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| **Table 1:** Well-being assessments used in the occupational health and well-being literature |
| **Well-being Assessment Citation** | **Name of Assessment** | **Items and Rating** | **Reliability/ Validity** | **Samples/Population(s) from occupational health and well-being studies**  | **Assessment limitations noted in the occupational health and well-being studies** | **Other well-being assessments used in combination** |
| Di Fabio & Kenny, 2016 [1] | Acceptance of Change Scale (ACS): subscales 1) Predisposition to change, 2) Support for change, 3) Change seeking, 4) Positive reaction to change, and 5) Cognitive flexibility | 20 items; rated 1-5 | α = 0.73 to 0.88  | 261 Italian workers of different public and private organizations in central Italy participated in the study. [2] | The research was conducted with a group of Italian workers who were not representative of the Italian population. [2] | Satisfaction with Life Scale [3]; PERMA The 10 Item Personality Inventory (TIPI) [4]; Workplace Relational Civility Scale (WRCS) [5] |
| Robinson et al., 1991 [6] | Afectometer 2 |  | Reported adequate test-retest reliability, internal consistency | 670 students in Jordan. [7] |  |  |
| Bradburn, 1969 [8] | Affect Balance Scale (ABS) | 10 items (5 for positive and 5 for negative) |  | 10308 civil servants (6895 men, 3413 women) aged 35-55 in London [9] | Primarily white, middle-aged men, [9] |  |
| Beck et al., 1993 [10] | Beck Anxiety Inventory (BAI) | 12 items; rated 0-3 | α = 0.93 | Participants were drawn from a larger multisite project examining psychosocial outcomes among youth with SCI and their primary caregivers.[11] |  | BD-II [12]; Brief COPE [13]; CDI [14]; PedsQL 4.0 Generic Core Scales [15] |
| Beck et al. 1979 [16]; Beck et al., 1961 [17] | Beck Depression Inventory (BDI) | 21 items; rated 0-3 | α = 0.85 | 211 individuals living in Poland, ages 66-80, who are Jewish and non-Jewish survivors of World War II (WWII). [18]; Early elementary school teachers [19] | Reliance on self-report, small, racially homogenous sample. [19] | State-Trait Anxiety Inventory [20] |
| Beck, Steer, & Brown, 1996 [12] | Beck Depression Inventory-II (BD-II)  | 12 items; rated 0-3 | α = 0.92 | Participants were drawn from a larger multisite project examining psychosocial outcomes among youth with SCI and their primary caregivers. [11] |  | BAI [21]; Brief COPE [13]; CDI [14]; PedsQL 4.0 Generic Core Scales [15]  |
| Reynolds & Kamphaus, 2004 [22] | Behavior Assessment System for Children, Parent Rating Scales, 2nd Ed (BASC-2 PRS) | The Parent Rating Scales (PRS) have between 134to 160 items using the same 4-point rating system.  | α generally in the 0.90s for the composite scales, and reliabilities generally in the 0.80s for individual scales across all forms (TRS, PRS, SRP) in both the general sample and the clinical sample.  | Thirty-one children with diagnosis of BPBI participated in this institutional review board–approved study. [23] | Inability to compare the child’s and parent’s assessment of self-concept and emotional-behavioral functioning utilizing their responses to the child and parent versions of the same standardized test.  | Piers Harris Children's Self-Concept Scale, 2nd Ed (PHCSCS) [24] |
| Farmer & Sundberg, 1986 [25] | Boredom Proneness Scale (BPS) | 38 items; rated 1-7 | α = 0.81 | nurses working in both public (52.9%) and private (47.1%) health units in Greece. [26] | Cross-sectional design with self-report. [26] | Trait Emotional Intelligence Questionnaire-Short Form (TEIQue-SF) [27, 28] |
| Smith et al., 2008 [29] | Brief Resilience Scale | 6 items; 1=strongly disagree to 5=strongly agree | α = 0.88 | Australian ambulance officers (n=740). [30] | Cross-sectional, self-report, social desirability bias. [30] | Kessler 10 [31]  |
| Derogatis, 1993 [32] | Brief Symptom Inventory (BSI) - Dutch version | Anxiety (6-items; 5-point Likert scale); Depression (6 items; 5-point Likert scale); Psychological distress (sum of two) (12 items; 5-point Likert scale) | Anxiety: α = 0.87; Depression: α = 0.87; Psychological distress (α = 0.93) | The study population consisted of Belgian emergency physicians (N=346), recruited at 2 national emergency medicine conferences. [33] | Under estimation of adverse consequence [33] | Dutch version of the Checklist Individual Strength [34]; Leiden Quality of Work Questionnaire for physicians (LQWQ-MD) [35]; Utrecht Work Engagement Scale (UWES) [36] |
| Glatzer & Gulyas, 2014 [37]Levin & Currie, 2014 [38]Cantril, 1965 [39]Andrews & Robinson, 1991 [40] | Cantril ladder scale | 1 item; rated 0-10 | Not applicable to single-item scale; test-retest of binary measure Kappa = 0.44 - 0.54 | KOWEPS data. A total of 4,423 wage workers were divided into permanently employed workers, temporarily employed workers, and daily employed workers [41]; young people aged 15 to 17 years [42]; people with epilepsy in Norway.  | Self-reports, cross-sectional, use of combined indexes—while aimed at simplifying the analyses—mayhave given rise to some interpretative difficulties [42] | Depression Scale for Children [43]; Perceived Stress Scale [44]; Cantril’s Ladder [38]; Scale of Perceived Social Self-Efficacy [45]  |
| Radloff, 1977 [43]Shrout & Yager, 1989 [46] | Center for Epidemiologic Studies Depression Scale (CES-D Scale) - Brief Version | 5 items; rated 0-3 | α = 0.65 | This study involves analysis of data from Phase II (begun in 1993) of the Massachusetts Elder Health Project, with older persons. The focus of Phase II was on the process of caregiving, from the perspectives of both caregiver and care recipient, with the objective of defining successful caregiving. [47] | The stressors were kept separate in the analyses. The study did not have sufficient sample sizes to look at the process separately for spouses versus children. [47] | University of Southern California Longitudinal Study of Three-Generation Families measures of positive affect [48] |
| Yang, et al.,[49] | Center for Epidemiologic Studies Depression Scale (CES-D) - Chinese version | 20 items; 4-point Likert scale from 0 (rarely) to 3 (most or all of the time) | α = 0.872 | Doctors or nurses at two general hospitals in s in Liaoning, China. [50] | cross-sectional design, self-report questionnaires. [50] | Workplace Violence Scale [51]Psychological Capital Questionnaire [52, 53]  |
| Vercoulen et al., 1999 [34] | Checklist Individual Strength (CIS-20R); Perceived fatigue - Dutch version | 8 items; 7-point Likert scale | α = 0.93 | The study population consisted of Belgian emergency physicians (N=346), recruited at 2 national emergency medicine conferences. [33] | Cross-sectional; under estimation of adverse consequence, since the study recruited at 2 Belgian emergency medicine conferences, where the emergency physicians were really engaged in sharing their workplace experiences. [33]  | Brief Symptom Inventory [32]; Leiden Quality of Work Questionnaire for physicians (LQWQ-MD) [35]; Utrecht Work Engagement Scale (UWES) [36] |
| Nyenhuis & Luchetta, 1998. [54] | Chicago Multiscale Depression Inventory (three subscales of depression: Mood, Evaluative (self-criticism), Vegetative (physical amlfunctioning) (CMDI) | 50 items; rated 1-5 Likert scale | α = 0.89 | 57 individuals aged 35-65 with clinically defined MS [55] | Limited age range, cross-sectional | MS Quality of Life [56] |
| Kovacs, 2003 [14] | Children’s Depression Inventory (CDI) | 27 items; rated 1-2 | α = 0.87 | Participants were drawn from a larger multisite project examining psychosocial outcomes among youth with SCI and their primary caregivers. [11] |  | BD-II [12]; Brief COPE [13, 57] |
| Ravens-Sieberer & Bullinger, 2000 [58] | Children’s Quality of Life Scale (KINDL) Revised | 24 items divided into six dimensions: physical well-being, emotional well-being, self-esteem, family, friends, and everyday functioning at school | α = 0.85 | Chronically ill children suffering from diabetes or asthma. [59] | Parents served as a proxy on behalf of the children to fill out the measure. [59] |  |
| Evans, C. 2002 [60] | Clinical Outcomes in Routine Evaluation – Outcome Measure (CORE-OM) | 34-item self-report instrument, domains of subjective well-being, symptoms, function, and risk. Five-point scale ranging from ‘not at all’ to ‘most or all the time’ | Internal and test–retest reliability (0.75–0.95), | Condition Management Program (CMP) to help Incapacity Benefit recipients manage their health conditions. 2064 participants with physical and mental health conditions participated. 50% had improvement in psychological well-being. [61] |  | Work and SocialAdjustment Scale [62], Self-Efficacy Scale [63], Intrinsic Motivation Scale [64] |
| Feldman et al., 2007 [65] | Cognitive Affective Mindfulness Scale-Revised (attention, present-focus, awareness, acceptance/non-judgement domains) | 12 items; rated 1-4 (1=rarely/not at all to 4=almost always; items 2,6,7 are reverse scored) | α = 0.74 - 0.77 | First-year surgical and mixed-specialty resident trainees [66] | Small sample size, limited generalizability, did not account for informal practice [66] | Screen for high emotional exhaustion and high depersonalization [67] |
| Campbell-Sills & Stein, 2007 [68]; Connor & Davidson, 2003 [69] | Connor-Davidson Resilience Scale (CDRISC) | 10 items; rated 0-4  | α = 0.92 | Physicians and APPs employed by the Health Texas Provider Network (HTPN) [70] | Cross-sectional, self-selection bias, limited external validity, unmeasured covariate bias [70] | Interpersonal Reactivity Index Brock & Salinsky, 1993 [71]Mayo Clinic Physician Well-being Index (MCPWBI) [72];Psychological Empowerment Instrument [73, 74] |
| Connor & Davidson, 2003 [69]; Campbell-Sills & Stein, 2007 [68] | Connor–Davidson Resilience Scale (CD-RISC10) - French Canadian  | 10-items; rated 0-4 | α = 0.86 | College Women [75] | The sample was restricted to young adult women attending college. Further validation of the scale is warranted with a sample involving all genders. [75] |  |
| Carver, 1997 [13];Cooper et al. 2008 [57] | COPE (Brief) | 28 items; rated 1-4 | α = 0.72 for the emotion-focused scale, 0.84 for problem-focused scale, and 0.75 for the dysfunctional coping scale.  | Participants were drawn from a larger multisite project examining psychosocial outcomes among youth with SCI and their primary caregivers. [11] |  | BD-II [12]; BAI [10]; Brief COPE [13, 57]; CDI [14]; PedsQL 4.0 Generic Core Scales [15] |
