**Appendix 1 – Measurement Instruments**

*Basic Psychological Need Satisfaction and Frustration Scale-Work Domain (BPNSF-W)*

The following questions concern your feelings about your job during the past 4 weeks. Please indicate how much you agree with each of the following statements given your experiences on this job. Remember that your supervisor will never know how you responded to the questions.

1 2         3                   4       5               6 7

     Strongly         Neutral                               Strongly

     disagree                                       agree

1. At work, I feel a sense of choice and freedom in the things I undertake.

2. I feel excluded from the group I want to belong to at work.

3. I feel confident that I can do things well on my job.

4. I feel that the people I care at work about also care about me.

5. Most of the things I do on my job feel like “I have to”.

6. When I am at work, I have serious doubts about whether I can do things well.

7. I feel that my decisions on my job reflect what I really want.

8. I feel that people who are important to me at work are cold and distant towards me.

9. At work, I feel capable at what I do.

10. I feel forced to do many things on my job I wouldn’t choose to do.

11. I feel disappointed with my performance in my job.

12. I feel connected with people who care for me at work, and for whom I care at work.

13. I feel my choices on my job express who I really am.

14. When I am at work, I feel competent to achieve my goals.

15. I feel pressured to do too many things on my job.

16. At work, I feel close and connected with other people who are important to me.

17. I feel insecure about my abilities on my job.

18. My daily activities at work feel like a chain of obligations.

19. I feel I have been doing what really interests me in my job.

20. I have the impression that people I spend time with at work dislike me.

21. In my job, I feel I can successfully complete difficult tasks.

22. I feel the relationships I have at work are just superficial.

23. When I am working, I feel like a failure because of the mistakes I make.

24. I experience a warm feeling with the people I spend time with at work.

**Appendix 1 – Measurement Instruments (cont’d)**

*The BBC Subjective Wellbeing Scale (BBC-SWB)*

The following questions concern your general well-being. Please indicate how much you agree with each of the following statements, using the scale below.

1 = not at all             2 = a little             3 = moderately            4 = very much           5 = extremely

1. Are you happy with your physical health?

2. Are you happy with the quality of your sleep?

3. Are you happy with your ability to perform daily living activities?

4. Do you feel depressed or anxious?

5. Do you feel able to enjoy life?

6. Do you feel you have a purpose in life?

7. Do you feel optimistic about the future?

8. Do you feel in control of your life?

9. Do you feel happy with yourself as a person?

10. Are you happy with your looks and appearance?

11. Do you feel able to live your life the way you want?

12. Are you confident in your own opinions and beliefs?

13. Do you feel able to do the things you choose to do?

14. Do you feel able to grow and develop as a person?

15. Are you happy with yourself and your achievements?

16. Are you happy with your personal and family life?

17. Are you happy with your friendships and personal relationships?

18. Are you comfortable about the way you relate and connect with others?

19. Are you happy with your sex life?

20. Are you able to ask someone for help with a problem?

21. Are you happy that you have enough money to meet your needs?

22. Are you happy with your opportunity for exercise/leisure?

23. Are you happy with access to health services?

24. Are you happy with your ability to work?