**Measurement Items**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Questions** | **Statement** | | | | |
| **Strongly Disagree** | **Disagree** | **Neither Disagree nor Agree** | **Agree** | **Strongly Agree** |
| **1** | **2** | **3** | **4** | **5** |
|  | Perceived Supervisory Support |  |  |  |  |  |
| 1 | My supervisor cares about my opinion |  |  |  |  |  |
| 2 | My work supervisor really cares about my well-being |  |  |  |  |  |
| 3 | My supervisor strongly considers my goals and values |  |  |  |  |  |
| 4 | My supervisor shows very big concern for me |  |  |  |  |  |
|  | Self-Efficacy for Change |  |  |  |  |  |
| 1 | Wherever the change takes me, I'm sure I can handle it. |  |  |  |  |  |
| 2 | I get confidence that I may not be able to do all that is demanded of me by the change |  |  |  |  |  |
| 3 | I have reason to believe I may perform well in my job situation following the change |  |  |  |  |  |
| 4 | Though I may need some training, I have no little doubt I can perform well following the change |  |  |  |  |  |
|  | Cognitive Readiness for Change |  |  |  |  |  |
| 1 | C – I think that most changes will have a positive effect on the clients we serve. |  |  |  |  |  |
| 2 | C – Plans for future improvement will come to much. |  |  |  |  |  |
| 3 | C – Most change projects that are supposed to solve problems around here will do much good. |  |  |  |  |  |
|  | Affective Readiness for Change |  |  |  |  |  |
| 1 | A – I have a good feeling about the change project. |  |  |  |  |  |
| 2 | A – I experience the change as a positive process. |  |  |  |  |  |
| 3 | A – I find the change refreshing. |  |  |  |  |  |
|  | Perceived Supervisory Support |  |  |  |  |  |
| 1 | My supervisor cares about my opinion |  |  |  |  |  |
| 2 | My work supervisor really cares about my well-being |  |  |  |  |  |
| 3 | My supervisor strongly considers my goals and values |  |  |  |  |  |