NORMS FOR THE ICAWS, OCS, QWI, AND PSI

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| Scale | N | Samples | Mean\* | Standard deviation\* |
| Interpersonal Conflict at Work Scale, ICAWS | 3363 | 13 | 7.1 | 2.4 |
| Organizational Constraints Scale, OCS | 1746 | 8 | 21.3 | 7.4 |
| Quantitative Workload Inventory, QWI | 3728 | 15 | 16.5 | 3.4 |
| Physical Symptoms Inventory, PSI, have | 1293 | 6 | 4.8 | 3.5 |
| PSI, doctor | 1293 | 6 | .5 | 1.3 |
| PSI, total | 1514 | 8 | 5.4 | 3.6 |

\*Note: Mean and standard deviation are weighted by sample size, i.e., they are the mean and s.d. of all subjects across all samples.