

Thriving from Work Questionnaire Short-Form

Instructions for Use

The short-form version of the Thriving from Work Questionnaire allows you to measure whether workers are thriving from their work. While it captures each of the six domains, there are only 1-2 items from each of the domains. This version is ideal when space is limited on a survey and you are most interested in measuring worker well-being (but not specific attributes of Thriving from Work).

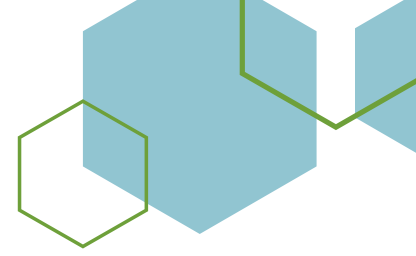
The short-form questionnaire allows you to measure:

- Whether groups of workers are thriving from work (or not)
- Changes in workers' thriving over time, such as before and after an organizational change initiative is implemented.

Recommendations for Use:

- Use the entire scale of 8 items.
- The questionnaire asks workers to reflect over the last month. This timeframe is arbitrary and there may be a better timeframe depending on the purpose of the worker survey.
- If you are delivering the questionnaire electronically and have the capability to do so using survey software such as Qualtrics, RedCap or SurveyMonkey, we recommend that you randomly order the items. This can be important as some items may trigger workers to respond differently on future items they answer. When these are randomly ordered, this problem is minimized. If you can not order the items that is ok. The questionnaire will still be responsive.
- You may want to change the introductory wording for the questionnaire. We recommend conducting testing of any changes made to the questionnaire. Best practice would be to test the revised wording with a sample of workers to ensure appropriate interpretation of any changes. We have tested the following change for measuring Thriving from Work for workers employed by a specific organization: "*These questions relate to your job at <Organization>. How often, if it all, have you felt the following ways about your work over the last <insert time frame> month/s?*"
- If you want to modify an item to better suit your needs, you should test the modified items with a group of workers to ensure that the new wording of the item is being interpreted as intended. Please feel free to contact us for any advice on modifying the questionnaire.
- The "physical safety" and "psychological safety" questions can be used interchangeably. This should not alter the performance of the questionnaire. We suggest selecting the item that you think best suits the nature of the work performed by the workers completing the questionnaire. You do not need to include both items.

Thriving from Work Questionnaire Short-Form



The following items relate to how you perceive the work you do day-to-day. If you have more than one job, please consider your current job that is most IMPORTANT to you when responding.

Please think about the same job when you are answering all of the questions.

Indicate how often, if at all, you have generally felt that way about your work over the last month.

Please read the questions carefully and give your best honest answer. Select one response for each item.

Response categories: Never, Rarely, Sometimes, Usually, Almost Always, Always

1. I love my job.
2. I am treated fairly at work.
3. I can achieve a healthy balance between my work and my life outside of work.
4. I am paid fairly for the job I do.
5. I am happy with how much input I have in decisions that affect my work.
6. I can easily manage the demands of my job.
7. I feel psychologically safe at work.*
8. I can voice concerns or make suggestions at work without getting into trouble.

* Depending on the nature of the industry or scope of research/practice, this item can be replaced with "I feel physically safe at work."

Thriving from Work Questionnaire Long-Form



Instructions for Use

The long-form version of the Thriving from Work Questionnaire allows you to measure all six domains of Thriving from Work with 30 items.

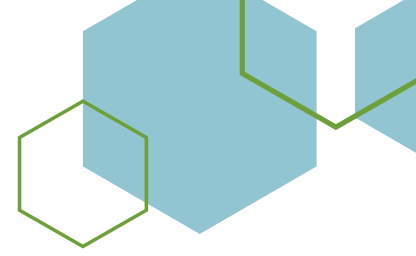
The long-form questionnaire allows you to measure:

- Measure whether groups of workers are thriving from work (or not)
- Identify some of the most important attributes for workers' thriving
- Capture the six domains of Thriving from Work
- Track changes in workers' thriving over time, such as before and after an organizational change initiative is implemented.

Recommendations for Use:

- Use the entire scale of 30 items.
- At this stage, domains are not recommended to be used as standalone questionnaires.
- The questionnaire asks workers to reflect over the last month. This timeframe is arbitrary and there may be a better timeframe depending on the purpose of the survey.
- You may want to change the introductory wording for the questionnaire. We recommend conducting cognitive testing of any changes made to the questionnaire. Best practice would be to test the revised wording with a sample of workers to ensure appropriate interpretation of any changes. We have tested the following change for measuring Thriving from Work for workers employed by a specific organization: "These questions relate to your job at <Organization>. How often, if it all, have you felt the following ways about your work over the last <insert time frame> month/s?"
- If you are delivering the questionnaire electronically and have the capability to do so using survey software such as Qualtrics, RedCap or SurveyMonkey, we recommend that you randomly order the items. This can be important as some items may trigger workers to respond differently on future items they answer. When these are randomly ordered, this problem is minimized. If you can not order the items that is ok. The questionnaire will still be responsive.
- If you want to modify an item to better suit your needs, you should test the modified items with a group of workers to ensure that the new wording of the item is being interpreted as intended. Please feel free to contact us for any advice on modifying the questionnaire.

Thriving from Work Questionnaire Long-Form



The following items relate to how you perceive the work you do day-to-day. If you have more than one job, please consider your current job that is most IMPORTANT to you when responding.

Please think about the same job when you are answering all of the questions.

Indicate how often, if at all, you have generally felt that way about your work over the last month.

Please read the questions carefully and give your best honest answer.

Select one response for each item.

Response categories: Never, Rarely, Sometimes, Usually, Almost Always, Always

Domain	Item
Work-related Emotional & Psychological Well-being	1. I love my job. 2. The kind of work I do makes me happy. 3. I am satisfied with my job. 4. My work adds meaning to my life. 5. My job allows me to achieve my full potential. 6. My work adds to my overall life satisfaction.
Social Well-being from Work	7. I am treated fairly at work. 8. I feel supported by the people I work with. 9. I feel valued by the people I work with. 10. I am treated with respect at work. 11. At work, I feel like I belong.
Work-Life Integration	12. I can achieve a healthy balance between my work and my life outside of work. 13. I can easily manage my job as well as attend to my needs and the needs of my family. 14. I feel safe getting to and from work.
Basic Needs for Thriving	15. I am paid fairly for the job I do. 16. I am satisfied with the amount of paid leave I can take to care for myself or family members. 17. I feel my job is secure. 18. I have good opportunities for promotion.
Job Design & Experience of Work	19. I am happy with how much input I have in my decisions that affect my work. 20. I can easily manage the demands of my job. 21. I have adequate control over the pace of my work. 22. I am happy with how much control I have over my work schedule. 23. I have access to the resources I need to do my job well.
Physical & Mental Well-being from Work	24. I feel psychologically safe at work. 25. I feel physically safe at work. 26. I feel excessive levels of stress from my work. 27. After I leave work, I have enough energy to do the things I want or need to do. 28. I worry that I will get hurt at work.
	29. I can voice concerns or make suggestions at work without getting into trouble. 30. I receive recognition at work for my accomplishments.