

THE EDINBURGH QUESTIONNAIRES

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Section 1 : Quality of Working Life

Group A : Working Conditions

Please indicate how important it is to you to have the following and how satisfied you are. To do this, please ring one number under the **Importance** heading and one under the **Satisfaction** heading on each line.

	IMPORTANCE (Please circle the number under the answer which is right for you)					SATISFACTION (Please circle the number under the answer which is right for you)				
	Very Important To Have This	Important To Have This	Of Some Importance To Have This	Of Very Little or No Importance To Have This	Important Not To Have This	Very Satisfied	Satisfied	In Some Ways Satisfied Some Ways Dissatisfied	Dissatisfied	Very Dissatisfied
1. Pleasant surroundings to work in	1	2	3	4	5	1	2	3	4	5
2. Good lunch and tea breaks	1	2	3	4	5	1	2	3	4	5
3. Good canteen and other facilities	1	2	3	4	5	1	2	3	4	5
4. Work which is well-paid	1	2	3	4	5	1	2	3	4	5
5. Work which is paid by results (e.g. bonus, commission)	1	2	3	4	5	1	2	3	4	5
6. Special privileges (e.g. discounts, loans, car etc.)	1	2	3	4	5	1	2	3	4	5
7. Regular hours	1	2	3	4	5	1	2	3	4	5
8. Flexible hours	1	2	3	4	5	1	2	3	4	5
9. Good promotion prospects	1	2	3	4	5	1	2	3	4	5
10. Security of employment	1	2	3	4	5	1	2	3	4	5
11. Variety in your work	1	2	3	4	5	1	2	3	4	5
12. A workplace that is well-organised and run	1	2	3	4	5	1	2	3	4	5
13. Ample free time	1	2	3	4	5	1	2	3	4	5
14. Be able to remain with your present firm	1	2	3	4	5	1	2	3	4	5

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Group B : Type of Work Wanted

Please indicate how important it is to you to do the following at work, and how satisfied you are with the present situation. To do this, please ring one number under the **Importance** heading and one under the **Satisfaction** heading on each line.

	IMPORTANCE (Please circle the number under the answer which is right for you)					SATISFACTION (Please circle the number under the answer which is right for you)				
	Very Important To Have This	Important To Have This	Of Some Importance To Have This	Of Very Little or No Importance To Have This	Important Not To Have This	Very Satisfied	Satisfied	In Some Ways Satisfied Some Ways Dis-satisfied	Dis-satisfied	Very Dis-satisfied
1. Deal with people	1	2	3	4	5	1	2	3	4	5
2. Deal with figures	1	2	3	4	5	1	2	3	4	5
3. Operate machinery and equipment	1	2	3	4	5	1	2	3	4	5
4. Deal with paperwork	1	2	3	4	5	1	2	3	4	5
5. Help people directly	1	2	3	4	5	1	2	3	4	5
6. Be physically active	1	2	3	4	5	1	2	3	4	5
7. Make things	1	2	3	4	5	1	2	3	4	5
8. Invent things	1	2	3	4	5	1	2	3	4	5
9. Work as part of a team	1	2	3	4	5	1	2	3	4	5
10. Work at your own speed	1	2	3	4	5	1	2	3	4	5
11. Make full use of your abilities	1	2	3	4	5	1	2	3	4	5
12. Keep on learning new skills	1	2	3	4	5	1	2	3	4	5
13. Turn out high quality work	1	2	3	4	5	1	2	3	4	5
14. Enjoy what you are doing	1	2	3	4	5	1	2	3	4	5
15. Feel that you have really created something	1	2	3	4	5	1	2	3	4	5
16. Are kept on your toes mentally	1	2	3	4	5	1	2	3	4	5
17. Do what you feel to be right, rather than what will please others	1	2	3	4	5	1	2	3	4	5
18. Are told, in detail, exactly what to do	1	2	3	4	5	1	2	3	4	5
19. Do what others feel to be right, but which they would not be prepared to do themselves	1	2	3	4	5	1	2	3	4	5
20. Can influence the decisions which are made	1	2	3	4	5	1	2	3	4	5
21. Feel that what you are doing will benefit your colleagues and work-mates	1	2	3	4	5	1	2	3	4	5
22. Feel you are doing something worthwhile	1	2	3	4	5	1	2	3	4	5
23. Feel you have achieved something	1	2	3	4	5	1	2	3	4	5
24. Do work which will benefit society	1	2	3	4	5	1	2	3	4	5
25. Benefit personally from extra effort you make	1	2	3	4	5	1	2	3	4	5
26. Have opportunities to do things which you think are important	1	2	3	4	5	1	2	3	4	5
27. Do things which management thinks are important	1	2	3	4	5	1	2	3	4	5

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Section I : Quality of Working Life

Group C : Relationships

Group C(i) RELATIONSHIPS WITH COLLEAGUES
Please indicate how important it is to you to have colleagues or workmates who do the following, and how satisfied you are at present. To do this, please ring one number under the Importance heading and one under the Satisfaction heading on each line.

