



People at Work

**People at Work survey:
An assessment of
psychosocial hazards and
factors in the workplace**



How to complete this survey

- The People at Work survey should take you approximately 10 – 15 minutes to complete.
- As you work through the survey, please circle ONE response for each item (i.e. one number per row).
- Some of the questions may appear to be similar or the same – these items are somewhat different so please ensure you answer every question.

Confidentiality

The answers you provide on this survey will be collated with all other responses from the survey to provide a summary assessment of psychosocial hazards and factors in the workplace.

In order to ensure anonymity and confidentiality, please avoid recording your name, or any other information that may identify you on this survey.

Part A: Your job and workplace

A1: The following items concern various aspects of your current job.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I have a choice in deciding what I do at work	1	2	3	4	5	6	7
2. I have some say over the way I get the job done	1	2	3	4	5	6	7
3. I have a say in my own work speed	1	2	3	4	5	6	7

A2: The following items concern the amount of time pressure you have in your current job.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I am pressured to work long hours	1	2	3	4	5	6	7
2. I have unachievable deadlines	1	2	3	4	5	6	7
3. I have unrealistic time pressures	1	2	3	4	5	6	7
4. I have to neglect some tasks because I have too much to do	1	2	3	4	5	6	7

A3: The following items concern the support you receive from your supervisor.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I can rely on my supervisor to help me out with a work problem	1	2	3	4	5	6	7
2. If the work gets difficult, my supervisor will help me	1	2	3	4	5	6	7
3. I get the help and support I need from my supervisor	1	2	3	4	5	6	7
4. My supervisor is willing to listen to my work-related problems	1	2	3	4	5	6	7

A4: The following items concern various aspects of your current job.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I am clear what is expected of me at work	1	2	3	4	5	6	7
2. I know how to go about getting my job done	1	2	3	4	5	6	7
3. I am clear what my duties and responsibilities are	1	2	3	4	5	6	7

	never	rarely	once in a while	some of the time	fairly often	often	always
4. I understand how my work fits into the overall aim of the organisation	1	2	3	4	5	6	7

A5: The following items concern the support you receive from your co-workers.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I can rely on my co-workers to help me out with a work problem	1	2	3	4	5	6	7
2. If the work gets difficult, my co-workers will help me	1	2	3	4	5	6	7
3. I get the help and support I need from my co-workers	1	2	3	4	5	6	7
4. My co-workers are willing to listen to my work-related problems	1	2	3	4	5	6	7

A6: The following items concern various aspects of your current job.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I do things, which are accepted by one person, but not by another	1	2	3	4	5	6	7
2. Different groups at work demand things from me that are difficult to do at the same time	1	2	3	4	5	6	7
3. Different people at work expect conflicting things from me	1	2	3	4	5	6	7
4. I receive incompatible requests from two or more people	1	2	3	4	5	6	7

A7: The following items concern your relationship with your supervisor.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I feel that my supervisor values my contributions to this organisation	1	2	3	4	5	6	7
2. My supervisor gives me sufficient credit for my hard work	1	2	3	4	5	6	7
3. My supervisor encourages me in my work with praise and thanks	1	2	3	4	5	6	7

A8: The following items concern various aspects of your current job.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. Does your work need your undivided attention?	1	2	3	4	5	6	7
2. Do you have to keep track of more than one process at a time?	1	2	3	4	5	6	7
3. Do you have to concentrate all the time to watch for things going wrong?	1	2	3	4	5	6	7

A9: The following items refer to the processes used to respond to task and relationship conflicts in your workgroup.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. Processes are applied consistently in your workgroup	1	2	3	4	5	6	7
2. Processes are free from bias in your workgroup	1	2	3	4	5	6	7
3. Employees in your workgroup are able to express their views and feelings during those processes	1	2	3	4	5	6	7
4. Processes are based on accurate information about your workgroup	1	2	3	4	5	6	7

A10: The following items concern various aspects of your current job.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. Does your work put you in emotionally disturbing situations?	1	2	3	4	5	6	7
2. Is your work emotionally demanding?	1	2	3	4	5	6	7
3. Do you get emotionally involved in your work?	1	2	3	4	5	6	7

A11: The following items concern how change is managed in your organisation.

	never	rarely	once in a while	some of the time	fairly often	often	always
1. I am consulted about proposed changes at work	1	2	3	4	5	6	7
2. When changes are made at work, I am clear about how they will work out in practice	1	2	3	4	5	6	7

	never	rarely	once in a while	some of the time	fairly often	often	always
3. I am clearly informed about the nature of the changes that take place in this organisation	1	2	3	4	5	6	7
4. I can voice concerns about changes that affect my job	1	2	3	4	5	6	7

Part B: Relationships at work

B1: The following items concern relationships with members of your workgroup.

How often...	never	rarely	once in a while	some of the time	fairly often	often	always
1. Do you and members of your workgroup disagree about the work being done?	1	2	3	4	5	6	7
2. Are there conflicts about ideas between you and members of your workgroup?	1	2	3	4	5	6	7
3. Is there conflict between you and members of your workgroup about the work you do?	1	2	3	4	5	6	7
4. Are there differences of opinion between you and members of your workgroup?	1	2	3	4	5	6	7

B2: The following items concern relationships with members of your workgroup.

