## Section D - Working Environment

In the section below we are going to ask you about your working or studying environment. Similar to your working conditions, this information is important for us to be able to relate mental health outcomes to the characteristics of your main place of work or study.

\*

	To a very large extent	To a large extent	To some extent	To a lit- tle extent	To a very lit- tle extent	I prefer not to say
At your main place of work/study, are you informed well in advance concerning for example important decisions, changes, or plans for the future?	0					
Do you receive all the information you need in order to do your work/study well?	0	0		0	0	0
Do you often receive contradic- tory information at work?		0	0		0	0

\*

	To a very large extent	To a large extent	To some extent	To a lit- tle extent	To a very lit- tle extent	I prefer not to say
Do you know exactly how much say you have at work?		0	0	0	0	0

	To a very large extent	To a large extent	To some extent	To a lit- tle extent	To a very lit- tle extent	I prefer not to say
Does your work have clear objectives?	0	0	0	0	0	
Do you know exactly which areas are your responsibility?	0		0	0	0	0
Do you know exactly what is expected of you at work?		0	0		0	0

\*For each of the following policies or practices, please indicate the degree to which they are implemented at your main place of work or study:

	To a very large extent	To a large extent	To some extent	To a lit- tle extent	To a very lit- tle extent	I prefer not to say
My place of work or study is routinely evaluated to identify potential mental health risks in the working environment.	0	0	0	0	0	0
Organizational policies or programs are in place to support employees when they are dealing with personal or family issues.						
Supervisors and managers make sure workers are able to take their earned times away from work such as sick time, va- cation, and parental leave.						
My place of work or study has training for workers and managers across all levels to prevent harm to employees from abuse, harassment, discrimination, and violence.						

	To a very large extent	To a large extent	To some extent	To a lit- tle extent	To a very lit- tle extent	I prefer not to say
My place of work or study provides support to employees who are returning to work after time off due to work-related mental health conditions.						0
My place of work or study pro- vides support to employees who are returning to work after time off due to non-work re- lated mental health conditions.				0		0
My place of work or study takes proactive measures to make sure that the employee's work-load is reasonable.						0

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	Fully disagree	Somewh at disagree	Neither disagree /nor agree	Somewh at agree	Fully agree	I prefer not to say
Chances are, I will soon lose my job.	0		0	0	0	0
I am sure I can keep my job.	0		0	0	$\bigcirc$	0
I feel insecure about the future of my job.	0	0	0	0	0	0
I think I might lose my job in the near future.	0	0	0	0	0	

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	Fully disagree	Somewh at disagree	Neither disagree /nor agree	Somewh at agree	Fully agree	I prefer not to say
I decide on my own how to go about doing the work	0					
The job gives me a chance to use my personal initiative or judgment in carrying out the work.	0	0	0	0		
The job gives me considerable opportunity for independence and freedom in how I do the work.	0	0	0	0	0	

\*

	Fully disagree	Somewh at disagree	Neither disagree /nor agree	Somewh at agree	Fully agree	I prefer not to say
My work is hampered by power struggles and territorial thinking in my unit	0	0	0		0	
In my unit, intrigues impair the work climate	0		0		0	0
In my unit, there is a great deal of tension due to prestige and conflicts	0	0	0	0	0	

\*

	Fully disagree	Somewh at disagree	Neither disagree /nor agree	Somewh at agree	Fully agree	I prefer not to say
The demands of my work inter- fere with my home and family life	0	0	0			

	Fully disagree	Somewh at disagree	Neither disagree /nor agree	Somewh at agree	Fully agree	I prefer not to say
The amount of time my job takes up makes it difficult to fulfill family responsibilities	0	0	0	0	0	0
Things I want to do at home do not get done because of the de- mands my job puts on me	0		0		0	
My job produces strain that makes it difficult to fulfill family duties	0		0	0	0	
Due to work-related duties, I have to make changes to my plans for family activities	0	0	0	0	0	

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	Hardly ever/Al most never	Seldom	Someti mes	Often	Extreme ly often/Al ways	I prefer not to say
Is there a good atmosphere be- tween you and your colleagues?	0		0	0	0	0
Is there good co-operation be- tween the colleagues at work?			0	0	0	0
Do you feel part of a community at your place of work?			0	0	0	0

f \*Do you have work tasks to take care of, which you believe...

	Hardly ever/Al most never	Seldom	Someti mes	Often	Extreme ly often/Al ways	I prefer not to say
should be done by someone else?						0

	Hardly ever/Al most never	Seldom	Someti mes	Often	Extreme ly often/Al ways	I prefer not to say
are going too far, and should not be expected from you?		0	0	0	0	0
put you into an awkward position?	0		0	0		0
are unfair for you to have to deal with?		0	0	0	0	0

*						
	Hardly ever/Al most never	Seldom	Someti mes	Often	Extreme ly often/Al ways	I prefer not to say
I have unachievable deadlines		$\circ$	0	$\bigcirc$	0	
I have to work very intensively		$\circ$	0	$\circ$	0	
I have unrealistic time pressures		0	0	0	0	

How often are the following peop	Hardly ever/N ever	Seldo m	Someti mes	Often	Extre mely often/ Always	Does not apply	I pre- fer not to say
Direct Supervisor	0	$\bigcirc$	$\bigcirc$	$\circ$		$\bigcirc$	0
Superior (e.g. department head,)	0		0	$\circ$			
Colleague	0			$\bigcirc$		$\bigcirc$	0
Administrative personnel	0			$\circ$	0	$\bigcirc$	0
Partner, friends/family mem- bers or other people in my per- sonal community	0		0	0	0		

	Hardly ever/N ever	Seldo m	Someti mes	Often	Extre mely often/ Always	Does not apply	I pre- fer not
Direct Supervisor	0	$\bigcirc$	$\circ$		$\circ$		
Superior (e.g. department head,)	0		0	$\circ$	0	$\circ$	0
Colleague	0		$\circ$			$\bigcirc$	
Administrative personnel	0					$\bigcirc$	0
Partner, friends/family members or other people in my per-	0		$\circ$	$\bigcirc$	$\circ$	$\bigcirc$	
sonal community  *Have you noticed co-workers bei work or study the last 6 months?  Yes	ng subjecto	ed to deg	rading expo	eriences c	or harassmo	ent at you	ır place o
Have you noticed co-workers bei work or study the last 6 months?	ng subjecto	ed to deg	rading expo	eriences c	or harassmo	ent at you	ir place o
Have you noticed co-workers bei work or study the last 6 months?  Yes  No							
Have you noticed co-workers beivork or study the last 6 months?  Yes  No  I prefer not to say  Have you been subjected to degr							
Have you noticed co-workers beiger work or study the last 6 months?  Yes  No  I prefer not to say  Have you been subjected to degrees 6 months?							

satisfied)

		0	1	2	3	4	5	6	7	8	9	10	no t to sa y
		0	$\bigcirc$	$\bigcirc$	$\bigcirc$		$\bigcirc$	$\bigcirc$	$\circ$		$\bigcirc$	$\bigcirc$	
*Please descri	be in 2 - 3 sentences	s, how	you fe	eel abo	out yo	ur wo	rk.						
*If you could in	mprove something a	about	your c	urren	t work	ing co	onditic	ons, wl	hat wo	ould it	be?		
Previous													 Next

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