| Arsalani et al., 2011 [76] | Copenhagen Psychosocial Questionnaire – Farsi version | 95 items; with the exception of four 2-option items, the remaining items were in a 5-option format | α ≥ .61  | office and operational employees of one of the largest electricity distribution companies inIran [77] | one electricity distribution company in Iran, thus generalization of results to other companies may not be appropriate [77] |  |
| Myers et al., 2020 [78]Myers et al., 2017 [79]Prilleltensky et al., 2015 [80] | COPPE action scale - Expanded version (interpersonal, community, occupational, physical, psychological, and economic) | 18 items total with each domain of well-being actions has 3 items; 7-point Likert scale that ranges from 0 (never) to 6 (always) | α = 0.87 (economic) to 0.93 (community) | Adults with obesity or overweight [78]; 479 adult employees at a major university inthe southeast of the USA were enrolled. [79]  | Narrow population, modest sample size, data were not analyzed in a longitudinal framework, uncertainty regarding full participation of the subjects [79] |  |
| Lovibond & Lovibond, 1995 [81]Henry & Crawford, 2005 [82] Dreyer et al., 2019 [83]Tran et al., 2013 [84]Chan et al., 2012 [85]Patrick et al., 2010 [86]Almhdawi et al., 2018 [87] | Depression Anxiety Stress Scale (DASS); Dutch version of DASS; Serbian translation; English version; Chinese version | 21 items; rated 0-3  | α = 0.72 to 0.87  | In the Netherlands, invited 8000 people of insurance company A, and 2370 people of insurance company B to take part in the survey. [88]; Employees at a major tertiary healthcare institution (the Mayo Clinic). [89]; Surgeons and medical trainees in Malaysia (n=100). [90]; Allied healthcare professionals- social workers, psychologists, occupational therapists, physiotherapists, speech therapists in Australia (n=139). [91]; Hospital clinicans (doctors, nurses, and midwives) in Australia. [92]; Thirty inpatient psychiatric patients in Serbia participating in nature-based therapy program. [93]; Thirty-seven individuals with central visual field loss attending a vision rehabilitation clinic randomized to receive a visual magnifier or not. [94]; Adults with chronic SCI aged 70 years or less [95]; Chinese primary and middle school teachers teaching online during the COVID-19 outbreak [96]; University professors of all majors in Jordan [97] | Small sample, participants were self-selected, lackof blinding in the study/ every participant was aware of their allocation [95]; An online survey which could have limited generalizability [97] | Multidimensional Scale of Perceived Social Support (MSPSS) [98]; Overall Job Satisfaction Zimet et al., 1990 [99]; Self-Compassion Scale (SCS) [100]; WHO (Five) Well-Being Index (WHO-5) [101, 102]; Satisfaction with Life Scale[103]; Impact of Vision Impairment questionnaire [104]; Personal Well-being Index–Adult [105]; Spinal Cord Lesion Emotional Well-being Questionnaire version 1Australia [95]; The International Physical Activity Questionnaire (IPAQ) [106-108]  |
| Radloff, 1977 [43] | Depression Scale for Children | 10 items; 4-point Likert scale (rarely or never to all the time) | α = 0.84 - 0.85 | young people aged 15 to 17 years [42] | Self-reports, cross-sectional, use of combined indexes—while aimed at simplifying the analyses-may have given rise to some interpretative difficulties [42] | Perceived Stress Scale [44]; Cantril’s Ladder [38]; Scale of Perceived Social Self-Efficacy [45]  |
| Schaufeli et al., 2009 [109]Schaufeli et al., 2008 [110] | Dutch Work Addiction Scale -Brazilian version | 10 items; four-point Likert scaleranging from 1 (almost never) to 4 (almost always) | α = 0.80 | 1092 Brazilian employees [111] | Non-representative convenience sample [111] | Utrecht Working Engagement Scale [112] |
| Cox et al. 1987 [113]  | Edinburgh Postnatal Depression Scale (EPDS) | 10 items; rated 0-3 | mothers: α = 0.87, fathers: α = 0.76 | Parents of preterm infants [114]; A sociodemographically diverse consecutive cohort of employed nulliparous women was recruited in late pregnancy [115] | The sample is more educated and likely to be employed in a professional occupation than the general Australian parturient population and therefore the findings cannot be generalized to women in lower waged, unskilled occupations [115] | EPDS [113]; STAI-STATE [20]; Profile of Mood States [116]  |
| Li et al., 2005 [117] | Effort-reward imbalance questionnaire - Chinese version | Extrinsic effort 6 items; 5-point scaleReward 11 items; 5-point scale Over-commitment 6 items; rated 1-4 | Extrinsic effort α = 0.911Reward α = 0.936Over-commitment α = 0.771 | Northern region of China: 26 factories (1500 workers) were randomly selected by cluster sampling in an industry which made component parts of airplanes. [118] |  | Chinese version of the Flourishing Scale (FS) [119]; Chinese version of the Maslach Burnout Inventory-General Survey (MBI-GS)[120-122]; Chinese version of the Psychological Capital Questionnaire (PCQ) [123]; Chinese version of the Rosenberg Self-Esteem Scale [124]  |
| Maslach, et al., 1986 [125] | Emotional exhaustion scale | 9 items; rated 0-6 | None | US Army special operations soldiers [126] | Not generalizable to women and conventional soldiers. [126] | Role Overload Scale from the Michigan Organizational Assessment Questionnaire[127]; Walter-Reed Army Institute of Research Soldier-Specific Functional Impairment Scale [128]; PSS [129] |
| Rabin & Frank, 2001 [130, 131] | EuroQOL | 16 states describing 216 possibilities | Spearman’s rho close to 1 | EuroQoL-5D (EQ-5D) was used to measure the following dimensions of well-being in Finish metal workers: 1) mobility, 2) self-care, 3) usual activities, 4) pain/discomfort, and 5) anxiety/depression. [132] |  |  |
| Bakker et al., 2004 [133]  | Exhaustion domain of Oldenburg Burnout Inventory (OLBI-exhaustion) | 4 items; rated 1-4 | composite reliability (CR) = 0.743 | The study used secondary data retrieved from a one-time survey at multi-worksites that was conducted from November survey at multi-worksites that was conducted from November 2012 to May 2013 [134] |  | Three-Eating Factor Questionnaire (TEFQ-R21) [135] |
| Diener et al., 2010 [119]; Sumi, 2014 [136] | Flourishing Scale (FS) - Chinese versionFlourishing scale - Japanese versionFlourishing Scale - German version | 8 items; rated 1-7  | α = 0.950; Adequate construct validity, and test-retest reliability of the Japanese version | Northern region of China: 26 factories (1500 workers) which made component parts of airplanes. [118]; Adults (>20 years old) workers at companies that often engage in desk work; specifically, a person who sits in front of a computer for at least half their work hours [137] |  | Chinese version of the effort-reward imbalance questionnaire [117]; Chinese version of the Maslach Burnout Inventory-General Survey (MBI-GS)[120-122]; Chinese version of the Psychological Capital Questionnaire (PCQ) [123]; Positive and Negative Affect Schedule (Japanese version) [138]; Satisfaction with Life Scale [139]  |
| Cox, 2011 [140] | Forgiveness Climate | 3 items; rated 1-5 | α = 0.83 | Nurses and doctors in the healthcare sector at two different times. [141] |  | Satisfaction with Life Scale[139]; Workplace Inactivity [142] |
| Cella D, 1993 [143] | Functional Assessment of Cancer Therapy–General(FACT–G)  | 7 Likert-scale questions over 4subscales address physical, emotional,social, and functional well-being | High test–retest reliability, r=0.92 for total scale r=.82 to .88 for subscales | 1:1 fatigue management course in 49 people with chronic conditions improved quality of life. [144] |  | Functional Assessment of Chronic Illness Therapy–Fatigue Scale (FACIT FS), Self-Efficacy forPerforming Energy Conservation Strategies Assessment (SEPECSA) |
| Peterman et al, 2002 [145];Lazenby et al, 2013 [146] | Functional Assessment ofChronic Illness Therapy-Spiritual Well-Being (meaning of life, peace,and the force linked to faith) - Arabic version | 12 items; rated 0-4  | α = 0.745 | 115 Lebanese cancer patients admitted to Hôtel-Dieu de France Hospital (HDF), Beirut—Lebano [147] | Convenience sampling, one university hospital, cross-sectional, spirituality and coping and theireffect on quality of life are difficult concepts to study [147] |  |
| Chirico et al., 2020 [148] | General Health Questionnaire -30 item Italian version  | 30 items; rated 0-3 | α = 0.92 | 50 teachers at a Catholic school in Italy. [148] |  |  |
| Goldberg and Williams, 1988 [149] | General Health Questionnaire-12(GHQ-12) | 12 items; rated 0-3 | α = 0.87 | 196 employees in two different office layouts: one large open-plan office and several smaller office buildings with a more independent layout.[150]Baseline data were collected from two regions in central Sweden from October 2019 to January 2020, and the longitudinal data 1 year later, from October 2020 to January 2021. [151] | Low response rate [152]; Small sample size and the RTW Beliefs Questionnaire is newly developed and some of its psychometric properties therefore remain unknown [151] | Need for Recovery [153]; Risk Factor Questionnaire [154] |
| Schwarzer & Jerusalem, 1995. [63] | General Self Efficacy Scale | 10 questions; 4 responses (not at all true, hardly true, moderately true, and exactly true) | α = 0.75 - 0.90 | 770 employees at a hospital in the south of Sweden. [155] | Cross-sectional, data from only one hospital [155] | Work Experience Measurement Scale [156]; Utrecht Work Engagement Scale [112]; Salutogenic Health Indicator Scale [157]  |
| Yesavage et al., 1983 [158] | Geriatric Depression Scale (GDS) | 30 items; rated yes/no | α = 0.94 | 28 older adults (60 years or older) in Long Term Care facility [159]; 120 patients approximately 58 years old (SD = 8.6) after their first stroke [160] | Attrition (28% of participants dropped out) [159] | Life Satisfaction Index-A [161]  |
| Goldberg et al., 1988 [149] | Goldberg Depression and Anxiety Scale | 18 items; rated 0-9 | The anxiety scale had a positive predictive value of 0.56; the depression scale had a positive predictive value of 0.86 | Child abuse investigators (police officers and staff) [162]; Employees at companies with option to telecommute. [163] |  | Impact of Events Scale-E [164]; Professional Quality of Life Scale [165]; Off-work hours technology-assisted job demand [166]; Toxic Leadership Scale [167] Bergen Work Addiction Scale [168]; Siegrist Effort/Reward Imbalance model [169]  |
