**Work Support Scale (WSS; Kim, Duffy, Choi, in press)**

We are interested in the degree to which various sources of support, including family, friends, significant others, coworkers, supervisors, and other people in the community, is helping you cope with stress and difficulties associated with your work experiences. In responding to the following items related to work, please consider your overall work experience.

How much support do you receive in each of these areas?

0 = None

1 = A Little Support

2 = Some Support

3 = A Lot of Support

Emotional Support

1. Supporting me emotionally in times of stress at work.
2. Listening to me when I need to vent about work-related stressors.
3. Offering reassurance and encouragement when I am feeling discouraged or demotivated at work.
4. Supporting me in advocating for myself and my career needs in the workplace.

Appraisal Support

1. Knowing about my work and offering feedback on my performance.
2. Providing positive feedback when I achieve goals or milestones related to my work.
3. Helping me recognize my own career achievements and successes.
4. Providing constructive feedback that helps me improve my performance at work.

Instrumental Support

1. Offering to help me with personal responsibilities so I can focus on work (e.g., childcare, volunteer work).
2. Offering practical assistance (e.g., cooking a meal, providing transportation) to help me meet work-related demands.
3. Offering financial support or assistance so I can focus on my work.
4. Lending me things that I need for work (e.g., car, laptop, tools).

Informational Support

1. Providing me with networking opportunities that may help me advance my career.
2. Sharing industry news or updates with me that are relevant to my career.
3. Helping me stay informed about potential career opportunities and job openings.
4. Providing me with insider knowledge or tips on how to navigate my industry.