

Eligibility Questionnaire

1. Are you 18 years or older? (Yes / No)
2. Do you work as part of a team (as a member, leader, or both) in any of your jobs or hobbies? (Yes / No)
 - a. Please briefly describe the type of team and your role in it. All teams are acceptable (e.g., member of a sports team, project manager at a software company, performer in a theater group).
 - b. Please select the option below which most closely describes your role on the team. (Team member / Team leader / Both / Other (please describe))
 - c. Are your interactions as part of the team... (In-person / Remote / Hybrid/both)?

Demographics Questionnaire

1. What is your...
 - a. Age range? (18-24 / 25-34 / 35-44 / 45-54 / 55-64 / 65+)
 - b. Gender? (Male / Female / Non-binary / Prefer not to disclose / Prefer to self-describe (specify))
 - c. Race/ethnicity? (White / Black or African American / American Indian or Alaska Native / Asian / Latino or Hispanic / Native Hawaiian or Pacific Islander / Other (specify))
 - d. Highest completed level of education? (Some High School / High School / College / Graduate/Professional School)

The Process Model of Emotion Regulation Questionnaire (PMERQ)

Please rate your agreement with the following statements using the response options listed below. There is no right or wrong answer.

- | | | | | | |
|-------------------|----------|-------------------|----------------|----------|----------------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| Strongly disagree | Disagree | Somewhat disagree | Somewhat agree | Agree | Strongly agree |

1. To calm down, I do not show others how I feel.
2. I concentrate on the least negative aspects of an upsetting situation, to feel less upset.
3. To feel less anxious during a conflict, I move the conversation to another topic.
4. To feel less anxious, I avoid stressful situations.
5. I avoid situations others tell me will be unpleasant, to feel less bad.
6. I work to negotiate a resolution to conflicts I have with others, to decrease how bad I feel.
7. To feel less upset when things do not go as planned, I think about what may be the benefits.

8. I express how I feel to my friends as a way to feel less bad.
9. When I have something unpleasant to discuss with someone, I confront them to feel less bad.
10. During conflicts I change the topic towards something less upsetting, to feel less bad.
11. I confront upsetting situations head-on to feel less upset.
12. To feel less bad, I avoid people if I expect an interaction with them to be unpleasant.
13. To feel less anxious in stressful situations, I divert my attention away from the situation.
14. I steer contentious conversations towards a different topic, to reduce how upset they make me feel.
15. To feel less anxious, I tackle stressful situations head-on.
16. I suppress my emotion expressions during stressful conversations to feel less anxious.
17. To reduce how upset conflicts make me, I actively find compromises.
18. I avoid stressful situations, to prevent feeling anxious.
19. During a conflict, to calm myself down I work towards finding a compromise.
20. To reduce how upset I feel when something upsetting happens, I think of this as a chance to grow.
21. To feel less nervous during a stressful situation, I think about the good things that could come from the situation.
22. To reduce how bad I feel during unpleasant conversations, I focus on anything the person says that is not unpleasant.
23. I focus on the least negative components of a stressful situation, to feel less anxious.
24. To feel less upset when things do not work out as planned, I think of it as a chance to learn.
25. When something does not go as planned, I re-evaluate its importance to reduce how bad I feel.
26. During conflicts, I calm down by negotiating a resolution to the conflict.
27. I distract myself during unpleasant situations to feel less bad.
28. To reduce how upset a situation makes me feel, I tackle it head-on.
29. To feel less upset during upsetting situations, I divert my attention away from what is happening.
30. To feel less stressed, I ask others for help.
31. To reduce how anxious I feel during stressful conversations, I focus on things the person says that are not negative.
32. I talk with others about what makes me nervous, to feel less anxious.
33. To reduce how bad I feel during unpleasant situations, I do something to distract myself.
34. I do not tell others when I am upset, as a way to reduce how upset I feel.
35. During stressful conversations, I distract myself to feel less anxious.
36. To reduce how bad conflicts make me feel, I work to solve the disagreement.
37. To feel less upset during a heated conversation, I change the subject.
38. If something does not work out as I wanted, to feel less bad I decide that perhaps it was not so important.
39. I work to find a solution to conflicts, to decrease how anxious they make me feel.
40. When something does not work out, to calm down I try to see it as a blessing in disguise.

41. When going for something I want gets me in a stressful situation, to feel less anxious I question the importance of what I want.
42. To reduce how upset a situation makes me feel, I avoid the situation.
43. I steer combative conversations to neutral topics, to reduce how bad they make me feel.
44. I avoid upsetting conversations to feel less upset.
45. When something upsetting happens, to feel less upset, I think about the possible benefits of the situation.

Scoring

The PMERQ is composed of 45 questions to assess uses of 10 emotion regulation strategies. The strategies are evenly distributed across the five stages of the Process Model of Emotion Regulation and involve an engagement or disengagement focus.

To score each subscale, take an average of all item-level responses. There is no reverse coding. If an item is skipped, please take the average of the items for which there is a response.

Emotion Regulation Stage	Subscale Engagement-Focus	Disengagement-Focus
Situation Selection	Confront Unpleasant Situations 4 items Items 9, 11, 15, 28	Avoid Unpleasant Situations 6 items Items 4, 5, 12, 18, 42, 44
Situation Modification	Resolve Conflicts 6 items Items 6, 17, 19, 26, 36, 39	Avoid Conflicts 5 items Items 3, 10, 14, 37, 43
Attentional Deployment	Focus Elsewhere 4 items Items 2, 22, 23, 31	Cognitively Distract 5 items Items 13, 27, 29, 33, 35
Cognitive Reappraisal: Repurpose	Consider Benefits 6 items Items 7, 20, 21, 24, 40, 45	Reduce Importance 3 items Items 25, 38, 41
Response Modulation	Support by Emotion Sharing 3 items Items 8, 30, 32	Expressive Suppression 3 items Items 1, 16, 34

Source:

Olderbak, S., Uusberg, A., MacCann, C., Pollak, K. M., & Gross, J. J. (2022). The Process Model of Emotion Regulation Questionnaire: Assessing Individual Differences in Strategy Stage and Orientation. *Assessment*