

ATTACHMENT G5: Work Organization and Non-Occupational Physical Activity

Part I: Your Supervisor

Indicate how often the following statements describe your supervisor's behavior.

1 Lets group members know what is expected of them.

- Never
- Often
- Sometimes
- Often
- Always

2 Is friendly and approachable.

- Never
- Rarely
- Sometimes
- Often
- Always

3 Encourages the use of uniform procedures.

- Never
- Rarely
- Sometimes
- Often
- Always

4 Does little things to make it pleasant to be a member of the group.

- Never
- Rarely
- Sometimes
- Often
- Always

5 Tries out his or her ideas in the group.

- Never
- Rarely
- Sometimes
- Often
- Always

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6 Puts suggestions made by the group into operation.

- Never
- Rarely
- Sometimes
- Often
- Always

7 Makes his or her attitudes clear to the group.

- Never
- Rarely
- Sometimes
- Often
- Always

8 Treats all group members as his or her equals.

- Never
- Rarely
- Sometimes
- Often
- Always

9 Decides what shall be done and how it will be done.

- Never
- Rarely
- Sometimes
- Often
- Always

10 Gives advance notice of changes.

- Never
- Rarely
- Sometimes
- Often
- Always

11 Assigns group members to particular tasks.

- Never
- Rarely
- Sometimes
- Often
- Always

12 Keeps to himself or herself.

- Never
- Rarely
- Sometimes
- Often
- Always

13 Makes sure that his or her part in the group is understood by the group members.

- Never
- Rarely
- Sometimes
- Often

- Always
- 14 Looks out for personal welfare of group members.
- Never  
Rarely  
Sometimes  
Often  
Always
- 15 Schedules the work to be done.
- Never  
Rarely  
Sometimes  
Often  
Always
- 16 Is willing to make changes.
- Never  
Rarely  
Sometimes  
Often  
Always
- 17 Maintains definite standards of performance.
- Never  
Rarely  
Sometimes  
Often  
Always
- 18 Refuses to explain his or her actions.
- Never  
Rarely  
Sometimes  
Often  
Always
- 19 Asks that group members follow standard rules and regulations.
- Never  
Rarely  
Sometimes  
Often  
Always
- 20 Acts without consulting the group.
- Never  
Rarely  
Sometimes  
Often  
Always
- 21 Gives praise on your performance.
- Never  
Rarely  
Sometimes  
Often

- Always
- 22 Gives feedback on how you are doing your job.
- Never  
Rarely  
Sometimes  
Often  
Always
- 23 Tells you what is expected of you on the job.
- Never  
Rarely  
Sometimes  
Often  
Always
- 24 Helps you in planning your future in this organization.
- Never  
Rarely  
Sometimes  
Often  
Always
- 25 Coaches and develops you to improve work performance.
- Never  
Rarely  
Sometimes  
Often  
Always
- 26 Leads by example.
- Never  
Rarely  
Sometimes  
Often  
Always
- 27 Treats all employees fairly.
- Never  
Rarely  
Sometimes  
Often  
Always
- 28 How often does your supervisor give praise on your performance?
- Never  
Rarely  
Sometimes  
Often  
Always
- 29 How often does your supervisor complain about your performance?
- Never  
Rarely  
Sometimes  
Often

Always

30 How often does your supervisor make any comment on the QUANTITY of your work?

Never

Rarely

Sometimes

Often

Always

31 How often does your supervisor make any comment on the QUALITY of your work?

Never

Rarely

Sometimes

Often

Always

32 How often do you worry about being reprimanded by your supervisor?

Never

Rarely

Sometimes

Often

Always

How much do each of following people go out of their way to do things to make your work life easier for you?

33 Your immediate supervisor.

Don't have any such person

Not at all

A little

Somewhat

Very much

34 Other people at work.

Don't have any such person

Not at all

A little

Somewhat

Very much

35 Your spouse^ friends^ and relatives.

Don't have any such person

Not at all

A little

Somewhat

Very much

How easy is it to talk with each of the following people?

36 Your immediate supervisor.

Don't have any such person

Not at all

A little

- Somewhat
- Very much
- 37 Other people at work.
  - Don't have any such person
  - Not at all
  - A little
  - Somewhat
  - Very much
- 38 Your spouse^ friends^ and relatives.
  - Don't have any such person
  - Not at all
  - A little
  - Somewhat
  - Very much

How much can each of the following people be relied on when things get tough at work?

