

# MONTCLAIR STATE UNIVERSITY

## Implied Consent

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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](mailto: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](mailto: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.

Accept



Don't Accept



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## Work context

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### 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 repetitive 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).

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

- ☐ Not serious at all
  - ☐ Fairly serious
  - ☐ Serious
  - ☐ Very serious
  - ☐ Extremely serious
- 

How automated is your job?

- ☐ Not at all automated
- ☐ Slightly automated
- ☐ Moderately automated
- ☐ Highly automated

☐ Completely automated

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Number of hours you typically work in one week.

- ☐ 1-10
- ☐ 11-20
- ☐ 21-30
- ☐ 31-40
- ☐ more than 40
- 

## Job Characteristics

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### 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.

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

- ☐ No freedom
- ☐ Very little freedom
- ☐ 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?

- ☐ 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
- 

What results do your decisions usually have on other people or the image or reputation or financial resources of your employer?

- ☐ No results
  - ☐ Minor results
  - ☐ Moderate results
  - ☐ Important results
  - ☐ Very important results
- 

How important is being very exact or highly accurate in performing your job?

- ☐ Not important at all
  - ☐ Fairly important
  - ☐ Important
  - ☐ Very important
  - ☐ Extremely important
- 

How important is repeating the same physical activities (e.g., key entry) or mental activities (e.g., checking entries in a ledger) over and over, without stopping, to perform your job?

- ☐ Not important at all
  - ☐ Fairly important
  - ☐ Important
  - ☐ Very important
  - ☐ Extremely important
-

To what extent does your job require you to compete or to be aware of competitive pressures?

- ☐ Not at all competitive
  - ☐ Slightly competitive
  - ☐ Moderately competitive
  - ☐ Highly competitive
  - ☐ Extremely competitive
- 

To what extent is your job structured for you, rather than allowing you to determine tasks, priorities, and goals?

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

How important is it to your job that the pace is determined by the speed of equipment or machinery? (This does not refer to keeping busy at all times on this job.)

- ☐ Not important at all
  - ☐ Fairly important
  - ☐ Important
  - ☐ Very important
  - ☐ Extremely important
- 

How often does your job require you to meet strict deadlines?

- ☐ 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

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How regular are the work schedules for your job?

- ☐ Regular (established routine, set schedule)
  - ☐ Irregular (changes with weather conditions, production 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?

- ☐ 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 exposed to contaminants (such as pollutants, gases, dust or odors)?

- ☐ 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 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

☐ Every day

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How often does your job require exposure to hazardous conditions?

- ☐ 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 hazardous equipment?

- ☐ 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 high places?

- ☐ 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 minor burns, cuts, bites, or stings?

- ☐ 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

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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?

- ☐ 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 a closed vehicle or equipment (e.g., car)?

- ☐ 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 an open vehicle or equipment (e.g., tractor)?

- ☐ 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 indoors in environmentally controlled conditions?

- ☐ 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 indoors in non-controlled environmental conditions (e.g., warehouse without heat)?

- ☐ 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 outdoors, exposed to all weather conditions?

- ☐ 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 outdoors, under cover (e.g., structure with roof but no walls)?

- ☐ 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
- 

To what extent does your job require you to perform job tasks in close physical proximity to other people?

- ☐ I don't work near other people (beyond 100 ft.)
  - ☐ I work with others but not closely (e.g., private office)
  - ☐ Slightly close (e.g., shared office)
  - ☐ Moderately close (at arm's length)
  - ☐ Very close (near touching)
- 

How often does your job require working exposed to sounds and noise levels that are distracting or uncomfortable?

- ☐ 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 does your job require bending or twisting your body?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How much does your job require climbing ladders, scaffolds, or poles?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How much does your job require keeping or regaining your balance?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How much does your job require kneeling, crouching, stooping or crawling?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
-

How much does your job require making repetitive motions?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How much does your job require sitting?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How much does your job require standing?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How much does your job require using your hands to handle, control, or feel objects, tools or controls?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
-

How much does your job require walking and running?

