

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.

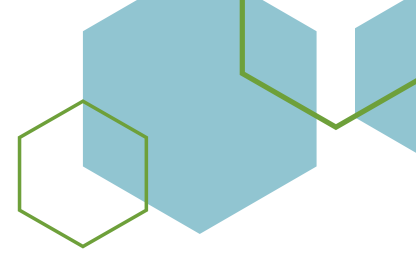
The long-form questionnaire allows you to measure:

- 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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.
	<ol style="list-style-type: none"> 29. I can voice concerns or make suggestions at work without getting into trouble. 30. I receive recognition at work for my accomplishments.

Thriving from Work Questionnaire Long-Form

The following items relate to how you perceive the work you do day-to-day. Indicate how often, if at all, you have generally felt that way about your work over the last month. Select one response for each item.

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

Los siguientes elementos se relacionan con la forma en la que usted percibe el trabajo que realiza a diario.

Indique la frecuencia con la que se ha sentido de determinada manera en general en relación con su trabajo durante el último mes. Elija una respuesta para cada elemento.

Categorías de Respuesta: Nunca, Rara vez, A veces, Normalmente, Casi siempre, Siempre

DIMENSIÓN	ITEM (English)	ELEMENTO (Español)
Psychological and Emotional Well-being from Work/ Bienestar Psicológico y Emocional en el Trabajo	1. My work adds meaning to my life. 2. My job allows me to achieve my full potential. 3. The kind of work I do makes me happy. 4. I love my job.* 5. I am satisfied with my job. 6. My work adds to my overall life satisfaction.	1. Mi trabajo le agrega sentido a mi vida. 2. Mi trabajo me permite alcanzar todo mi potencial. 3. El tipo de trabajo que hago me hace feliz. 4. Me encanta mi trabajo.* 5. Estoy satisfecho con mi trabajo. 6. Mi trabajo contribuye positivamente con mi satisfacción general con mi vida.
Social Well-being from Work/ Bienestar Social en el Trabajo	7. I feel supported by the people I work with. 8. I feel valued by the people I work with. 9. I am treated fairly at work.* 10. I am treated with respect at work. 11. At work, I feel like I belong. 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.	7. Me siento apoyado por la gente con la que trabajo. 8. Me siento valorado/a por las personas con las que trabajo. 9. Me tratan de manera justa en el trabajo.* 10. Me tratan con respeto en el trabajo. 11. En el trabajo, siento que pertenezco. 12. Puedo lograr un equilibrio saludable entre mi trabajo y mi vida fuera del trabajo.* 13. Puedo realizar fácilmente mi trabajo y atender mis necesidades y las de mi familia.

*Indica elemento en forma corto

Para cualquier información adicional, o si tiene alguna pregunta, por favor póngase en contacto con: Dr. Susan Peters, Center for Work, Health, and Well-being, sepeters@hsph.harvard

<p>Work-Life Integration/ Integración Vida- Trabajo</p>	<p>14. I feel safe getting to and from work. 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.</p>	<p>14. Me siento seguro yendo y volviendo del trabajo. 15. Recibo un pago razonable por el trabajo que hago.* 16. Estoy satisfecho con la cantidad de días de licencia pagada que puedo tomar para ocuparme de mí mismo o de mi familia.</p>
<p>Basic Needs from Thriving from Work/ Necesidades Básicas para Prosperar en el Trabajo</p>	<p>17. I feel my job is secure. 18. I have good opportunities for promotion. 19. I am happy with how much input I have in decisions that affect my work.* 20. I have adequate control over the pace of my work.</p>	<p>17. Creo que mi trabajo es seguro. 18. Tengo buenas oportunidades de ascenso en el trabajo. 19. Me siento satisfecho/a con el nivel de aportes que contribuyo a las decisiones que afectan mi trabajo.* 20. Tengo un control adecuado sobre mi ritmo de trabajo.</p>
<p>Job design and experience of work/ Diseño y Experiencia de Trabajo</p>	<p>21. I am happy with how much control I have over my work schedule. 22. I can easily manage the demands of my job.* 23. I have access to the resources I need to do my job well. 24. I feel physically safe at work. 25. I feel psychologically safe at work.*</p>	<p>21. Estoy feliz con el control que tengo sobre mi cronograma de trabajo. 22. Puedo manejar fácilmente las exigencias de mi trabajo.* 23. Tengo acceso a los recursos que necesito para hacer bien mi trabajo. 24. Me siento físicamente seguro en el trabajo. 25. Me siento psicológicamente seguro en el trabajo.*</p>
<p>Health & Physical and Mental Well-being from work/ Salud y Bienestar Físico y Mental en el Trabajo</p>	<p>26. I worry that I will get hurt at work. 27. After I leave work, I have enough energy to do the things I want or need to do. 28. I receive recognition at work for my accomplishments. 29. I can voice concerns or make suggestions at work without getting into trouble.*</p>	<p>26. Me preocupa lastimarme en el trabajo. 27. Cuando salgo del trabajo, tengo suficiente energía para hacer las cosas que quiero o necesito hacer. 28. Recibo reconocimiento en el trabajo por mis logros. 29. Puedo expresar mis inquietudes o hacer sugerencias en el trabajo sin meterme en problemas.*</p>