**Collation of responses to request for a workplace wellbeing measure**

**Psychological Well-Being**Jones, Ambrose, Norman, Carolyn, Benson, Wier. (2010). Healthy Lifestyle as a Coping Mechanism for Role Stress in *Public Accounting. Behavioral Research in Accounting*. 22(1), (Satisfaction with Life Survey Denier et al 1985)
7 point scale
1. In most ways, my life is close to ideal.
2. The conditions of my life are excellent.
3. I am satisfied with my life.
4. So far, I have gotten the important things I want in life.
5. If I could live my life over, I would change almost nothing.

Isis H. Settles, Rachel C. O'Connor, Stevie C. Y. Yap (2016). Climate Perceptions and Identity
Interference Among Undergraduate Women in STEM: The Protective Role of Gender
Identity. *Psychology of Women Quarterly*, 2016, Volume 40, Number 4, pages 488-503.
4-point scale
1. On the whole, I am satisfied with myself.
2. At times I think I am no good at all.
3. I feel that I have a number of good qualities.
4. I am able to do things as well as most other people.
5. I feel I do not have much to be proud of.
6. I certainly feel useless at times.
7. I feel that I'm a person of worth.
8. I wish I could have more respect for myself.
9. All in all, I am inclined to think that I am a failure.
10. I take a positive attitude towards myself.

PsyCap – hope, resilience, optimism, efficacy (e.g., Luthans et al., 2015)

Ryff’s Psychological Well-Being Scales (PWB), 42 Item version online at: [https://danrobertsgroup.com/wp-content/uploads/2018/02/PWB-Scale.pdf](https://protect-au.mimecast.com/s/BOY8CoV1JnIDkrjzT14ru1?domain=danrobertsgroup.com)

**Flourishing scale** by Diener et al. (2010) - meaning, purpose, and relationships,. Diener, E., Wirtz, D., Tov, W. *et al.* New Well-being Measures: Short Scales to Assess Flourishing and Positive and Negative Feelings. *Soc Indic Res* **97,** 143–156 (2010).

**Employee Burnout & Engagement**Ângelo, R.P., Chambel, M.J. The Reciprocal Relationship between Work Characteristics
and Employee Burnout and Engagement: A Longitudinal Study of Firefighters. *Stress and Health*, 2013, Volume 31 Number 3, pp. 106-114.
1. Older colleagues do not accept orders from you, even if you are more qualified.
2. The supervisors do not respect and appreciate the specialized training that a firefighter has.
3. Poor coordination with health services at the emergency scene.
4. Your values and ideals conflict with your Fire Department and colleagues values.

**Work-related stress**

Maria Nordin, Anders Knutsson, and Elisabet Sundbom (2005). Psychosocial Factors, Gender, and Sleep. *Journal of Occupational Health and Psychology*, Volume10, Number 1, pp. 54-63.
4 point scale
1. Do you have to work fast?
2. Is your work psychologically trying?
3. Do you find it hard to keep up with the work pace?
4. Do you experience conflicting demands at work?

**Work Stress**Alain Marchand, Robert-Paul Juster (2016). Work Stress Models and Diurnal Cortisol Variations: The SALVEO Study*. Journal of Occupational Health Psychology*. 2016, Vol. 21, No. 2, 182–193
4-point scale
1. my job requires that I learn new things.
2. my job requires that decision authority.
3. my job allows me to make a lot of decisions on my own.
4. my job requires working very fast.
5. my job promotion prospects are poor

**Job Demands Resources model** (JD-R), JD-R / Work Engagement key references:

Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi‐sample study. Journal of Organizational Behavior, 25(3), 293-315. doi:10.1002/job.248

Schaufeli, W. B., Martinez, I. M., Pinto, A. M., Salanova, M., & Bakker, A. B. (2002). Burnout and engagement in university students a cross-national study. Journal of Cross-Cultural Psychology, 33(5), 464-481. doi:10.1177/0022022102033005003

Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. Journal of Happiness Studies, 3(1), 71-92. doi:10.1023/A:1015630930326

Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire a cross-national study. Educational and Psychological Measurement, 66(4), 701-716. doi:10.1177/0013164405282471

**Employee Wellbeing Scale** Zheng et al. (2015)

18-items The scale consists of three dimensions
life wellbeing (LWB),
workplace wellbeing (WWB),
and psychological wellbeing (PWB

Zheng, X., Zhu, W., Zhao, H., & Zhang, C. (2015). Employee well-being in
organizations: Theoretical model, scale development, and cross-cultural
validation. Journal of Organizational Behavior, 36(5), 621–644.

**Workplace Wellbeing Questionnaire** online at <https://www.academia.edu/22682321/Workplace_Wellbeing_Questionnaire_Black_Dog_Institute>

Hyett， M. P. & Parker，G. B. (2015). Further Examination of the Properties of the Workplace Well-Being Questionnaire (WWQ), *Social Indicator Research*, 124:683–692

Parker,G. B., FRANZCP,M. D., Hyett,M. P. (2011) Measurement of Well-Being in the Workplace The Development of the Work Well-Being Questionnaire. *The Journal of Nervous and Mental Disease*, 199(6),394-397