**Work Volition Scale**

Please circle 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've been able to choose the jobs I have wanted.
 | 1 2 3 4 5 6 7 |
| 1. I can do the kind of work I want, despite external barriers.
 | 1 2 3 4 5 6 7 |
| 1. The current state of the economy prevents me from working in the job I want (r).
 | 1 2 3 4 5 6 7 |
| 1. The jobs I would like to pursue don't exist in my area (r).
 | 1 2 3 4 5 6 7 |
| 1. Due to my financial situation, I need to take any job I can find (r).
 | 1 2 3 4 5 6 7 |
| 1. When looking for work, I'll take whatever I can get (r).
 | 1 2 3 4 5 6 7 |
| 1. In order to provide for my family, I often have to take jobs I do not enjoy (r).
 | 1 2 3 4 5 6 7 |
| 1. I don't like my job, but it would be impossible for me to find a new one (r).
 | 1 2 3 4 5 6 7 |
| 1. I feel able to change jobs if I want to.
 | 1 2 3 4 5 6 7 |
| 1. The only thing that matters in choosing a job is to make ends meet (r).
 | 1 2 3 4 5 6 7 |
| 1. I feel that outside forces have really limited my work and career options (r).
 | 1 2 3 4 5 6 7 |
| 1. I feel total control over my job choices.
 | 1 2 3 4 5 6 7 |
| 1. Negative factors outside my personal control had a large impact on my current career choice (r).
 | 1 2 3 4 5 6 7 |

Total scale score: all items

Volition subscale: 1, 2, 9, 12

Financial constraints subscale: 5, 6, 7, 8, 10

Structural constraints subscale: 3, 4, 11, 13

Duffy, R.D., Diemer, M.A., Perry, J.C., Laurenzi, C., & Torrey, C.L. (2012). The construction

and initial validation of the Work Volition Scale. *Journal of Vocational Behavior, 80,* 400-411. doi:10.1016/j.jvb.2011.04.002