

Well-Being and Attitudes

Explore well-being and attitudes to work with scales that cover topics from job stress and mindfulness to burnout and resilience.

Overview List for Well-being and Attitudes

See pages below for more details of each scale

Basic Psychological Need Satisfaction at Work	Deci, E. L., Ryan, R. M., Gagne, M., Leone, D. R., Usunov, J., & Kornazheva, B. P. (2001). Need satisfaction, motivation, and well-being in the work organizations of a former Eastern Bloc country: A cross-cultural study of self-determination. <i>Personality and Social Psychology Bulletin</i> , 27(8), 930–942. DOI:10.1177/0146167201278002	
Burnout	Schaufeli, W.B., Desart, S., De Witte, H. (2020). Burnout Assessment Tool (BAT) - Development, validity and reliability. <i>International Journal of Environmental Research and Public Health</i> , 17(24), 9495; DOI: 10.3390/ijerph17249495	
General Health	Cullati S, Bochatay N, Rossier C, Guessous I, Burton-Jeangros C, Courvoisier, D.S. (2020). Does the single-item self-rated health measure the same thing across different wordings? Construct validity study. <i>Quality of Life Research</i> , 29(9), 2593-2604. DOI: 10.1007/s11136-020-02533-2.	Coming soon
IWP Multi-Affect Indicator	Warr, P., Bindl, U. K., Parker, S. K., & Inceoglu, I. (2014). Four-quadrant investigation of job-related affects and behaviours. <i>European Journal of Work and Organizational Psychology</i> , 23(3), 342-363.	
Job Satisfaction	Warr, P., Cook, J., & Wall, T. (1979). Scales for the measurement of some work attitudes and aspects of psychological well-being. <i>Journal of Occupational Psychology</i> , 52(2), 129–148. DOI:10.1111/j.2044-8325.1979.tb00448.x	
Job Stress	Motowidlo, S. J., Packard, J. S., & Manning, M. R. (1986). Occupational stress: Its causes and consequences for job performance. <i>Journal of Applied Psychology</i> , 71(4), 618–29. DOI:10.1037//0021-9010.71.4.618	
Mindfulness	Baer, R. A., Smith, G. T., Hopkins, J., Krietemeyer, J., & Toney, L. (2006). Five Facet Mindfulness Questionnaire. <i>Assessment</i> , 13, 27-45. DOI: 10.1177/1073191105283504	
Organizational Identification	Mael, F., & Ashforth, B. E. (1992). Alumni and their alma mater: A partial test of the reformulated model of organizational identification. <i>Journal of Organizational Behavior</i> , 13(2), 103–123. DOI: 10.1002/job.4030130202	Coming soon
Resilience	Smith, B. W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P., & Bernard, J. (2008). The brief resilience scale: Assessing the ability to bounce back. <i>International Journal of Behavioral Medicine</i> , 15(3), 194-200. DOI: 10.1080/10705500802222972	
Stress	Cohen, S., Kamarck, T., & Mermelstein, R. (1983). A global measure of perceived stress. <i>Journal of Health and Social Behavior</i> , 24(4), 385–396. DOI:10.2307/2136404	Coming soon
Thriving	Porath, C., Spreitzer, G., Gibson, C., & Garnett, F.G. (2012). Thriving at work: Toward its measurement, construct validation, and theoretical refinement. <i>Journal of Organizational Behavior</i> , 33(2), 250-275. DOI:10.1002/job.756	

Basic Need Satisfaction at Work

About:

This scale captures the extent to which individuals find that their work satisfies their three fundamental needs (competence, relatedness and autonomy).

Number of questions in the scale: 20

Additional Note:

This scale has 3 subscales:

- *Autonomy*
- *Competence*
- *Relatedness*

Reference:

Deci, E. L., Ryan, R. M., Gagne, M., Leone, D. R., Usunov, J., & Kornazheva, B. P. (2001). Need satisfaction, motivation, and well-being in the work organizations of a former Eastern Bloc country: A cross-cultural study of self-determination. *Personality and Social Psychology Bulletin*, 27(8), 930–942.
doi:10.1177/0146167201278002

Burnout

About:

This scale captures the extent to which individuals feel mental and physical exhaustion and an inability to cope with the demands of the job.

