

## **Empowerment at Work Inventory**

Respond to the items based on your own specific job. The items listed below describe different orientations people can have with respect to their work roles. Using the following scale, indicate the extent to which you believe each is true of you.

**Rating scale:**

1 Very strongly disagree	4 Neutral	6 Strongly agree
2 Strongly disagree	5 Agree	7 Very strongly agree
3 Disagree		

- \_\_\_\_\_ 1. What I do at work is very important to me.
- \_\_\_\_\_ 2. I am confident about my ability to perform my own specific job.
- \_\_\_\_\_ 3. I have significant autonomy in determining how best to do my job.
- \_\_\_\_\_ 4. I have active control over what happens in my specific work unit.
- \_\_\_\_\_ 5. My co-workers are completely open and honest with me.
- \_\_\_\_\_ 6. My specific job responsibilities are personally meaningful to me.
- \_\_\_\_\_ 7. My work is within the scope of my God-given gifts, talents, passions, and other personal characteristics.
- \_\_\_\_\_ 8. I trust my co-workers to share important information with me.
- \_\_\_\_\_ 9. I feel competent in my ability to successfully perform my work.
- \_\_\_\_\_ 10. I have considerable opportunity for personal ownership in how I do my work.
- \_\_\_\_\_ 11. The work I do has consequence over what happens in my work unit.
- \_\_\_\_\_ 12. The work I do has significance and adds value to my organization.
- \_\_\_\_\_ 13. I have a chance to use my God-given gifts, talents, passions, and other personal characteristics in carrying out my work.
- \_\_\_\_\_ 14. My work unit's decision making is participative and my input is considered.
- \_\_\_\_\_ 15. My co-workers care about me and my job satisfaction.

Source: Adapted from the work of Whetton & Cameron (2003).