

1	As a staff member, how satisfied are you in general at your workplace?	Very satisfied 10	9	8	7	6	5	4	3	2	Very dissatisfied 1
2	Imagine the perfect place to be an employee. How close to this ideal is your workplace?	Very close 10	9	8	7	6	5	4	3	2	Very far 1
3	I feel motivated in my job.	I agree 10	9	8	7	6	5	4	3	2	I disagree 1
4	I always look forward to going to work.	I agree 10	9	8	7	6	5	4	3	2	I disagree 1
5	I find that I can combine my working life with adequate time and energy for my family and private life.	I agree 10	9	8	7	6	5	4	3	2	I disagree 1
6	In my work it is my experience, that the job-demands on one hand and the resources available to me on the other, are balancing.	I agree 10	9	8	7	6	5	4	3	2	I disagree 1

7	Within this past month, I have experienced symptoms of work-related stress (such as heart palpitations, poor concentration, sleep disturbances etc.)	Not at all	Rarely	Regularly	Almost every day
8	Within this past month, my ability to work has been significantly reduced due to one or more of the above symptoms.	Not at all	Rarely	Regularly	Almost every day
8a	Have you spoken to your manager, occupational health and safety organization or union representative about your stress symptoms?	No	Yes		
9	In the past 12 months, I have experienced one or more types of offensive or abusive behavior:	X Unwanted sexual attention (Yes, in isolated cases / Yes, repeatedly) X Bullying and/or harassment (Yes, in isolated cases / Yes, repeatedly) X Threats (Yes, in isolated cases / Yes, repeatedly) X Violence (Yes, in isolated cases / Yes, repeatedly)			
9a	Have you spoken to your manager, occupational health and safety organization or union representative about the (x)?	Yes		No	