

# **Implied Consent**

We are asking you to take part in a research study being done by Dr. Kulas a faculty member at Montclair State University. Being in this study is optional.

If you choose to be in the study, you will complete a survey. This survey will help us learn more about people's perceptions about the characteristics of their work. You have been offered the opportunity to participate in this study since you are 18 years or older, and are employed part-time or full-time in the U.S. The survey will take about 30-40 minutes to complete.

The survey is anonymous, and no one will be able to link your answers back to you. Compensation: To compensate you for the time you spend in this study, you will receive payment from Prolific upon completion of the survey.

Employment questions or sensitive questions: We strongly advise that you do not use an employer issued electronic device, laptop, phone or WIFI to respond to this survey, as many employers monitor use of all devices.

Questions about the study? Please contact Dr. John Kulas, Professor of Psychology in the College of Humanities and Social Sciences at kulasj@montclair.edu.

If you have questions or concerns about your rights as a research participant, you can call the MSU Institutional Review Board at 973-655-7583 or email reviewboard@montclair.edu

This study has been approved by the Montclair State University Institutional Review Board. If you want to participate in this study, please select the "Accept" option to start the survey.

Don't Accept

Accept

## **Work context**

#### Instructions

Please think about your **primary job** when answering the questions below. Your primary job is the one you spend the most hours per week doing.

You will see several groups of questions about the tasks and activities that happen on the job.

The questions will feel repetetive at times, which is intentional on our part. Largely because of this reaction of the survey being repetitive, we recommend that you take breaks and resume where you left off in the survey at a later time if you wish to do so (the link will return you to your partially completed survey).

How serious would the result usually be if you made a mistake that was not readily correctable?

O Not serious at all

O Fairly serious

Serious

Very serious

Extremely serious

How automated is your job?

O Not at all automated

O Slightly automated

Moderately automated

Highly automated

Number of hours you typically work in one week.

- **O** 1-10
- 11-20
- 21-30
- 31-40
- more than 40

## Job Characteristics

## Instructions

Reminder: Please think about your **primary job** (the same one you had in mind with your previous responses) when answering the questions below.

This first group of questions will ask you to think about specifics about the context of your work, and activities on the job. Some may not apply to you, and there will be an answer choice to reflect that. There are 96 questions in this section, which is the most you will see in one section.

How much decision making freedom, without supervision, does your job offer?

- No freedom
- Very little freedom
- C Limited freedom
- Some freedom
- A lot of freedom

How frequently are you required to make decisions that affect other people, the financial resources, and/or the image and reputation of the organization?

Fairly important

Important

Very important

Extremely important

To what extent does your job require you to compete or to be aware of competitive pressures?		
00000	Not at all competitive Slightly competitive Moderately competitive Highly competitive Extremely competitive	
	what extent is your job structured for you, rather than allowing you to determine tasks, prities, and goals?	
00000	No freedom Very little freedom Limited freedom Some freedom A lot of freedom	
	w important is it to your job that the pace is determined by the speed of equipment or chinery? (This does not refer to keeping busy at all times on this job.)	
0	Not important at all	
0	Fairly important	
0	Important	
0	Very important	
0	Extremely important	
Нο	w often does your job require you to meet strict deadlines?	
0	Never	
0	Once a year or more but not every month	
0	Once a month or more but not every week	
	Once a week or more but not every day	

O Every day

How regular are the work schedules for your job?
Regular (established routine, set schedule)
O Irregular (changes with weather conditions, poduction demands, or contract duration)
Seasonal (only during certain times of the year)
How often does your job require working in cramped work spaces that requires getting into awkward positions?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
C Every day
How often does your job require working exposed to contaminants (such as pollutants, gases, dust or odors)?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
C Every day
How often does your job require exposure to disease/infections?
Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day

O Every day
How often does your job require exposure to hazardous conditions?  Once a year or more but not every month Once a month or more but not every week Once a week or more but not every day Every day
How often does your job require exposure to hazardous equipment?  Once a year or more but not every month Once a month or more but not every week Once a week or more but not every day Every day
How often does your job require exposure to high places?  Once a year or more but not every month Once a month or more but not every week Once a week or more but not every day Every day
How often does your job require exposure to minor burns, cuts, bites, or stings?  Once a year or more but not every month Once a month or more but not every week Once a week or more but not every day

O Every day
How often does your job require exposure to radiation?  Never  Once a year or more but not every month  Once a month or more but not every week  Once a week or more but not every day  Every day
How often does your job require exposure to whole body vibration (e.g., operate a jackhammer)?  Never  Once a year or more but not every month  Once a month or more but not every week  Once a week or more but not every day  Every day
How often does your job require working in extremely bright or inadequate lighting conditions?  Once a year or more but not every month Once a month or more but not every week Once a week or more but not every day Every day
How often does your job require working in a closed vehicle or equipment (e.g., car)?  Once a year or more but not every month

10/12/22, 4:10 AM Once a month or more but not every week Once a week or more but not every day Every day	Qualtrics Survey Software
How often does your job require working in  Never  Once a year or more but not every month  Once a month or more but not every week  Once a week or more but not every day  Every day	an open vehicle or equipment (e.g., tractor)?
How often does your job require working inconditions?  Once a year or more but not every month Once a month or more but not every week Once a week or more but not every day Every day	loors in environmentally controlled
How often does your job require working inconditions (e.g., warehouse without heat)?  Never	doors in non-controlled environmental

How often does your job require working outdoors, exposed to all weather conditions?

Once a year or more but not every month

Once a month or more but not every week

Once a week or more but not every day

O Every day

10/12/22, 4:10 AM Never	Qualtrics Survey Software
	more but not every month
	r more but not every week
	more but not every day
O Every day	
How often does you	our job require working outdoors, under cover (e.g., structure with roof
Never	
Once a year or r	more but not every month
Once a month o	r more but not every week
Once a week or	more but not every day
Every day	
To what extent doe to other people?	es your job require you to perform job tasks in close physical proximity
O I don't work nea	r other people (beyond 100 ft.)
I work with other	rs but not closely (e.g., private office)
O Slightly close (e	g., shared office)
Moderately close	e (at arm's length)
O Very close (near	touching)
How often does you	our job require working exposed to sounds and noise levels that are mfortable?
Never	
	more but not every month
	r more but not every week
	more but not every day
O Every day	

How much does your job require bending or twisting your body?	
<ul> <li>Never</li> <li>Less than half the time</li> <li>About half the time</li> <li>More than half the time</li> <li>Continually or almost continually</li> </ul>	
How much does your job require climbing ladders, scaffolds, or poles?	
O Never	
O Less than half the time	
O About half the time	
More than half the time	
Continually or almost continually	
How much does your job require keeping or regaining your balance?	
O Never	
O Less than half the time	
O About half the time	
More than half the time	
Continually or almost continually	
How much does your job require kneeling, crouching, stooping or crawling?	
O Never	
O Less than half the time	
O About half the time	
More than half the time	
O Continually or almost continually	

How much does your job require making repetitive motions?	
O Never	
O Less than half the time	
O About half the time	
More than half the time	
O Continually or almost continually	
How much does your job require sitting?	
O Never	
O Less than half the time	
O About half the time	
More than half the time	
O Continually or almost continually	
How much does your job require standing?	
O Never	
O Less than half the time	
O About half the time	
More than half the time	
O Continually or almost continually	
How much does your job require using your hands to handle, control, or feel objects, tools or controls?	
Nover	
<ul><li>Never</li><li>Less than half the time</li></ul>	
About half the time	
More than half the time	
Continually or almost continually	

