Table 4 Assessment of positive and negative leadership behavior

From: Associations of ambivalent leadership with distress and cortisol secretion

Supportive behavior of the supervisor

- The direct supervisor lets you know how well you did your work.
- The direct supervisor helps me with completing the tasks.
- The direct supervisor shows interest in the well-being of employees.
- You can easily have access to your direct supervisor.
- The direct supervisor pays attention to my opinion.

Burdening behavior of the supervisor

- If a mistake is made, the supervisor puts all the blame on us, never on himself/herself.
- The direct supervisor makes carrying out work difficult through instructions s/he provides.
- The direct supervisor treats you unfairly.

1. 1 = does not apply at all; 2 = does rather not apply; 3 = partially applies; 4 = largely applies; 5 = fully applies