



## iWorkHealth Full Survey Questionnaire

Using the iWorkHealth Full survey, a company can determine the overall mental well-being, work stress, symptoms of burnout and depression, as well as the key workplace stressors faced by their employees. The full survey covers questions on workplace stressors including job demands, job control, job recognition, organisation culture, and relationship with supervisors and co-workers. Unlike the iWorkHealth Lite survey whereby the participating company will only receive an aggregated company report, the full version will also provide all participating employees with a customised report on his/her mental well-being scores and workplace stressors.

1.	I am optimistic about the future.
2.	I am spiritual.
3.	I am able to accept myself.
4.	I am able to accept reality.
5.	I am able to cope with life's challenges.
6.	I am calm.
7.	I am content.
8.	I am able to make friends.
9.	I have the strong support of my family and friends.
10.	I believe that life is a continued development of myself.
11.	I am able to offer help to others.
12.	I am appreciative of life.
13.	I appreciate my own self-worth.
14.	I am happy.
15.	I am able to think clearly.
16.	I am able to make good decisions.
17.	I have little interest or pleasure in doing things.
18.	I have been feeling down, depressed, or hopeless.
19.	My work is emotionally demanding.
20.	In my work, I experience contradictory demands.
21.	I feel that my workload is too heavy.
22.	I have so much work to do that I am unable to do a good job.
23.	I still feel tired from the previous work day / shift even as I start the next one.
24.	I know exactly what is expected of me at work.
25.	I can use my skills and expertise in my job.
26.	I have enough information to get my job done.
27.	I receive enough help and equipment to get my job done.
28.	My work is meaningful.
29.	My work is important.
30.	I feel motivated and involved in my work.
31.	I receive support and guidance from my immediate supervisor.

32.	My immediate supervisor is concerned about the welfare of his or her staff.
33.	My immediate supervisor is successful in getting people to work together.
34.	I am treated with respect by my immediate supervisor.
35.	My immediate supervisor talks with me about how well I carry out my work.
36.	I receive support and help from my co-workers.
37.	I am treated with respect by my co-workers.
38.	There is a good relationship between me and my co-workers.
39.	I feel that rewards for my effort are given in a fair way.
40.	I feel this company treats its employees well.
41.	I think this company considers employee welfare much more important than operations / sales and profits.
42.	My company manages changes in policies / structures / processes well.
43.	I am satisfied with the amount of pay and benefits I receive.
44.	I find the opportunities for promotion within the company are good.
45.	I receive the respect and prestige I deserve at work.
46.	Overall, I am satisfied with my job.
47.	Overall, I am satisfied with my company.
48.	I am constantly under stress.
49.	I have the feeling that I can seldom do anything right.
50.	I have poor appetite.
51.	I have difficulty in getting to sleep at night.
52.	I get irritated over small things.
53.	I often feel tired and lack energy.
54.	I often feel I am useless.
55.	I am unable to stop thinking about work problems or the workday's events.
56.	My work is emotionally exhausting.
57.	I feel burnt out because of my work.
58.	My work frustrates me.
59.	I feel worn out at the end of the working day.
60.	I am exhausted in the morning at the thought of another day at work.
61.	I feel that every working hour is tiring for me.
62.	I have enough energy for family and friends during leisure time.
63.	Have you experienced workplace harassment (physical violence, verbal abuse, bullying, stalking or sexual harassment) in your current company over the past 1 year? If so, who were the harassers (multiple options to select e.g., Supervisor and above, Subordinate, Colleague, Contractor / Customer / Patient or Others)?
64.	Senior management acts quickly to correct problems / issues that affect employees' mental wellbeing.
65.	Senior management shows support for stress prevention through involvement and commitment.
66.	Senior management clearly considers employees' mental wellbeing as one of the company's priorities.
67.	Senior management considers employees' mental wellbeing to be important for work productivity.
68.	Overall, my company manages employees' work-related stress well.
69.	Overall, my company manages workplace harassment well.
70.	Overall, my company manages workplace safety issues well.
71.	Overall, my company manages employees' physical health issues well.