| Tibblin et al., 1990 [170] | Goteborg Quality of Life Instrument (QoL): Well-Being Scale | 19 items; rated 1-7 | α = 0.72-0.89 | Middle-aged woman. [171]; This study investigates 108 male workers in Sweden. [172] |  |  |
| Schalock et al., 2008 [173] | Health-related quality-intellectual and developmental disabilities (HRQoL-IDD) - Social Well-Being, Healthy Decision-Making, Emotional Well-Being and FunctionalWell-Being subscales | 16 items; we adopted a 5-option format (e.g., 1 = Never to 5 = Always) with visual images of fluid-filled cups representing the range of responses | The HRQoL-IDD readability statistics indicated the measure issuitable for adults with low-literacy | Persons with intellectual and developmental disabilities. [174] |  |  |
| Hesbacher et al., 1980 [175]Winokur et al, 1984 [176] | Hopkins Symptom Check List (SCL-8) | 8 items measuring psychological distress | correlation with the original 25 item version was 0.95 and reliability for the short version was estimated at 0.84 |  |  | Cantril Ladder [39, 40]  |
| Zigmond & Snaith 1983 [177]Bocerean & Dupret, 2014 [178] | Hospital Anxiety and Depression Scale | 14 items (7 for anxiety and 7 for depression); rated 0-3 | α = 0.71-0.91 | Members of the Pediatric Association of The Netherlands. French anesthesia and intensive care residents in years 1-5 of training. [179] | Low response rate, participation bias. [179]  | Trauma Screening Questionnaire [180]; PennebakerInventory of Limbic Languidness (PILL) [181];Copenhagen Burnout Inventory [182]; Perceived Stress Scale [44, 129] |
| Tehrani et al., 2002 [164] | Impact of Events Scale-E | 23 items; rated 1-5 | Intrusion: α = 0.86; Avoidance: α = 0.82 | Child abuse investigators (police officers and staff) [162] |  | Goldberg Depression and Anxiety Scale [149]; Professional Quality of Life Scale [165] |
| Lamoureux et al 2006 [104] | Impact of Vision Questionnaire | 32 items, subset for emotional well-being, 6 response categories | Able to discriminate differences in items between individuals with mild, moderate, severe visual impairment | 314 individuals referred to a low vision clinic |  | DASS-21 [81] |
| Morin et al., 2011 [183]Sagherian et al., 2023 [184] | Insomnia Severity Index (ISI) | 3 items; rated 5-point Likert-type scale | α = 0.86-0.87 | Hospital nurses who provided bedside care in the United States. [185]  | Convenience sampling, response bias, cross-sectional design. [185] | Occupational Fatigue and Exhaustion Recovery [186, 187]; Maslach Burnout Inventory-Human Services Survey [120]; Short Post-Traumatic Stress Disorder Rating Interview [188, 189]; Patient Health Questionnaire-4 [190, 191]  |
| Citko et al, 2018 [106]Powell et al., 2011 [107] Helou et al., 2018 [108] | International Physical Activity Questionnaire (IPAQ) | Short version 9 items; long version 27 items; various rating scales; physicalactivity level categorizing it into high, moderate, and low | Test-retest reliability = 0.46-0.96 | university professors of all majors in Jordan [97] | an online survey which could have limited generalizability [97] | Medical Outcomes Study Short Form (SF-12) [192, 193]Depression Anxiety Stress Scale (DASS) [81, 86, 87]; Neck Disability Index (NDI) [194, 195]; The International Physical Activity Questionnaire (IPAQ) [106-108] |
| Brock & Salinsky, 1993 [71] | Interpersonal Reactivity Index (IRI): subscales 1) empathetic, and 2) perspective  | 14 items; rated 1-5  | α = 0.81 to 0.84;  | Physicians and APPs employed by the Health Texas Provider Network (HTPN) [70] | Cross-sectional, self-selection bias, limited external validity, unmeasured covariate bias [70] | Connor-Davidson Resilience Scale (CDRISC) [68, 69]Mayo Clinic Physician Well-being Index (MCPWBI) [72]Psychological Empowerment Instrument [73, 74] |
| Mohr et al., 2006 [196] | Irritation scale | 8 items; 7-point rating scale from 1 = ‘strongly disagree’– 7 = ‘strongly agree | α = 0.80 - 0.89 | hospital staff, including nurses, physicians and other professions oftwo German and three Latvian hospitals [197] | Selection bias by different cultural response styles, conclusions about causality is limited by cross-sectional.data collection [197] |  |
| Hojat et al., 1999 [198] | Jefferson Scale of Attitudes toward Physician-Nurse Collaboration (JSAPNC) | 20 items; rated 1-4 | α = 0.81 | 522 physicians and nurses working in institutions of Mexico, Colombia, Ecuador, and Argentina. [199] | An unbalanced geographical distribution of the study sample (65% of the entire sample was composed by the Argentinean group, while the other 35% included data collected in ten Latin American countries). [199] | Jefferson Scale of Physicians Lifelong Learning (JeffSPLL) [200] |
| Alcorta-Garza et al., 2016 [201]Hojat et al., 2002 [202]Glaser et al., 2007 [203] | Jefferson Scale of EmpathyJefferson Scale of Physician Empathy (Dutch version) | 20 items; rated 1-7 | α = 0.83 | Healthcare workers in a Spanish clinical context in the province of Lleida, Spain; multicenter questionnaire study and invited 271 surgery and gynecology residents, in 21 residency training programs, from two academic and 14 non-academic medical centers in the Netherlands. [204]  | Self-selection participation bias. [204] | Social and Emotional Loneliness Scale for Adults [205-207]; Utrecht Work Engagement Scale [36, 208]; Physician Work life Study (Dutch version) [209, 210]  |
| Muliira et al., 2012 [200] | Jefferson Scale of Physicians Lifelong Learning (JeffSPLL) | 14 items; rated 1-4 | α = 0.83 | 522 physicians and nurses working in institutions of Mexico, Colombia, Ecuador, and Argentina [199] | An unbalanced geographical distribution of the study sample (65% of the entire sample was composed by the Argentinean group, while the other 35% included data collected in ten Latin American countries). [199] | Jefferson Scale of Attitudes toward Physician-Nurse Collaboration (JSAPNC) [198] |
| Jenkins et al, 1988 [211] | Jenkin's Sleep Problem Scale | 4 items; rated 0-5  | α = 0.79 | Nationally representative sample of Finnish physicians [212] | Not generalizable to younger physicians or other countries [212] | Suicidal Ideation [59][60];Work Ability Index, WAI [76] |
| Kessler & Mroczek, 1994 [31] | Kessler 10 (K10) | 10 items; (not at all) to 5 (very much) | α = 0.91 | Australian ambulance officers (n=740). [30] | Cross-sectional, self-report, social desirability bias. [30] | Brief Resilience Scale (Smith et al., 2008) |
| Ravens-Sieberer et al., 2008 [213] | KIDSSCREEN Survey for generic related health quality of life for children and adolescents  | 52 items, 5-point likert-type scales to assess frequency or intensity of attitude | α = 0.77 - 0.89. | A representative sample of 22,827 children (8 to 18 yeas) in 13 European countries. 3,061 children in Denmark [214] | Limited by cross sectional data, limits in the identification of those with physical and mental status. [214] |  |
| Van der Doef & Maes, 1999 [35] | Leiden Quality of Work Questionnaire for physicians (LQWQ-MD) work–home interference Subscale | 4-items; 4-point Likert scale | α=0.84 | The study population consisted of Belgian emergency physicians (N=346), who were recruited at 2 national emergency medicine conferences. [33] | Cross-sectional; under estimation of adverse consequence, in view of the fact that the study recruited at 2 Belgian emergency medicine conferences, where the emergency physicians were really engaged in sharing their workplace experiences. [33] | Dutch version of the Checklist Individual Strength [34]; Brief Symptom Inventory [32]; Utrecht Work Engagement Scale (UWES) [36]  |
| Fugl-Meyer et al., 2002[215]; Maujean & Devis, 2013[216] | Life Satisfaction Questionnaire (LiSat- 11) | 11 items; rated 1-6 | α = 0.86 | Women on sick leave due to long-term pain in the neck/shoulders and/or back. [217] | High missing data. [217] |  |
| Diener et al, 1985[103]Di Fabio & Gori, 2016 [2] | Life Satisfaction Scale | 5 items; 1 (completely disagree) to 7 (completely agree) | α = 0.79 and 0.89 | Heterogeneous samples of workers from different organizations in Italy. [218]; Repeated cross-sectional study from three nationally representative surveys of 1997, 2005 and 2011 (n = 4485) in Colombia. [219]; 3,522 Korean University Students. [220] | Self-report measures, social desirability bias, cross-sectional design, convenience sample of works is not generalizable. [218] | Scale of Positive and Negative Experience [119] |
| Maslach et al., 1997 [221] Pisanti et al, 2013 [222]Carstensen et al., 2021[223] | Maslach Burnout Inventory; Maslach Burnout Inventory (Italian version)Maslach Burnout Inventory -German version  | 22 items across 3 subscales; 7- pointLikert type scale from 0 “never” to 6 “every day”; 9 items on emotional exhaustion subscale, 5 items on the depersonalization subscale, and 8 items on the personal accomplishment subscale German version: 4 items only to assess emotional exhaustion.  | α = 0.90 for emotional exhaustion; α = 0.79 for depersonalization; α = 0.71 for personal accomplishments | Arthroplasty surgeons [224]; 1749 doctors in Ireland [225] ; nurses at a public university hospital in the Terni—Umbria region of Italy. [226] hospital nurses who provided bedside care in the United States. [185]German version of the MBI was used with 1758 beginning teachers and 831 prospective teachers and the reliability coefficient was .80. About 150 caregivers in healthcare centers in United States. Reliability coefficient for emotional exhaustion (5-item version of the Maslach Burnout Inventory) was .88. This study used two other assessments of well-being: emotional thriving and emotional recovery. [227]  | Potential that some participants reported a pre-existing musculoskeletal pain, underreporting related to the culture of physician resilience [224]; limited generalizability because all nurses working for the same organization and the majority were female. [226]; Convenience sampling, response bias, cross-sectional design. [185] | Insomnia Severity Index [183, 185]; Occupational Fatigue and Exhaustion Recovery [186, 187]; Short Post-Traumatic Stress Disorder Rating Interview [188] [189]; Patient Health Questionnaire-4 [190, 191] |
