



Respondents given the following instruction: 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.

Example: How often does your job require working outdoors, under cover (e.g., structure with roof but no walls)? Never to Every day

For all items that applied to one's job (did not receive the lowest answer (e.g., never, not at all important)), level of resource, challenge, and hindrance were rated:

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

Rate the level of challenge (...this aspect of your job is a challenge that can promote mastery, personal growth, or future gains)

Rate the level of hindrance (...this aspect of your job is a hindrance that can inhibit personal growth, learning, and work goal attainment)