

Please respond to the following questions about how often you experience the situations described in each question.

QUESTIONS	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
1. How often do you feel happy at work?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
2. How often do you feel grateful at work?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
3. How often do you experience satisfaction with your job?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
4. How often do you feel confident to think or express your own ideas or opinions?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
5. How often do you feel good at managing the responsibilities at your job?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
6. How often do you feel really connected with other people at your job?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
7. How often do you feel that you understand how your work contributes to your life's meaning?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
8. How often do you feel that the work you do serves a greater purpose?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
9. How often do you focus a great deal of attention on your work?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
10. How often do you get excited when you perform well on your job?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
11. How often do you feel energized when you work?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day

12. How often do you find yourself learning?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
13. How often do you feel you are a key member of this organization?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
14. How often do you feel that people in your organization are basically good?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
15. How often do you feel that your organization is becoming a better place?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
16. How often do you feel that you really belong in your organization?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day
17. How often do you feel that the way your organization works makes sense to you?	Never	Once or twice	Once a week	About 2-3 times per week	Almost every day	Every day

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Redelinguys, K., Rothmann, S., and Botha, E. (2018). Flourishing-at-work: The role of positive organizational practices. *Psychological Reports, 0(0)*, 1-23.

