# Management Standards Indicator Tool (25-Item Version)

It is recognised that working conditions affect worker well-being. Your responses to the questions below will help us determine our working conditions now, and enable us to monitor future improvements. In order for us to compare the current situation with past or future situations, it is important that your responses reflect your work in the last six months

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | **Never** | **Seldom** | **Sometimes** | **Often** | **Always** |
| **1** | I am subject to personal harassment in the form of unkind words or behaviour |  |  |  |  |  |
| **2** | I have unachievable deadlines |  |  |  |  |  |
| **3** | If work gets difficult, my colleagues will help me |  |  |  |  |  |
| **4** | I am given supportive feedback on the work I do |  |  |  |  |  |
| **5** | I have a say in my own work speed |  |  |  |  |  |
| **6** | I am clear what my duties and responsibilities are |  |  |  |  |  |
| **7** | I have to neglect some tasks because I have too much to do |  |  |  |  |  |
| **8** | I am clear about the goals and objectives for my department |  |  |  |  |  |
| **9** | I have a choice in deciding how I do my work |  |  |  |  |  |
| **10** | I understand how my work fits into the overall aim of the organisation |  |  |  |  |  |
| **11** | I am pressured to work long hours |  |  |  |  |  |
| **12** | I have a choice in deciding what I do at work |  |  |  |  |  |
| **13** | I am subject to bullying at work |  |  |  |  |  |
| **14** | I have unrealistic time pressures |  |  |  |  |  |
| **15** | I can rely on my line manager to help me out with a work problem |  |  |  |  |  |
|  | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| **16** | I get help and support I need from colleagues |  |  |  |  |  |
| **17** | I have some say over the way I work |  |  |  |  |  |
| **18** | I have sufficient opportunities to question managers about change at work |  |  |  |  |  |
| **19** | I receive the respect at work I deserve from my colleagues |  |  |  |  |  |
| **20** | Staff are always consulted about change at work |  |  |  |  |  |
| **21** | I can talk to my line manager about something that has upset or annoyed me about work |  |  |  |  |  |
| **22** | My colleagues are willing to listen to my work-related problems |  |  |  |  |  |
| **23** | When changes are made at work, I am clear how they will work out in practice |  |  |  |  |  |
| **24** | I am supported through emotionally demanding work |  |  |  |  |  |
| **25** | My line manager encourages me at work |  |  |  |  |  |

# Warwick-Edinburgh Mental Wellbeing Scale

Below are some statements about feelings and thoughts.

Please tick the box that best describes your experience of each over the **last 2 weeks**.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | **None of the time** | **Rarely** | **Some of the time** | **Often** | **All of the time** |
| **1** | |  | | --- | | I’ve been feeling optimistic about the future | |  |  |  |  |  |
| **2** | |  | | --- | | I’ve been feeling useful | |  |  |  |  |  |
| **3** | |  | | --- | | I’ve been feeling relaxed | |  |  |  |  |  |
| **4** | |  | | --- | | I’ve been feeling interested in other people | |  |  |  |  |  |
| **5** | |  | | --- | | I’ve had energy to spare | |  |  |  |  |  |
| **6** | |  | | --- | | I’ve been dealing with problems well | |  |  |  |  |  |
| **7** | |  | | --- | | I’ve been thinking clearly | |  |  |  |  |  |
| **8** | |  | | --- | | I’ve been feeling good about myself | |  |  |  |  |  |
| **9** | |  | | --- | | I’ve been feeling close to other people | |  |  |  |  |  |
| **10** | |  | | --- | | I’ve been feeling confident | |  |  |  |  |  |
| **11** | |  | | --- | | I’ve been able to make up my own mind about things | |  |  |  |  |  |
| **12** | |  | | --- | | I’ve been feeling loved | |  |  |  |  |  |
| **13** | |  | | --- | | I’ve been interested in new things | |  |  |  |  |  |
| **14** | |  | | --- | | I’ve been feeling cheerful | |  |  |  |  |  |

# Utrecht Work Engagement Scale

The following 17 statements are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job. If you have never had this feeling, cross the ‘0’ (zero) in the space after the statement. If you have had this feeling, indicate how often you feel it by crossing the number (from 1 to 6) that best describes how frequently you feel that way.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **0** | Almost Never | Rarely | Sometimes | Often | Very Often | Always |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Never | A few times a  year or less | Once a month  or less | A few times a  Month | Once a week | A few times a  week | Every day |

1. \_\_\_\_\_\_ At my work, I feel bursting with energy.

2. \_\_\_\_\_\_ I find the work I do full of meaning and purpose.

3. \_\_\_\_\_\_ Time flies when I’m working.

4. \_\_\_\_\_\_ At my job, I feel strong and vigorous.

5. \_\_\_\_\_\_ I am enthusiastic about my job.

6. \_\_\_\_\_\_ When I am working, I forget everything else around me.

7. \_\_\_\_\_\_ My job inspires me.

8. \_\_\_\_\_\_ When I get up in the morning, I feel like going to work.

9. \_\_\_\_\_\_ I feel happy when I am working intensely.

10. \_\_\_\_\_\_ I am proud of the work that I do.

11. \_\_\_\_\_\_ I am immersed in my work.

12. \_\_\_\_\_\_ I can continue working for very long periods at a time.

13. \_\_\_\_\_\_ To me, my job is challenging.

14. \_\_\_\_\_\_ I get carried away when I’m working.

15. \_\_\_\_\_\_ At my job, I am very resilient, mentally.

16. \_\_\_\_\_\_ It is difficult to detach myself from my job.

17. \_\_\_\_\_\_ At my work I always persevere, even when things do not go well.

# Perceived Stress Scale (4-Item Version)

The questions in this scale ask you about your feelings and thoughts during THE LAST MONTH. In each case, please indicate your response by ticking the square representing HOW OFTEN you felt or thought a certain way

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | Never | Almost Never | Sometimes | Fairly Often | Very Often |
| 1 | In the last month, how often have you felt that you were unable to control the important things in your life? |  |  |  |  |  |
| 2 | In the last month, how often have you felt confident about your ability to handle your personal problems? |  |  |  |  |  |
| 3 | In the last month, how often have you felt that things were going your way? |  |  |  |  |  |
| 4 | In the last month, how often have you felt difficulties were piling up so high that you could not overcome them? |  |  |  |  |  |