- ☐ Never
  - ☐ Less than half the time
  - ☐ About half the time
  - ☐ More than half the time
  - ☐ Continually or almost continually
- 

How often does your job require working in very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures?

- ☐ 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 does your job require wearing common protective or safety equipment such as safety shoes, glasses, gloves, hard hats or life jackets?

- ☐ 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.

- ☐ 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

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How much does your job require wearing specialized protective or safety equipment such as breathing apparatus, safety harness, full protection suits, or radiation protection?

- ☐ 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 does your job require you to be in contact with others (face-to-face, by telephone, or otherwise) in order to perform it?

- ☐ No contact with others
  - ☐ Occasional contact with others
  - ☐ Contact with others about half the time
  - ☐ Contact with others most of the time
  - ☐ Constant contact with others
- 

How important is it to coordinate or lead others in accomplishing work activities in your job?

- ☐ Not at all important
  - ☐ Fairly important
  - ☐ Important
  - ☐ Very important
  - ☐ Extremely important
- 

How important is it to work with external customers or the public in your job?

- ☐ Not at all important

- ☐ Fairly important
  - ☐ Important
  - ☐ Very important
  - ☐ Extremely important
- 

How frequently does your job require you to deal with physical aggression of violent individuals?

- ☐ 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 frequently do you have to deal with unpleasant, angry, or discourteous individuals as part of your job requirements?

- ☐ 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 use electronic mail 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 do you have to have face-to-face discussions with individuals or teams 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 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?

- ☐ Not at all responsible
  - ☐ Limited responsibility
  - ☐ Moderate responsibility
  - ☐ Highly responsible
  - ☐ Very highly responsible
- 

How much responsibility is there for the health and safety of others in your job?

- ☐ No responsibility
  - ☐ Limited responsibility
  - ☐ Moderate responsibility
  - ☐ High responsibility
  - ☐ Very high responsibility
- 

How often do you have telephone conversations 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 important is it to work with others in a group or team in your job?

- ☐ Not at all important
  - ☐ Fairly important
  - ☐ Important
  - ☐ Very important
  - ☐ Extremely important
-

In your job, how often are you estimating sizes, distances, and quantities; or determining time, costs, resources, or materials needed to perform a work activity?

- ☐ 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 observing, receiving, and otherwise obtaining information from all relevant sources?

- ☐ 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 information by categorizing, estimating, recognizing 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
- 

In your job, how often are you inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects?

- ☐ 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 monitoring and reviewing information from materials, events, or the environment, to detect or assess problems?

- ☐ 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 underlying principles, reasons, or facts of information by breaking down information or data into separate parts?

- ☐ 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 establishing long-range objectives and specifying the strategies and actions to achieve them?

- ☐ 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 using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards?

- ☐ 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 assessing the value, importance, or quality of things or people?

- ☐ 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 choose the best solution and solve problems?

- ☐ 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, organize, and accomplish your work?

- ☐ 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 compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data?

- ☐ 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 scheduling events, programs, and activities, as well as the work of others?

- ☐ 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, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions?

- ☐ Never
  - ☐ 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
  - ☐ Every day
- 

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

In your job, how often are you using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles)?

- ☐ 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 entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form?

- ☐ 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 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?

- ☐ 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 using hands and arms in handling, installing, positioning, and moving materials, and manipulating things?

- ☐ 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 using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information?

- ☐ 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 running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft?

- ☐ 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 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?

- ☐ 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 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?

- ☐ 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 servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles?

- ☐ 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 providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients?

- ☐ 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 developmental needs of others and coaching, mentoring, or otherwise helping others to improve their knowledge or skills?

- ☐ 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 communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources? This information can be exchanged in person, in writing, or by telephone or e-mail?

- ☐ 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 providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person?

- ☐ 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 getting members of a group to work together to accomplish tasks?

- ☐ 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 encouraging and building mutual trust, respect, and cooperation among team members?

