Additional file 1

COPSOQ III - Adapted

The following questions are about your psychosocial work environment. Please answer with the option that best fits your view.

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</thead>
<tbody>
<tr>
<td></td>
<td>Never</td>
<td>Sometimes</td>
<td>Often</td>
<td>Always</td>
</tr>
<tr>
<td>1.</td>
<td>I do not have time to complete all my work tasks.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>2.</td>
<td>I struggle with meeting deadlines.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>3.</td>
<td>I have difficulties keeping up with the pace of work.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>4.</td>
<td>I have to work at a high pace throughout the day.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>5.</td>
<td>I have to deal with other people’s personal problems as part of my work.</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>6.</td>
<td>I find my work emotionally demanding.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>7.</td>
<td>I find that my work requires me to hide my feelings.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>8.</td>
<td>I do not have a large degree of influence on the decisions concerning my work.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>9.</td>
<td>I cannot influence the amount of work assigned to me.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>10.</td>
<td>I do not learn new skills and knowledge through my work.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>11.</td>
<td>I am asked to perform duties outside of my professional training.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>12.</td>
<td>I spend too much time on administrative tasks and not enough time on my core duties.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td>13.</td>
<td>I have difficulties advancing</td>
<td>0</td>
<td>1</td>
<td>2</td>
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<tr>
<td><strong>14.</strong> I have to do overtime.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>15.</strong> I do not find my work meaningful.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>16.</strong> I feel that the work I do is not important.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>17.</strong> At my workplace, I am informed at the last minute about important decisions, changes or plans for the future.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>18.</strong> I receive very little direction and information from the management/supervisor to do my work well.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>19.</strong> I am not sure what is expected of me at work.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>20.</strong> My work is not recognized nor appreciated by the management/supervisor.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>21.</strong> I am worried about becoming unemployed.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td><strong>22.</strong> I am worried about being transferred to another job or mission against my will.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>23.</strong> I feel that my work drains so much of my energy that it has a negative effect on my private life.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>24.</strong> I feel that my work takes so much of my time that it has a negative effect on my private life.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>25.</strong> Conflicts and misunderstandings in the workplace are not resolved in a fair way.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td><strong>26.</strong> Work is not distributed fairly.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>27.</td>
<td>I am pleased with my job as a whole after taking everything into consideration.</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>28.</td>
<td>I receive untoward sexual advances at my workplace.</td>
<td>0</td>
<td>1</td>
<td>2</td>
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</tbody>
</table>

If response is 1, 2, or 3 for Q27, follow up with: From whom did you receive untoward sexual advances from? (multiple response options): Colleagues; Manager/supervisor; Subordinates; Beneficiaries/clients; Do not want to say

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<tbody>
<tr>
<td>29.</td>
<td>I am exposed to threats of violence at my workplace.</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

If response is 1, 2, or 3 for Q28, follow up with: What kind of violence were you exposed to? (multiple response options): Physical violence; Verbal abuse; By colleagues; By manager/supervisor; By subordinates; By beneficiaries/clients; Do not want to say

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<tbody>
<tr>
<td>30.</td>
<td>I am exposed to bullying (i.e., unpleasant and degrading treatment) at my workplace.</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

If response is 1, 2, or 3 for Q29, follow up with: Who were you bullied by? (multiple response options): Colleagues, Manager/supervisor, Subordinates, Beneficiaries/clients, Do not want to say.

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<tbody>
<tr>
<td>31.</td>
<td>I have a difficult time at work because of discrimination.</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

If response is 1, 2, or 3 for Q30, follow up with: I faced discrimination because of my (multiple response options): Physical disability; Mental health problems; Race and/or ethnic group; Nationality; Age; Gender; Sexual orientation; Pregnancy or parenthood; Other (please specify); Do not want to say