**Job Diagnostic Survey**

Please indicate how accurately or inaccurately the following statements describe your present job.

1 = Very inaccurate 5 = Slightly accurate

2 = Mostly inaccurate 6 = Mostly accurate

3 = Slightly inaccurate 7 = Very accurate

4 = Uncertain

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| 1. I decide on my own how to go about doing the work | 1 2 3 4 5 6 7 |
| 1. I do a "whole" and identifiable piece of work. It is not a small part of the overall piece of work, which is finished by other people or by automatic machines. | 1 2 3 4 5 6 7 |
| 1. The job requires me to do many different things, using a variety of my skills and talents | 1 2 3 4 5 6 7 |
| 1. The results of my work significantly affect the lives and well-being of other people. | 1 2 3 4 5 6 7 |
| 1. The actual work itself provides clues about how well I am doing--aside from "feedback" co-workers or supervisors provide. | 1 2 3 4 5 6 7 |
| 1. The job requires me to use a number of complex or high- level skills. | 1 2 3 4 5 6 7 |
| 1. The job is arranged so that I can do an entire piece of work from beginning to end. | 1 2 3 4 5 6 7 |
| 1. Just doing the work required by the job provides many chances for me to figure out how well I am doing. | 1 2 3 4 5 6 7 |
| 1. The job requires me to perform a variety of tasks. | 1 2 3 4 5 6 7 |
| 1. The job is one where a lot of other people can be affected by how well the work gets done. | 1 2 3 4 5 6 7 |
| 1. The job gives me a chance to use my personal initiative or judgment in carrying out the work. | 1 2 3 4 5 6 7 |
| 1. The job provides me the chance to completely finish the piece of work I begin. | 1 2 3 4 5 6 7 |
| 1. I finish a job, I know whether I performed well. | 1 2 3 4 5 6 7 |
| 1. The job gives me considerable opportunity for independence and freedom in how I do the work. | 1 2 3 4 5 6 7 |
| 1. The job itself is very significant and important in the broader scheme of things. | 1 2 3 4 5 6 7 |