**APPENDIX 1**

**The Capability Set for Work Questionnaire (CSWQ)**

In our study ‘Sustainable employability of teachers with hearing loss’ we used the CSWQ to assess the sustainable employability of teachers with hearing loss. The questionnaire is presented here, followed by a brief explanation. In a publication by Abma et al. (2016) more information on its development and use can be found.

What is important to you in your working life?

**CAPABILITY SET**

*The following questions address different aspects of your working life. Question a) is about how important the different aspects are for you. Question b) asks about the opportunities in your current employment to realise these aspects. Question c) asks to what extent you actually achieve these aspects in your current employment.*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  1 | ***Using*** *knowledge and skills* | Strongly disagree 1  |  Disagree 2 | Neutral 3 |  Agree4 | Strongly agree 5 |
| a | It is *important* for me to be able to use my knowledge and skills at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  2 | ***Developing*** *knowledge and skills* | Strongly disagree  |  Disagree  | Neutral  |  Agree | Strongly agree  |
| a | It is *important* for me to be able to develop my knowledge and skills at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  3 | *Being involved in important decisions* | Strongly disagree  |  Disagree  | Neutral  |  Agree | Strongly agree  |
| a | It is *important* for me to be involved in important decisions concerning my work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  4 | *Having or building meaningful working relationships with others* | Strongly disagree 1  |  Disagree 2 | Neutral 3 |  Agree4 | Strongly agree 5 |
| a | It is *important* for me to have or build meaningful relationships at work (e.g. with colleagues or clients).  | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  5 | *Setting your own goals* | Strongly disagree   |  Disagree  | Neutral  |  Agree | Strongly agree |
| a | It is *important* for me to be able to set my own goals at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  6 | *Earning a good income* | Strongly disagree  |  Disagree  | Neutral  |  Agree | Strongly agree  |
| a | It is *important* for me to be able to earn a good income. | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  7 | *Making a meaningful contribution through my work* | Strongly disagree  |  Disagree  | Neutral  |  Agree | Strongly agree  |
| a | It is *important* for me to be able to make a meaningful contribution through my work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| b | My current employment offers me enough *opportunities* to do this. | ( ) | ( ) | ( ) | ( ) | ( ) |
| c | I *manage* to actually achieve this. | ( ) | ( ) | ( ) | ( ) | ( ) |

For each of the seven aspects of working life, i.e. work values, workers are asked whether: (A) they think this value is important to them – to assess if the aspect of work is considered valuable, (B) their workplace offers them enough opportunities to do it – to assess if they have a resourceful work environment which enables him or her to realise the aspect of work, and (C) they manage to actually achieve the value – to assess if they have the capacity and competencies to realise the aspect of work. Response categories for all items are: 1=“Strongly disagree”; 2=“Disagree”, 3=“neutral”, 4=“Agree”, and 5=“Strongly agree”

A capability aspect is scored as part of the capability set when a capability aspect is scored important (A=4–5), and the workplace as offering enough opportunities (B=4–5), and the individual worker actually manages to achieve the value (C=4–5). Likewise, a capability aspect is scored as not part of the capability set when workers score: (i) the capability as important (A=4–5) but the workplace as not offering enough opportunities (B=≤3); (ii) the capability as important (A=4–5) but themselves as not being able to achieve it (C=≤3); or (iii) the workplace as offering enough opportunities (B=4–5) but themselves as not being able to achieve it (C=≤3). When a capability is scored as not important (A=≤3) it is considered as not part of the capability set.

**REFERENCE**

Abma, F. I., Brouwer, S., De Vries, H. J., et al. (2016). The capability set for work: development and validation of a new questionnaire. *Scand J Work Environ Health, 42,* 34-42. doi:10.5271/sjweh.3532.