- ☐ 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 constructive and cooperative working relationships with others, and maintaining them over time?

- ☐ 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 providing guidance and direction to subordinates, including setting performance standards and monitoring performance?

- ☐ 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 translating or explaining what information means and how it can be used?

- ☐ 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 monitoring and controlling resources and overseeing the spending of money?

- ☐ 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 performing day-to-day administrative tasks such as maintaining information files and processing paperwork?

- ☐ 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 performing for people or dealing directly with the public?  
This includes serving customers in restaurants and stores, and receiving clients or

guests.

- ☐ 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 providing guidance and expert advice to management or other groups on technical, systems-, or process-related topics?

- ☐ 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 handling complaints, settling disputes, and resolving grievances and conflicts, or otherwise negotiating with others?

- ☐ 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 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?

- ☐ 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?

- ☐ 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
- 

## Resources

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### 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 goals, reduce job demands, or stimulate personal growth/development.**

- ☐ 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 **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 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.**

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

Think about being highly accurate in performing 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ 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 **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 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.**

- ☐ Strongly disagree
- ☐ Somewhat disagree
- ☐ Neither agree nor disagree
- ☐ Somewhat agree
- ☐ 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 goals, reduce job demands, or stimulate personal growth/development.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ 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.**

- ☐ Strongly disagree
- ☐ Somewhat disagree
- ☐ Neither agree nor disagree
- ☐ Somewhat agree
- ☐ Strongly 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.**

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

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.**

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

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.**

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

☐ Strongly agree

---

Think about when your job requires working in an open vehicle or equipment (e.g., tractor)...

...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 how often your job requires working indoors in environmentally controlled conditions...

...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 when your job requires working indoors in non-controlled environmental 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

- ☐ 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 **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 when your job requires working outdoors, under cover (e.g., structure with roof but no walls)...

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

...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 working exposed to sounds and noise levels that are distracting or uncomfortable...

...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 bending or twisting your body...

...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
- 

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.**

- ☐ 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ 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.**

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

Think about standing...

...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 using your hands to handle, control, or feel objects, tools or controls...

...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 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.**

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

Think about how much attention you are paying to this survey...

...as part of our quality assurance we need to measure how much attention you are paying while answering these questions. Please select 'Strongly agree' for this question.

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

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

...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 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.**

- ☐ Strongly disagree
  - ☐ 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 **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 how important it is to coordinate or lead others in accomplishing work activities in 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.**

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

Think about working with external customers or the public...

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

...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

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...

...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 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.**

- ☐ Strongly disagree
  - ☐ 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 **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 your responsibility for the health and safety of others...

...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 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
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ Strongly agree
- 

Think 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.**

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

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

...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 observing, receiving, and otherwise obtaining information from all relevant 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.**

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

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 **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 inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects...

...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 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ 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

- ☐ 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 **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 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 **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 assessing the value, importance, or quality of things or people...

...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 analyzing information and evaluating results to choose the best solution and solve 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.**

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

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

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



...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 scheduling events, programs, and activities, as well as the work of others...

...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 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ 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 goals, reduce job demands, or stimulate personal growth/development.**

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

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.**

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

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.**

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

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.**

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

Think about using your hands and arms in handling, installing, positioning, and moving materials, and manipulating things...

...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 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 **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 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 **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 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 **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 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.**

- ☐ 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 **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 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.**

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

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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ 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 **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 getting members of a group to work together to accomplish tasks...

...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 your encouraging and building mutual trust, respect, and cooperation among team members...

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

...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 providing guidance and direction to subordinates, including setting performance standards and monitoring performance...

...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 translating or explaining what information means and how it can be 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.**

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

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.**



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

Think about performing day-to-day administrative tasks such as maintaining information files and processing paperwork...

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

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

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

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

...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 identifying the educational needs of others, developing formal educational or training programs or classes, and teaching or instructing others...

...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
- 

## Hindrance 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 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

☐ Strongly agree

---

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

...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 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 **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 competing or being aware of competitive pressures...

