

## Resilience at Work Scale (ReWoS-24)

### Individual Resilience at Work (ReWoS- individual A)

Over the past two weeks, at WORK, how often have you experienced one or more of the following situations or feelings?

*(Please mark the answer that best represents your situation)*

	<i>Never</i>	<i>Several days</i>	<i>More than half the days</i>	<i>Almost every day</i>
1. Being healthy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Feeling well in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Feeling well rested?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Feeling assertive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Feeling self-confident?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Being flexible at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Feeling in control?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Allowing yourself to make mistakes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Feeling optimistic under workstress?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Trusting your ability to overcome barriers at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Feeling safe under workstress?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Putting things in perspective?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Being able to set limits?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Experiencing work pleasure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Coping well with challenges at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Persevering?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Having a sense of responsibility in your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Working in a disciplined manner?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. If you marked any of these situations or feelings, how did these feelings or situations help you to do your work?

Not helpful at all	Somewhat helpful	Neither helpful nor unhelpful	Very helpful	Extremely helpful
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Team Resilience at work – ReWoS-team B

Over the past two weeks, at WORK, how often have you experienced one or more of the following situations or feelings?

(Please mark the answer that best represents your situation)

	<i>Never</i>	<i>Several days</i>	<i>More than half the days</i>	<i>Almost every day</i>
1. Experiencing a good team spirit?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Feeling positively challenged?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Sharing humour with work colleagues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Receiving sufficient work guidance?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Feeling appreciated for your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Having a clear set of duties?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. If you marked any of these situations or feelings, how did these feelings or situations help you to do your work or get along with your colleagues?

Not helpful at all	Somewhat helpful	Neither helpful nor unhelpful	Very helpful	Extremely helpful
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# ReWoS-24 / Resilience at Work Scale 24-items

## Aim

The aim of the Resilience at Work Scale (ReWoS - 24) is to identify the extent to which an employee experiences characteristics of resilience at work.

## Application of the instrument

The ReWoS - 24 consists of 24 items, divided into two parts. Form A is about individual characteristics of work resilience and consists of 18 items which are divided into three sub-scales. Items 1-3 relate to general wellbeing, items 4-15 relate to wellbeing at work and items 16-18 relate to satisfaction with job performance. Form B is about characteristics of team resilience and consists of six items. A maximum of 54 points can be scored in Form A; 18 points can be scored in Form B.

Extra question: Questions A19 and B7 explore if work functioning benefits from the level of individual and team resilience respectively.

*Application on the work floor; Time investment; Target population:*

The instrument can be filled out by employees themselves. It takes approximately five minutes to complete the screener. The screener is intended for employees in all branches

## Scoring:

A sum score is calculated per subscale by adding the items 1 to 15 in Form A and 1 to 6 in Form B. Score "never" as "0", "several days" as "1", "more than half of the days" as "2" and "almost every day" as "3".

A high score on Form A is an indication that there is individual resilience. A high score on Form B is an indication that there is team resilience.

## Copyright:

Prof.dr. C.M. van der Feltz-Cornelis, prof.dr. E. de Beurs, Dr. I. Elfeddali and dr. J. Sweetman hold the copyright for this questionnaire.

## Citation:

Cite the following publications when using the ReWoS-24:

*Elfeddali I, Jacobs E, van der Feltz-Cornelis CM. Harmful and benign work stress and work resilience: A Delphi-study in employees and experts. The European Journal of Psychiatry 2022, ISSN 0213-6163, doi: 10.1016/j.ejpsy.2022.05.002.*

*Sweetman J, van der Feltz-Cornelis CM, Elfeddali I, de Beurs E. Validation of the work stress screener (WOSS-13) and resilience at work scale (ReWoS-24). J Psychosom Res. 2022 Sep;160:110989. doi: 10.1016/j.jpsychores.2022.110989. Epub 2022 Jul 9. PMID: 35863115.*