



Default Question Block

RESEARCH ON WORK AND MOTIVATION

The purpose of this research is to examine the relationship between work motivation and a series of job-related outcomes. To participate in this research, **you must currently have a job** and **you should NOT have participated in one of our former studies** entitled "Research on work and motivation".

The study takes **between 5 and 10 minutes** to complete. Your participation in this study is completely voluntary. You are free not to participate or to withdraw at any time.

All of your responses will be kept **anonymous** and **confidential**. There are no right or wrong responses, so please be **open** and **honest**.

You will be paid **0.30 USD** for participating in this study.

For more information or questions about this research you may contact Dr. Nicolas Sommet at nicolas.sommet@unil.ch.

Nicolas Sommet
University of Lausanne

To participate in this research, **you should NOT have participated in our former study entitled "Research on work and motivation"**. To make sure that it is the case, please provide your **MTurk ID**.

Block 6

MOTIVATION AT WORK (1/2)

Which occupational category best describes your job?

Please state your current job:

How many years have you been doing this job?

Below you will find statements that represent **explanations for why you might pursue goals at your job**. Please indicate how true each statement is for you.

	Not at all				Somewhat			Completely
In my job, I pursue goals because I find them highly stimulating and challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I pursue goals because I find them personally valuable goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I pursue goals because I would feel bad, guilty, or anxious if I didn't do it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I pursue goals because I can only be proud of myself if I do so.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I pursue goals because I have to comply with the demands of others such as colleagues, friends, and supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I pursue goals because others will reward me only if I achieve these goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Below you will find statements that represent **descriptions of how you might pursue goals at your job**. Please indicate how true each statement is for you.

	Not at all				Somewhat			Completely
In my job, my aim is to completely master my tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I am striving to understand the content of my tasks as thoroughly as possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, my goal is to learn as much as possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B1. Goal x Motivation

Below you will find statements that represent **descriptions of how you might pursue goals at your job**, together with **explanations for why you might pursue them**. Please indicate how true each statement is for you.

	Not at all	Somewhat	Completely
In my job, my goal is to learn as much as possible because I find this a highly stimulating and challenging goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, my aim is to completely master my tasks because I would feel bad, guilty, or anxious if I didn't do it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I am striving to understand the content of my tasks as thoroughly as possible because I can only be proud of myself if I do so.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, my goal is to learn as much as possible because I find this a personally valuable goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, my aim is to completely master my tasks because I have to comply with the demands of others such as colleagues, friends, and supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I am striving to understand the content of my tasks as thoroughly as possible because others will reward me only if I achieve this goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all	Somewhat	Completely
In my job, my aim is to completely master my tasks because I find this a highly stimulating and challenging goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job, I am striving to understand the content of my tasks as thoroughly as possible because I would feel bad, guilty, or anxious if I didn't do it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In my job, my goal is to learn as much as possible because I can only be proud of myself if I do so.

In my job, my aim is to completely master my tasks because I find this a personally valuable goal.

In my job, I am striving to understand the content of my tasks as thoroughly as possible because I have to comply with the demands of others such as colleagues, friends, and supervisors.

In my job, my goal is to learn as much as possible because others will reward me only if I achieve this goal.

In my job, I am striving to understand the content of my tasks as thoroughly as possible because I find this a highly stimulating and challenging goal.

In my job, my goal is to learn as much as possible because I would feel bad, guilty, or anxious if I didn't do it.

In my job, my aim is to completely master my tasks because I can only be proud of myself if I do so.

In my job, I am striving to understand the content of my tasks as thoroughly as possible because I find this a personally valuable goal.

In my job, my goal is to learn as much as possible because I have to comply with the demands of others such as colleagues, friends, and supervisors.

In my job, my aim is to completely master my tasks because others will reward me only if I achieve this goal.

[illegible]

Outcomes 1

JOB-RELATED OUTCOMES (1/2)

The following statements refer to **your approach to learning at work**. Please indicate how true each one is of you:

	Not at all	Somewhat	Completely
The work I am doing in my present job will be good preparation for other jobs I may have in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In trying to understand a puzzling idea, I let my imagination wander freely to begin with, even if I don't seem to be much nearer a solution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In trying to understand new ideas, I often try to relate them to real life situations to which they might apply.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to play around with ideas of my own even if they don't get me very far.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If conditions aren't right for me at work, I generally manage to do something to change them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my job one of the main attractions for me is to learn new things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that studying for new tasks can often be really exciting and gripping.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I spend a good deal of my spare time learning about things related to my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find it helpful to 'map out' a new topic for myself by seeing how the ideas fit together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some of the issues that crop up at work are so interesting that I pursue them though they are not part of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 5

JOB-RELATED OUTCOMES (2/2)

The following statements refer to **help-seeking behaviors at your work**. Please indicate how true each one is of you:

	Not at all	Somewhat	Completely
I ask other questions when I am uncertain about something.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get someone to help me when I need assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I ask others for more information when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following statements refer to **the task you perform at work**. Please indicate how true each one is of you.

In my work I perform task...:

	Not at all	Somewhat	Completely
...that are challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in which I have to deal with new situations and changes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that are high in responsibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...of which success and failure are clearly visible to other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 5

JOB-RELATED OUTCOMES (2/2)

The following statements refer to **help-seeking behaviors at your work**. Please indicate how true each one is of you:

	Not at all	Somewhat	Completely
I ask other questions when I am uncertain about something.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get someone to help me when I need assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I ask others for more information when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following statements refer to **the task you perform at work**. Please indicate how true each one is of you.

In my work I perform task...:

	Not at all	Somewhat	Completely
...that are challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in which I have to deal with new situations and changes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that are high in responsibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...of which success and failure are clearly visible to other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 5

JOB-RELATED OUTCOMES (2/2)

The following statements refer to **help-seeking behaviors at your work**. Please indicate how true each one is of you:

	Not at all	Somewhat	Completely
I ask other questions when I am uncertain about something.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get someone to help me when I need assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I ask others for more information when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following statements refer to **the task you perform at work**. Please indicate how true each one is of you.

In my work I perform task...:

	Not at all	Somewhat	Completely
...that are challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in which I have to deal with new situations and changes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that are high in responsibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...of which success and failure are clearly visible to other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[illegible][illegible]

Block 5

JOB-RELATED OUTCOMES (2/2)

The following statements refer to **help-seeking behaviors at your work**. Please indicate how true each one is of you:

	Not at all	Somewhat	Completely
I ask other questions when I am uncertain about something.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get someone to help me when I need assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I ask others for more information when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following statements refer to **the task you perform at work**. Please indicate how true each one is of you.

In my work I perform task...:

	Not at all	Somewhat	Completely
...that are challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...in which I have to deal with new situations and changes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that are high in responsibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...of which success and failure are clearly visible to other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[illegible]

...that require multiple skills

...in which I have to deal with many different people.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographics

CONCLUDING QUESTIONS

What is your sex?

- ☐ Male
- ☐ Female

What is your age?