Why do you or would you put efforts into your current job?  
  
[Amotivation]  
  
I don't, because I really feel that I'm wasting my time at work.  
I do little because I don’t think this work is worth putting efforts into.  
I don’t know why I’m doing this job, it’s pointless work.  
  
[Extrinsic regulation—social]  
  
To get others’ approval (e.g., supervisor, colleagues, family, clients …).  
Because others will respect me more (e.g., supervisor, colleagues, family, clients …).  
To avoid being criticized by others (e.g., supervisor, colleagues, family, clients …).  
  
[Extrinsic regulation—material]  
  
Because others will reward me financially only if I put enough effort in my job (e.g., employer, supervisor …).  
Because others offer me greater job security if I put enough effort in my job (e.g., employer, supervisor …).  
Because I risk losing my job if I don’t put enough effort in it.  
  
[Introjected regulation]  
  
Because I have to prove to myself that I can.  
Because it makes me feel proud of myself.  
Because otherwise I will feel ashamed of myself.  
Because otherwise I will feel bad about myself.  
  
[Identified regulation]  
  
Because I personally consider it important to put efforts in this job.  
Because putting efforts in this job aligns with my personal values.  
Because putting efforts in this job has personal significance to me.  
  
[Intrinsic motivation]  
  
Because I have fun doing my job.  
Because what I do in my work is exciting.  
Because the work I do is interesting.

**TRAIT GRATITUDE**

McCullough, M. E., Emmons, R. A., & Tsang, J.-A. (2002). The grateful disposition: A conceptual and empirical topography. *Journal of Personality and Social Psychology*, *82*(1), 112–127. https://doi.org/10.1037/0022-3514.82.1.112

1. I have so much in life to be thankful for.  
2. If I had to list everything that I felt grateful for, it would be a very long list.  
3. When I look at the world, I don’t see much to be grateful for. (R)  
4. I am grateful to a wide variety of people.  
5. As I get older I find myself more able to appreciate the people, events, and situations that have been part of my life history.  
6. Long amounts of time can go by before I feel grateful to something or someone. (R)