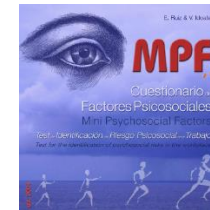


APPENDIX 1-3. MPF QUESTIONNAIRE¹⁸

Description of the variables assessed

Questions	1-not all-/very-2	3-poor-4	5-normal-6	7-quite good-8	9-good-10
1. Are you in satisfactory health?					
2. Are your relationships with your co-workers generally good?					
3. Do you enjoy your work?					
4. Do you have enough time to carry out your tasks?					
5. Are you able to make decisions in your work?					
6. Do you suffer any stress because of a co-worker?					
7. Is your work commonly interrupted?					
8. Are your efforts recognized by your superiors?					
9. Do you have the right tools/other means to do your job?					
10. Are you able to concentrate in your work?					
11. Do you get too emotionally involved in your work?					
12. Can you undertake your tasks at a reasonable rate?					
13. Does any co-worker repeatedly mistreat any other?					
14. Is your workload too heavy?					
15. Do you have any means at your disposal that would help you improve your work?					

MPF Method Variables	Risk Ratios
Autonomy (Aut), Compensation (Com), Control (Con), Emotional (Emo), Health (Hea), Mobbing (Mob), Recognition (Rec), Relations (Rel), Rhythm (Rhy) and Support (Sup)	> 1 < 4 = High (H) > 4 and < 7 = Medium (M) > 7 and < 10 = Low (L)
Demands at work (Dem)	< 1 < 4 = High (H) > 4 and < 7 = Medium (M) > 7 and < 10 = Low (L)
Mental Load (MeL)	< 1 < 7 = High (H) > 7 and < 14 = Medium (M) > 14 and < 20 = Low (L)

- **Autonomy (Aut):** the degree of worker autonomy or decision-making capacity (question 5).
- **Compensation (Com):** referring to the appreciation between colleagues and clients, status control, moral and economic recognition, assessment of effort and perceived competencies at work (questions 3 and 8).
- **Control (Con):** Control over work includes developing the skills, learning, and training to effectively respond to job demands and develop professionally (questions 5 and 12).
- **Demands (Dem):** are all the psychological demands of the job including the amount of work, the time available and interferences in carrying out the work, such as interruptions and external dependencies (questions 4, 7, 10 and 14).
- **Emotional (Emo):** is the degree of emotional involvement of the group in performing tasks and work projects; this includes human interaction skills, teamwork, customer relations and high involvement in the initial stages of projects (question 11).
- **Health (Hea):** an assessment of the perception of individual and collective mental and physical health (question 1).
- **Mental Load (MeL):** the degree of requirement and intellectual effort at work is related to the demands imposed, the amount of information, the attention required, and the complexity and subjective perception of the difficulty. It is the result of adding the values of Support, Control, and Compensation, and subtracting the value for Demands.
- **Mobbing (mob):** refers to the presence or absence of behaviours that may lead to situations of mobbing or harassment towards individuals who are part of the unit or group (questions 6 and 13).
- **Recognition (Rec):** is the assessment made by directors and/or managers of the tasks performed and the achievements of their subordinates (question 8).
- **Relations (Rel):** considers the human and work interactions between individuals that are part of a unit, together with the communication between them. This also includes relationships arising from interaction with clients, if any (questions 2, 11 and 15).
- **Rhythm (Rhy):** refers to the pace of work that workers have to follow individually and collectively while performing tasks; this in turn relates to the psychological demands of the work: time limitation, work volume and interruptions (questions 4 and 12).
- **Support (Sup):** is the degree of fundamental work support received from peers and superiors: a positive atmosphere, respect, and teamwork. It also involves help in resolving problems and technical doubts while carrying out the different work tasks. (questions 2 and 9).