**Work Volition Scale – Student Version**

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. What I want has little impact on my future job choice (r).

2. In order to provide for my family, I will have to take jobs I do not enjoy (r).

3. Due to discrimination, I do not feel I have complete control over my ability to get a job (r).

4. Due to my financial situation, once I get a job I couldn’t change jobs even if I wanted to (r).

5. I feel that my family situation limits the types of jobs I might pursue (r).

6. I worry that my life circumstances will prevent me from achieving my long term career goals (r).

7. Due to my financial situation, I will need to take any job I can find (r).

8. The only thing that matters in choosing a job is to make ends meet (r).

9. I know I won’t like my future job, but it will be impossible for me to find a new one (r).

10. I will be able to change jobs if I want to.

11. Discrimination will not affect my ability to choose a job.

12. Once I enter the work world, I will easily find a new job if I want to.

13. I will be able to choose jobs that I want.

14. I will learn how to find my own way in the world of work.

15. I feel total control over my future job choices.

16. I will be able to do the kind of work I want to, despite external barriers.

Total scale: all items

Constraints subscale: 1, 2, 3, 4, 5, 6, 7, 8, 9

Volition subscale: 10, 11, 12, 13, 14, 15, 16

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