Bern Illegitimate Tasks Scale (BITS). Norbert Semmer.

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| **Do you have work tasks to take care of, which keep you wondering if…** | Never | Rarely | Once in a while | Rather often | Frequently |
| 1. They have to be done at all? | 1 | 2 | 3 | 4 | 5 |
| 2. They make sense at all? | 1 | 2 | 3 | 4 | 5 |
| 3. They would not exist (or could be done with less effort), if things were organized differently? | 1 | 2 | 3 | 4 | 5 |
| 4. They just exist because some people simply demand it this way? | 1 | 2 | 3 | 4 | 5 |
| **Do you have work tasks to take care of, which you believe…** | | | | | |
| 5. Should be done by someone else? | 1 | 2 | 3 | 4 | 5 |
| 6. Are going too far, and should not be expected from you? | 1 | 2 | 3 | 4 | 5 |
| 7. Put you into an awkward position? | 1 | 2 | 3 | 4 | 5 |
| 8. Are unfair for you to have to deal with? | 1 | 2 | 3 | 4 | 5 |