

## Additional file 1

### COPSOQ III - Adapted

The following questions are about your psychosocial work environment. Please answer with the option that best fits your view.

		Never	Sometimes	Often	Always
1.	<b>I do not have time to complete all my work tasks.</b>	0	1	2	3
2.	<b>I struggle with meeting deadlines.</b>	0	1	2	3
3.	<b>I have difficulties keeping up with the pace of work.</b>	0	1	2	3
4.	<b>I have to work at a high pace throughout the day.</b>	0	1	2	3
5.	<b>I have to deal with other people's personal problems as part of my work.</b>	0	1	2	3
6.	<b>I find my work emotionally demanding.</b>	0	1	2	3
7.	<b>I find that my work requires me to hide my feelings.</b>	0	1	2	3
8.	<b>I do not have a large degree of influence on the decisions concerning my work.</b>	0	1	2	3
9.	<b>I cannot influence the amount of work assigned to me.</b>	0	1	2	3
10.	<b>I do not learn new skills and knowledge through my work.</b>	0	1	2	3
11.	<b>I am asked to perform duties outside of my professional training.</b>	0	1	2	3
12.	<b>I spend too much time on administrative tasks and not enough time on my core duties.</b>	0	1	2	3
13.	<b>I have difficulties advancing</b>	0	1	2	3

	my career.				
14.	I have to do overtime.	0	1	2	3
15.	I do not find my work meaningful.	0	1	2	3
16.	I feel that the work I do is not important.	0	1	2	3
17.	At my workplace, I am informed at the last minute about important decisions, changes or plans for the future.	0	1	2	3
18.	I receive very little direction and information from the management/supervisor to do my work well.	0	1	2	3
19.	I am not sure what is expected of me at work.	0	1	2	3
20.	My work is not recognized nor appreciated by the management/supervisor.	0	1	2	3
21.	I am worried about becoming unemployed.	0	1	2	3
22.	I am worried about being transferred to another job or mission against my will.	0	1	2	3
23.	I feel that my work drains so much of my <u>energy</u> that it has a negative effect on my private life.	0	1	2	3
24.	I feel that my work takes so much of my <u>time</u> that it has a negative effect on my private life.	0	1	2	3
25.	Conflicts and misunderstandings in the workplace are not resolved in a fair way.	0	1	2	3
26.	Work is not distributed fairly.	0	1	2	3

27.	<b>I am pleased with my job as a whole after taking everything into consideration.</b>	0	1	2	3
28.	<b>I receive untoward sexual advances at my workplace.</b>	0	1	2	3
	If response is 1, 2, or 3 for Q27, follow up with: From whom did you receive untoward sexual advances from? (multiple response options): Colleagues; Manager/supervisor; Subordinates; Beneficiaries/clients; Do not want to say				
29.	<b>I am exposed to threats of violence at my workplace.</b>	0	1	2	3
	If response is 1, 2, or 3 for Q28, follow up with: What kind of violence were you exposed to? (multiple response options): Physical violence; Verbal abuse; By colleagues; By manager/supervisor; By subordinates; By beneficiaries/clients; Do not want to say				
30.	<b>I am exposed to bullying (i.e., unpleasant and degrading treatment) at my workplace.</b>	0	1	2	3
	If response is 1, 2, or 3 for Q29, follow up with: Who were you bullied by? (multiple response options): Colleagues, Manager/supervisor, Subordinates, Beneficiaries/clients, Do not want to say.				
31.	<b>I have a difficult time at work because of discrimination.</b>	0	1	2	3
	If response is 1, 2, or 3 for Q30, follow up with: I faced discrimination because of my (multiple response options): Physical disability; Mental health problems; Race and/or ethnic group; Nationality; Age; Gender; Sexual orientation; Pregnancy or parenthood; Other (please specify); Do not want to say				