Basic Psychological Need Satisfaction at Work Scale

Scale Description

Central to self-determination theory is the concept of basic psychological needs that are assumed to the innate and universal. According to the theory, these needs--the needs for competence, autonomy, and relatedness--must be ongoingly satisfied for people to develop and function in healthy or optimal ways (Deci & Ryan, 2000). Many of the propositions of SDT derive from the postulate of fundamental psychological needs, and the concept has proven essential for making meaningful interpretations of a wide range of empirically isolated phenomena.

This 21-item scale addresses need satisfaction at work and has been used often (Deci, Ryan, Gagné, Leone, Usunov, & Kornazheva, 2001; Ilardi, Leone, Kasser, & Ryan, 1993; Kasser, Davey, & Ryan, 1992). The scale has evolved and changed since its first use in Kasser, Davey, and Ryan (1992).

Please use the following references when using this scale: (Deci, Ryan, Gagné, Leone, Usunov, & Kornazheva, 2001; Ilardi, Leone, Kasser, & Ryan, 1993; Kasser, Davey, & Ryan, 1992).

Deci, E. L., & Ryan, R. M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry, 11,* 227-268.

Deci, E. L., Ryan, R. M., Gagné, M., Leone, D. R., Usunov, J., & Kornazheva, B. P. (2001). Need satisfaction, motivation, and well-being in the work organizations of a former Eastern Bloc country. *Personality and Social Psychology Bulletin,* in press.

Ilardi, B. C., Leone, D., Kasser, R., & Ryan, R. M. (1993). Employee and supervisor ratings of motivation: Main effects and discrepancies associated with job satisfaction and adjustment in a factory setting. *Journal of Applied Social Psychology, 23,* 1789-1805.

Kasser, T., Davey, J., & Ryan, R. M. (1992). Motivation, dependability, and employee-supervisor discrepancies in psychiatric vocational rehabilitation settings. *Rehabilitation Psychology, 37,* 175-187.

Basic Need Satisfaction at Work

When I Am At Work

The following questions concern your feelings about your job during the last year. (If you have been on this job for less than a year, this concerns the entire time you have been at this job.) Please indicate how true each of the following statement is for you given your experiences on this job. Remember that your boss will never know how you responded to the questions. Please use the following scale in responding to the items.

1	2	3	4	5	6	7
not at all true			somewhat true			very true

1.   I feel like I can make a lot of inputs to deciding how my job gets done.

2.   I really like the people I work with.

3.   I do not feel very competent when I am at work.

4.   People at work tell me I am good at what I do.

5.   I feel pressured at work.

6.   I get along with people at work.

7.   I pretty much keep to myself when I am at work.

8.   I am free to express my ideas and opinions on the job.

9.   I consider the people I work with to be my friends.

10.   I have been able to learn interesting new skills on my job.

11.   When I am at work, I have to do what I am told.

12.   Most days I feel a sense of accomplishment from working.

13.   My feelings are taken into consideration at work.

14.   On my job I do not get much of a chance to show how capable I am.

15.   People at work care about me.

16.   There are not many people at work that I am close to.

17.   I feel like I can pretty much be myself at work.

18.   The people I work with do not seem to like me much.

19.   When I am working I often do not feel very capable.

20.   There is not much opportunity for me to decide for myself how to go about my work.

21.   People at work are pretty friendly towards me.

Scoring Information. Form three subscale scores by averaging item responses for each subscale after reverse scoring the items that were worded in the negative direction. Specifically, any item that has (R) after it in the code below should be reverse scored by subtracting the person's response from 8. The subscales are:

Autonomy: 1, 5(R), 8, 11(R), 13, 17, 20(R)

Competence: 3(R), 4, 10, 12, 14(R), 19(R)

Relatedness: 2, 6, 7(R), 9, 15, 16(R), 18(R), 21

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