

For situations where you became angry or annoyed with yourself and/or others:	Yes, and comments	No, and comments
1. How did your frustration manifest itself?		
• your ability to concentrate on the tasks;		
• the speed at which you worked;		
• the amount of effort that you put into your work;		
• how you described your work to others;		
• your attitude and demeanour.		
2. What factors led to your frustration?		
• limited belief in the benefits and meaning of what you were doing;		
• insufficient level of autonomy or control you had;		
• skills you were using:		
– type of work in which you have a high degree of competence;		
– skills that you were in the process of acquiring or had just been trained in.		
• people you were working with:		
– familiar or unfamiliar;		
– from your organization or from other organizations.		
• time pressure:		
– self-imposed or defined by the situation;		
– unrealistic or not taking into account all aspects of the work involved.		
• amount of experience you had in similar situations.		
3. What could you have done to further improve the situation?		
• asked for help from others;		
• requested more time to remove some of the pressure from the situation.		

For situations when you felt a genuine enjoyment for what you were doing:	Yes, and comments	No, and comments
1. How did your enjoyment manifest itself?		
• the speed at which you worked;		
• the amount of effort that you put into your work;		
• how you described your work to others;		
• your attitude and demeanour.		
2. What factors affected your enjoyment?		
• belief in the benefits and meaning of what you were doing;		
• level of autonomy or control you had;		
• skills you were using:		
– type of work in which you have a high degree of competence;		
– skills that you were in the process of acquiring or had just been trained in.		
• people you were working with:		
– familiar or unfamiliar;		
– from your organization or from other organizations.		
• time pressure:		
– self-imposed or defined by the situation;		
– unrealistic or not taking into account all aspects of the work involved.		
• amount of experience you had in similar situations.		
3. What could you have done to further exploit the situation?		
• trained others in what you were doing;		
• explained the benefits of what you were doing to others.		