| Maslach & Jackson, 1981 [120];Schaufeli, 1996 [121]; Li, 2002 [122] | Maslach Burnout Inventory-General Survey (MBI-GS) - Chinese version Subscales 1) emotional exhaustion, 2) cynicism, and 3) professional efficacy | 16 items; rated 0– 6. | α = 0.928 to 0.940 | Northern region of China: 26 factories (1500 workers) were randomly selected by cluster sampling in an industry which made component parts of airplanes. [118] |  | Chinese version of the Flourishing Scale (FS)[119]; Chinese version of the Psychological Capital Questionnaire (PCQ) [123] |
| McManus et al., 2002[228] | Maslach Burnout Inventory-Human Service Survey -Abbreviated (emotional exhaustion, depersonalization, and personal accomplishment) | 9 items; rates 0 -6 | Excellent fit (p=0·579), with a high goodness of fit index (0·996) and adjusted goodness of fit index (0·980) | First-year surgical and mixed-specialty resident trainees. [66] | Small sample size, limited generalizability, did not account for informal practice. [66] | Cognitive Affective Mindfulness Scale-Revised [65]; Abbreviated (9-item) 2-item screen for high emotional exhaustion and high depersonalization [67] |
| Dyrbye et al., 2013 [72] | Mayo Clinic Physician Well-being Index (MCPWBI) | 7 items; rated yes/no | α = 0.83 | Physicians and APPs employed by the Health Texas Provider Network (HTPN) [70] | Cross-sectional, self-selection bias, limited external validity, unmeasured covariate bias [70] | Connor-Davidson Resilience Scale (CDRISC) [68, 69]; Interpersonal Reactivity Index [71] |
| Dyrbye et al., 2010 [229] | Medical Students Well-Being Index (MSWBI) | 7 “yes or no” questions; rated 1 or 0. MSWBI scores range from 0 to 7, and 7 points indicate the greatest level of distress. | α = 0.68; The majority of MSWBI items had a ≥74% sensitivity and specificity for detecting distress within the intended domain. | Medical students of all years (1st–6th) from all 22 Polish medical schools. [230] |  |  |
| Keyes, 2005 [231]Hone et al., 2014 [232] | Mental Health Continuum-Short Form (MHC-SF) | 14 items: emotional well-being (3 items), social functioning (5 items), and psychological functioning (6 items), 6-point scale, never to almost everyday | excellent internal consistency and discriminant validity | Population-based data from the 2012 Canadian Community Health Survey. [233] | Lack of data on personal or family history of mental health conditions. [233] |  |
| Clarke et al., 2014 | Mental Health Self-Efficacy Scale (MHSES) | 6 items; rated 1-10 | α = 0.89 | Participants in activity-based group therapy in an acute psychiatric ward in a large tertiary hospital in Singapore. [234] | Small sample size |  |
| Walach et al., 2006 [235] | Mindfulness questionnaire (FMI) | 14 items; rated 1-4 | α = 0.86 to 0.93 | Employees of two information and communication technology (ICT) companies [236] |  | Satisfaction with Life Scale [237]; Stress questionnaire (Stress) [238]; Utrecht Work Engagement Scale (UWES-9) [36, 112]; Work-Related Acceptance and Action Questionnaire (WAAQ) [239]  |
| Baele & Fontaine, 2021 [240] | Moral-Distress Appraisal Scale | 8 items; rated 1-6 | convergent (r=0.09-0.43), predictive (r=0.41-0.63), and concurrent validity (r=0.22-0.52)  | 406 Dutch-speaking healthcare professionals. [240] | Small sample, low scale reliability. [240] |  |
| Zimet, 1988 [98] | Multidimensional Scale of Perceived Social Support (MSPSS) | 12 items; rated 1-7 | α = 0.88 | In the Netherlands, invited 8000 people of insurance company A, and 2370 people of insurance company B to take part in the survey. [88] |  | Depression Anxiety Stress Scale (DASS); Dutch version of DASS [81, 82]; Overall Job Satisfaction [99] |
| Zweber et al., 2016 | Multi-facetedOrganizational Health Climate Assessment (MOHCA) | 9 items, rated 1 to 7 | α =.91 | 531 full-time working adults (majority, White women) | Climate often conceptualized at work group level, but this scale is focused on individual level. Use of self- reported health measures rather than objective measures |  |
| Vickrey et al., 1995[56]Nyenhuis & Luchetta 1998 [54]  | Multiple Sclerosis Quality of Life (MSQOL) | 54-items | α = 0.70 | 231 definite MS patients57 clinically diagnosed MS individuals. [55] | Severity of MS impacting physical functions |  |
| Vernon & Mior, 1991 [194]Shaheen et al., 2013 [195] | Neck Disability Index – Arabic version | 10 items; 0 (no disability) to 5 (total disability) | α = 0.80 | university professors of all majors in Jordan [97] | An online survey which could have limited generalizability [97] | Medical Outcomes Study Short Form (SF-12) [192, 193]; Depression Anxiety Stress Scale (DASS) [81, 86, 87]; The International Physical Activity Questionnaire (IPAQ) [106-108] |
| van Veldhoven & Broersen, 2003 [241]Sluiter et al., 2003 [153] | Need for recovery (NFR) Scale | 11 items; rated yes or no | α = 0.79 - 0.88 | Physicians of any grade registered with the UK General Medical Council or Irish Medical Council, and employed within a participating site, were eligible.[242]; 196 employees in two different office layouts: one large open-plan office and several smaller office buildings with a more independent layout. [152] | Low response rate. [152] | General Health Questionnaire-12 [149]; Risk Factor Questionnaire [154] |
| Winwood et al., 2005 [186]Winwood et al., 2006 [187] | Occupational Fatigue and Exhaustion Recovery (OFER-15) | 15 items; 7-point Likert typescale from strongly disagree (0) to strongly agree (6) | α = 0.83-0.86 | hospital nurses who provided bedside carein the United States. [185] | Convenience sampling, response bias, cross-sectional design. [185] | Insomia Severity Index [183, 185]; Maslach Burnout Inventory-Human Services Survey [120];Short Post-Traumatic Stress Disorder Rating Interview [188, 189];Patient Health Questionnaire-4 [190, 191] |
| Demerouti et al., 2003 [243];Demerouti et al., 2010 [244] | Oldenburg Burnout Inventory – Polish version (two aspects of burnout – exhaustion and disengagement) | 16 items; four-point scale ranging from 1 (Strongly agree) to 4 (Stronglydisagree). | α = 0.79 | Polish police officers. [245] | Cross-sectional, may be an unrepresentative sample, more males than females. [245] | Utrecht Work Engagement Scale – Polish version [246]  |
| Zimet et al., 1990 [99] | Overall Job Satisfaction  | 1 item; rated 1-7 |  | In the Netherlands, invited 8000 people of insurance company A, and 2370 people of insurance company B to take part in the survey. [88] |   | Depression Anxiety Stress Scale (DASS); Dutch version of DASS [81, 82];Multidimensional Scale of Perceived Social Support (MSPSS) [98] |
| Peto et al., 1995 [247] | Parkinson’s Disease Questionnaire (PDQ)-39 (eight discrete subscales: mobility, activities of daily living, emotional well-being, stigma, social support, cognition, communication, bodily discomfort) | 39 items; rated never to always | α = 0.69 - 0.94 | 394 active workers exposed to welding fumes. [248] | None of the PD specific QoL or health status questionnaires have been adequately validated for their specificity to PD. [248] |  |
| Kroenke et al., 2009 [190]Löwe et al., 2010 [191] | Patient Health Questionnaire-4 | 2 items for depression and 2 items for anxiety; 4- point Likert type scale from not at all (0) to nearly every day (3) | α = 0.87-0.88 | hospital nurses who provided bedside carein the United States. [185] |  | Insomnia Severity Index [183, 185]; Occupational Fatigue and Exhaustion Recovery [186, 187]; Maslach Burnout Inventory-Human Services Survey [120]; Short Post-Traumatic Stress Disorder Rating Interview [188, 189] |
| Kansiewicz et al., 2022 [249] | Patient Health Questionnaire-9 | 10 items, scores 0-27 | α =0.89, excellent test-retest reliability | Assemblies of God ministers in the US.1161 clergy in UMC in the US who were already in randomized trial measuring effects of lifestyle interventions on physical, emotional and mental health. [250]  | Specific population weighted toward White, married males | Hospital Anxiety and Depression Scale [177]; Maslach Burnout Inventory [120]  |
| Smith & Betz, 2000 [45] | Perceived Self-Efficacy | Eight positively oriented questions; Five categories ofanswers from not at all to very well | α = 0.841 | Young people aged 15 to 17 years. [42] | Self-reports, cross-sectional, use of combined indexes—while aimed at simplifying the analyses—may have given rise to some interpretative difficulties. [42] | Depression Scale for Children [43]; Perceived Stress Scale [44]; Cantril’s Ladder [38]; Scale of Perceived Social Self-Efficacy [45] |
| Cohen, 1983 [33] | Perceived Stress Scale; Perceived Stress Scale - 10 | 14 items, rate 0-410 items; 5-point scale | α = 0.84-0.90 test-retest reliability= 0.85 | Final year medical students from University College Dublin (UCD). [251]; Young people aged 15 to 17 years. [42]52 Female staff that work at least 20 hours at York University. [252]; Data were collected through the “Moms As People” Survey, an online questionnaire developed to examine how mothers feel about various aspects of their lives, with the intention to oversample for relatively well-educated women. A total of 2,247 American women completed the survey between 2005 and 2010. [253] | The study is limited by the absence of a control group. [251]; Self-reports, cross-sectional, use of combined indexes—while aimed at simplifying the analyses—may have given rise to some interpretative difficulties. [42] | Depression Scale for Children [43]; Perceived Stress Scale [44]; Cantril’s Ladder [38]; Scale of Perceived Social Self-Efficacy [45] |
| Butler & Kern, 2016 [254] | PERMA scale (multidimensional model of well-being)  | 5 dimensions: Positive Emotion (P), Engagement (E), Relationships (R), Meaning(M),Accomplishment (A). 23 items, 11-point Likert scale (0-10) used Japanese version | α =.75-0.96 | 310 workers completed questionnaire online. [255] |  | Brief Job Stress Questionnaire (BJSQ) [256], Utrecht Work Engagement Scale [257] |
| Trockel et al., 2018 [258]Hamidi et al., 2018 [259]Brady et al., 2022 [260] | Personal fulfillment Index | 4-item professional fulfillment and 2 dimensions of burnout: 4-item work exhaustion; 6-item interpersonal disengagement; 5-point Likert scale “not at all true” to “completely true” for professional fulfillment items and “not at all” to “extremely” forwork exhaustion and interpersonal disengagement items | Test-retest reliability estimates were 0.82 for professional fulfillment (α = 0.91), 0.80 for work exhaustion (α = 0.86), 0.71 for interpersonal disengagement(α = 0.92), and 0.80 for overall burnout (α = 0.92). | Clinical faculty at the Stanford University School of Medicine.[261]  | Used a binary gender classification, small number of non-White respondents precludedanalysis of ethnicity, limiting the generalizability. [261] |  |