- 39 Your immediate supervisor.
  - Don't have any such person
  - Not at all
  - A little
  - Somewhat
  - Very much
- 40 Other people at work.
  - Don't have any such person
  - Not at all
  - A little
  - Somewhat
  - Very much
- 41 Your spouse^ friends^ and relatives.
  - Don't have any such person
  - Not at all
  - A little
  - Somewhat
  - Very much

## Part II: Your Co-Workers

Please indicate how much you agree or disagree with the following statements.

- 42 There is harmony within my work group.
  - Strongly disagree
  - Disagree
  - Neither agree nor disagree
  - Agree
  - Strongly agree
- 43 In our group^ we have lots of bickering over who should do what job.
  - Strongly disagree
  - Disagree

- Neither agree nor disagree  
Agree  
Strongly agree
- 44 There is a difference of opinion among the members of my group.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 45 There is dissension in my group.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 46 The members of my group are supportive of each other's ideas.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 47 There are clashes between subgroups within my group.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 48 There is friendliness among the members of my group.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 49 There is a 'we' feeling among the members of my group.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 50 There are disputes between my group and other groups.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 51 There is agreement between my group and other groups.  
Strongly disagree  
Disagree



Neither agree nor disagree

Agree

Strongly agree

52 Other groups withhold information necessary for the attainment of our group's tasks.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

53 The relationship between my group and other groups is harmonious in attaining the overall organizational goals.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

54 There is lack of mutual assistance between my group and other groups.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

55 There is cooperation between my group and other groups.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

56 There are personality clashes between my group and other groups.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

57 Other groups create problems for my group.

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

How often do you find that the following statements describe your work unit?

58 In my unit new ideas on how work should be done are encouraged.

Never

Rarely

Sometimes

Often

- Always
- 59 In my unit expressing my opinion is encouraged.
- Never  
Rarely  
Sometimes  
Often  
Always
- 60 My unit tries its best to carry out new ideas.
- Never  
Rarely  
Sometimes  
Often  
Always
- 61 When I need to communicate with people IN my unit^ it is difficult to get in touch with them.
- Never  
Rarely  
Sometimes  
Often  
Always
- 62 When I need to communicate with people OUTSIDE OF my unit^ it is difficult to get in touch with them.
- Never  
Rarely  
Sometimes  
Often  
Always
- 63 The goals and strategies in my department are consistent with the goals and strategies in my unit.
- Never  
Rarely  
Sometimes  
Often  
Always
- 64 In my unit^ employees are encouraged to take reasonable risks to improve things at work.
- Never  
Rarely  
Sometimes  
Often  
Always

### Part III: Your Organization

Please indicate the extent to which you agree or disagree with the following statements about TEMA.

- 65 I am quite proud to be able to tell people who I work for.
- Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

- 66 I sometimes feel like leaving TEMA.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 67 I am not willing to put myself out just to help TEMA.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 68 I feel myself to be part of TEMA.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 69 In my work^ I like to think that I am making some effort^ not just for myself but for TEMA as well.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 70 I would not recommend to a close friend to join our staff.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 71 It would please me to know that my own work has made a contribution to the good of TEMA.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 72 I am appreciated around here.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 73 There is honest communication at TEMA.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

- 74 There is trust between TEMA and me.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 75 There is an honest commitment to quality at TEMA.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 76 The work I do at TEMA has meaning to me.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 77 TEMA is family-friendly.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 78 TEMA is interested in the welfare of its employees.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 79 TEMA treats its employees fairly.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 80 TEMA clearly communicates its goals and business strategy to the workers.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 81 TEMA lives up to its empowerment philosophy.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

82 TEMA actively encourages and supports diversity in the workplace.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

#### Part IV: Your Job

This series of questions asks about how much influence you now have in each of several areas. By influence we mean the degree to which you control what is done by others at work and have freedom to determine what you do yourself at work.