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

...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 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 **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 requirement to meet strict deadlines...

...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 regular the work schedules are for your job...

...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 when your job requires working in cramped work spaces or getting into awkward positions...

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

...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 when your job requires working in an open vehicle or equipment (e.g., tractor)...

...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 your job requires working indoors in environmentally controlled conditions...

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



...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 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.**

- ☐ 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 **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 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.**

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

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.**

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

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.**

- ☐ 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 **hinderance that can inhibit personal growth, learning, and work goal attainment.**

- ☐ 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 **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 making repetitive motions...

...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
-

Thinking about sitting...

...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 standing...

...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 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.**

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

Think about walking and running...

...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 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.**

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

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.**

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

---

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.**

- ☐ Strongly disagree
  - ☐ 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 **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 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.**

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

☐ Strongly agree

---

Think about working with external customers or the public...

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

...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
- 

Thinking about using email...

...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 having face-to-face discussions with individuals or teams...

...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 conflict situations you have to face...

...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 communicating using written letters and memos...

...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 public speaking...

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

...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 your responsibility for the health and safety 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 when you have phone conversations...

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

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

...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 observing, receiving, and otherwise obtaining information from all relevant sources...

...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 much attention you are paying to this survey...

...as part of our quality assurance we need to measure how much attention you are paying while answering these questions. Please select 'Somewhat disagree' for this question.

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

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.**

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

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

...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 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 **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 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.**

- ☐ 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 **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 assessing the value, importance, or quality of things or people...

...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 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.**

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

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.**

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

☐ Strongly agree

---

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

...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 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 **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 entering, transcribing, recording, storing, or maintaining information...

...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 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 **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 using your hands and arms in handling, installing, positioning, and moving materials, and manipulating things...

...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 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 **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 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 **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 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.**

- ☐ 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 **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

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

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

...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 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.**

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

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.**

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

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.**

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

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.**

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

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.**

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

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.**

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

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.**

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

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.**

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

☐ Strongly agree

---

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



- ☐ 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 **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 identifying the educational needs of others, developing formal educational or training programs or classes, and teaching or instructing 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
- 

## 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...

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

...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 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.**

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

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

...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 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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ 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 **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 requirement to meet strict deadlines...

...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 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.**

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

Think about when your job requires working in cramped work spaces or getting into awkward positions...

...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 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.**

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

Think about when your job requires working in an open vehicle or equipment (e.g., tractor)...

...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 your job requires working indoors in environmentally controlled 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 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

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

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

...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 working exposed to sounds and noise levels that are distracting or uncomfortable...

...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 bending or twisting your body...

...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 much attention you are paying to this survey...

...as part of our quality assurance we need to measure how much attention you are paying while answering these questions. Please select 'Neither agree nor disagree' for this question.

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

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

Think about making repetitive motions...

...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
- 

Thinking about sitting...

...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 standing...

...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 your hands to handle, control, or feel objects, tools or controls...

...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 walking and running...

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

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

...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 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ Strongly disagree
  - ☐ 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 **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 important it is to coordinate or lead others in accomplishing work activities in your job...

...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 working with external customers or the public...

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

...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
- 

Thinking about using email...

...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 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.**

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

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

Think about communicating using written letters and memos...

...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 public speaking...

...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 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.**

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

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

...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 you have phone conversations...

...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 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.**

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

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.**

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

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.**

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

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 **challenge that can promote mastery, personal growth, or future gains.**

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

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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ Strongly 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ Strongly disagree
- ☐ Somewhat disagree
- ☐ 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 **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

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

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

...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 analyzing information and evaluating results to choose the best solution and solve problems...

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

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

...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 scheduling events, programs, and activities, as well as the work of others...

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

...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 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.**

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

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 **challenge that can promote mastery, personal growth, or future gains.**

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

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

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

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.**

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

---

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



- ☐ 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 **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 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

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

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.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ Strongly disagree
  - ☐ Somewhat disagree
  - ☐ Neither agree nor disagree
  - ☐ Somewhat agree
  - ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

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

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.**

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

Think about your encouraging and building mutual trust, respect, and cooperation among team members...

