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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