How much does your job require walking and running?
<ul> <li>Never</li> <li>Less than half the time</li> <li>About half the time</li> <li>More than half the time</li> <li>Continually or almost continually</li> </ul>
How often does your job require working in very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures?
O Never
Once a year or more but not every month
Once a month or more but not every week Once a week or more but not every day
O Every day
How much does your job require wearing common protective or safety equipment such as safety shoes, glasses, gloves, hard hats or life jackets?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
Every day
How much attention are you paying to the questions in this survey? Please select 'Every day' for this item.
O Never
Once a year of more but not every month
Once a month or more but not every week
Once a week or more but not every day

O Not at all important

C Every day
How much does your job require wearing specialized protective or safety equipment such as breathing apparatus, safety harness, full protection suits, or radiation protection?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
O Every day
How much does your job require you to be in contact with others (face-to-face, by telephone, or otherwise) in order to perform it?
O No contact with others
Occasional contact with others
O Contact with others about half the time
Contact with others most of the time
O Constant contact with others
How important is it to coordinate or lead others in accomplishing work activities in your job?
O Not at all important
O Fairly important
Important
O Very important
Extremely important
How important is it to work with external customers or the public in your job?

Orizinal AM  Fairly important  Important  Very important  Extremely important	Qualtrics Survey Software
How frequently does your job require you to individuals?	deal with physical aggression of violent
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
How frequently do you have to deal with unlast part of your job requirements?	pleasant, angry, or discourteous individuals
Once a year or more but not every month	
<ul><li>Once a year or more but not every month</li><li>Once a month or more but not every week</li></ul>	
<ul><li>Once a week or more but not every day</li><li>Every day</li></ul>	
How often do you use electronic mail in you	r job?
O Never	
<ul><li>Once a year or more but not every month</li><li>Once a month or more but not every week</li></ul>	
Once a week or more but not every day	
O Every day	

How often do you have to have face-to-face discussions with individuals or teams in your job?
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>
How often are there conflict situations you have to face in your job?  Never  Once a year or more but not every month  Once a month or more but not every week  Once a week or more but not every day  Every day
How often does your job require written letters and memos?  Never  Once a year or more but not every month  Once a month or more but not every week  Once a week or more but not every day  Every day
How often do you have to perform public speaking in your job?  Never  Once a year or more but not every month  Once a month or more but not every week  Once a week or more but not every day  Every day

How responsible are you for work outcomes and results of other workers?
<ul> <li>Not at all responsible</li> <li>Limited responsibility</li> <li>Moderate responsibility</li> <li>Highly responsible</li> <li>Very highly responsible</li> </ul>
How much responsibility is there for the health and safety of others in your job?
O No responsibility
C Limited responsibility
Moderate responsibility
High responsibility
Very high responsibility
How often do you have telephone conversations in your job?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
C Every day
How important is it to work with others in a group or team in your job?
O Not at all important
O Fairly important
Important
O Very important
Extremely important

costs, resources, or materials needed to perform a work activity?	
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
n your job, how often are you observing, receiving, and otherwise obtaining informations all relevant sources?	on
<ul><li>Never</li><li>Once a year or more but not every month</li></ul>	
Once a month or more but not every week	
Once a week or more but not every day  Every day	
n your job, how often are you identifying information by categorizing, estimating, ecognizing differences or similarities, and detecting changes in circumstances or events?	
○ Never	
Once a year or more but not every month	
Once a month or more but not every week	
Once a week or more but not every day  Every day	
n your job, how often are you inspecting equipment, structures, or materials to identifulation ne cause of errors or other problems or defects?	fy
Never	
Once a year or more but not every month	

Once a month or more but not every week Once a week or more but not every day Every day	Qualtrics Survey Software
In your job, how often are you monitoring are events, or the environment, to detect or associated once a year or more but not every month.  Once a month or more but not every week.  Once a week or more but not every day.  Every day	
In your job, how often are you identifying the information by breaking down information of the information by breaking down information of the information by breaking down information of the information of the information of the information of the information by breaking down information of the information of the information by breaking down information by breaking down information of the information by breaking down information of the information by breaking down information of the information by breaking down inform	
In your job, how often are you establishing I strategies and actions to achieve them?  O Never  Once a year or more but not every month Once a month or more but not every week	ong-range objectives and specifying the

Once a week or more but not every day

O Every day

ine whether events or processes comply with laws, regulations, or standards?	
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
In your job, how often are you assessing the value, importance, or quality of things people?	s or
O Never	
Once a year or more but not every month	
Once a month or more but not every week	
Once a week or more but not every day  Every day	
In your job, how often are you analyzing information and evaluating results to choobest solution and solve problems?	ose the
O Never	
Once a year or more but not every month	
Once a month or more but not every week	
Once a week or more but not every day  Every day	
In your job, how often are you developing specific goals and plans to prioritize, organd accomplish your work?	Janize,
O Never	
Once a year or more but not every month	
Once a month or more but not every week	

Once a week or more but not every day Every day	Qualtrics Survey Software
In your job, how often are you compiling, coauditing, or verifying information or data?	oding, categorizing, calculating, tabulating,
O Never	
Once a year or more but not every month	
Once a month or more but not every week	
Once a week or more but not every day	
C Every day	
In your job, how often are you scheduling e work of others?	events, programs, and activities, as well as the
O Never	
Once a year or more but not every month	
Once a month or more but not every week	
Once a week or more but not every day	
Every day	
In your job, how often are you developing, relationships, systems, or products, including	designing, or creating new applications, ideas
○ Never	
<del>-</del>	

Once a year or more but not every month

Once a month or more but not every week

One a week or more but not every day

O Every day

In your job, how often are you keeping up-to-date technically and applying new knowledge to your job?

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0	Never	
0	Once a year or more but not every month	
0	Once a month or more but not every week	
0	Once a week or more but not every day	
0	Every day	
•	your job, how often are you using either coperate machines or processes (not include	ontrol mechanisms or direct physical activity ding computers or vehicles)?
0	Never	
0	Once a year or more but not every month	
0	Once a month or more but not every week	
O	Once a week or more but not every day	
Ö	Every day	
_	our job, how often are you entering, transformation in written or electronic/magnetic	scribing, recording, storing, or maintaining form?
0	Never	
0	Once a year or more but not every month	
0	Once a month or more but not every week	
0	Once a week or more but not every day	
0	Every day	
د ما	vour ich how often ere vou providing dee	umontation datailed instructions drawings
•		umentation, detailed instructions, drawings, vices, parts, equipment, or structures are to
	fabricated, constructed, assembled, mod	
00		nea, maintainea, or asca:
0	Never	
0	Once a year or more but not every month	
0	Once a month or more but not every week	
0	Once a week or more but not every day	
0	Every day	

In your job, how often are you using hands and arms in handling, installing, positioning, and moving materials, and manipulating things?	
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
In your job, how often are you using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information?	
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
In your job, how often are you running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft?  Once a year or more but not every month	
<ul><li>Once a month or more but not every week</li><li>Once a week or more but not every day</li><li>Every day</li></ul>	

In your job, how often are you performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials?