Number of questions in the scale: 33

Additional Note:

This scale has 6 subdimensions:

- *Exhaustion*
- *Mental Distance*
- *Cognitive Impairment*
- *Emotional Impairment*
- *Psychological Complaints*
- *Psychosomatic Complaints*

Reference:

Schaufeli, W.B., Desart, S., & De Witte, H. (2020). Burnout Assessment Tool (BAT) – Development, validity and reliability. *International Journal of Environmental Research and Public Health*, 17(24), 9495. doi:10.3390/ijerph17249495

General Health

About:

This scale captures the extent to which individuals feel generally healthy.

Number of questions in the scale: 1

Additional Note:

N/A

Reference:

Cullati, S., Bochatay, N., Rossier, C., Guessous, I., Burton-Jeangros, C., & Courvoisier, D.S. (2020). Does the single-item self-rated health measure the same thing across different wordings? Construct validity study. *Quality of Life Research*, 29(9), 2593-2604. doi: 10.1007/s11136-020-02533-2.

IWP Multi-Affect Indicator

About:

This scale captures the extent to which individuals experience a circumplex of feelings within a work context.

Number of questions in the scale: 16

Additional Note:

This scale has 4 subdimensions:

- High Activation Unpleasant Affect
- High Activation Pleasant Affect
- Low Activation Unpleasant Affect
- Low Activation Pleasant Affect

Reference:

Warr, P., Bindl, U.K., Parker, S., & Inceoglu, I.(2014). Four quadrant investigation of job-related affects and behaviours. *European Journal of Work and Organizational Psychology, 23*(3), 342-363, DOI: 10.1080/1359432X.2012.744449

Job Satisfaction

About:

This scales captures the extent to which people are satisfied with their experience of work.

Number of questions in the scale: 16

Additional Note:

This scale has 2 subdimensions

- *Intrinsic satisfaction*
- *Extrinsic satisfaction*

Reference:

Warr, P., Cook, J., & Wall, T. (1979). Scales for the measurement of some work attitudes and aspects of psychological well-being. *Journal of Occupational Psychology*, 52(2), 129–148. doi:10.1111/j.2044-8325.1979.tb00448.x

Job Stress

About:

This scale captures the extent to which individuals perceive pressure, tension, and strain associated with their work responsibilities and environment.

Number of questions in the scale: 4

Additional Note:

N/A

Reference:

Motowidlo, S. J., Packard, J. S., & Manning, M. R. (1986). Occupational stress: Its causes and consequences for job performance. *Journal of Applied Psychology, 71*(4), 618–29. doi:10.1037//0021-9010.71.4.618

Mindfulness

About:

This scale captures the extent to which individuals have the ability to observe internal and external experiences with awareness and without judgment.

Number of questions in the scale: 39

Additional Note:

This scale has 5 subdimensions:

- *Observe*
- *Describe*
- *Act with Awareness*
- *Nonjudge*
- *Nonreact*

Reference:

Baer, R. A., Smith, G. T., Hopkins, J., Krietemeyer, J., & Toney, L. (2006). *Five Facet Mindfulness Questionnaire*. *Assessment*, 13, 27-45. doi: 10.1177/1073191105283504

Resilience

About:

This scale captures the extent to which individuals are able to effectively adapt to and 'bounce back' or move forward from challenges.

Number of questions in the scale: 6

Additional Note:

N/A

Reference:

Smith, B.W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P., & Bernard, J. (2008). The brief resilience scale: Assessing the ability to bounce back. *International Journal of Behavioral Medicine, 15*, 194–200. doi:10.1080/10705500802222972

Thriving

About:

This scale captures the extent to which individuals feel energized and have a sense that they are continually learning in their job roles.

Number of questions in the scale: 10

Additional Note:

N/A

Reference:

Porath, C., Spreitzer, G., Gibson, C., & Garnett, F.G. (2012). Thriving at work: Toward its measurement, construct validation, and theoretical refinement. *Journal of Organizational Behavior*, 33(2), 250–275. doi 10.1002/job.756