

## 1. Annexe 1 : Mesures du bien-être au travail

### 1.1 Mesure 1 : Échelle de l'épanouissement au travail

(Diener et al., 2010, adapté par Fisher, 2014)

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<b>Diener et al. items</b>	<b>Suggested rewording for flourishing at work</b>
I lead a purposeful and meaningful life	My work life is purposeful and meaningful
My social relationships are supportive and rewarding	My social relationships at and through work are supportive and rewarding
I am engaged and interested in my daily activities	I am engaged and interested in my daily work activities
I actively contribute to the happiness and wellbeing of others	I actively contribute to the happiness and wellbeing of others through my work
I am competent and capable in the activities that are important to me	I am competent and capable in the work activities that are important to me
I am a good person and live a good life	I am a good employee and have a good work life
I am optimistic about my future	I am optimistic about my future at work
People respect me	People at work respect me

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### 1.2 Mesure 2 : Items de la satisfaction au travail

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Is your work fulfilling?  
Do your daily work activities give you a sense of direction and meaning?  
Does your work bring a sense of satisfaction?  
Does your work increase your sense of self-worth?  
Does your job allow you to recraft your job to suit your strengths?  
Does your work make you feel that, as a person, you are flourishing?  
Do you feel capable and effective in your work on a day-to-day basis?  
Does your work offer challenges to advance your skills?  
Do you feel you have some level of independence at work?  
Do you feel personally connected to your organization's values?

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(Parker & Hyett, 2011, cité par Fisher, 2014 )