Appendix

*Table 1. Items for thriving at work (Porath et al., 2012)*

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| At work… |
| (1) I find myself learning often. |
| (2) I continue to learn more as time goes by. |
| (3) I see myself continually improving. |
| (4) I am not learning. \* |
| (5) I am developing a lot as a person. |
| (6) I feel alive and vital. |
| (7) I have energy and spirit. |
| (8) I do not feel very energetic. \* |
| (9) I feel alert and awake. |
| (10) I am looking forward to each new day. |

*Note: \* reverse-scored item.*

*Table 2. Standardized effects, with a cutoff of 2 = from 1 to 3 hours*

|  |  |  |  |
| --- | --- | --- | --- |
| Effect | β | SE | 95% confidence interval |
| Direct effect |  |  |  |
| Communication centrality  Advice-seeking centrality | .26\*\* | .08 | [.10, .43] |
| Communication centrality  Friendship centrality | .34\*\*\* | .08 | [.18, .50] |
| Advice-seeking centrality  Thriving at work | -.17\* | .08 | [-.34, -.01] |
| Friendship centrality  Thriving at work | .30\*\*\* | .09 | [.12, .48] |
| Communication centrality  Thriving at work | -.08 | .09 | [-.26, .11] |
| Indirect effects |  |  |  |
| Communication centrality  Thriving at work |  |  |  |
| Via advice-seeking centrality | -.05\* | .02 | [-.09, -.003] |
| Via friendship centrality | .10\*\* | .04 | [.03, .17] |
| Total effect |  |  |  |
| Communication centrality  Thriving at work | -.02 | .08 | [-.19, .14] |

Note: Bootstrapping: 10,000 samples; \*p < .05.