| Cummins, 2004 [105] | Personal Well-being Index | 8 items; rated 0-10. | α = 0.70- 0.85.  | 1190 hospital midwives from 7 countries (2 Asian, 5 Europe). [262] |  |  |
| Lau et al., 2005 [263]Lau et al., 2008 [264]Cummins et al., 2004 [105]Cummins et al., 2003 [265] | Personal well-being index – Chinese version and English version  | 7 items; 0 (completely dissatisfied)–10 (completely satisfied); normativevalues range between 60 and 70 | α = 0.73 – 0.85  | Community dwelling older persons with mild dementia in Hong Kong.[266]; Adults with chronic SCI aged 70 years or less [95]; The NZAVS is an ongoing 20-year national longitudinal panel study of social attitudes, personality, and health outcomes that began in 2009. Thes ample analyzed in the current study involve participants who completed the survey during the nationwide Level 4 lockdown (March 25 through April27, 2020) as well as around the same time period the prior year in the tenth wave of the study. [267] | Small sample size, lack of community resources in dementia care, low minimum requirementsfor caregiver visits, lowliteracy level in spouse caregivers, and the non-compliance of participants with dementia, the program might also haveinadvertently increased the burden to the familycaregiver. [266]Small sample, participants were self-selected, lackof blinding in the study/ every participant was aware of their allocation [95] | The Depression, Anxiety and Stress Scale short version [81]; Spinal Cord Lesion Emotional Well-being Questionnaire version 1Australia [268] |
| Lawton, 1975 [269] | Philadelphia Geriatric CenterMorale Scale – Japanese version (agitation, attitude toward own aging, lonely dissatisfaction) | 17 items; each high morale response=1, each low morale response=0 (the highest possible score is 17 points) | agitation α = 0,85attitude toward own aging α = 0.81lonely dissatisfaction α = 0.85 | aged home-based rehabilitation users with different levels of independence in activities of daily living. [270] | Small sample, limited generalizability, subjective well-being only represented one aspect of quality of life. [270] |  |
| Williams et al., 1999 [209]Konrad et al., 1999 [210]  | Physician Worklife Scale (job and specialty satisfaction measures; Dutch version) | 5 items in job satisfaction;3 items in the specialty satisfaction; 5-point Likert scale from 1 (strongly disagree) to 5 (strongly agree) | Job satisfaction α = 0.82; specialty satisfaction α = 0.80  | multicenter questionnaire study and invited 271 surgery and gynecology residents, in 21 residency training programs, from two academicand 14 non-academic medical centers in the Netherlands [199] |  | Utrecht Work Engagement Scale [36, 208];Jefferson Scale of Physician Empathy (Dutch version) [202]  |
| Sato, 2001 [138] | Positive and Negative Affect Schedule (Japanese version) | 20 items; rated 1-5 | α >0.80 and test-retest correlations >0.50 | Adults (>20 years old) workers at companies that often engage in desk work; specifically, a person who sits in front of a computer for at least half their work hours. [137] | Self-selection participation bias, low adherence. [137] | Flourishing scale (Japanese version) [136]; Satisfaction with Life Scale [139] |
| Watson, 1988 [28] | Positive and Negative Affect Schedule (PANAS) - Japanese version | 36 items – 18 (positive) and 18 (negative); rated 1-5 | α = 0.88 - 0.95 (positive), α = 0.87 - 0.92 (negative) | Japanese workers. [271]Episcopal priests. [272]  | Majority women  | Satisfaction with life scale (SWLS) [139]; Personal Well-being Index [105] |
| Eid & Larsen RJ, 2008 [273] | Positive and Negative Affect Scale | 20 items; rated 1-510 items; rated 1-5 | High internal consistency and acceptable test–retest reliability | mothers of children with autism spectrum disorder in Taiwan. [274]; Family caregivers from Toronto and London Ontario and Montreal Quebec of individuals surviving their first stroke. [275] | Small sample. [274]; Survivors had mild-to-moderate stroke severity. [275]  | Satisfaction with Life Scale [139] |
| Conner & Davidson, 2001 [188]Davidson & Colket, 1997 [189] | Post-Traumatic Stress Disorder Rating Interview - Short | 8 items; 5-point rating scale from not at all (0) to very much (4) | α = 0.89-0.91 | Hospital nurses who provided bedside carein the United States [185] | Convenience sampling, response bias, cross-sectional design [185] | Insomnia Severity Index [183, 185]; Occupational Fatigue and Exhaustion Recovery [186, 187]; Maslach Burnout Inventory-Human Services Survey [120]; Patient Health Questionnaire-4 [190, 191] |
| Stamm, 2010 [165] | Professional Quality of Life Scale | 30 items; rated 1-5 | α = 0.75 – 0.81 | child abuse investigators (police officers and staff). [162]; 20 oncology nurses at a hematology-oncology unit in a large urban teaching hospital in Pennsylvania. [276] | Homogenous sample with no male nurses. [276] | Goldberg Depression and Anxiety Scale [149]; Impact of Events Scale-E [164] |
| Grove & Prapavessis, 1992 [277]Berger & Motl, 2000 [278]McNair et al., 1971 [116] | Profile of Mood States (POMS) with 7 subscales, tension, depression, fatigue, vigor, confusion,anger, and esteem-related affect | 40 items, 0 to 4, not at all to extremely | α = 0.664 to 0.954 | 24 participants with chronic low back pain and desk jobs. [279]A sociodemographically diverse consecutive cohort of employed nulliparous women was recruited in late pregnancy. [115]  | Small sample size, lack of diversity within the sample, excluded participants with low back pain but did not have a compatible desk. [279]; The sample is more highly educated and likely to be employed in a professional occupation than the general Australian parturient population and therefore the findings cannot be generalized to women in lower waged, unskilled occupations. [115] | Edinburgh Depression Scale [113]  |
| Luthans et al., 2007 [123] | Psychological Capital Questionnaire (PCQ) - Chinese version | 24 items; rated 1-6 | α = 0.953 | Northern region of China: 26 factories (1500 workers) were randomly selected by cluster sampling in an industry which made component parts of airplanes. [118] |  | Chinese version of the Flourishing Scale (FS) [119]; Chinese version of the Maslach Burnout Inventory-General Survey (MBI-GS)[120-122] |
| Li et al., 2015 [52]Peng et al., 2013 [53] | Psychological Capital Questionnaire-Chinese version | 24-items (four core elements, including resilience optimism self-efficacy and hope); 6-point Likert scale from 1 (strongly disagree) to 6 (strongly agree) | α = 0.943 | Doctors or nurses at two general hospitals in s in Liaoning, China [50] | Cross-sectional design, self-report questionnaires [50] | The center for Epidemiologic Studies Depression Scale [43, 49]; Workplace Violence Scale [51] |
| Spreitzer, 1995 [73] Spreitzer, 2008: 54-76 [74]  | Psychological Empowerment Instrument (PEI): Subscales 1) meaning, 2) Work meaningfulness, 3) Self-determination, and 4) Impacts  | 3 items; rated 1-7 | α = 0.85 to 0.94 | Physicians and APPs employed by the Health Texas Provider Network (HTPN) [70] | Cross-sectional, self-selection bias, limited external validity, unmeasured covariate bias [70] | Connor-Davidson Resilience Scale (CDRISC) [68, 69]; Interpersonal Reactivity [71];Mayo Clinic Physician Well-being Index (MCPWBI) [72] |
| Chassany et al., 2004 [280] Dagenais-Desmarais & Savoie, 2012 [281] | Psychological General Well-Being Index (PGWBI): Subscales: Interpersonal Fit at Work, Perceived Recognition at Work, Thriving at Work, Involvement at Work, and Feeling of Competency at Work | 22 items; rated 0-5 | α = 0.70 to 0.85 | Online survey, in nine tertiary educational institutions, eight Universities in Australia and one in New Zealand. [282]; Four public institutions in Gabon (Africa). [283] | Small sample. [282] | Short Almost Perfect Scale (SAPS) [284] |
| Yi et al., 2021 [285] | Psychological need thwarting scale of online teaching (autonomy, competence, and relatedness thwarting subscales) - Chinese version | 9 items; 7-point Likert-type scale(ranging from 1 to 7) | α = autonomy (0.78), competence (0.84), and relatedness (0.88) | Chinese primary and middle school teachers teaching online during the COVID-19 outbreak. [96] |  |  |
| Widerszal-Bazyl & Cieslak, 2000 [286] | Psychosocial Working Conditions Questionnaire, measures 5 theoretical scales: demands, controls, social support, well-being, and desired changes | Demands has 25 questions, controls has 20, social support 16, well-being 22, and desired changes 20; rated 1-5 | α = 0.82 - 0.94 | Professionally active registered nurses from an eastern voivodeship in Poland. [287] | Findings may not apply to other regions in Poland. [287] |  |
| Weiner et al., 2000 [288] | Quality of Life in Dementia Scale (QUALID) | 11 items; rated 1-5  | α = 0.74 | Residents in nursing homes. [289]  |  | WHO (Five) Well-Being Index (WHO-5) [101] |
| Burckhardt et al., 1992 [290] | Quality of Life Scale – Swedish version | 16 items; 7-point satisfaction scale | α = 0.89 - 0.92 | Women with fibromyalgia. [291] |  |  |
| Kaplan et al 1997 [292]; Kaplan & Anderson, 1998 [293] | Quality of Well-being, Self-Administered (QWB-SA) | It has 5 scales and 58 questions using a dichotomous scale. The Quality of Well-being scale is a preference-weighted measure combining three scales of functioning with a measure of symptoms and problems to produce a point-in-time expression of well-being that runs from 0 (for death) to 1.0 (for asymptomatic full function). |  | 218 English speaking adults who attended primary care clinics. 86 participants with combat-related major lower-limb amputation. [294]; 75 staff in ambulatory care environment in United States. [295]  |  |  |
| Hays et al., 1993 [296] | RAND 36-Item Health Survey  | 36 items, measured from 0 (poor) to 100 (good health) depending on subscale | α = 0.78- 0.93  | 288 independent living adults aged 65 years or over with normal cognition from UK. [297] |  | Physical health dimensions of the SF-36, extent of depression (PHQ-9) [298]; Quality of life (EQ-5D) scale [299]; Loneliness Scale [300] |
