

NOCS

Needs-based Off-job Crafting Scale — Items & Instructions

Source: Kujanpää, M., Syrek, C., Tay, L., Kinnunen, U., Mäkikangas, A., Shimazu, A., Wiese, C. W., Brauchli, R., Bauer, G. F., Kerksieck, P., Toyama, H., & de Bloom, J. (2022). Needs-based off-job crafting across different life domains and contexts: Testing a novel conceptual and measurement approach. *Frontiers in Psychology, 13*, 959296. <https://doi.org/10.3389/fpsyg.2022.959296>

Instructions

Off-job crafting refers to the big or small changes people make to their non-work (off-job) time to meet their personal goals and needs — for example, making sure to relax, or arranging activities to feel connected to others. Some people actively adjust their off-job activities or thoughts to meet their personal goals and needs, and others do not.

How often have you engaged in off-job crafting during the past month to meet your own goals? Each item completes the stem “*Over the past month, ...*”

Response scale (1–5): 1 = Never • 2 • 3 • 4 • 5 = Very often.

The NOCS comprises 18 items across six dimensions (3 items each). Dimension scores are the mean of their items.

Items

Off-job crafting for Detachment

- 1 I've made sure to detach from work-related thoughts during off-job time.
- 2 I've arranged my off-job time so that I distance myself from work-related tasks.
- 3 I've organized my off-job activities so that I switch off from work duties.

Off-job crafting for Relaxation

- 1 I've made sure to experience relaxation of my body and mind during off-job time.
- 2 I've planned my off-job activities so that I get relief from stress.
- 3 I've arranged my off-job time so that I get some rest.

Off-job crafting for Autonomy

- 1 I've planned my off-job activities so that I experience control over my life.
- 2 I've organized my off-job activities so that I determine my own course of action.
- 3 I've made sure that the things I do during off-job time reflect what I really want.

Off-job crafting for Mastery

- 1 I've arranged my off-job time so that I experience proficiency in the things I undertake.
- 2 I've made sure to familiarize myself with new ideas, expand my knowledge or interests during off-job time.
- 3 I've organized my off-job activities so that I put my skills, knowledge or abilities into action.

Off-job crafting for Meaning

- 1 I've made sure to experience meaning in my life during off-job time.
- 2 I've organized my off-job activities so that I achieve a sense of purpose in what I am doing.
- 3 I've arranged my off-job time so that the things I do align with my personal values.

Off-job crafting for Affiliation

- 1 I've made sure to experience close connections to the people around me during off-job time.
- 2 I've arranged my off-job time so that I feel a sense of belongingness to my family and/or friends.

3 I've planned my off-job activities so that I feel related to those around me.

Note. Items reproduced from Table 1 (final 18-item version) of Kujanpää et al. (2022). Response options ranged from 1 (never) to 5 (very often).

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