

Job Diagnostic Survey							
Circle the number on the right that best describes student work.	Very Little ▼			Moderately ▼			Very Much ▼
1. To what extent does student work permit you to decide on your own how to go about doing the work?	1	2	3	4	5	6	7
2. To what extent does student work involve doing a whole or identifiable piece of work, rather than a small portion of the overall work process?	1	2	3	4	5	6	7
3. To what extent does student work require you to do many different things, using a variety of your skills and talents?	1	2	3	4	5	6	7
4. To what extent are the results of your work as a student likely to significantly affect the lives and wellbeing of other people (e.g. within your school, your family, society)?	1	2	3	4	5	6	7
5. To what extent does working on student activities provide information about your performance?	1	2	3	4	5	6	7
6. Being a student requires me to use a number of complex and high-level skills.	1	2	3	4	5	6	7
7. Student work is arranged so that I do not have the chance to do an entire piece of work from beginning to end.	7	6	5	4	3	2	1
8. Doing the work required of students provides many chances for me to figure out how well I am doing.	1	2	3	4	5	6	7
9. The work students must do is quite simple and repetitive.	7	6	5	4	3	2	1
10. The work of a student is the type where a lot of other people can be affected by how well the work gets done.	1	2	3	4	5	6	7
11. Student work denies me any chance to use my personal initiative or judgment in carrying out the work.	7	6	5	4	3	2	1
12. Student work provides me the chance to completely finish the pieces of work I begin.	1	2	3	4	5	6	7
13. Doing student work by itself provides very few clues about whether I am performing well.	7	6	5	4	3	2	1
14. As a student, I have considerable opportunity for independence and freedom in how I do the work.	1	2	3	4	5	6	7
15. The work I perform as a student is not very significant or important in the broader scheme of things.	7	6	5	4	3	2	1

Source: Adapted from the Job Diagnostic Survey, developed by J. R. Hackman and G. R. Oldham. The authors have released any copyright ownership of this scale [see J. R. Hackman and G. Oldham, *Work Redesign* (Reading, MA: Addison-Wesley, 1980), p. 275].