83 How much influence do you have over the variety of tasks you perform?

- Very little
- Little
- A moderate amount
- Much
- Very much

84 How much influence do you have over the availability of supplies and equipment you need to do your work?

- Very little
- Little
- A moderate amount
- Much
- Very much

85 How much influence do you have over the order in which you perform tasks at work?

- Very little
- Little
- A moderate amount
- Much
- Very much

86 How much influence do you have over the amount of work you do?

- Very little
- Little
- A moderate amount
- Much
- Very much

87 How much influence do you have over the pace of your work/task^ that is how fast or slow you work?

- Very little
- Little
- A moderate amount
- Much
- Very much

88 How much influence do you have over the quality of work that you do?

- Very little
- Little
- A moderate amount

- Much  
Very much
- 89 How much influence do you have over the arrangement and decoration of your work area?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 90 How much influence do you have over the decisions concerning which individuals in your work unit do which task?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 91 How much influence do you have over the hours or schedule that you work?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 92 How much influence do you have over the decisions as to when things will be done in your work unit?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 93 How much influence do you have over the policies^ procedures^ and performance in your work unit?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 94 How much influence do you have over the availability of materials that you need to do your work?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 95 How much influence do you have over the training of other workers in your unit?  
Very little  
Little  
A moderate amount  
Much  
Very much
- 96 How much influence do you have over the arrangement of furniture and other work equipment in your unit?

Very little  
Little  
A moderate amount  
Much  
Very much

97 To what extent can you do your work ahead and take a short rest break during work hours?

Very little  
Little  
A moderate amount  
Much  
Very much

98 In general^ how much influence do you have over work and work-related factors?

Very little  
Little  
A moderate amount  
Much  
Very much

How often do you face problems in your work like the following?

99 How often does your job require you to work very fast?

Rarely  
Occasionally  
Sometimes  
Fairly often  
Very often

100 How often does your job require you to work very hard?

Rarely  
Occasionally  
Sometimes  
Fairly often  
Very often

101 How often does your job leave you with little time to get things done?

Rarely  
Occasionally  
Sometimes  
Fairly often  
Very often

102 How often is there a great deal to be done?

Rarely  
Occasionally  
Sometimes  
Fairly often  
Very often

103 How often is there a marked increase in the amount of concentration required on your job?

Rarely  
Occasionally  
Sometimes  
Fairly often

Very often  
104 How often is there a marked increase in how fast you have to think?  
Rarely  
Occasionally  
Sometimes  
Fairly often  
Very often

105 How often is there a marked increase in your workload?  
Rarely  
Occasionally  
Sometimes  
Fairly often  
Very often

Please indicate how much you agree or disagree with the following statements:

106 It takes a long time to learn the skills required to do my job.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

107 I do not have enough training to do my job well.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

108 I have more than enough training and skills to do my job well.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

109 My job is so simple that almost anybody could handle it with little or no initial training.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

110 To be successful on my job requires all my skills and abilities.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

111 I have all the skills I need in order to do my job.  
Strongly disagree  
Disagree  
Neither agree nor disagree



- Agree  
Strongly agree
- 112 On my job^ I seldom get a chance to use my special skills and abilities.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 113 My job is very challenging.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 114 I feel a sense of personal satisfaction when I do my job well.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 115 My opinion of myself goes down when I do my job badly.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 116 I take pride in doing my job as well as I can.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 117 I feel unhappy when my work is not up to my usual standard.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 118 I like to look back on the day's work with a sense of a job well done.  
Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree
- 119 I try to think of ways of doing my job effectively.  
Strongly disagree  
Disagree  
Neither agree nor disagree

Agree  
Strongly agree

120 I am willing to put out extra effort to make sure that the customer gets the information he or she needs.

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

121 I am effectively dealing with the stress in this organization.

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

122 I am able to maintain a healthy balance between my work life and my home life.

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

To what extent do you face the following conditions in doing your work?

123 Backlog of work.

None  
A little  
Some  
A lot

124 Work deadlines.

None  
A little  
Some  
A lot

125 Understaffing.

None  
A little  
Some  
A lot

126 Lack of notification about new policies or procedures.

None  
A little  
Some  
A lot

127 Telephone contact with people who are upset or emotional.

None  
A little  
Some  
A lot

128 Expected work quality requirements.

- None
- A little
- Some
- A lot

How accurate are each of the following statements in describing your job?

129 I feel certain about how much authority I have.

- Very inaccurate
- Mostly inaccurate
- Somewhat inaccurate
- Neither accurate nor inaccurate
- Somewhat accurate
- Mostly accurate
- Very accurate

130 There are clear^ planned goals and objectives for my job.

- Very inaccurate
- Mostly inaccurate
- Somewhat inaccurate
- Neither accurate nor inaccurate
- Somewhat accurate
- Mostly accurate
- Very accurate

131 I have to do things that should be done differently.

- Very inaccurate
- Mostly inaccurate
- Somewhat inaccurate
- Neither accurate nor inaccurate
- Somewhat accurate
- Mostly accurate
- Very accurate

132 I know that I have divided my time properly.

- Very inaccurate
- Mostly inaccurate
- Somewhat inaccurate
- Neither accurate nor inaccurate
- Somewhat accurate
- Mostly accurate
- Very accurate

