

## Appendix A

*Why Do You Do Your Work?*

Using the scale below, please indicate to what extent each of the following items corresponds to the reasons why you are presently involved in your work

Does not correspond at all		Corresponds moderately					Corresponds exactly		
1	2	3	4	5	6	7			
1. Because this is the type of work I chose to do to attain a certain lifestyle.									
			1	2	3	4	5	6	7
2. For the income it provides me.									
			1	2	3	4	5	6	7
3. I ask myself this question, I don't seem to be able to manage the important tasks related to this work.									
			1	2	3	4	5	6	7
4. Because I derive much pleasure from learning new things.									
			1	2	3	4	5	6	7
5. Because it has become a fundamental part of who I am.									
			1	2	3	4	5	6	7
6. Because I want to succeed at this job, if not I would be very ashamed of myself.									
			1	2	3	4	5	6	7
7. Because I chose this type of work to attain my career goals.									
			1	2	3	4	5	6	7
8. For the satisfaction I experience from taking on interesting challenges									
			1	2	3	4	5	6	7
9. Because it allows me to earn money.									
			1	2	3	4	5	6	7
10. Because it is part of the way in which I have chosen to live my life.									
			1	2	3	4	5	6	7
11. Because I want to be very good at this work, otherwise I would be very disappointed.									
			1	2	3	4	5	6	7
12. I don't know why, we are provided with unrealistic working conditions.									
			1	2	3	4	5	6	7
13. Because I want to be a "winner" in life.									
			1	2	3	4	5	6	7
14. Because it is the type of work I have chosen to attain certain important objectives.									
			1	2	3	4	5	6	7
15. For the satisfaction I experience when I am successful at doing difficult tasks.									
			1	2	3	4	5	6	7
16. Because this type of work provides me with security.									
			1	2	3	4	5	6	7
17. I don't know, too much is expected of us.									
			1	2	3	4	5	6	7
18. Because this job is a part of my life.									
			1	2	3	4	5	6	7

*Note.* Intrinsic motivation = 4,8,15; integrated regulation = 5,10,18; identified regulation = 1,7,14; introjected regulation = 6,11,13; external regulation = 2,9,16; amotivation = 3,12,17.

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