...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 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.**

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

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.**

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

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.**

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

☐ Strongly agree

---

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

...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 performing day-to-day administrative tasks such as maintaining information files and processing paperwork...

...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 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ Strongly disagree

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

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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

- ☐ 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 **challenge that can promote mastery, personal growth, or future gains.**

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

Think about identifying the educational needs of others, developing formal educational or training programs or classes, and teaching or instructing others...

...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
- 

## 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?

- ☐ Not at all
- ☐ A small part of the time
- ☐ Part of the time
- ☐ A large part of the time
- ☐ All the time

---

How often have you been physically exhausted because of your job?

- ☐ Not at all
- ☐ A small part of the time
- ☐ Part of the time
- ☐ A large part of the time
- ☐ All the time

---

How often have you been emotionally exhausted because of your job?

- ☐ Not at all
- ☐ A small part of the time
- ☐ Part of the time
- ☐ A large part of the time
- ☐ All the time

---

How often have you felt tired because of your job?



- ☐ Not at all
  - ☐ A small part of the time
  - ☐ Part of the time
  - ☐ A large part of the time
  - ☐ All the time
- 

How often have you had problems relaxing because of your job?

- ☐ Not at all
  - ☐ A small part of the time
  - ☐ Part of the time
  - ☐ A large part of the time
  - ☐ All the time
- 

How often have you been irritable because of your job?

- ☐ Not at all
  - ☐ A small part of the time
  - ☐ Part of the time
  - ☐ A large part of the time
  - ☐ All the time
- 

How often have you been tense because of your job?

- ☐ Not at all
  - ☐ A small part of the time
  - ☐ Part of the time
  - ☐ A large part of the time
  - ☐ All the time
- 

## Engagement Survey

---

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

---

I am able to concentrate on my work without getting distracted

Strongly  
Disagree

☐

Disagree

☐

Somewhat  
Disagree

☐

Somewhat  
Agree

☐

Agree

☐

Strongly Agree

☐

Time passes quickly while I'm working

Strongly  
Disagree

☐

Disagree

☐

Somewhat  
Disagree

☐

Somewhat  
Agree

☐

Agree

☐

Strongly Agree

☐

I find it difficult to mentally disconnect from work

Strongly  
Disagree

☐

Disagree

☐

Somewhat  
Disagree

☐

Somewhat  
Agree

☐

Agree

☐

Strongly Agree

☐

I enjoy thinking about work even when I'm not at work

Strongly  
Disagree

☐

Disagree

☐

Somewhat  
Disagree

☐

Somewhat  
Agree

☐

Agree

☐

Strongly Agree

☐

I love starting my workday

Strongly  
Disagree

☐

Disagree

☐

Somewhat  
Disagree

☐

Somewhat  
Agree

☐

Agree

☐

Strongly Agree

☐

I have to be reminded to take breaks while I'm at work

Strongly  
Disagree

Disagree

Somewhat  
Disagree

Somewhat  
Agree

Agree

Strongly Agree



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 maintain good levels of energy throughout the workday

