

SAMPLE

The Work Environment Impact Scale

Each item below refers to a feature of the work environment and is scored according to a 4-point scale. Your rating should reflect how each environmental feature impacts (supports or interferes) the worker's needs or preferences for performance, satisfaction, and physical/emotional/social well-being.

General Rating Scale

Rating	Meaning	Description
4	Strongly supports	This environmental factor strongly supports his/her work performance, satisfaction, and physical/emotional/social well-being. (This rating should only be given to items that provide exceptional support.)
3	Supports	This environmental factor supports his/her work performance, satisfaction, and physical/emotional/social well-being (This rating should be given to items that provide adequate support.)
2	Interferes	This environmental factor interferes with his/her work performance, satisfaction, and physical/emotional/social well-being
1	Strongly interferes	This environmental factor strongly interferes with his/her work performance, satisfaction, and physical/emotional/social well-being
N/A	Not applicable	Not enough information to rate the item or item does not apply to the client's particular situation.

Client's Name:

Therapist's Name:

Employer's Name:

Date Administered:

1. Time Demands: Time allotted for available/-expected amount of work.				
1	2	3	4	N/A
Comments:				
2. Task Demands: The physical, cognitive, and/or emotional demands/opportunities of work tasks.				

1	2	3	4	N/A
Comments:				
3. Appeal of Work Tasks: The appeal/-enjoyableness or status/value of work tasks.				
1	2	3	4	N/A
Comments:				