	IMPORTANCE (Please circle the number under the answer which is right for you)					SATISFACTION (Please circle the number under the answer which is right for you)				
	Very Important To Have This	Important To Have This	Of Some Importance To Have This	Of Little or No Importance To Have This	Important Not To Have This	Very Satisfied	Satisfied	In Some Ways Satisfied Some Ways Dissatisfied	Dissatisfied	Very Dissatisfied
1. Respect you	1	2	3	4	5	1	2	3	4	5
2. Are friendly	1	2	3	4	5	1	2	3	4	5
3. Are good at their jobs	1	2	3	4	5	1	2	3	4	5
4. Work together well	1	2	3	4	5	1	2	3	4	5
5. Discuss differences of opinion openly	1	2	3	4	5	1	2	3	4	5
6. Are helpful and supportive	1	2	3	4	5	1	2	3	4	5
7. Recognise and value your abilities	1	2	3	4	5	1	2	3	4	5
8. Expect you, and everyone else, to reach high standards	1	2	3	4	5	1	2	3	4	5
9. Try to find out for themselves how well they are doing and improve their performance	1	2	3	4	5	1	2	3	4	5
10. Value trying out new ideas	1	2	3	4	5	1	2	3	4	5
11. Allow people to work in their own way	1	2	3	4	5	1	2	3	4	5
12. Expect people to learn what they need to know as they go along	1	2	3	4	5	1	2	3	4	5
13. Try to avoid muddle and inefficiency	1	2	3	4	5	1	2	3	4	5
14. Avoid wasting time on trivialities	1	2	3	4	5	1	2	3	4	5
15. Check up on others	1	2	3	4	5	1	2	3	4	5
16. Try to find ways of getting important things done	1	2	3	4	5	1	2	3	4	5
17. Try to make the best use of their abilities	1	2	3	4	5	1	2	3	4	5
18. Welcome your assistance if you make suggestions, rather than thinking you are interfering in their work	1	2	3	4	5	1	2	3	4	5
19. Are more concerned with improving the performance of the organisation than with what they personally can get out of it	1	2	3	4	5	1	2	3	4	5

Group C(ii) RELATIONSHIPS WITH SUPERIORS

Now please rate how important it is to you to have superiors or bosses who do the following and how satisfied you are.

20. Feel you are an asset to the organisation	1	2	3	4	5	1	2	3	4	5
21. Feel you are interested in the well being of the organisation	1	2	3	4	5	1	2	3	4	5
22. Help you	1	2	3	4	5	1	2	3	4	5
23. Treat you with respect	1	2	3	4	5	1	2	3	4	5
24. Feel that what you are doing is important	1	2	3	4	5	1	2	3	4	5
25. Tell you the reasons for decisions	1	2	3	4	5	1	2	3	4	5
26. Consult you and take your views into account	1	2	3	4	5	1	2	3	4	5
27. Give you credit for what you have done	1	2	3	4	5	1	2	3	4	5
28. Let you take responsibility for making your own decisions	1	2	3	4	5	1	2	3	4	5
29. Tell you exactly what to do	1	2	3	4	5	1	2	3	4	5
30. Expect high standards	1	2	3	4	5	1	2	3	4	5
31. Treat everybody fairly	1	2	3	4	5	1	2	3	4	5

Group C(iii) RELATIONSHIPS WITH SUBORDINATES

Now please state how important it is to you to have subordinates who do the following, and how satisfied you are.

32. Respect you	1	2	3	4	5	1	2	3	4	5
33. Follow instructions without question	1	2	3	4	5	1	2	3	4	5
34. Use their initiative	1	2	3	4	5	1	2	3	4	5
35. Take responsibility for their own decisions	1	2	3	4	5	1	2	3	4	5

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Group D : General

Please indicate, by ringing one number on each line, how important it is to you to avoid the following:

	IMPORTANCE OF AVOIDING THIS (Please circle the number under the answer which is right for you)				
	Very Important to Avoid This	Important to Avoid This	Of Some Importance to Avoid This	Unimportant to Avoid This	Important in its Own Right
1. Worrying about your work	5	4	3	2	1
2. Having a lot of difficulties to overcome	5	4	3	2	1
3. Doing things which result in extra work for you for no more pay	5	4	3	2	1
4. Doing things which stop you from getting on with your usual work	5	4	3	2	1
5. Putting forward ideas which you expect will be ignored	5	4	3	2	1
6. Risking dismissal	5	4	3	2	1
7. Having to fight against constraints (e.g. time, money) to get important things done	5	4	3	2	1
8. Doing things which you know will be opposed by management	5	4	3	2	1
9. Trying to introduce changes which you know will not be welcome	5	4	3	2	1
10. Being labelled a troublemaker	5	4	3	2	1
11. Being unpopular with your boss or superior	5	4	3	2	1
12. Being unpopular with your workmates or colleagues	5	4	3	2	1
13. Being unpopular with your subordinates	5	4	3	2	1
14. Being blamed when things go wrong	5	4	3	2	1
15. Others thinking you are trying to invade their territory	5	4	3	2	1
16. Others thinking you cannot do your job properly	5	4	3	2	1
17. Others thinking you are doing things for some hidden motive	5	4	3	2	1
18. Others thinking you are interfering	5	4	3	2	1
19. Others thinking you are threatening their job	5	4	3	2	1
20. Doing things for the benefit of others, who you know will be indifferent	5	4	3	2	1
21. Doing things which cause discontent or conflict in the organisation	5	4	3	2	1
22. Doing things which will make extra work for others	5	4	3	2	1