

EXAMINING THE RELATIONSHIP BETWEEN PROACTIVE PERSONALITY AND
CAREER SUCCESS

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APPENDIX A

Please indicate the extent to which you agree or disagree with each of the following statements on a scale ranging from Strongly disagree to Strongly agree.

	Strongly disagree	Moderately disagree	Somewhat disagree	Neutral	Somewhat agree	Moderately agree	Strongly agree
1. I am satisfied with the success I have achieved in my career.	jn	jn	jn	jn	jn	jn	jn
2. I am dissatisfied with my opportunities for advancement.	jn	jn	jn	jn	jn	jn	jn
3. I am satisfied with the progress I have made toward meeting my goals for income.	jn	jn	jn	jn	jn	jn	jn
4. I am satisfied with the progress I have made toward meeting my goals for advancement.	jn	jn	jn	jn	jn	jn	jn
5. I am satisfied with the progress I have made toward meeting my goals for the development of new skills.	jn	jn	jn	jn	jn	jn	jn
6. I am satisfied with my opportunities for promotion.	jn	jn	jn	jn	jn	jn	jn
7. I am satisfied with the progress I have made toward meeting my overall career goals.	jn	jn	jn	jn	jn	jn	jn

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Please respond by indicating the degree to which each of the following statements accurately describes you, on a scale ranging from Not at all accurate to Very accurate.

I see myself as someone who:

	Not at all accurate	A little bit accurate	Somewhat accurate	Moderately accurate	Pretty much accurate	Very accurate	Completely accurate
1. Helps others who have heavy workloads.	jn	jn	jn	jn	jn	jn	jn
2. Does not abuse rights of others.	jn	jn	jn	jn	jn	jn	jn
3. Constantly talks about wanting to quit my job.	jn	jn	jn	jn	jn	jn	jn
4. Obeys company rules, regulations, and procedures even when no one is watching.	jn	jn	jn	jn	jn	jn	jn
5. Helps others who have been absent.	jn	jn	jn	jn	jn	jn	jn
6. Takes steps to prevent problems with other co-workers.	jn	jn	jn	jn	jn	jn	jn
7. Always focuses on what's wrong with my situation, rather than the positive side.	jn	jn	jn	jn	jn	jn	jn
8. Keeps abreast of changes in the organization.	jn	jn	jn	jn	jn	jn	jn
9. Willingly gives of my time to help others who have work related problems.	jn	jn	jn	jn	jn	jn	jn
10. Informs my supervisor before taking any important actions.	jn	jn	jn	jn	jn	jn	jn
11. Is always punctual.	jn	jn	jn	jn	jn	jn	jn
12. Attends functions that are not required, but that help the company image.	jn	jn	jn	jn	jn	jn	jn
13. Helps orient new employees even though it is not required.	jn	jn	jn	jn	jn	jn	jn

14. Consumes a lot of time complaining about trivial matters.	jñ						
15. Never takes long lunch or break.	jñ						
16. Attends and participates in meetings regarding the organization.	jñ						
17. Consults with my supervisor or other individuals who might be affected by my supervisor's actions or decisions.	jñ						
18. Tends to make problems bigger than they are.	jñ						
19. Does not take extra breaks.	jñ						
20. Keeps up with developments in the company.	jñ						

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Innovation is a process involving both the generation and implementation of ideas. As such, it requires a wide variety of specific behaviors on the part of individuals. While some people might be expected to exhibit all the behaviors involved in innovation, others may exhibit only one or a few types of behavior. Please rate yourself on the extent to which you agree with the below statements on a scale ranging from Not at all characteristic to Completely characteristic.

I see myself as someone who:

	Not at all characteristic	A little bit characteristic	Somewhat characteristic	Moderately characteristic	Pretty much characteristic	Very characteristic	Completely characteristic
1. Searches out new technologies, processes, techniques, and/or product ideas.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
2. Generates creative ideas.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
3. Promotes and champions ideas to others.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
4. Investigates and secures funds needed to implement new ideas.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
5. Develops adequate plans and schedules for the implementation of new ideas.	jñ	jñ	jñ	jñ	jñ	jñ	jñ
6. Is innovative.	jñ	jñ	jñ	jñ	jñ	jñ	jñ

Please respond by indicating how likely you would be to engage in the behaviors listed here while performing your job on the response scale ranging from Not at all Likely to Extremely Likely.

