Section E - Leadership and Supervision

In the below section we are going to ask you about your working relationship with your leader and (if applicable) supervisor. Here, "leader" refers to that person who directly influences how work in your team is organized. This could for example be your group leader or department head, depending on your position. "Supervisor" refers to a person that has a say in how you conduct your research or studies. We mainly expect doctoral researchers and potentially PostDocs to have supervisors, whereas we expect all researchers to have leaders. Leaders and supervisors have a large impact on wellbeing in a professional context. Understanding how these people interact with you in your professional context gives important context to understand mental health outcomes in the academic context.

*Please choose the appropriate response for each item: N	
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② Leader refers to that person who directly influences how work in your team is organized

	Fully dis- agree	Some what dis- agree	Neithe r disagr ee/nor agree	Some what agree	Fully agree	Does not apply	I pre- fer not to say
focuses exclusively on results regardless of the team's needs		0	0		0	0	0
submits the team to a high level of stress to increase performance							
places excessive demands on employees							
overloads high performance employees		0	0		0	0	0
regularly demands tasks that go beyond employees' working hours	0	0	0	0	0	0	0
pressures the team to finish tasks before the deadline		0	0	0	0	0	0

	Fully dis- agree	Some what dis- agree	Neithe r dis- agree /nor agree	Some what agree	Fully agree	Does not apply	I pre- fer not to say
is concerned with the well-be- ing of employees		0	0		0	\circ	0
acknowledges efforts made by the employees			0	0	0		
takes team demands into consideration							
communicates in a transparent manner with the team Do you currently have a person that supervisor refers to a person that					earch or st	udies	
manner with the team Do you currently have a person yo	ou would		our superv	risor?		udies.	
manner with the team Do you currently have a person you supervisor refers to a person that Yes No	ou would		our superv	risor?		udies.	

*Please choose the appropriate response for each item: My leader...