

## Perceived Workplace Support Scale - British-English

**For All Parts:** If you have more than one job, answer thinking about your **main** job.

### Part 1: Your manager or supervisor

These statements ask if you feel your manager or supervisor considers the **personal needs, including health needs**, of others.

Please **tick** the box that indicates how much you agree or disagree with each statement.

- If you are **self-employed and do not have a manager or supervisor**, please

Tick this box  and go to **Part 2**.

<b>Part 1: These statements are about your manager or supervisor</b>					
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Do Not Agree or Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
1. My manager does not understand that there are times when employees' personal needs have to come before their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. In organising meeting times or work hours, my manager shows little concern for employees' personal needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. My manager does what she or he can to make things easier when employees are having personal difficulties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. My manager does things to help employees balance their work and their personal life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## **Part 2: Your co-workers**

These statements ask if you feel your co-workers consider the **personal needs, including health needs**, of others.

Please **tick** the box that indicates how much you agree or disagree with each statement.

- If you are self-employed and/ or **do not have any co-workers**, please:

Tick this box  and go to Part 3.

<b>Part 2: These statements are about your co-workers</b>					
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Do Not Agree or Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
5. I cannot talk about personal matters with my co-workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. My co-workers do not really care about how things are going for me personally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. My co-workers do not pitch in and help me out in practical ways.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I cannot depend on my co-workers for practical help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. If I have to miss work for part of the day, there <b>are</b> co-workers who would fill in for me as much as they could.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I have co-workers who go out of their way to help me at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. If I were having difficulties of a personal nature, there are co-workers who would show concern for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I have co-workers who would support me through difficult personal issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Part 3: The company, business, or organisation you work for:**

These statements ask if you feel that the company, business, or organisation you work for considers the **personal needs, including health needs**, of its employees.

**Please tick** the box that indicates how much you agree or disagree with each statement.

- **If you are self-employed and consider this section is not applicable, please**

**tick this box**

<b>Part 3: These statements are all about the <u>company, business, or organisation*</u> you work for</b>					
<b>In general.....</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Do Not Agree or Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
13. People with personal needs do <b>not</b> do as well in this company*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. This company* frowns on employees who cut back on their hours of work for personal reasons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. To succeed in this company* employees must put their personal needs second.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. This company* believes that employees who take a leave of absence for personal needs are not serious about their jobs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. This company* gives out a message that employees should not allow their personal needs to interfere with their work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. This company* has a way of showing that it supports people who have personal needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. This company* tries to help employees make work arrangements that suit their personal needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Scoring:

Items are scored 0 (strongly disagree) to 4 (strongly agree). Higher scores indicate greater levels of support. Items are summed for each of the three sub-scales. Sub-scale scores should be reported separately. A total scale score for all three sub-scales **cannot** be created.

**Part 1:** 4 items. Items **1 and 2** must be reverse scored. Score range is 0-16.

**Part 2:** 8 items. Items **5, 6, 7, and 8** must be reverse scored. Score range is 0–32.

**Part 3:** 7 items. Items **13, 14, 15, 16 and 17** must be reversed scored. Score range is 0–28.

**Missing or non-applicable items:** one missing item only is allowed in each sub-scale and can be replaced with the mean or median score of the remaining items (as appropriate).

**Respondents who are self-employed, and/ or who do not have any co-workers,** will be unable to complete some or all of these three sub-scales. Their response at the beginning of each sub-scale will indicate if the sub-scale is not applicable. Their scores on all items in that sub-scale can be recorded as “not applicable” in any data entry file. Their data cannot be included in analyses. The amount of missing sub-scale scores for these reasons should be reported.

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## Reference:

Hammond A, Tennant A, Ching A, Parker J, Prior Y, Gignac M, Verstappen S, O'Brien R. Psychometric testing of the British-English Perceived Work Support Scale, Work Accommodations, Benefits, Policy and Practices Scale and Work Transitions Index in four rheumatic and musculoskeletal conditions. *Musculoskeletal Care* Published online first 19.8.23. DOI: 10.1002/msc.1807