

S/N	Items	Seldom	Sometimes	Quite Often	Often	Always
1	I was able to plan my work so that I finished it on time					
2	I kept in mind the work result I needed to achieve					
3	I was able to set priorities					
4	I was able to carry out my work efficiently					
5	I managed my time well					
6	On my own initiative, I started new tasks when my old tasks were completed					
7	I took on challenging tasks when they were available					
8	I worked on keeping my job-related knowledge up-to-date.					
9	I worked on keeping my work skills up-to-date					
10	I came up with creative solutions for new problems					
11	I took on extra responsibilities					
12	I continually sought new challenges in my work					
13	I actively participated in meetings and/or consultations					
14	I complained about minor work-related issues at work					
15	I made problems at work bigger than they were					
16	I focused on the negative aspects of situation at work instead of the positive aspects					
17	I talked to colleagues about the negative aspects of my work					
18	I talked to people outside the organization about the negative aspects of my work					

The psychometric properties of the IW/PQ have been tested and results indicated good to excellent reliability for task performance ($\alpha = 0.78$), contextual performance ($\alpha = 0.85$) and counterproductive work behavior ($\alpha = 0.79$). The IW/PQ has shown good face and structural validity [2, 3, 10], as well as sufficient convergent validity and good discriminative validity

The reliability and validity of the HPQ was examined for several occupations, and showed good convergent validity. However, poor validity was found for white collar workers [12, 13].

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