

Dated: April 27, 2016

This is a Richard Ryan adapted scale from the Chen et al scale. six subscales, each need satisfaction and each need frustration. Can be summed in various ways—total, overall sat, overall frustration, reach need considered separately, depending on the four.

### **Basic Psychological Needs at Work Scale**

Instructions: 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. Please use the following scale in responding to the items.

1	2	3	4	5	6	7
strongly			neutral			strongly
disagree						agree

1. I have felt initiative and choice in the things I am undertaking at work.
2. I have sometimes felt excluded from the people I work with.
3. I feel confident that I can do things well on my job.
4. I care about my co-workers and they 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 can make the decisions I want about how I do my job
8. People I work with are often 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 often feel disappointed with my performance in my job.
12. I feel connected with people 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 have been doing in my job really interests me.
20. I often have the impression that people I spend time with at work dislike me.
21. In my job, I feel I can successfully complete even 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.