<ul> <li>10/12/22, 4:10 AM</li> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	Qualtrics Survey Software
	pairing, calibrating, regulating, fine-tuning, or that operate primarily on the basis of electrica
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
In your job, how often are you servicing, re devices, moving parts, and equipment that (not electronic) principles?	pairing, adjusting, and testing machines, operate primarily on the basis of mechanical
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
In your job, how often are you providing pe emotional support, or other personal care to patients?	

Never

Once a year or more but not every month

Once a month or more but not every week

10/12/22, 4:10 AM Once a week or more but not every day Every day	Qualtrics Survey Software
In your job, how often are you identifying the coaching, mentoring, or otherwise helping	ne developmental needs of others and others to improve their knowledge or skills?
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
	ing with people outside the organization, s, the public, government, and other external ed in person, in writing, or by telephone or e-
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>	
In your job, how often are you providing inf subordinates by telephone, in written form,	·
<ul><li>Never</li><li>Once a year or more but not every month</li><li>Once a month or more but not every week</li></ul>	

Once a week or more but not every day

O Every day

n your job, how often are you getting members of a group to work together to accomplish tasks?
<ul> <li>Never</li> <li>Once a year or more but not every month</li> <li>Once a month or more but not every week</li> <li>Once a week or more but not every day</li> <li>Every day</li> </ul>
n your job, how often are you encouraging and building mutual trust, respect, and cooperation among team members?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day Every day
n your job, how often are you developing constructive and cooperative working relationships with others, and maintaining them over time?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day Every day
n your job, how often are you providing guidance and direction to subordinates, ncluding setting performance standards and monitoring performance?
O Never
Once a year or more but not every month
Once a month or more but not every week

Once a year or more but not every month

Once a month or more but not every week

Once a week or more but not every day

Every day

In your job, how often are you performing for people or dealing directly with the public? This includes serving customers in restaurants and stores, and receiving clients or

In your job, how often are you convincing others to buy merchandise/goods or to otherwise change their minds or actions?

Never

Once a year or more but not every month

Once a month or more but not every week

Once a week or more but not every day

Every day

In your job, how often are you recruiting, interviewing, selecting, hiring, and promoting employees in an organization?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
Every day
In your job, how often are you identifying the educational needs of others, developing formal educational or training programs or classes, and teaching or instructing others?
O Never
Once a year or more but not every month
Once a month or more but not every week
Once a week or more but not every day
O Every day
Resources
Instructions

Reminder: Please think about your **primary job** (the same one you had in mind with your previous responses) when answering the questions below.

This group of questions will ask you to think about whether different components of your job are functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

Think about how much decision making freedom, without supervision, your job offers...

this aspect of your job is a resource that can be functional in achieving work go reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about how often you are required to make decisions that affect other people, the financial resources, and/or the image and reputation of the organization		
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
O Strongly disagree		
O Somewhat disagree		
Neither agree nor disagree		
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>		
Think about the results your decisions usually have on other people or the image or reputation or financial resources of your employer		
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
O Strongly disagree		
O Somewhat disagree		
Neither agree nor disagree		
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>		

Think about being highly accurate in performing your job...

this aspect of your job is a <b>resource that can be functional in achieving work</b> reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about repeating the same physical activities (e.g., key entry) or mental activities (e.g., checking entries in a ledger) over and over, without stopping		
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about competing or being aware of competitive pressures		
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		

Strongly agree

Think about your job being structured for you, rather than allowing you to determine tasks, priorities, and goals...

this aspect of your job is a resource that can be functional in achieving work goal reduce job demands, or stimulate personal growth/development.		
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>		
O Somewhat agree		
Strongly agree		
Think about the pace of work being determined by the speed of equipment or machinery (This does not refer to keeping busy at all times on this job.)		
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
O Strongly disagree		
Somewhat disagree		
Neither agree nor disagree		
O Somewhat agree		
Strongly agree		
Think about the requirement to meet strict deadlines		
this aspect of your job is a resource that can be functional in achieving work goals		
reduce job demands, or stimulate personal growth/development.		
<ul><li>Strongly disagree</li><li>Somewhat disagree</li></ul>		
Neither agree nor disagree		
O Somewhat agree		

Somewhat agree

Think about how regular the work schedules are for your job
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about when your job requires working in cramped work spaces or getting into awkward positions
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about when your job requires working in a closed vehicle or equipment (e.g., car)this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>

Strongly agree	Qualtrics Survey Software
Think about when your job requestractor)	uires working in an open vehicle or equipment (e.g.,
	esource that can be functional in achieving work goals ulate personal growth/development.
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
Somewhat agree	
Strongly agree	
Think about how often your job conditions	requires working indoors in environmentally controlled
	esource that can be functional in achieving work goals
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
Somewhat agree	

conditions (e.g., warehouse without heat)...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

Strongly disagree

10/12/22, 4:10 AM	Qualtrics Survey Software
Somewhat disagree	
O Neither agree nor disagree	Э
Somewhat agree	
Strongly agree	
Think about when your job conditions	requires working outdoors, exposed to all weather
	a resource that can be functional in achieving work goals timulate personal growth/development.
Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	Э
Somewhat agree	
Strongly agree	
Think about when your job roof but no walls)	requires working outdoors, under cover (e.g., structure with
	a resource that can be functional in achieving work goals, timulate personal growth/development.
Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	е

Think about performing job tasks in close physical proximity to other people...

Somewhat agree

Strongly agree

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

Strongly disagree
Somewhat disagree
Neither agree nor disagree
Somewhat agree
Strongly agree
hink about working exposed to sounds and noise levels that are distracting or ncomfortable
this aspect of your job is a resource that can be functional in achieving work goals educe job demands, or stimulate personal growth/development.
Strongly disagree
Somewhat disagree
Neither agree nor disagree
Somewhat agree
Strongly agree
hink about bending or twisting your body
this aspect of your job is a resource that can be functional in achieving work goals educe job demands, or stimulate personal growth/development.
Strongly disagree
Somewhat disagree
Neither agree nor disagree
Somewhat agree
Strongly agree

Thinking about keeping or regaining your balance...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

O Strongly disagree
Somewhat disagree
Neither agree nor disagree
Somewhat agree
Strongly agree
Thinking about kneeling, crouching, stooping or crawling
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.
O Strongly disagree
O Somewhat disagree
Neither agree nor disagree
O Somewhat agree
Strongly agree
Think about making repetitive motions
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.
O Strongly disagree
O Somewhat disagree
Neither agree nor disagree
O Somewhat agree
Strongly agree

Thinking about sitting...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

10/12/	22, 4:10 AM  O Strongly disagree  O Somewhat disagree  Neither agree nor disagree  O Somewhat agree  O Strongly agree	Qualtrics Survey Software
Т	hink about standing	
	this aspect of your job is a resource that educe job demands, or stimulate person	can be functional in achieving work goals,
(	Strongly disagree	
(	Somewhat disagree	
	Neither agree nor disagree	
(	Somewhat agree  Strongly agree	
Т	hink about using your hands to handle, co	ntrol, or feel objects, tools or controls
	this aspect of your job is a resource that educe job demands, or stimulate person	can be functional in achieving work goals,
(	Strongly disagree	
(	Somewhat disagree	

- O Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about walking and running...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

10/1	<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	Qualtrics Survey Software
	Think about how much attention you are pa	aying to this survey
	as part of our quality assurance we need paying while answering these questions. P	to measure how much attention you are lease select 'Strongly agree' for this question.
	O Strongly disagree	
	Somewhat disagree	
	Neither agree nor disagree	
	<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	
	Think about working in very hot (above 90 temperatures	F degrees) or very cold (below 32 F degrees)
	this aspect of your job is a resource that reduce job demands, or stimulate perso	can be functional in achieving work goals
	O Strongly disagree	
	O Somewhat disagree	
	Neither agree nor disagree	

Think about wearing common protective or safety equipment such as safety shoes, glasses, gloves, hard hats or life jackets...

