**Decent Work Scale**

Please choose one answer to each of the following statements based on this scale:

1 = Strongly Disagree

2 = Moderately Disagree

3 = Slightly Disagree

4 = Neutral

5 = Slightly Agree

6 = Moderately Agree

7 = Strongly Agree

1. I feel emotionally safe interacting with people at work

2. At work, I feel safe from emotional or verbal abuse of any kind

3. I feel physically safe interacting with people at work.

4. I get good healthcare benefits from my job.

5. I have a good healthcare plan at work.

6. My employer provides acceptable options for healthcare.

7. I **am not** properly paid for my work. (r)

8. I **do not** feel I am paid enough based on my qualifications and experience. (r)

9. I am rewarded adequately for my work

10. I **do not** have enough time for non-work activities. (r)

11. I have **no time** to rest during the work week. (r)

12. I have free time during the work week

13. The values of my organization match my family values.

14. My organization’s values align with my family values.

15. The values of my organization match the values within my community.

Total score: All items

Physically and Interpersonally Safe Working Conditions: 1, 2, 3

Access to Healthcare: 4, 5, 6

Adequate Compensation: 7, 8, 9

Hours that Allow for Free Time and Rest: 10, 11, 12

Organizational Values Complement Family and Social Values: 13, 14, 15

Duffy, R.D., Allan, B.A., Blustein, D.L., England, J.W., Autin, K.L., Douglass, R.P., Ferreira, J.,

& Santos, E.J.R. (2017). The development and initial validation of the Decent Work Scale. *Journal of Counseling Psychology, 64,* 206-221.