| Hays & Morales, 2001 [301] | RAND Emotional Well-being scale | 5 items, sores 0-100 |  | 40–60-year-old employees in Finland part of Helsinki Health Study. [302] |  |  |
| Hays & Morales, 2001 [301] | RAND Health Related Quality of Life (SF-36) | 36 item scale; ratings vary | α = 0.90 | Office workers. [303] |  | Sedentary Behavior Questionnaire [304] |
| Cheng & Hamid, 1995 [124] | Rosenberg Self-Esteem Scale -Chinese version | 10 items; 4-point Likert scale (strongly agree to strongly disagree) | α = 0.879 | Northern region of China: 26 factories (1500 workers) were randomly selected by cluster sampling in an industry which made component parts of airplanes. [118] |  | Chinese version of the Flourishing Scale (FS) [119]; Chinese version of the Maslach Burnout Inventory-General Survey (MBI-GS)[120-122]; Chinese version of the Psychological Capital Questionnaire (PCQ) [123] |
| Eltayeb et al., 2007 [154] | Risk Factor Questionnaire  | 12 items; 10 different body regions plus eyestrain and headaches rated yes-no, then summed | α = 0.90 | 196 employees in two different office layouts: one large open-plan office and several smaller office buildingswith a more independent layout. [152] | Low response rate. [152] | General Health Questionnaire-12 [149]; Need for Recovery [153] |
| Cammann et al., 1979 [127] | Role Overload Scale from the Michigan Organizational Assessment Questionnaire | 4 items; rated 1-7 |  | US Army special operations soldiers. [126] | findings may not be generalizable to women and conventional soldiers. [126] | Emotional exhaustion scale [125]; Walter-Reed Army Institute of Research Soldier-Specific Functional Impairment Scale [128] |
| Ryff, 1989 [305];Palma-Candia et al., 2019 [306]; Toledano-Gonzales et al., 2019 [307]; Jang et al., 2019 [308]; Sirigatti et al., 2009 [309] | Ryff Psychological Well-Being Scale; Ryff PWB (Spanish Version); Ryff PWB (Korean Version)Ryff PWB (Italian Version)  | 42 items; rated 1-7 6 subscales: self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. Spanish Version: 39 items; rated 1-7. Korean Version: 46 items; rated 1-7 | α = 0.86-0.93 α = .78-.81 (Spanish Version) α = .66-.76 (Korean Version)  | Older Adults in Magallanes, Chile. [306]; 74 older adults living in retirement homes. [307]; 399 Korean Nurses in a university hospital.1142 people who report having multiple sclerosis. [310]; 2102 community residents in Tokyo aged 30.  | Not possible to obtain two groups of similar sociodemographic characteristics. [306]; Small sample size. [307]; Only one hospital, and only for nurses; Self-reported, cross-sectional. [310] | Satisfaction with Life Scale [139] |
| Bringsen et al., 2009 [157] | Salutogenic Health Indicator Scale  | 12 aspects of health; rated using a six-step semantic differential (positive to negative) | α > 0.70 | 770 employees at a hospital in the south of Sweden [155] | Cross-sectional, data from only one hospital [155] | Work Experience Measurement Scale [156]; Utrecht Work Engagement Scale [133] General Self Efficacy Scale [63] |
| Diener et al., 1985 [139]; Di Fabio & Gori, 2016 [3]; Pavot et al., 2008 [237]; Piotrkowska et al., 2019 [311]; Diener et al. 1985[139] | Satisfaction with Life Scale | 5 items; rated 1-7  | α = 0.61-0.91 | Mothers of children with autism spectrum disorder in Taiwan. [274]; adult (>20 years old) workers at companies that often engage in desk work; specifically, a person who sits in front of a computer for at least half their work hours. [137]; Two hundred and sixty-one Italian workers of different public and private organizations in central Italy participated in the study [2]; Nurses and doctors in the healthcare sector at two different times [141]; employees of two information and communicationtechnology (ICT) companies [236]; Pharmacy students from five South Korean universities. [312]; Polish oncology nurses Australian Actors and performing artists. [313]; Older adults living with chronic conditions (living in Vancouver). [314]; 1142 people who report having multiple sclerosis. [310]; Data were collected through the “Moms As People” Survey, an online questionnaire developed to examine how mothers feel about various aspects of their lives, with the intention to oversample for relatively well-educated women. A total of 2,247 American women completed the survey between 2005 and 2010 [253]; 41 participants with non-traumatic spinal cord dysfunction and traumatic spinal cord injury in Australia. [315] | Small sample [274]; Self-selection participation, low adherence. [137]; The research was conducted with a group of Italian workers who were not representative of the Italian population [2]; Generalizability limited to second and third-yearPharmD students from pharmacy schools in large cities. [312]; Group attending conference may not be representative of all oncology nurses. Self-reported, cross-sectional. [310] | Positive and Negative Affect Scale [273]; Mindfulness questionnaire (FMI) [235]; Stress questionnaire [238]; Utrecht Work Engagement Scale (UWES-9) [36, 112]; Work-Related Acceptance and Action Questionnaire (WAAQ) [239] Acceptance of Change Scale (ACS) [1]; The 10 Item Personality Inventory (TIPI) [4]; Workplace Relational Civility Scale (WRCS) [5];Forgiveness Climate Cox, 2011 [140]; Workplace Inactivity [142]; Flourishing scale (Japanese version) [136]Positive and Negative Affect Schedule (Japanese version) [138]; Depression Anxiety Stress Scales (DASS-21) [81];Ryff Psychological Well-Being Measure [305]; PSS-10 [44] |
| Diener et al., 2010 [119] | Scale of positive and negative experience | 12 items (6 devoted to positive and 6 devoted to negative experiences); 1 (very rarely or never) to 5 (very often or always) | Positive α = 0.87; negative α = 0.81 | Heterogeneous samples of workers from different organizations in Italy. [218]  | Self-report measures, social desirability bias, cross-sectional design, convenience sample of works is not generalizable. [218] | Life Satisfaction Scale [3, 103] |
| West et al, 2012 [67] | Screen for high emotional exhaustion and high depersonalization | 2 items; rated 0 – 6  | Single-item measures of emotional exhaustion anddepersonalization exhibited strong associations with the full Maslach.Burnout Inventory (all p≤0.008) | First-year surgical and mixed-specialty resident trainees. [66] | Small sample size, limited generalizability, did not account for informal practice. [66] | Cognitive Affective Mindfulness Scale-Revised [65]; abbreviated (9-item) Maslach Burnout Inventory-Human Service Survey [228] |
| Rosenberg et al., 2010 [304]  | Sedentary Behavior Questionnaire: subscales 1) weekday, and 2) weekend | 9 items; rated by time spent in activities  | ICC = 0.85 weekday and 0. 77 for weekend total scores; ICC range = 0.64 to 0.90 weekdays; 0.48-0.93 for weekend days | Office workers. [303] |  | RAND Health Related Quality of Life Hays & Morales, 2001 [301] |
| Neff, 2003 [100] | Self-Compassion Scale (SCS) | 26 items; rated 1-5 | α = 0.95 | Employees at a major tertiary healthcare institution (the Mayo Clinic). [89] |  | Depression Anxiety Stress Scale (DASS) [81]; WHO (Five) Well-Being Index (WHO-5) [101, 102] |
| Rosenberg, 2015. [316] | Self-Esteem Scale | 10 items; 4-point Likert scale ranging from strongly agree to strongly disagree | α = 0.88 | Pharmacy students from five South Korean universities. [312] | Generalizability limited to second and third yearPharmD students from pharmacy schools in large cities. [312] | Satisfaction with Life Scale [139] |
| Linn & Linn, 1984 [317] | Self-Evaluation of Life Function Scale (physical health, symptoms of aging, self-esteem, social satisfaction, depression, personal control) | 52 items; 1-4  | Test-retest reliability = 0.36-0.99 | African American adults with sickle cell disease. [318] | Small sample, length of the survey and types of questions may have discouraged respondents from completing the survey, respondents’ tendency to rate themselves more favorability, scale was standardized on the older population and mean age in this study was 43 years, not generalizable. [318] |  |
| Ware and Gandek, 1998  | SF-36 Health Survey, a 36-item generic measure of health status | 36 items that fit into relevant health domains scale is not consistent throughout | α = 0.68 - 0.93 | U.S. General Population Data 41 participants with non-traumatic spinal cord dysfunction and traumatic spinal cord injury in Australia. [315] |  |  |
| Rice, 2014 [284] | Short Almost Perfect Scale (SAPS) | 8 items; rated 1-7 | α = 0.84 - 0.90 | Online survey, in nine tertiary educational institutions, eight Universities in Australia and one in New Zealand. [282] |  | Psychological General Well-Being Index (PGWBI) [280] |
| Ware et al., 1996 [192]Al Sayah et al., 2013 [193] Pickard et al., 1999 [319] | Short Form 12 (SF-12; produced physical component score for physical well-being and mental component score for mental well-being) - Italian version or the Medical Outcomes Study Short Form (SF-12) | 12 items; some rated yes/no, others rated excellent to poor, not at all to extremely | SF-12 achieved a R2 of 0.911 in the prediction ofPCS-36 and 0.918 in the prediction of MCS-36 | Nurses, physicians, residents, and medical and nursing students in the oncology-hematology units of 3 teaching hospitals in Rome. [320]; 1871 Australian veterans who served in the Gulf region during the period August 2, 1990, to September 4, 1991. [321]University professors of all majors in Jordan. [97]254 individuals who met criteria for mild stroke at Washington University | Cross-sectional and self-report. [320]Only included probable musculo skeletal conditions, these were not confirmed by a diagnostic process or a validity study. [321]; An online survey which could have limited generalizability. [97] | Depression Anxiety Stress Scale (DASS) [81, 86, 87]Neck Disability Index (NDI) [194, 195];The International Physical Activity Questionnaire (IPAQ) [106-108] |
| DiTommaso et al., 2004[205]; Domínguez et al., 2017[206]; Marilaf-Caro et al., 2017[207]  | Social and Emotional Loneliness Scale for Adults | 15 items; rated 1-7 | α = 0.88, good concurrent and discriminant validity | Healthcare workers in a Spanish clinical context in the province of Lleida, Spain. [204] | Self-selection participation bias | Jefferson Scale of Empathy [201] |