133 I receive an assignment without the help I need to complete it.

- Very inaccurate
- Mostly inaccurate
- Somewhat inaccurate
- Neither accurate nor inaccurate
- Somewhat accurate
- Mostly accurate
- Very accurate

134 I know what my responsibilities are.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

135 I have to bend or break a rule or policy in order to carry out an assignment.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

136 I work with two or more groups who operate quite differently.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

137 I know exactly what is expected of me.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

138 I receive incompatible requests from two or more people.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

139 I do things that are likely to be accepted by one person and not accepted by others.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

140 I receive an assignment without adequate resources and materials to execute it.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

141 Explanation is clear about what has to be done on my job.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

142 I work on unnecessary things.

Very inaccurate  
Mostly inaccurate  
Somewhat inaccurate  
Neither accurate nor inaccurate  
Somewhat accurate  
Mostly accurate  
Very accurate

143 Do you have work tasks to take care of which keep you wondering if they have to be done at all?

Never  
Rarely  
Once in a while  
Rather often  
Frequently

144 Do you have work tasks to take care of which keep you wondering if they make sense at all?

Never  
Rarely  
Once in a while  
Rather often  
Frequently

145 Do you have work tasks to take care of which keep you wondering if they would not exist (or could be done with less effort) if they were organized differently?

Never  
Rarely  
Once in a while  
Rather often  
Frequently

146 Do you have work tasks to take care of which keep you wondering if they would not exist (or could be done with less effort) if some other people made fewer mistakes?

Never  
Rarely  
Once in a while

Rather often

Frequently

147 Do you have work tasks to take care of which keep you wondering if they just exist because some people simply demand it this way?

Never

Rarely

Once in a while

Rather often

Frequently

148 Do you have work tasks to take care of which you believe should be done by someone else?

Never

Rarely

Once in a while

Rather often

Frequently

149 Do you have work tasks to take care of which you believe are going too far and should not be expected from you?

Never

Rarely

Once in a while

Rather often

Frequently

150 Do you have work tasks to take care of which you believe put you into an awkward position?

Never

Rarely

Once in a while

Rather often

Frequently

151 Do you have work tasks to take care of which you believe are unfair for you to have to deal with?

Never

Rarely

Once in a while

Rather often

Frequently

Please answer the following questions:

152 During the day how often are you able to take brief unscheduled rest breaks from your work when you feel you need them?

Never

One time

Two times

Three times

Four times

More than four times

153 On average how frequently do you get up and leave your workstation during the day (to get work, take a break, talk to you supervisor, etc.)?

Never

One time

- Two times
- Three times
- Four times
- More than four times

Part V: Individual Reactions

Indicate how often IN THE LAST MONTH you have felt this way at work.

154 Have been upset because of something that happened unexpectedly?

- Never
- Rarely
- Sometimes
- Often
- Always

155 Felt you were unable to control the important things in your life?

- Never
- Rarely
- Sometimes
- Often
- Always

156 Felt nervous and stressed?

- Never
- Rarely
- Sometimes
- Often
- Always

157 Dealt successfully with irritating life hassles?

- Never
- Rarely
- Sometimes
- Often
- Always

158 Felt that you were effectively coping with important changes that were occurring in your life?

- Never
- Rarely
- Sometimes
- Often
- Always

159 Felt confident about your ability to handle your personal problems?

- Never
- Rarely
- Sometimes
- Often
- Always

160 Felt that things were going your way?

- Never
- Rarely
- Sometimes

- Often
  - Always
- 161 Found that you could not cope with all the things that you had to do?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 162 Have been able to control irritations in your life?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 163 Felt that you were on top of things?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 164 Have been angered because of things that happened that were outside of your control?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 165 Found yourself thinking about things that you have to accomplish?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 166 Have been able to control the way you spend your time?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 167 Felt difficulties were piling up so high that you could not overcome them?
- Never
  - Rarely
  - Sometimes
  - Often
  - Always
- 168 Worked more slowly or took longer to complete tasks than expected?
- Never
  - Rarely
  - Sometimes



Often

Always

169 Noticed that your productivity was lower than expected?

Never

Rarely

Sometimes

Often

Always

Answer these statements according to how you have been feeling during the past month including today:

170 I feel tense.

Not at all

A little

Moderately

Quite a bit

Extremely

171 I feel on edge.

Not at all

A little

Moderately

Quite a bit

Extremely

172 I feel worn out.

Not at all

A little

Moderately

Quite a bit

Extremely

173 I feel relaxed.

Not at all

A little

Moderately

Quite a bit

Extremely

174 I feel fatigued.

Not at all

A little

Moderately

Quite a bit

Extremely

175 I feel shaky.

Not at all

A little

Moderately

Quite a bit

Extremely

176 I feel uneasy.

- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 177 I feel bushed.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 178 I feel nervous.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 179 I feel listless.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 180 I feel panicky.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 181 I feel exhausted.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 182 I feel anxious.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 183 I feel weary.
- Not at all
  - A little
  - Moderately
  - Quite a bit
  - Extremely
- 184 I feel sluggish.

Not at all  
A little  
Moderately  
Quite a bit  
Extremely

185 At your job during the last month would you say that you experienced:

A lot of stress  
A moderate amount of stress  
Relatively little stress  
Almost no stress at all

186 All in all how satisfied would you say you are with your job?

Very satisfied  
Somewhat satisfied  
Not too satisfied  
Not at all satisfied

187 In general how would you rate your health?

Excellent  
Very good  
Good  
Fair  
Poor

188 During the last three months how many days were you absent when you had been scheduled to work? (DO NOT count vacations holidays or any other time that you were scheduled off in advance).

No days missed  
One day missed  
Two days missed  
Three days missed  
Four or more days missed

189 On my last performance evaluation my supervisor rated my performance as:

Needs Improvement  
Meets expectations  
Exceeds expectations  
Don't know/Unsure  
Prefer not to answer

#### Part VI: Background

190 How long have you worked with TEMA?

6 months or less  
6 months to 1 year  
1 year to 5 years  
5 years to 10 years

10 years to 20 years

20 years or more

191 How long have you worked in your current job?

6 months or less

6 months to 1 year

1 year to 5 years

5 years to 10 years

10 years to 20 years

20 years or more

192 DELETED

193a Select the time that comes closest to your present work start time.

6:00 am

6:30 am

7:00 am

7:30 am

8:00 am

8:30 am

9:00 am

9:30 am

Other (please specify)

193b Select the time that comes closest to your present work end time.

3:00 pm

3:30 pm

4:00 pm

4:30 pm

5:00 pm

5:30 pm

6:00 pm

6:30 pm

Other (please specify)

193c Select the period of time that comes closest to your present lunch period length.

30 minutes

45 minutes

60 minutes

Other (please specify)

194 How many hours per week do you normally work (NOT INCLUDING overtime)?

Less than 30 hours per week

30 - 35 hours per week

36 - 40 hours per week

More than 40 hours per week

195 How many hours overtime do you work in an average week?

No overtime

4 hours or less

4 to 8 hours

8 to 12 hours

More than 12 hours

196 How many hours per week do you work on any other job?

- No other job
- 4 hours or less
- 4 to 8 hours
- 8 to 12 hours
- More than 12 hours

197 DELETED

198 DELETED

199 DELETED

200 DELETED

201 Do you use a computer keyboard during your non-working hours (e.g. at home, at another job, volunteer work etc.)?

- Yes
- No

202 If you use a keyboard outside of work how many hours a day do you spend at the keyboard on average?

- Less than 1 hour per day
- 1 - 2 hours per day
- 3 - 4 hours per day
- More than 4 hours per day

203 What type of keyboard do you use when not at work? (You may choose more than one option)

- Conventional
- Alternative/Ergonomic
- Laptop

204 Do you use a computer mouse during your non-working hours (e.g. at home, at another job, volunteer work, etc.)?

- Yes
- No

205 If you use a computer mouse outside of the workplace how many hours per day do you use the mouse on average?

- Less than 1 hour per day
- 1 - 2 hours per day
- 3 - 4 hours per day
- More than 4 hours per day

206 What type of mouse do you use when not at work? (You may choose more than one option)

- Conventional
- Alternative/Ergonomic
- Laptop - touchpad button or rollerball

207 What is your gender?

- Female
- Male

208 How old are you?

- Under 25 years

Between 25 - 34 years  
Between 35 - 44 years  
Between 45 - 54 years  
Between 55 - 64 years  
Over 64 years

209 What is your marital status?

Married  
Single, never married  
Single, widowed  
Single, divorced

210 Do you have children living at home who are age six or younger?

Yes  
No

211 Are you Hispanic or Latino?

Yes  
No

212 Which one or more of the following would you say is your race? (Check all that apply)

White  
Black or African American  
Asian  
Native Hawaiian or Other Pacific Islander  
American Indian or Alaskan Native

213 Do you currently smoke cigarettes?

Every day  
Some days  
Not at all

214 How often do you have trouble getting to sleep, waking up in the middle of the night, or waking up early in the morning?

