

Survey

Part II:

Teacher Emotional Labor Scale (TELS)

Instructions- For each scenario below, please select the answer that best matches your response according to how you typically experience the situation. A definition for each emotional labor term is *italicized* for clarification.

Naturally-Felt Emotions (NFE) <i>“I genuinely express how I feel” when...</i>	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
I receive a compliment about my students.				
One of my students is constantly disruptive.				
Explaining very low grade of one of my favorite students.				
Getting blame from my supervisor about the way I deal with one of my students.				
Surface Acting (SA) <i>“I try to control my feelings to have emotions I need to display for my job” when...</i>	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
My students unexpectedly get very high grades.				
Sharing sad news with students.				
A coworker receives a promotion that I disagree with.				
One of my coworkers making rude jokes about me.				
Deep Acting (DA) <i>“I try to put an effort to actually feel the emotion I need to display” when...</i>	Strongly Agree (1)	Agree (2)	Disagree (3)	Strongly Disagree (4)
Getting very bad news from my family before the class.				
Interacting with difficult parents.				
My supervisor generally makes negative and hurting comments.				
Collaborating in an ineffective team (PLC).				

Çukur CS. The development of the teacher emotional labor scale (TELS): validity and reliability. *Educational Sciences: Theory and Practice*. 2009;9(2):559–574.

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Part III:

Burnout Assessment Tool (BAT12)

Work-related version

Instructions: The following statements are related to your work situation and how you experience this situation. Please state how often each statement applies to you.

<i>Core symptoms</i>	Scoring				
	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always (5)
<i>Exhaustion (EX)</i>					
1. At work, I feel mentally exhausted.					
2. After a day at work, I find it hard to recover my energy.					
3. At work, I feel physically exhausted.					
<i>Mental distance (MD)</i>					
4. I struggle to find any enthusiasm for my work.					
5. I feel a strong aversion towards my job.					
6. I'm cynical about what my					

work means to others.					
Cognitive impairment (CI)					
7. At work, I have trouble staying focused.					
8. When I'm working, I have trouble concentrating.					
9. I make mistakes in my work because I have my mind on other things.					
Emotional impairment (EI)					
10. At work, I feel unable to control my emotions.					
11. I do not recognize myself in the way I react emotionally at work.					
12. At work, I may overreact unintentionally.					

Hadžibajramović E, Schaufeli W, De Witte H. Shortening of the Burnout Assessment Tool (BAT)-from 23 to 12 items using content and Rasch analysis. BMC Public Health. 2022 Mar 22;22(1):560. doi: 10.1186/s12889-022-12946-y. PMID: 35313849; PMCID: PMC8939057.

Schaufeli, W.B., De Witte, H. & Desart, S. (2019). Burnout Assessment Tool (BAT) – Test Manual. KU Leuven, Belgium: Internal report.

**Note: Items condensed from original BAT23 to generate BAT12 (short version) based upon author's suggestion as follows: EX = 1, 3, 4; MD = 9, 11, 13; CI = 14, 17, 18; EI = 19, 20, 23*