| Hunt, McEwen & McKenna, 1985 | Social Isolation Subscale of the Nottingham Health Profile (NHP) | 5 items; rated 0-5 | α = 0.67 | 211 individuals living in Poland, ages 66-80, who are Jewish and non-Jewish survivors of World War II [18] |  | BDI [16] |
| Gresham & Elliott, 1990 [322] | Social Skills Rating System (SSRS) | Academic subscale (10 items); Problem Behavior Scale (6-items); internalizing subscale (9-items); 5-point scale | α = 0.61-0.81 parent-reported subscales. α = 0.78 - 0.92 teacher-reported subscales  | New Hope Project eligibility sent to all low-income residents of two neighborhoods in Milwaukee’s poorest areas. [323] |  |  |
| Wang et al., 2017 [324] | Special Education Teacher's Occupational Well-being Questionnaire (SETOWQ) | 25 items; rated 1-5 | α = 0.93 | Chinese Special Education Teachers. [325] | Study’s participants were mainly sampled from the east coast of China; not generalizable to special education teachers across the whole country. [325] |  |
| Migliorini et al., 2008 [268] | Spinal Cord Lesion Emotional Well-being Questionnaire version 1Australia (three domains: helplessness, intrusion and personal growth) | 12 items; rated 1 = strongly disagree, 2 = disagree, 3 = agree or 4 = strongly agree | α = 0.78 | Adults with chronic SCI aged 70 years or less. [95] | Small sample, participants were self-selected, lackof blinding in the study/ every participant was aware of their allocation. [95] | The Depression, Anxiety and Stress Scale short version [81]; Personal Well-being Index–Adult [105] |
| Paloutzian & Ellison 1991 [326]  | Spiritual Well-Being Scale | 20-item Likert scale; two subscales: religiouswell-being (RWB) and existential well-being (EWB). sum of two subscales is total spiritual well-being score, with higher total score indicating higher spiritual well-being. | α =.0.87 | Relations of spiritual well-being, globaljob satisfaction, and general self-efficacy to hope in 64 Continuing Care Assistants. [327] |  |  |
| Malinakova et al., 2017 [328] | Spiritual Well-Being Scale (SWBS)-Shortened version | 7 items, 6-point Likert Scale ranging from strongly agree to strongly disagree | α =0.814 | A nationally representativesample (4217) of Czech adolescents [328]; 4182 Czech adolescents [329] | self-report, problems with some of the items on the scale which created a separate factor |  |
| Spielberger,1999 [330] | State-Trait Anger Expression Inventory (STAXI2-State)  | 15 items; rated 1-4 | mothers: α = 0.92, fathers: α = 0.87 | Parents of preterm infants [114] |  | EPDS [113]; STAI-State [20]  |
| Spielberger et al. 1983 [20];Kvaal et al., 2005 [331] | State–Trait Anxiety Inventory (STAI-State)  | 20 items; rated 1-4  | mothers: α = 0.94, fathers: α = 0.93 | Parents of preterm infants [114]; Early elementary school teachers. [19]; Teachers’ perspectives from a German medical faculty during COVID-19. [332] | Reliance on self-report, small, racially homogenous sample. [19]; Teachers from only one medical facility, and the numbers of participants was limited to 24. [332] | EPDS [113]; STAXI2-State [330]; Beck Depression Inventory [17] |
| Elo et al., 2000 [238] | Stress questionnaire  | 1 item; rated 1-5 |  | Employees of two information and communication technology (ICT) companies. [236] |  | Mindfulness questionnaire (FMI) Walach et al., 2006;Satisfaction with Life Scale Pavot et al 2008; Utrecht Work Engagement Scale (UWES-9) [36, 112]Work-Related Acceptance and Action Questionnaire (WAAQ) [239]  |
| Kessler et al., 1999 [333]; Lindfors et al., 2009 [334] | Suicidal Ideation  | 1 item; Yes/No: ever had a suicidal thought or attempt. | Found to predict suicide attempts | Nationally representative sample of Finnish physicians [212] | Not generalizable to younger physicians or medical specialists from other countries [212] | Jenkin's Sleep Problem Scale [211]; Work Ability Index, WAI [76] |
| Gosling et al., 2003 [4] | Ten Item Personality Inventory (TIPI): Subscales 1) Extraversion, 2) Agreeableness, 3) Conscientiousness, 4) Neuroticism, and 5) Openness  | 10 items; rated 1-7 |  α = 0.82 | Two hundred and sixty-one Italian workers of different public and private organizations in central Italy participated in the study.[2] | The research was conducted with a group of Italian workers who were not representative of the Italian population.[2] | Acceptance of Change Scale (ACS) [1]; Satisfaction with Life Scale [3]; Workplace Relational Civility Scale (WRCS) [5] |
| Cohen & Williamson (1988) | The Medical Outcomes Questionnaires Short Form-12 (SF-12) | 12 Items; rated 0-100 | Physical component summary (PCS): α = 0.89; mental component summary (MSC): α = 0.76 | 463 volunteers from Boston Medical Center, Boston University, and EMC and other employed adults. [335] | Recruitment problems, which led to the study’s being under powered to detect behavior change in a randomized intervention trial. [335] |  |
| Karlsson et al., 2000 [135] | Three-Eating Factor Questionnaire (TEFQ-R21) | 7 items; rated 1-4 | composite reliability (CR) = 0.842 | The study used secondary data retrieved from a one-time survey at multi-worksites that was conducted from November survey at multi-worksites that was conducted from November 2012 to May 2013. [134]  |  | Exhaustion domain of Oldenburg Burnout Inventory (OLBI-exhaustion) [133] |
| Petride et al., 2003[27]Stamatopoulou et al., 2016 [28] | Trait Emotional Intelligence Questionnaire-Short Form (TEIQue-SF): Subscales 1) Well Being, 2) Self-Control, 3) Emotionality, and 4) Sociability | 30 items; rated 1-7 | α = 0.52 to 0.85 | nurses working in both public (52.9%) and private (47.1%) health units in Greece. [26] |   | Boredom Proneness Scale (BPS) Farmer & Sundberg, 1986 [25] |
| Dekkers et al, 2010 [180] | Trauma Screening Questionnaire: subscales 1) reexperiening, and 2) arousal  | 10 items; rated yes/no |  | members of the Pediatric Association of The Netherlands [179] | low response rate, participation bias [179]  | Hospital Anxiety and Depression Scale [177] |
| Mangen, Bengteon, & Landry, 1988 [48] | University of Southern California Longitudinal Study of Three-Generation Families measures of positive affect | 4 items; rated 1-4 | α = 0.85 | Data from Phase II (begun in 1993) of the Massachusetts Elder Health Project, with older persons. Phase II was on the process of caregiving, from the perspectives of both caregiver and care recipient, with the objective of defining successful caregiving. [47] | The stressors were kept separate in the analyses. The study did not have sufficient sample sizes to look at the process separately for spouses versus children.[47] |  |
| Watanabe et al., 2020 [336] | University of Tokyo Occupational Mental Health (TOMH) Well-being Scale | 24 items; rated 1-4 | α = 0.671 to 0.845 | Japanese workers [336] | Selection bias, may have been errors in measuring assessment of the standards of convergent validity, not generalizable to workers from other cultural backgrounds [336] |  |
| Utian et al., 2018 [337] | Utian Quality of Life Scale | 23 items. Rated 1-5 (Level of agreement) | α =.83 (scale as a whole) | 270 women between the ages of 45-65 years (perimenopausal and postmenopausal women) who spoke English [337] | 1) Short interval of testing (e.g., the questionnaire was administered a second timewithin a period of 3 to 7 days to allow assessment of test-retestreliability),2) Construct validity of occupational and sexual factors,3) Cross sectional study, need for longitudinal studies of randomized populations |  |
| Schaufeli et al., 2006 [112] Seppälä et al., 2009 [36]Scheepers et al., 2015 [208]Schaufeli et al., 2006 [246]Seppälä et al., 2009 [36] | Utrecht Work Engagement Scale (UWES-9); Utrecht Work Engagement Scale (shortened Italian version); Utrecht Work Engagement Scale (shortened Polish version) | Nine items; rated 0-6Vigor Subscale (3 items), Dedication (3 items), Absorption (3 items) | α = 0.85 to 0.94Vigor Subscale (α = 0.90), Dedication (α = 0.90), Absorption (α = 0.76) | Employees of two information and communication technology (ICT) companies [236] Multicenter questionnaire study and invited 271 surgery and gynecology residents, in 21 residency training programs, from two academicand 14 non-academic medical centers in the Netherlands. [199] 779 municipal employees in Finland. [338]; 1092 Brazilian employees. [111]; Polish police officers. [245]; 770 employees at a hospital in the south of Sweden [155]The study population consisted of Belgian emergency physicians (N=346), who were recruited at 2 national emergency medicine conferences [33] | The sample size was small and only applicable to Finnish people; Non-representative convenience sample. [111]; Cross-sectional, may be an unrepresentative sample, more males than females. [245]; Cross-sectional, data from only one hospital [155]; Cross-sectional; under estimation of adverse consequence, in view of the fact that the study recruited at 2 Belgian emergency medicine conferences, where the emergency physicians were really engaged in sharing their workplace experiences. [33] | Mindfulness questionnaire (FMI) [235];Satisfaction with Life Scale [237]; Stress questionnaire [238]; Work-Related Acceptance and Action Questionnaire (WAAQ) [239]; Physician Worklife Study (Dutch version) [209, 210]; Jefferson Scale of Physician Empathy (Dutch version) [202]; Bergen Burnout Inventory. [339]; Dutch Work Addiction Scale [109, 110]; Oldenburg Burnout Inventory – Polish version [243, 244]; Work Experience Measurement Scale [156]; Salutogenic Health Indicator Scale [157]; General Self Efficacy Scale [63]; Dutch version of the Checklist Individual Strength [34]; Brief Symptom Inventory [32]; Leiden Quality of Work Questionnaire for physicians (LQWQ-MD) [35] |
| Herrell et al., 2014 [128] | Walter-Reed Army Institute of Research Soldier-Specific Functional Impairment Scale | 14 items; rated 1-5 | α = 0.92 | US Army special operations soldiers [126] | findings may not be generalizable to women and conventional soldiers [126] | Emotional exhaustion scale [125]; Role Overload Scale from the Michigan Organizational Assessment questionnaire [127] |