Somewhat agree

O Strongly agree

this aspect of your job is a resource that can be functional in achieving work geduce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about wearing specialized protective or safety equipment such as breathing apparatus, safety harness, full protection suits, or radiation protection	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about being in contact with others to perform your job	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	

Think about how important it is to coordinate or lead others in accomplishing work activities in your job...

nis aspect of your job is a <b>resource that can be functional in achieving work goals</b> , luce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about working with external customers or the public	
this aspect of your job is a resource that can be functional in achieving we reduce job demands, or stimulate personal growth/development.	ork goals,
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
O Somewhat agree	
Strongly agree	
Think about dealing with unpleasant, angry, or discourteous individuals	
this aspect of your job is a resource that can be functional in achieving we reduce job demands, or stimulate personal growth/development.	ork goals,
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
O Somewhat agree	
Strongly agree	

Thinking about using email... ...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about having face-to-face discussions with individuals or teams... ...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about conflict situations you have to face... ...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Think about communicating using written letters and memos...

is aspect of your job is a <b>resource that can be functional in achieving work goal</b> uce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about public speaking	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
O Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about your responsibility for work outcomes and results of other workers	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
Strongly agree	
Strongly agree	

Think about your responsibility for the health and safety of others...

his aspect of your job is a resource that can be functional in achieving work goals duce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Γhink about when you have phone conversations	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
Strongly disagree	
Somewhat disagree	
<ul><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	
O Strongly agree	
Γhink about when working with others in a group or team	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
O Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Onlongly agree	

Think about estimating sizes, distances, and quantities; or determining time, costs, resources, or materials needed...

this aspect of your job is a <b>resource that can be functional in achieving work reduce job demands</b> , or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about observing, receiving, and otherwise obtaining information from all releva sources	nt
this aspect of your job is a resource that can be functional in achieving work go	oals,
O Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about identifying information by categorizing, estimating, recognizing difference similarities, and detecting changes in circumstances or events	es or
this aspect of your job is a resource that can be functional in achieving work go	oals,
educe job demands, or stimulate personal growth/development.	
Strongly disagree	
<ul><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>	
Somewhat agree	

Think about monitoring and reviewing information from materials, events, or the environment, to detect or assess problems...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

- O Strongly disagree
- Somewhat disagree
- O Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

Strongly disagree

10/12/22, 4:10 AM Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree	Qualtrics Survey Software
Think about establishing long-range to achieve them	e objectives and specifying the strategies and actions
this aspect of your job is a resou reduce job demands, or stimulat	rce that can be functional in achieving work goals, e personal growth/development.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about using relevant informatevents or processes comply with la	tion and individual judgment to determine whether aws, regulations, or standards
this aspect of your job is a resou reduce job demands, or stimulat	rce that can be functional in achieving work goals, e personal growth/development.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

Think about assessing the value, importance, or quality of things or people...

Strongly agree

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

Strongly	v disagree
O Somewh	hat disagree
O Neither	agree nor disagree
O Somewh	hat agree
Strongly	agree
Think abou	t analyzing information and evaluating results to choose the best solution and ems
•	ct of your job is a resource that can be functional in achieving work goals, demands, or stimulate personal growth/development.
Strongly	v disagree
O Somewh	hat disagree
O Neither	agree nor disagree
O Somewh	hat agree
Strongly	agree
Think abou your work	t developing specific goals and plans to prioritize, organize, and accomplish
•	ct of your job is a resource that can be functional in achieving work goals, demands, or stimulate personal growth/development.
Strongly	v disagree
O Somewh	hat disagree
	agree nor disagree
	hat agree
Strongly	<sup>,</sup> agree

Think about compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data...

this aspect of your job is a <b>resource that can be functional in achieving work goals</b> reduce job demands, or stimulate personal growth/development.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>
Think about scheduling events, programs, and activities, as well as the work of others
this aspect of your job is a <b>resource that can be functional in achieving work goals</b> reduce job demands, or stimulate personal growth/development.
O Strongly disagree
O Somewhat disagree
Neither agree nor disagree
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>
Think about developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.
O Strongly disagree
O Somewhat disagree
Neither agree nor disagree
O Somewhat agree
Strongly agree

Think about keeping up-to-date technically and applying new knowledge...

this aspect of your job is a resource that can be functional in achieving work goeduce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles)	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about entering, transcribing, recording, storing, or maintaining information	
this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	

Think about providing documentation, detailed instructions, drawings, or specifications to tell others about how devices, parts, equipment, or structures are to be fabricated, constructed, assembled, modified, maintained, or used...

this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about using your hands and arms in handling, installing, positioning, and moving materials, and manipulating thingsthis aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about the use of computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process		

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

Strongly disagree

information...

Somewhat disagree

10/12/22, 4:10 AM  Neither agree nor of Somewhat agree  Strongly agree	lisagree	Qualtrics Survey Software	
		rigating, or driving vehicles nicles, aircraft, or water cra	
		can be functional in ach	
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor of</li><li>Somewhat agree</li><li>Strongly agree</li></ul>			
	oving your whole body	vities that require considera y, such as climbing, lifting, l	_
		can be functional in ach	ieving work goals

reduce job demands, or stimulate personal growth/development.

Strongly disagree

Somewhat disagree

Neither agree nor disagree

Somewhat agree

Strongly agree

Think about the servicing, repairing, calibrating, regulating, fine-tuning, or testing machines, devices, and equipment that operate primarily on the basis of electrical or electronic (not mechanical) principles...

this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about the servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles		
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients		
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		

Think about identifying the developmental needs of others and coaching, mentoring, or otherwise helping others to improve their knowledge or skills...

this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.  O Strongly disagree O Somewhat disagree O Neither agree nor disagree O Somewhat agree O Strongly agree
Think about communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources
this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.  Output  Output
Think about providing information to supervisors, co-workers, and subordinates by telephone, in written form, email, or in person this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>

Somewhat agree

/12/22, 4:10 AM Strongly agree	Qualtrics Survey Software
Think about getting members	s of a group to work together to accomplish tasks
	resource that can be functional in achieving work goals mulate personal growth/development.
O Strongly disagree	
Somewhat disagree	
O Neither agree nor disagree	
Somewhat agree	
O Strongly agree	
Think about your encouragin team members	g and building mutual trust, respect, and cooperation among
	resource that can be functional in achieving work goals mulate personal growth/development.
O Strongly disagree	
O Somewhat disagree	
O Neither agree nor disagree	
Somewhat agree	
Strongly agree	
Think about developing cons and maintaining them over til	structive and cooperative working relationships with others,
	resource that can be functional in achieving work goals mulate personal growth/development.
O Strongly disagree	
Somewhat disagree	

10/12/22, 4:10 AM  Neither agree nor disagree  Somewhat agree  Strongly agree	Qualtrics Survey Software
Think about providing guidance an performance standards and monitor	d direction to subordinates, including setting oring performance
	rce that can be functional in achieving work goals, e personal growth/development.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
	ng what information means and how it can be used
	rce that can be functional in achieving work goals, e personal growth/development.
<ul><li>Strongly disagree</li></ul>	
Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	

Think about monitoring and controlling resources and overseeing the spending of money...

