Work stress was measured using a 13-item scale adapted from measures that focused on job-related affective well-being (Warr, 1990) and emotional exhaustion (Maslach &Jackson, 1984). Five items tapped job-related feelings of depression and pessimism (e.g.‘my job gives me a depressed feeling’) and eight items tapped the degree to which work is emotionally draining (e.g. ‘I find it difficult to unwind at the end of a workday’). Respondents rated the degree to which each item applies to their current work situation on a 7-point scale ranging from ‘completely does not describe my situation’ to ‘completely describes my situation’. Mean scores across all 13 items were used in the analyses. Higher scores indicate a higher degree of work stress.