The Self-Awareness Outcomes Questionnaire

The SAOQ is a self-report questionnaire designed to assess the frequency with which respondents experience outcomes related to the development of self-awareness. The SAOQ identifies the main impacts of self-awareness on people’s day-to-day lives (including work-related outcomes) and can be used to measure the specific effects of self-awareness interventions or training programmes.

The full paper reporting on the development, reliability and validity of the questionnaire is available here: [http://ejop.psychopen.eu/article/view/1178/pdf](http://ejop.psychopen.eu/article/view/1178/pdf)

This work is licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License](https://creativecommons.org/licenses/by-nc/4.0/)

You do not need special permission to use the SAOQ for research purposes, though I would appreciate hearing about any results you obtain using the questionnaire. Feel free to e-mail me with any questions about the use or interpretation of the SAOQ.

Please contact me if you wish to use the questionnaire for commercial purposes.

Anna Sutton
Email: anna.sutton@waikato.ac.nz

School of Psychology
Faculty of Arts and Social Sciences
University of Waikato
Private Bag 3105
Hamilton 3240
New Zealand
Instructions:

Below is a list of statements about your general experiences. Using the scale, please indicate how frequently you experience or engage in each of them.

Never | Rarely | Occasionally | Frequently | Almost always | N/A
1 | 2 | 3 | 4 | 5 | N/A

There is no “right” or “wrong” answer as everyone is different, so simply answer according to your own experience. (If you are not currently working, you may find a few questions are not applicable to you. In this case, please choose the N/A response.)

1 I learn about myself and how I see the world
2 I understand my emotions
3 I am content with my work situation
4 I find it scary to try something new or step out of what I know.
5 I focus on ways of amending my behaviour that would be useful
6 I have fun
7 I recognise the stress and worry in my current work
8 I feel vulnerable
9 I reassess my own and others' responsibilities
10 I have compassion and acceptance for others
11 I see my work life as something I have power to affect
12 I feel my emotions deeply
13 I'm aware of my abilities and limitations
14 I am objective
15 I understand how I work within a team
16 I have had to revisit difficult past experiences
17 I "observe" myself
18 I understand myself well
19 I can "take a step back" from situations to understand them better
20 I feel exposed
21 I feel generally positive about self-awareness
22 I am consistent in different situations or with different people
23 I think about how my personality fits with my work role
24 I find making changes is difficult and scary
25 I have insight into myself
26 I stop and think before judging
27 I have changed the way I work
28 I feel guilty for criticising others
29 I look at why people act the way they do
30 I am confident
31 I take control of my work
32  I am continuing to work on and develop myself
33  I interact well with colleagues or peers
34  I think about how as colleagues or peers we interact with each other
35  I am realistic about myself
36  I feel on the whole very comfortable with the way I am
37  I am reflective
38  I have a good self-image
**Descriptives and norms**

The SAOQ consists of 38 items measuring 4 subscales. In a UK sample (76% female, 77% in full-time work), the following means, SDs and Cronbach alpha reliabilities were obtained for each sub-scale:

<table>
<thead>
<tr>
<th>Subscale</th>
<th>No. items</th>
<th>Mean</th>
<th>SD</th>
<th>α</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflective self-development (RSD)</td>
<td>11</td>
<td>3.94</td>
<td>0.58</td>
<td>.87</td>
</tr>
<tr>
<td>Acceptance (Acc)</td>
<td>11</td>
<td>3.85</td>
<td>0.52</td>
<td>.83</td>
</tr>
<tr>
<td>Proactive at work (Pro)</td>
<td>9</td>
<td>3.74</td>
<td>0.68</td>
<td>.81</td>
</tr>
<tr>
<td>Emotional Costs</td>
<td>7</td>
<td>3.10</td>
<td>0.67</td>
<td>.77</td>
</tr>
</tbody>
</table>

**Scoring**

To score the SAOQ, calculate the mean for each scale using the following key: (N/A responses should be left out of the calculation)

Higher scores represent a greater frequency of experienced outcomes.

<table>
<thead>
<tr>
<th>Subscale</th>
<th>Mean of items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflective self-development (RSD)</td>
<td>1, 5, 9, 13, 17, 21, 25, 29, 32, 35, 37</td>
</tr>
<tr>
<td>Acceptance (Acc)</td>
<td>2, 6, 10, 14, 18, 22, 26, 30, 33, 36, 38</td>
</tr>
<tr>
<td>Proactive at work (Pro)</td>
<td>3, 7, 11, 15, 19, 23, 27, 31, 34</td>
</tr>
<tr>
<td>Emotional Costs</td>
<td>4, 8, 12, 16, 20, 24, 28</td>
</tr>
</tbody>
</table>

**Citing the SAOQ**