...this aspect of your job is a resource that can be functional in achieving work goals, reduce job demands, or stimulate personal growth/development.

10/12/22	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree	Qualtrics Survey Software
	nk about performing day-to-day administ sand processing paperwork	rative tasks such as maintaining information
	nis aspect of your job is a resource that luce job demands, or stimulate persor	can be functional in achieving work goals, nal growth/development.
0000	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree	
	nk about performing for people or dealing ving customers in restaurants and stores	
	nis aspect of your job is a <b>resource that</b> luce job demands, or stimulate persor	can be functional in achieving work goals
0 0 0	Strongly disagree  Somewhat disagree  Neither agree nor disagree  Somewhat agree	

Think about providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics...

O Strongly agree

this aspect of your job is a resource that can be functional in achieving work goals reduce job demands, or stimulate personal growth/development.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
hink about handling complaints, settling disputes, and resolving grievances and onflicts, or otherwise negotiating with others		
this aspect of your job is a resource that can be functional in achieving work goals.		
Strongly disagree		
Somewhat disagree		
Neither agree nor disagree		
Somewhat agree  Strongly agree		
hink about convincing others to buy merchandise/goods or to otherwise change their ninds or actions		
this aspect of your job is a resource that can be functional in achieving work goals.  duce job demands, or stimulate personal growth/development.		
Strongly disagree		
Somewhat disagree		
Neither agree nor disagree		
Somewhat agree  Strongly agree		

Think about recruiting, interviewing, selecting, hiring, and promoting employees...

this aspect of your job is a resource that can be functional in achieving work goals, educe job demands, or stimulate personal growth/development.			
Strongly disagree			
Somewhat disagree  Neither agree per disagree			
Neither agree nor disagree  Somewhat agree			
Strongly agree			
ink about identifying the educational needs of others, developing formal educational ining programs or classes, and teaching or instructing others	or		
his aspect of your job is a resource that can be functional in achieving work goaduce job demands, or stimulate personal growth/development.	ls,		
duce job demands, or stimulate personal growth/development.  Strongly disagree	ls,		
duce job demands, or stimulate personal growth/development.  Strongly disagree  Somewhat disagree	ls,		
duce job demands, or stimulate personal growth/development.  Strongly disagree	ls,		
duce job demands, or stimulate personal growth/development.  Strongly disagree  Somewhat disagree  Neither agree nor disagree	lls,		
duce job demands, or stimulate personal growth/development.  Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree	lls,		

Reminder: Please think about your **primary job** (the same one you had in mind with your previous responses) when answering the questions below.

This group of questions will ask you to think about whether different components of your job are hinderances that can inhibit personal growth, learning, and work goal attainment.

Think about how much decision making freedom, without supervision, your job offers... ...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about how often you are required to make decisions that affect other people, the financial resources, and/or the image and reputation of the organization... ...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about the results your decisions usually have on other people or the image or reputation or financial resources of your employer... ...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree

Neither agree nor disagree

Somewhat agree

Neither agree nor disagree

0/12/22, 4:10 AM Somewhat agree	Qualtrics Survey Software
<ul><li>Strongly agree</li></ul>	
Think about your job being tasks, priorities, and goa	ng structured for you, rather than allowing you to determine
this aspect of your job and work goal attainme	is a hinderance that can inhibit personal growth, learning, ent.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	gree
•	work being determined by the speed of equipment or not refer to keeping busy at all times on this job.)
this aspect of your job and work goal attainme	is a hinderance that can inhibit personal growth, learning, ent.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	gree
Think about the requiren	nent to meet strict deadlines
this aspect of your job	is a hinderance that can inhibit personal growth, learning,

 $https://montclair.co1.qualtrics.com/Q/EditSection/Blocks/Ajax/GetSurveyPrintPreview? ContextSurveyID=SV\_a5G7W0jiuHQG2cm\&ContextLibrary... \\ 62/130$ 

and work goal attainment.

O Strongly disagree

10/12/22, 4:10 AM Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree	Qualtrics Survey Software
Think about how regular the work schedul	es are for your job
this aspect of your job is a hinderance to and work goal attainment.	that can inhibit personal growth, learning,
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about when your job requires working	ng in cramped work spaces or getting into
awkward positions	
this aspect of your job is a <b>hinderance</b> to and work goal attainment.	that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li></ul>	

Think about when your job requires working in a closed vehicle or equipment (e.g., car)...

Neither agree nor disagree

Somewhat agree

Strongly agree

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

<ul> <li>10/12/22, 4:10 AM</li> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	Qualtrics Survey Software
Think about when your job requires wor tractor)	king in an open vehicle or equipment (e.g.,
this aspect of your job is a hinderanc and work goal attainment.	e that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about how often your job requires conditions	working indoors in environmentally controlled
this aspect of your job is a hinderanc and work goal attainment.	e that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

Think about when your job requires working indoors in non-controlled environmental conditions (e.g., warehouse without heat)...

Strongly agree

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about when your job requires working outdoors, exposed to all weather conditions			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about when your job requires working outdoors, under cover (e.g., structure with roof but no walls)			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			

Think about performing job tasks in close physical proximity to other people...

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about working exposed to sounds and noise levels that are distracting or uncomfortable			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about bending or twisting your body			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			

Thinking about keeping or regaining your balance this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>			
O Strongly agree			
Thinking about kneeling, crouching, stooping or crawling			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
O Strongly disagree			
Somewhat disagree			
<ul><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>			
O Strongly agree			
Think about making repetitive motions			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
O Strongly disagree			
O Somewhat disagree			
Neither agree nor disagree			
Somewhat agree			
Strongly agree			

Thinking about sitting...

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about standing			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about using your hands to handle, control, or feel objects, tools or controls			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			

Think about walking and running...

this aspect of your job is a hinderance that can inhibit personal growth, learning and work goal attainment.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about working in very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures		
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about wearing common protective or safety equipment such as safety shoes, glasses, gloves, hard hats or life jackets		
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		

Think about wearing specialized protective or safety equipment such as breathing apparatus, safety harness, full protection suits, or radiation protection...

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about being in contact with others to perform your job			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about how important it is to coordinate or lead others in accomplishing work activities in your job			
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.			
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>			

O/12/22, 4:10 AM Strongly agree	Qualtrics Survey Software
Think about working with exter	nal customers or the public
this aspect of your job is a hi	inderance that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
	easant, angry, or discourteous individuals inderance that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Thinking about using email this aspect of your job is a hi and work goal attainment.	inderance that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

0/12/22, 4:10 AM Strongly agree	Qualtrics Survey Software
Think about having face-to-fa	ace discussions with individuals or teams
this aspect of your job is a and work goal attainment.	hinderance that can inhibit personal growth, learning,
O Strongly disagree	
Somewhat disagree	
O Neither agree nor disagree	
Somewhat agree	
Strongly agree	
Think about conflict situationsthis aspect of your job is a and work goal attainment.	s you have to face  hinderance that can inhibit personal growth, learning,
Strongly disagree	
<ul><li>Somewhat disagree</li></ul>	
Neither agree nor disagree	
O Somewhat agree	
Strongly agree	
	using written letters and memos hinderance that can inhibit personal growth, learning,
and work goal attainment.	
Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li></ul>	

O/12/22, 4:10 AM Strongly agree	Qualtrics Survey Software
Think about public speaking	ıg
this aspect of your job is and work goal attainmen	a hinderance that can inhibit personal growth, learning, t.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	e
	bility for work outcomes and results of other workers  a hinderance that can inhibit personal growth, learning, t.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
	bility for the health and safety of others  a hinderance that can inhibit personal growth, learning, t.
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

Strongly agree	Qualtrics Survey Software
Think about when you have	phone conversations
this aspect of your job is a and work goal attainment.	hinderance that can inhibit personal growth, learning,
O Strongly disagree	
Somewhat disagree	
O Neither agree nor disagree	;
Somewhat agree	
Strongly agree	
	with others in a group or team  hinderance that can inhibit personal growth, learning,
Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	<b>!</b>
Somewhat agree	
Strongly agree	
Think about estimating sizes resources, or materials need	s, distances, and quantities; or determining time, costs, ded
this aspect of your job is a and work goal attainment.	hinderance that can inhibit personal growth, learning,
Strongly disagree	
O Somewhat disagree	
<ul><li>Neither agree nor disagree</li></ul>	

10/12/22, 4:10 AM Somewhat agree Strongly agree	Qualtrics Survey Software
Think about observing, receiving, and o sources	therwise obtaining information from all relevant
this aspect of your job is a hinderand and work goal attainment.	e that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about how much attention you are	e paying to this survey
	eed to measure how much attention you are s. Please select 'Somewhat disagree' for this
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	

Think about identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

10/1.	<ul> <li>2/22, 4:10 AM</li> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	Qualtrics Survey Software
	Think about inspecting equipment, structure or other problems or defects	es, or materials to identify the cause of errors
	this aspect of your job is a hinderance thand work goal attainment.	at can inhibit personal growth, learning,
	O Strongly disagree	
	O Somewhat disagree	
	Neither agree nor disagree	
	O Somewhat agree	
	Strongly agree	
	Think about monitoring and reviewing informent, to detect or assess problems.	
	this aspect of your job is a hinderance thand work goal attainment.	at can inhibit personal growth, learning,
	Strongly disagree	
	Somewhat disagree	

Think about identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts...

O Neither agree nor disagree

Somewhat agree

Strongly agree

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about establishing long-range objectives and specifying the strategies and actions to achieve them	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
O Strongly disagree	
Somewhat disagree	
<ul><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	
O Strongly agree	
Think about using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	

Think about assessing the value, importance, or quality of things or people...

aspect of your job is a hinderance that can inhibit personal growth, learning, ork goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about analyzing information and evaluating results to choose the best solution and solve problems	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about developing specific goals and plans to prioritize, organize, and accomplish your work	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	

Somewhat agree

Think about compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about scheduling events, programs, and activities, as well as the work of others... ...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions... ...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree

12/22, 4:10 AM  Strongly agree	Qualtrics Survey Software
Think about keeping up-to-date to	echnically and applying new knowledge
this aspect of your job is a hind and work goal attainment.	derance that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
machines or processes (not inclu	mechanisms or direct physical activity to operate iding computers or vehicles)
and work goal attainment.	
O Strongly disagree	
O Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about entering, transcribing	g, recording, storing, or maintaining information
this aspect of your job is a hind and work goal attainment.	derance that can inhibit personal growth, learning,
O Strongly disagree	
Somewhat disagree	

O Neither agree nor disagree

10/12/22, 4:10 AM Somewhat agree Strongly agree	Qualtrics Survey Software
	ntation, detailed instructions, drawings, or specifications to parts, equipment, or structures are to be fabricated, ed, maintained, or used
this aspect of your job is a hir and work goal attainment.	nderance that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about using your hands a materials, and manipulating thin	and arms in handling, installing, positioning, and moving
this aspect of your job is a hir and work goal attainment.	nderance that can inhibit personal growth, learning,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

Think about the use of computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information...

Strongly agree

this aspect of your job is a hinderance that can inhibit personal growth, learning, nd work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about the running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft this aspect of your job is a <b>hinderance that can inhibit personal growth, learning</b> ,	
and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about the performing of physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	

Think about the servicing, repairing, calibrating, regulating, fine-tuning, or testing machines, devices, and equipment that operate primarily on the basis of electrical or electronic (not mechanical) principles...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about the servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles... ...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Think about providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

- Strongly disagree
- Somewhat disagree

10/12/22, 4:10 AM  Neither agree nor disagree  Somewhat agree  Strongly agree	Qualtrics Survey Software
Think about identifying the developments otherwise helping others to improve their	al needs of others and coaching, mentoring, or knowledge or skills
this aspect of your job is a hinderance and work goal attainment.	that can inhibit personal growth, learning,
O Strongly disagree	
Somewhat disagree	
Neither agree nor disagree	
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about communicating with people organization to customers, the public, go	outside the organization, representing the vernment, and other external sources
this aspect of your job is a hinderance and work goal attainment.	that can inhibit personal growth, learning,
Strongly disagree	
<ul><li>Somewhat disagree</li></ul>	

Think about providing information to supervisors, co-workers, and subordinates by telephone, in written form, email, or in person...

Neither agree nor disagree

Somewhat agree

Strongly agree

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about getting members of a group to work together to accomplish tasks
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about your encouraging and building mutual trust, respect, and cooperation among team members
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>

Think about developing constructive and cooperative working relationships with others, and maintaining them over time...

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about providing guidance and direction to subordinates, including setting performance standards and monitoring performance	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about translating or explaining what information means and how it can be used	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	

Think about monitoring and controlling resources and overseeing the spending of money...

this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about performing day-to-day administrative tasks such as maintaining information files and processing paperwork	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about performing for people or dealing directly with the public (This includes serving customers in restaurants and stores, and receiving clients or guests)	
this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.	
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

Think about providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about handling complaints, settling disputes, and resolving grievances and conflicts, or otherwise negotiating with others...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about convincing others to buy merchandise/goods or to otherwise change their minds or actions...

...this aspect of your job is a hinderance that can inhibit personal growth, learning, and work goal attainment.

Strongly disagree

10/12/22, 4:10 AM O Somewhat disagree O Neither agree nor disagree O Somewhat agree O Strongly agree	Qualtrics Survey Software
	selecting, hiring, and promoting employees  ance that can inhibit personal growth, learning,
<ul> <li>and work goal attainment.</li> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
training programs or classes, and tea	nal needs of others, developing formal educational or aching or instructing others  ance that can inhibit personal growth, learning,
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Challenge Demands	

Instructions

Reminder: Please think about your **primary job** (the same one you had in mind with your previous responses) when answering the questions below.

This group of questions will ask you to think about whether different components of your job are challenges that promote mastery, personal growth, or future gains.

Think about how much decision making freedom, without supervision, your job offers...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about how often you are required to make decisions that affect other people, the financial resources, and/or the image and reputation of the organization...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about the results your decisions usually have on other people or the image or reputation or financial resources of your employer...