Never  
A few times per year  
A few times per month  
A few times per week  
Daily

215 Which hand is your dominant hand?

Right hand  
Left hand  
Neither hand - ambidextrous

216 DELETED

217 DELETED

218 DELETED

### Non-Occupational Physical Activity and Use of the Arms

Think about an average week in the past months. Please indicate **how many days per week** you performed the following activities, how much time **on average** you were engaged in this, and (if applicable) how strenuous this activity was for you

<b>COMMUTING ACTIVITIES</b>	<b>days per week</b>	<b>average time per day</b>	<b>Effort (circle please)</b>
(round trip)			
<b>Walking to/from work or school</b>	_____ days	_____ hour _____ minutes	slow/moderate/fast
<b>Bicycling to/from work or school</b>	_____ days	_____ hour _____ minutes	slow/moderate/fast
Not applicable			

<b>LEISURE TIME ACTIVITIES</b>	<b>days per week</b>	<b>average time per day</b>	<b>Effort (circle please)</b>
<b>Walking</b>	_____ days	_____ hour _____ minutes	slow/moderate/fast
<b>Bicycling</b>	_____ days	_____ hour _____ minutes	slow/moderate/fast
<b>Gardening</b>	_____ days	_____ hour _____ minutes	light/moderate/intense

<b>Odd Jobs</b>	_____ days	_____ hour _____ minutes	light/moderate/intense
<b>Sports</b> (please write down yourself)			
<i>e.g., tennis, fitness, skating, swimming, dancing</i>			
1. _____	_____ days	_____ hour _____ minutes	light/moderate/intense
2. _____	_____ days	_____ hour _____ minutes	light/moderate/intense
3. _____	_____ days	_____ hour _____ minutes	light/moderate/intense
4. _____	_____ days	_____ hour _____ minutes	light/moderate/intense

<b>HOUSEHOLD ACTIVITIES</b>	<b>days per week</b>	<b>average time per day</b>
<b>Light household work</b> (cooking, washing dishes, ironing, child care)	_____ days	_____ hour _____ minutes
<b>Intense household work</b> (scrubbing floor, walking with heavy shopping bags)	_____ days	_____ hour _____ minutes

<b>ACTIVITY AT WORK AND SCHOOL</b>	<b>average time per week</b>
<b>Light work</b> (sitting/standing with some walking, e.g. a desk job)	_____ hour _____ minutes
<b>Intense work</b> (regularly lifting heavy objects at work)	_____ hour _____ minutes
Not applicable	

These three questions are about activities in which you use your arms and hands **when you are not at work**. These activities might include, but are not limited to: Housework, Dependent Care, Sports,

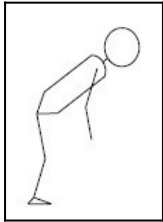


Grocery Shopping, Hobbies, Auto and Home Repair. Although you may not do the same activities every week, tell us how much time you spend on average or in a typical week on physical activities outside of work.

1. *When you are not at work*, how many hours do you use your hands with moderate to heavy effort (such as scrubbing, using a hammer, gripping a bowling ball, weight lifting. etc.)?

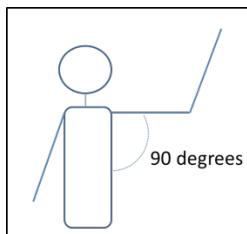
- Less than 1 hour a week
- 1 to less than 5 hours a week
- 5 to less than 10 hours a week
- 10 to less than 20 hours a week
- 20 or more hours a week

2. *When you are not at work*, how many hours on average do you spend on activities in which you twist your back or bend forward at least as much as shown in this picture (such as raking, working under the hood of a car, bathing a child, etc.)?



- Less than 1 hour a week
- 1 to less than 5 hours a week
- 5 to less than 10 hours a week
- 10 to less than 20 hours a week
- 20 or more hours a week

3. *When you are not at work*, how many hours on average do you spend on activities in which you have your arm(s) raised as much as shown in this picture, where the elbow is as high as the shoulder (such as throwing a ball, or other overhead sports or hobbies)?



- Less than 1 hour a week
- 1 to less than 5 hours a week
- 5 to less than 10 hours a week
- 10 to less than 20 hours a week
- 20 or more hours a week