How often...	never	rarely	once in a while	some of the time	fairly often	often	always
1. Are there bad feelings among members in your workgroup?	1	2	3	4	5	6	7
2. Are personality conflicts evidence in your workgroup?	1	2	3	4	5	6	7
3. Is there tension among members in your workgroup?	1	2	3	4	5	6	7
4. Is there emotional conflict among members in your workgroup?	1	2	3	4	5	6	7

B3: Workplace bullying is repeated, unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety. Please respond by selecting the appropriate point on the scale for the following question.

In the past 6 months, have you...	never	rarely	once in a while	some of the time	monthly	weekly	almost daily
Been subjected to workplace bullying in your workgroup?	1	2	3	4	5	6	7

B4: Please respond by selecting the appropriate point on the scale.

In the past 6 months, have you been subjected to any of the following behaviours?	never	rarely	once in a while	some of the time	monthly	weekly	almost daily
1. Verbal abuse	1	2	3	4	5	6	7
2. Threats of punishment for no reason	1	2	3	4	5	6	7
3. Ridicule and being put down	1	2	3	4	5	6	7
4. Offensive messages via telephone, written, or electronic means	1	2	3	4	5	6	7
5. Sabotage of your work	1	2	3	4	5	6	7
6. Exclusion or isolation from workplace activities	1	2	3	4	5	6	7
7. Persistent and unjustified criticisms	1	2	3	4	5	6	7
8. Humiliation through gestures, sarcasm, criticism, or insults	1	2	3	4	5	6	7
9. Subject of gossip or false, malicious rumours	1	2	3	4	5	6	7

B5: If you have been subjected to workplace bullying, or experienced one or more of the behaviours listed above, please select the source(s).

Not applicable (not bullied)	<input type="checkbox"/>
Supervisor	<input type="checkbox"/>
Subordinate	<input type="checkbox"/>
Co-worker	<input type="checkbox"/>
Client/customer	<input type="checkbox"/>

B6: Please respond by selecting the appropriate point on the scale for the following question.

In the past 6 months, have you...	never	rarely	once in a while	some of the time	monthly	weekly	almost daily
Witnessed workplace bullying in your workgroup?	1	2	3	4	5	6	7

Part C: Your general wellbeing

C1: How often, over the past four weeks, have you had an ache, pain, or discomfort in your...

	never	rarely	once in a while	some of the time	fairly often	often	always
1. Neck?	1	2	3	4	5	6	7
2. Shoulders?	1	2	3	4	5	6	7
3. Wrists/hands?	1	2	3	4	5	6	7
4. Upper back?	1	2	3	4	5	6	7
5. Lower back?	1	2	3	4	5	6	7

C2: The following statements refer to how often you feel this way about your job.

	never or almost never	very infrequently	quite infrequently	some times	quite frequently	very frequently	always or almost always
1. I feel tired	1	2	3	4	5	6	7
2. I have no energy for going to work in the morning	1	2	3	4	5	6	7
3. I feel physically drained	1	2	3	4	5	6	7
4. I feel fed up	1	2	3	4	5	6	7
5. I feel like my batteries are dead	1	2	3	4	5	6	7
6. I feel burned out	1	2	3	4	5	6	7
7. My thinking process is slow	1	2	3	4	5	6	7
8. I have difficulty concentrating	1	2	3	4	5	6	7
9. I feel I'm not thinking clearly	1	2	3	4	5	6	7
10. I feel I'm not focused in my thinking	1	2	3	4	5	6	7
11. I have difficulty thinking about complex things	1	2	3	4	5	6	7
12. I feel I'm unable to be sensitive to the needs of co-workers and/or customers	1	2	3	4	5	6	7
13. I feel I'm not capable of investing emotionally in co-workers and/or customers	1	2	3	4	5	6	7
14. I feel I'm not capable of being sympathetic to co-workers and/or customers	1	2	3	4	5	6	7

C3: Please select the answer that best describes your sleep patterns over the past four weeks.

	no, not in the past 4 weeks	yes, less than once a week	yes, 1 or 2 times a week	yes, 3 or 4 times a week	yes, 5 or more times a week
1. Did you have trouble falling asleep?	1	2	3	4	5
2. Did you wake up several times a night?	1	2	3	4	5
3. Did you wake up earlier than you planned to?	1	2	3	4	5
4. Did you have trouble getting back to sleep after you woke up too early?	1	2	3	4	5

C4: Do you seriously believe that, in the near future, you will...

	extremely unlikely	very unlikely	unlikely	unsure	likely	very likely	extremely likely
1. Take sick leave for a stress-related problem?	1	2	3	4	5	6	7
2. Seek medical advice for a stress-related problem?	1	2	3	4	5	6	7
3. Change jobs within your organisation because of a stress-related problem?	1	2	3	4	5	6	7
4. Resign from your organisation because of a stress-related problem?	1	2	3	4	5	6	7

C5: The following items refer to how you feel about your current job.

	strongly disagree	disagree	somewhat disagree	neutral	somewhat agree	agree	strongly agree
1. I enjoy my job	1	2	3	4	5	6	7
2. I am satisfied with my job	1	2	3	4	5	6	7
3. I am happy with my job	1	2	3	4	5	6	7

Thank you for taking the time to complete this survey.