Strongly disagree
O Somewhat disagree
O Neither agree nor disagree
Somewhat agree
O Strongly agree
Think about being highly accurate in performing your job
this aspect of your job is a <b>challenge that can promote mastery, personal growth, or future gains.</b>
O Strongly disagree
O Somewhat disagree
Neither agree nor disagree
O Somewhat agree
O Strongly agree
Think about repeating the same physical activities (e.g., key entry) or mental activities (e.g., checking entries in a ledger) over and over, without stopping
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.
O Strongly disagree
Somewhat disagree
Neither agree nor disagree
O Somewhat agree
O Strongly agree

Think about competing or being aware of competitive pressures...

this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about your job being structured for you, rather than allowing you to determine tasks, priorities, and goals
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about the pace of work being determined by the speed of equipment or machinery (This does not refer to keeping busy at all times on this job.)
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>

Think about the requirement to meet strict deadlines...

this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about how regular the work schedules are for your job
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about when your job requires working in cramped work spaces or getting into awkward positions
this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>

Think about when your job requires working in a closed vehicle or equipment (e.g., car).		
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about when your job requires working in an open vehicle or equipment (e.g., tractor)		
this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.		
O Strongly disagree		
<ul><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>		
O Somewhat agree		
O Strongly agree		
Think about how often your job requires working indoors in environmentally controlled conditions		
this aspect of your job is a <b>challenge that can promote mastery, personal growth, or future gains.</b>		
O Strongly disagree		
O Somewhat disagree		
Neither agree nor disagree  Somowhat agree		
<ul><li>Somewhat agree</li><li>Strongly agree</li></ul>		

Think about when your job requires working indoors in non-controlled environmental conditions (e.g., warehouse without heat)...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about when your job requires working outdoors, exposed to all weather conditions... ...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about when your job requires working outdoors, under cover (e.g., structure with roof but no walls)... ...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains. Strongly disagree Somewhat disagree

10/12/22, 4:10 AM  Neither agree nor disagree  Somewhat agree  Strongly agree	Qualtrics Survey Software
Think about performing job tasks in close	e physical proximity to other people
this aspect of your job is a <b>challenge t or future gains.</b>	hat can promote mastery, personal growth,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about working exposed to sounds uncomfortable this aspect of your job is a challenge to or future gains.	and noise levels that are distracting or that can promote mastery, personal growth,
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	
Think about bending or twisting your bod	dy

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

Strongly disagree

<ul> <li>10/12/22, 4:10 AM</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	Qualtrics Survey Software
Think about how much attention you are	e paying to this survey
	eed to measure how much attention you are s. Please select 'Neither agree nor disagree' for
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Thinking about keeping or regaining youthis aspect of your job is a <b>challenge or future gains.</b>	ur balance that can promote mastery, personal growth,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>	

Thinking about kneeling, crouching, stooping or crawling...

Somewhat agree

Strongly agree

<ul> <li>10/12/22, 4:10 AM</li> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	Qualtrics Survey Software
Think about making repetitive motions	
this aspect of your job is a <b>challenge th or future gains</b> .	nat can promote mastery, personal growth,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Thinking about sitting this aspect of your job is a <b>challenge th or future gains.</b>	nat can promote mastery, personal growth,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li></ul>	

Neither agree nor disagree

Somewhat agree

Strongly agree

Think about standing...

<ul> <li>10/12/22, 4:10 AM</li> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>	Qualtrics Survey Software
Think about using your hands to hand	lle, control, or feel objects, tools or controls
this aspect of your job is a <b>challeng or future gains</b> .	e that can promote mastery, personal growth,
Strongly disagree	
<ul><li>Somewhat disagree</li></ul>	
Neither agree nor disagree	
O Somewhat agree	
Strongly agree	
Think about walking and running	
this aspect of your job is a <b>challeng</b> or future gains.	e that can promote mastery, personal growth,
Strongly disagree	
<ul><li>Somewhat disagree</li></ul>	
Neither agree nor disagree	

Think about working in very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures...

Somewhat agree

Strongly agree

_	Strongly disagree
_	Somewhat disagree
_	Neither agree nor disagree
_	Somewhat agree
O .	Strongly agree
	k about wearing common protective or safety equipment such as safety shoes, ses, gloves, hard hats or life jackets
	s aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> uture gains.
000000000000000000000000000000000000000	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree
appa	k about wearing specialized protective or safety equipment such as breathing aratus, safety harness, full protection suits, or radiation protection
	s aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> uture gains.
0	Strongly disagree
0	Somewhat disagree
_	Neither agree nor disagree
_	Somewhat agree
	Strongly agree

Think about being in contact with others to perform your job...

this aspect of your job is a <b>challenge that can promote mastery, personal growth</b> or future gains.
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>
Think about how important it is to coordinate or lead others in accomplishing work activities in your job
this aspect of your job is a <b>challenge that can promote mastery, personal growth or future gains.</b>
O Strongly disagree
Somewhat disagree
Neither agree nor disagree
Somewhat agree
O Strongly agree  Think about working with external customers or the public
this aspect of your job is a challenge that can promote mastery, personal growth or future gains.
O Strongly disagree
O Somewhat disagree
Neither agree nor disagree
O Somewhat agree
O Strongly agree

Think about dealing with unpleasant, angry, or discourteous individuals...

this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Thinking about using email			
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
O Strongly disagree			
O Somewhat disagree			
Neither agree nor disagree			
Somewhat agree			
Strongly agree  Think about having face-to-face discussions with individuals or teams			
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
O Strongly disagree			
O Somewhat disagree			
Neither agree nor disagree			
Somewhat agree			
Strongly agree			

Think about conflict situations you have to face...

this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Γhink about communicating using written letters and memos			
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
O Strongly disagree			
O Somewhat disagree			
Neither agree nor disagree			
Strength agree			
Strongly agree			
Think about public speaking			
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
O Strongly disagree			
O Somewhat disagree			
Neither agree nor disagree			
Somewhat agree			
Strongly agree			

Think about your responsibility for work outcomes and results of other workers...

this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
O 9 O 10	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree		
Thinl	k about your responsibility for the health and safety of others		
	s aspect of your job is a challenge that can promote mastery, personal growth, iture gains.		
0 9	Strongly disagree		
0 5	Somewhat disagree		
0	Neither agree nor disagree		
_	Somewhat agree		
	Strongly agree		
ınını	k about when you have phone conversations		
	s aspect of your job is a <b>challenge that can promote mastery, personal growth, iture gains.</b>		
0 5	Strongly disagree		
0 5	Somewhat disagree		
_	Neither agree nor disagree		
_	Somewhat agree		
0 8	Strongly agree		

Think about when working with others in a group or team...

this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about estimating sizes, distances, and quantities; or determining time, costs, resources, or materials needed			
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			
Think about observing, receiving, and otherwise obtaining information from all relevant sources			
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.			
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>			

Think about identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events...

this aspect of your job is a <b>challenge that can promote mastery</b> , <b>personal growth</b> , <b>or future gains</b> .		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects		
this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.		
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>		
Think about monitoring and reviewing information from materials, events, or the environment, to detect or assess problems		
this aspect of your job is a <b>challenge that can promote mastery</b> , <b>personal growth</b> , <b>or future gains</b> .		
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>		

Somewhat agree

Think about identifying the underlying principles, reasons, or facts of information by breaking down information or data into separate parts...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about establishing long-range objectives and specifying the strategies and actions to achieve them...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Think about using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

Strongly disagree

10/12/22, 4:10 AM Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree	Qualtrics Survey Software
	portance, or quality of things or people  nge that can promote mastery, personal growth,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>	
Think about analyzing information a solve problems	nd evaluating results to choose the best solution and
this aspect of your job is a <b>challer or future gains</b> .	nge that can promote mastery, personal growth,
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>	

Think about developing specific goals and plans to prioritize, organize, and accomplish your work...

