

Role Conflict - Going against my personal goals and desires

1. I have the feeling that my job makes me become torn by conflicting demands.

1	2	3	4	5
Not at all True				Very True

2. I strongly feel the pressure of “having to get along” with people.

1	2	3	4	5
Not at all True				Very True

3. I often have differences of opinion between my superiors and myself.

1	2	3	4	5
Not at all True				Very True

4. I have difficulty gaining the co-operation of the people with whom I work.

1	2	3	4	5
Not at all True				Very True

5. I have to do things that I don't really want to do.

1	2	3	4	5
Not at all True				Very True

Total Score _____

Role Ambiguity - Feeling unclear about the role tasks, boundaries etc.

1. My goals are totally unclear.

1	2	3	4	5
Not at all True				Very True

2. It is impossible for me to predict with certainty what others will expect of me on the job next week.

1	2	3	4	5
Not at all True				Very True

3. I don't really know what others expect of me on the job now.

1	2	3	4	5
Not at all True				Very True

4. The nature of my responsibilities is not clear.

1	2	3	4	5
Not at all True				Very True

5. The extent of my authority is not well defined.

1	2	3	4	5
Not at all True				Very True

Total Score _____

CAUSES OF CONFLICT

Role Overload - Quantitative - Volume

1. In general, I don't have time to meet my job demands.

1	2	3	4	5
Not at all True				Very True

2. I get the feeling that the load I have to get through in a day is overwhelming.

1	2	3	4	5
Not at all True				Very True

3. There are too many interruptions that interfere with my work.

1	2	3	4	5
Not at all True				Very True

4. I have important deadlines to meet in my job.

1	2	3	4	5
Not at all True				Very True

5. Sometimes I sacrifice quality in order to get the job done on time.

1	2	3	4	5
Not at all True				Very True

Total Score _____

CAUSES OF CONFLICT

Role Overload - Qualitative - Difficulty Level

1. I find my job too challenging.

1	2	3	4	5
Not at all True				Very True

2. The assignments in which I am involved are very difficult.

1	2	3	4	5
Not at all True				Very True

3. It is important for me to keep well informed about my area of work, and up-date my knowledge in the relevant area.

1	2	3	4	5
Not at all True				Very True

4. Often, I have to really “nut out” a work problem.

1	2	3	4	5
Not at all True				Very True

5. I feel, at times, that the work problems I face each day are too hard for me to handle.

1	2	3	4	5
Not at all True				Very True

Total Score _____