| Tennant et al., 2007 [340]  | Warwick-Edinburgh Mental Well-being Scale (WEMWBS) | 14 items; rated 1-5 | α=0.89 (student sample); α=0.91 (population sample) | Students, working adults, and patients (one psychiatric population composed of patients with remitted schizophrenia). [341]; Sport coaching networks across Australia. [342]; Office employees at each of four Spanish universities in Galicia, the Basque Country and Catalonia. [343]; A large stratified random sample of veterinary surgeons practicing in the UK. [344]; Sit less, move more intervention was assessed at 6 Spanish University campuses. The intervention had no effect on mental well-being. [343]; 174 Australian junior cricket players attending either the male U19 National Championships or the female U18 NationalChampionship. [345]; 13 homeless in Canada. [346]; 424 mental health employees and manager. [9]  | Ex-coaches who have burnout not represented (survival bias) and lack of personal and social variables measured known to effect mental well-being. [342]; Evidence to support arange of psychometric properties for the comparator scales (i.e., Short Warwick-Edinburgh Mental Well-being Scale)is restricted to samples of other populations. [344] |  |
| Taggart et al., 2013 [347]; Bartram et al 2011 [348]; Tennant et al., 2007 [340] | Warwick-Edinburgh Mental Well-Being Scale (WEMWBS) -English version  | 14 items; rated 1-5 | α = 0.88 – 0.94 | Pakistani healthcare professionals. [349]; UK veterinarians. [350]; 126 patients in Hong Kong. [351]; 148 employees at 2 emergency departments in Queensland, Australia. [352]; 744 students studying veterinary medicine, medicine, dentistry, pharmacy and law in the UK [353] | Not translated into Urdu the official language of Pakistan, convenience sample, data only collected from Punjab, cannot be generalized to the whole Pakistani population, occupational stress was measured very subjectively by presence or absence, rather than with a cross-culturally validated scale, healthcare providers were not inquired about their psychiatric health using scales for common mental illnesses. [349]; Nursing staff in a hospital in the city Kaunas, Lithuania. [354]; 72 healthy elderly people in Canada. [355]  | Hospital and Anxiety Depression Scale [177]; Health and Safety Executive Management Standards Indicator Tool. [356]; Questions on suicidal ideation. [357]; Alcohol Use Disorders Identification Test. [358]  |
| Ng et al., 2014 [351] | Warwick-Edinburgh Mental Well-being Scale -Chinese Short | 7 items; 5-point Likert scale from 1 to 5 | α = 0.89 | 154 participants with a clinical diagnosis of psychosis. [359] | Unblinding of participants, response bias. [359]  |  |
| Schlosser, 1990 [360] | Well Being Scale (WBS-36).  | 36 items on a 5-point scale. | .94 when tested on 178 healthy individuals | 39 critically injured patients in Canada. |  |  |
| Myers et al., 2020 [78]; Myers et al., 2008 [361] | Well-Being Actions Self-Efficacy Scale (WBASE) (interpersonal, community, occupational, physical, psychological, and economic) | 18 items; rated 0- 4 | Intraclass correlation coefficients ranged from 0.75 (interpersonal) to 0.84 (occupational) | Adults with obesity or overweight [78] | Self-report [78] | Expanded version of the I COPPE action scale [78, 79]  |
| Williams et al., 2017 [362] | Well-Being Process Questionnaire (work characteristics, individual differences, personality, outcomes) | 25 items; 1 to 10, strongly disagree to agree strongly (except for stress, rated 1 to 5) | Average estimated reliability for the single-item measures in this study was above the 0.50 level and a range of items from demands to self-esteem and positive mood were above 0.70 | 120 university staff members aged 20-64. [363]; 3164 Irish physicians. [364]  | A more representative sample of the general population, can only note casual relations, the fact that DASS-21 measured emotional states rather than diagnostic categories may be observed as a limitation | Self-Rated health [365]; The General Health Questionnaire (GHQ-12) [149]; Depression, Anxiety, Stress Scale (DASS-21) [81], one item of self-stigma |
| Bech et al., 2003 [101]Bonsignore et al., 2014 [366] Topp et al., 2015 [102] | WHO-5 Well-Being Index WHO-5 Well-Being Score (Danish version) | 5 items; rated 0-100 | α = 0.80 – 0.91; good construct validity and acceptable sensitivity (M=0.86) and specificity (M=0.81) | 463 volunteers from Boston Medical Center, Boston University, and EMC and other employed adults.[335]; Health professionals (majority female nurses working at a university). [367]; Employees at a major tertiary healthcare institution (the Mayo Clinic) [89]; Occupational therapy practitioners and students [368]; Healthcare Workers in Saudi Arabia During the COVID-19 Pandemic [369]; German Emergency Medical Service Workers [370]; Residents in nursing homes [289]; 10 patients receiving spasticity treatment including botulinum toxin injection and physiotherapy and/or occupational therapy. [371]; Patients with epilepsy aged ≥15 years from three outpatient clinics in Central Denmark Region. [372]; Persons with chronic suicidality as the primary presenting complaint. [373]; RCT 67 individuals with type two diabetes. [374]; Australian workplace adults. [375]; Stress-afflicted long-term sickness benefit beneficiaries in Denmark. [376]; 60 GPs and registrars working in either a full-time or part-time capacity in Emerald, Queensland. [377]; 231 physiotherapy patients with musculoskeletal disease, response rate to well-being questionnaire was 66. [378]; 93 leaders of different professions from a tertiary hospital in Germany. [379]; Arabic version of WHO-5 was used with 200 patients from six rural PHC settings in the Ismailia, Egypt governorate.[380]; 1,164 employees nested in 30 workplaces in Canada.[381]; 237 residents from 6 communities in Shanghai. [382]; 545 Danish child protection workers. [383]; 126 patients in Hong Kong. [351]; 169 volunteers in United Kingdom [384]; 502 university employees in United Kingdom. [385]; 147 employees at an insurance company in Germany. [386]  | Recruitment problems, which led to the study’s being under powered to detect behavior change in a randomized intervention trial.[335]; Single healthcare setting and small sample size [89]Convenience sampling [368]Healthcare workers who do not have internet access or were not familiar with online platforms were not represented [369] | 6-item Gratitude Questionnaire [387]; Neff’s Self-Compassion scale (12 items) [100]; Confidence in providing Compassionate Care Scale (10 items) [388]; Depression Anxiety Stress Scale (DASS) [81]; Self-Compassion Scale (SCS) [100]; Quality of Life in Dementia Scale (QUALID) [288] |
| Tuomi et al., 1998 [389] | Work Ability Index, WAI: Subscale categories 1) work ability compared with the lifetime best, 2) subjective work ability with regard to physical and mental demands of work, 3) current number of diagnosed diseases by the physician, 4) subjective estimated work impairment due to diseases, 5) sickness absenteeism during the past year, 6) personal prognosis for work ability 2 years from now, and 7) mental resources | 7 items; rating vary by category  |  | Nationally representative sample of Finnish physicians. Nurses working in ICU, CCU and Emergency Units of hospitals at Tehran University of Medical Sciences. [212] | Not be generalizable to younger physicians or other countries [212] | Jenkin's Sleep Problem Scale Jenkins et al, 1988 [211]Suicidal Ideation [59][60]Work-related Quality of Life Scale [390]  |
| Nilsson et al., 2010 [156] | Work Experience Measurement Scale (WEMS) | 32 statements across 6 dimensions (supportive work conditions, internal work experience, autonomy, time experience, management, process of change); six-step Likert scale ranging from totally agreeto totally disagree  | α = 0.71 - 0.89  | 770 employees at a hospital in the south of Sweden. [155] | Cross-sectional, data from only one hospital. [155]  | Utrecht Work Engagement Scale [112]; Salutogenic Health Indicator Scale [157];General Self Efficacy Scale [63] |
| Parker & Hyett, 2011 [391] | Work Well-Being Questionnaire  | 31 items; rated 0-5 |  | 1206 patients from an internet site called black dog institute. Majority female. [391] |  |  |
| Cortina et al., 2001 [142] | Workplace Inactivity | 7 items; rated 1-5 | α = 0.89 | Nurses and doctors in the healthcare sector at two different times. [141] |  | Forgiveness Climate Cox, 2011 [140]; Satisfaction with Life Scale [139] |
| Di Fabio & Palazzeschi 2012 [5]  | Workplace Relational Civility Scale (WRCS): Subscales 1) Relational readiness, 2) Relational culture, and 3) Relational decency  | 26 items; rated 1-5 | α = 0.75 to 0.92  | Two hundred and sixty-one Italian workers of different public and private organizations in central Italy participated in the study. [2] | The research was conducted with a group of Italian workers who were not representative of the Italian population. [2] | Acceptance of Change Scale (ACS) [1]; Satisfaction with Life Scale [3]; The 10 Item Personality Inventory (TIPI) [4] |
| Schat & Kelloway, 2003[51] | Workplace Violence Scale-Chinese version | 5 items (one item for verbal sexual harassment, emotional abuse, physical assault, threat, and sexual assault); rated 0-3  | α = 0.942 | Doctors or nurses at two general hospitals in s in Liaoning, China [50] | cross-sectional design, self-report questionnaire [50] | The center for Epidemiologic Studies Depression Scale [43]; Psychological Capital Questionnaire [52, 53] |
| Bond et al, 2013 [239] | Work-Related Acceptance and Action Questionnaire (WAAQ) | 7 items; rated 1 (never true)-7 (always true)  | Α = 0.81 to 0.84 | Employees of two information and communication technology (ICT) companies [236] |  | Mindfulness questionnaire (FMI) [235]; Satisfaction with Life Scale [237]; Stress questionnaire (Stress) [238]; Utrecht Work Engagement Scale (UWES-9) [36, 112] |
| Garzaro et al., 2020 [392] | Work-Related Quality of Life (WRQoL scale) | 32 items, Likert scale ranging from 1 to 5 | α =0.70 | Healthcare professionals (N=430) in Italy [392] | Sample was made of medium to highly educated people, Discriminant and predictive validity not tested  | DASH questionnaire [393] |
| Sulaiman et al., 2015 [394] | Work-Related Quality of Life Scale-2 (WRQLS-2) in Malay language | 14 items rated 1 - 7. | α =0.60  | 272 Malaysian workers (this is psychometric paper to validate in Malay language) | Only 2 groups of workers used for the validation process. Test-retest not conducted. |  |

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