Strongly agree

00000	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree
	nk about compiling, coding, categorizing, calculating, tabulating, auditing, or verifying ormation or data
	nis aspect of your job is a challenge that can promote mastery, personal growth, future gains.
00000	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree
Thi	nk about scheduling events, programs, and activities, as well as the work of others
	nis aspect of your job is a challenge that can promote mastery, personal growth, future gains.
00000	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Think about developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions...

or future gains.				
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>				
Think about keeping up-to-date technically and applying new knowledge				
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.				
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>				
Think about using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles)				
this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.				
O Strongly disagree				
Somewhat disagree				
Neither agree nor disagree				
O Somewhat agree				
Strongly agree				

Think about entering, transcribing, recording, storing, or maintaining information...

this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.				
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>				
Think about providing documentation, detailed instructions, drawings, or specifications to tell others about how devices, parts, equipment, or structures are to be fabricated, constructed, assembled, modified, maintained, or used				
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.				
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>				
Think about using your hands and arms in handling, installing, positioning, and moving materials, and manipulating things				
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.				
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>				

Think about the use of computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree Think about the running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft... ...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains. Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Think about the performing of physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials...

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

Strongly disagree

10/12/22, 4:10 AM  Somewhat disagree  Neither agree nor disagree  Somewhat agree  Strongly agree	Somewhat disagree  Neither agree nor disagree  Somewhat agree				
Think about the servicing, repairing, calibre machines, devices, and equipment that opelectronic (not mechanical) principles	ating, regulating, fine-tuning, or testing perate primarily on the basis of electrical or				
this aspect of your job is a <b>challenge th or future gains.</b>	at can promote mastery, personal growth,				
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li><li>Strongly agree</li></ul>					
	ting, and testing machines, devices, moving y on the basis of mechanical (not electronic)				
this aspect of your job is a challenge th or future gains.	at can promote mastery, personal growth,				
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li></ul>					

Think about providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients...

Somewhat agree

O Strongly agree

this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					
Think about identifying the developmental needs of others and coaching, mentoring, or otherwise helping others to improve their knowledge or skills					
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					
Think about communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources					
this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					

Strongly agree

Think about providing information to supervisors, co-workers, and subordinates by telephone, in written form, email, or in person...

this aspect of your job is a <b>challenge that can promote mastery, personal growth, or future gains.</b>					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					
Think about getting members of a group to work together to accomplish tasks					
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					
Think about your encouraging and building mutual trust, respect, and cooperation among team members					
this aspect of your job is a <b>challenge that can promote mastery, personal growth,</b> or future gains.					
<ul><li>Strongly disagree</li><li>Somewhat disagree</li><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>					

Think about developing constructive and cooperative working relationships with others, and maintaining them over time...

this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					
Think about providing guidance and direction to subordinates, including setting performance standards and monitoring performance					
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.					
<ul> <li>Strongly disagree</li> <li>Somewhat disagree</li> <li>Neither agree nor disagree</li> <li>Somewhat agree</li> <li>Strongly agree</li> </ul>					
Think about translating or explaining what information means and how it can be used					
this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.					
O Strongly disagree					
O Somewhat disagree					
Neither agree nor disagree					
Somewhat agree					

...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains.

Strongly disagree

10/12/22, 4:10 AM  Somewhat disagree  Neither agree nor disagree  Somewhat agree  Strongly agree	Qualtrics Survey Software		
Think about providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics			
this aspect of your job is a <b>challenge t or future gains.</b>	hat can promote mastery, personal growth,		
<ul> <li>Strongly disagree</li> </ul>			
Somewhat disagree			
<ul><li>Neither agree nor disagree</li><li>Somewhat agree</li></ul>			
O Strongly agree			
Think about handling complaints, settling conflicts, or otherwise negotiating with other			
this aspect of your job is a <b>challenge t or future gains.</b>	hat can promote mastery, personal growth,		
Strongly disagree			
Somewhat disagree			
Neither agree nor disagree			

Think about convincing others to buy merchandise/goods or to otherwise change their minds or actions...

Somewhat agree

O Strongly agree

## **COPSOQ II Burnout & Stress Questions**

The next series of questions ask you to reflect on how your job tends to impact your daily levels of energy, enthusiasm, and exhaustion.

Reminder: Please think about your primary job (the same one you had in mind with your previous responses) when answering the questions below.

How often have you felt worn out because of your job?  O Not at all O A small part of the time O Part of the time O A large part of the time O All the time
How often have you been physically exhausted because of your job?  O Not at all O A small part of the time O Part of the time O A large part of the time O All the time
How often have you been emotionally exhausted because of your job?  O Not at all O A small part of the time O Part of the time O A large part of the time O All the time

How often have you felt tired because of your job?

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<ul> <li>Not at all</li> <li>A small part of the time</li> <li>Part of the time</li> <li>A large part of the time</li> <li>All the time</li> </ul>	
How often have you had problems relaxing because of your job?	
O Not at all	
A small part of the time	
<ul><li>Part of the time</li><li>A large part of the time</li></ul>	
All the time	
How often have you been irritable because of your job?  O Not at all O A small part of the time	
Part of the time	
<ul><li>A large part of the time</li><li>All the time</li></ul>	
How often have you been tense because of your job?	
O Not at all	
A small part of the time	
Part of the time	
<ul><li>A large part of the time</li><li>All the time</li></ul>	
Engagement Survey	

Please respond to the following 20 items with respect to your current primary job.

I am able to co	ncentrate on m	ny work without	getting distracte	ed	
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Time passes q	uickly while I'm	working			
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I find it difficult	to mentally dis	connect from w	ork/		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I enjoy thinking	about work e	ven when I'm no	ot at work		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I love starting r	my workday				
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I have to be re	minded to take	breaks while I'	m at work		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree

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0	0	0	0	0	0		
I never miss a	work deadline						
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree		
Thinking about	work saps my	energy					
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree		
I'm able to mai	ntain good leve	els of energy the	roughout the wo	orkday			
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agre		
l enjoy spendin	ng time comple	ting my job task	<b>KS</b>				
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agre		
I feel motivated	d to go beyond	what is asked	of me at work				
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agre		
When work is s	slow I find ways	s to be producti	ve				
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agre		

O		0	0		
I express enthu	ısiasm for my j	ob while at wor	k		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I plan to stay w	ith this compa	ny as my caree	r advances		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I believe this co	ompany cares	about my caree	r goals		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
This organizati	on challenges	me to work at n	ny full potential		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I feel proud of r	my accomplish	ments within th	is organization		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
My job makes ı	me feel like I'm	n part of someth	ing meaningful		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree

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0		O	0		
I embrace chall	lenging situatio	ons at work			
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I speak positive	ely about this c	organization to c	others		
Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree O	Agree	Strongly Agree
Demographics	5				
Instructions					
	may choose r		e your responsen answer to any		entional societal ou do not feel
Please indicate	the title of the	job you were r	eferring to wher	n answering	our questions.
How long have	you held this	position?			
O Less than 6					
_	nonths and 1 year	ar			
O Between 1 a O Between 5 a	-				
More than 10	-				
V More triail It	o yours				

What is your gender?
What is your age in years?
What is your ZIP code?
Prolific Completion
Please follow this link to receive your completion

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