**Turnover Intentions Scales**

**Michaels and Spector 1982 3-Item Scale**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Moderately disagree | Slightly disagree | Slightly agree | Moderately agree | Strongly agree |
| I often seriously consider leaving my current job. |  |  |  |  |  |  |
| I intend to quit my current job. |  |  |  |  |  |  |
| I have started to look for other jobs. |  |  |  |  |  |  |

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Michaels, C. E., & Spector, P. E. (1982). Causes of employee turnover: A test of the Mobley, Griffeth, Hand, and Meglino model. *Journal of Applied Psychology, 67*(1), 53-59. doi:http://dx.doi.org/10.1037/0021-9010.67.1.53

**Spector, Dwyer, and Jex 1988 Single-Item**

How often have you seriously considered leaving your current job?

 [ ]  Never [ ]  Somewhat often

 [ ]  Rarely [ ]  Quite often

 [ ]  Sometimes [ ]  Extremely often

Spector, P. E., Dwyer, D. J., & Jex, S. M. (1988). Relation of job stressors to affective, health, and performance outcomes: A comparison of multiple data sources. *Journal of Applied Psychology, 73*(1), 11-19. doi:http://dx.doi.org/10.1037/0021-9010.73.1.11