	Not at all likely	A little bit likely	Somewhat likely	Moderately likely	Pretty much likely	Very likely	Extremely likely
1. Praise co-workers when they are successful.	ja	ja	ja	ja	ja	ja	ja
2. Support or encourage a co-worker with a personal problem.	ja	ja	ja	ja	ja	ja	ja
3. Talk to other workers before taking actions that might affect them.	ja	ja	ja	ja	ja	ja	ja
4. Say things to make people feel good about themselves or the work group.	ja	ja	ja	ja	ja	ja	ja
5. Encourage others to overcome their differences and get along.	ja	ja	ja	ja	ja	ja	ja
6. Treat others fairly.	ja	ja	ja	ja	ja	ja	ja
7. Help someone without being asked.	ja	ja	ja	ja	ja	ja	ja
8. Put in extra hours to get work done on time.	ja	ja	ja	ja	ja	ja	ja
9. Pay close attention to important details.	ja	ja	ja	ja	ja	ja	ja
10. Work harder than necessary.	ja	ja	ja	ja	ja	ja	ja
11. Ask for a challenging work assignment.	ja	ja	ja	ja	ja	ja	ja
12. Exercise personal discipline and self-control.	ja	ja	ja	ja	ja	ja	ja
13. Take the initiative to solve a work problem.	ja	ja	ja	ja	ja	ja	ja
14. Persist in overcoming obstacles to complete a task.	ja	ja	ja	ja	ja	ja	ja
15. Tackle a difficult work assignment enthusiastically.	ja	ja	ja	ja	ja	ja	ja

How accurate is each of the following statements at describing you right now?

	Not at all accurate	A little bit accurate	Somewhat accurate	Moderately accurate	Pretty much accurate	Very accurate	Completely accurate
1. I have been working so hard today that I am losing my ability to concentrate on what I am doing.	jn	jn	jn	jn	jn	jn	jn
2. I have been so busy working today that I am beginning to feel I am losing control over all the work I have to do.	jn	jn	jn	jn	jn	jn	jn
3. If my work were finished for today, I would still have trouble concentrating on other things.	jn	jn	jn	jn	jn	jn	jn
4. I have worked so long and hard today that I do not have much attention left to give to my job tasks.	jn	jn	jn	jn	jn	jn	jn
5. My work has taken so much effort today that I am having difficulty keeping my thoughts straight.	jn	jn	jn	jn	jn	jn	jn
6. Despite my work efforts so far today, I am thinking as clearly as I was when I started working today.	jn	jn	jn	jn	jn	jn	jn
7. It will be difficult for me to show interest in other people when I finish working today.	jn	jn	jn	jn	jn	jn	jn
8. When I stop my work for today I will need more than an hour to begin feeling recovered.	jn	jn	jn	jn	jn	jn	jn
9. When I stop my work for today, I hope other people will leave me alone for a little while.	jn	jn	jn	jn	jn	jn	jn
10. After working today I will be too tired to start on other activities.	jn	jn	jn	jn	jn	jn	jn
11. I need to step away from my work very soon because a break would help me function better.	jn	jn	jn	jn	jn	jn	jn
12. When work is finished today I will need some time by myself to start recovering and restoring myself before starting something else.	jn	jn	jn	jn	jn	jn	jn

Here are a number of personality traits that may or may not apply to you. Please select the rating that indicates the extent to which you agree or disagree with each statement. Make sure to rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.

I see myself as:

	Disagree strongly	Disagree moderately	Disagree a little	Neither agree, nor disagree	Agree a little	Agree moderately	Agree strongly
1. Extraverted, enthusiastic	jñ	jñ	jñ	jñ	jñ	jñ	jñ
2. Critical, quarrelsome	jñ	jñ	jñ	jñ	jñ	jñ	jñ
3. Dependable, self-disciplined	jñ	jñ	jñ	jñ	jñ	jñ	jñ
4. Anxious, easily upset	jñ	jñ	jñ	jñ	jñ	jñ	jñ
5. Open to new experiences, complex	jñ	jñ	jñ	jñ	jñ	jñ	jñ
6. Reserved, quiet	jñ	jñ	jñ	jñ	jñ	jñ	jñ
7. Sympathetic, warm	jñ	jñ	jñ	jñ	jñ	jñ	jñ
8. Disorganized, careless	jñ	jñ	jñ	jñ	jñ	jñ	jñ
9. Calm, emotionally stable	jñ	jñ	jñ	jñ	jñ	jñ	jñ
10. Conventional, uncreative	jñ	jñ	jñ	jñ	jñ	jñ	jñ

We need the following information to better understand the responses you've given to the other questions. Please be honest and complete in your responses.

Please type-in your age (in years, example: 46):

Please type-in your annual salary from this job (example: 45000):

Please report how long (in years, rounded example: 5) you have been working full-time jobs (in this job or any other):

Please report the number of promotions (lateral or vertical, example: 2) that you have had within this time period (since you've been working full-time):

Please type-in your official job title:

Please type in your response to the following:

How many years have you been working at your current employer (example - "5")?

How many years have you been working in your current position (example - "3")?

Please provide a brief (2 to 3 sentence) statement of your typical job duties (example: what you do on a daily basis):

To help us understand the characteristics of our respondents in general, please also provide responses to the following items.

Are you:

Male

Female

Please report the ethnic group that you associate yourself with most closely:

Raffle

Thank you so much for participating! If you're interested in being entered for a raffle for one of several prepaid gas cards, please type-in your company email address here (winners will be contacted by late September). This information will be kept separate from your responses to the rest of the survey and no one at your company will see any identifying information from this survey:

