Work Need Satisfaction Scale

My work allows me to…

1 = Strongly Disagree

2 = Moderately Disagree

3 = Slightly Disagree

4 = Neutral

5 = Slightly Agree

6 = Moderately Agree

7 = Strongly Agree

1. Have the resources to provide nutritious food for myself and my family
2. Have the resources to pay for adequate housing for my family.
3. Have the resources to pay for utilities, such as water, heating, and electric, on time.
4. Have the resources to maintain the health of myself and my family
5. Make a contribution to the greater social good.
6. Feel like I am doing something important for my community.
7. Feel a part of something greater by helping to sustain our world.
8. feel like I am making a difference
9. Feel like I am good at my job.
10. Feel like I am good at what I do.
11. Feel like I know what I’m doing.
12. Feel competent.
13. Feel like I fit in.
14. Feel like I belong.
15. Feel understood by others.
16. Feel supported by others.
17. Do tasks the way I want
18. Feel free to do things my own way.
19. Take actions that promote my real needs.
20. Choose whether or not I have to do certain tasks.

Total score: All items

Subscales:

* Survival needs: 1-4
* Social contribution needs: 5-8
* Competence needs: 9-12
* Relatedness needs: 13-16
* Autonomy needs: 17-20

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