Strongly  
Disagree



Disagree



Somewhat  
Disagree



Somewhat  
Agree



Agree



Strongly Agree



I enjoy spending time completing my job tasks

Strongly  
Disagree



Disagree



Somewhat  
Disagree



Somewhat  
Agree



Agree



Strongly Agree



I feel motivated to go beyond what is asked of me at work

Strongly  
Disagree



Disagree



Somewhat  
Disagree



Somewhat  
Agree



Agree



Strongly Agree



When work is slow I find ways to be productive

Strongly  
Disagree

Disagree



Somewhat  
Disagree

Somewhat  
Agree

Agree

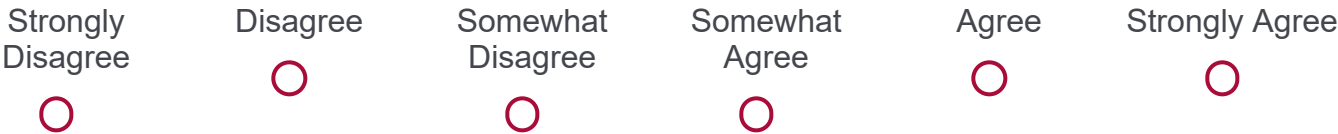


Strongly Agree

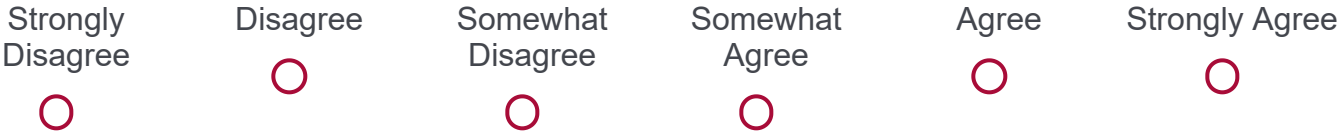




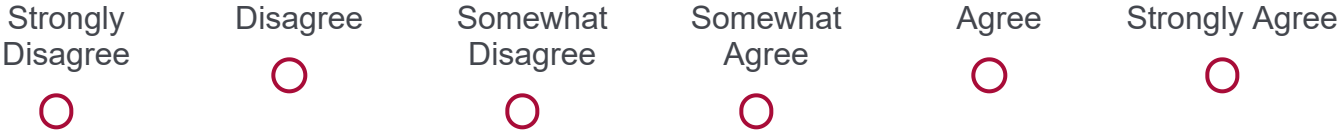
I express enthusiasm for my job while at work



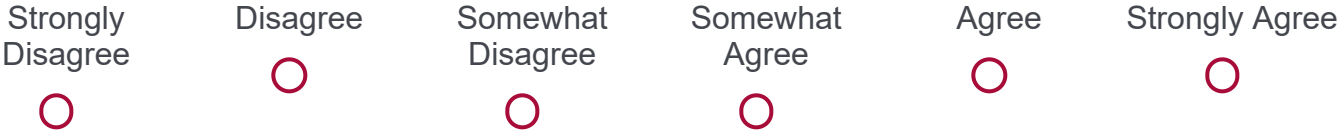
I plan to stay with this company as my career advances



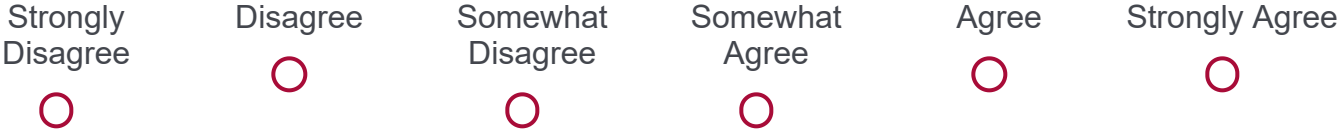
I believe this company cares about my career goals



This organization challenges me to work at my full potential



I feel proud of my accomplishments within this organization



My job makes me feel like I'm part of something meaningful





---

I embrace challenging situations at work

Strongly  
Disagree



Disagree



Somewhat  
Disagree



Somewhat  
Agree



Agree



Strongly Agree



---

I speak positively about this organization to others

Strongly  
Disagree



Disagree



Somewhat  
Disagree



Somewhat  
Agree



Agree



Strongly Agree



---

## Demographics

---

### Instructions

This section of the survey helps us categorize your responses into conventional societal groupings. You may choose not to provide an answer to any question you do not feel comfortable responding to.

Please indicate the title of the job you were referring to when answering our questions.

---

How long have you held this position?

- ☐ Less than 6 months
- ☐ Between 6 months and 1 year
- ☐ Between 1 and 5 years
- ☐ Between 5 and 10 years
- ☐ More than 10 years

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

code: [app.prolific.co/submissions/complete?cc=3685020A](https://app.prolific.co/submissions/complete?cc=3685020A)

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