

## Appendix A. Psychometric Properties of the Scales

**Table 1. Job Stress Survey. Item Statistics.**

| Item | Item Name  | Severity (1-9) |         |           |                |         |           | Frequency (0-9) |         |           |                |         |            |
|------|--|----------------|---------|-----------|----------------|---------|-----------|-----------------|---------|-----------|----------------|---------|------------|
|      |  | Wave 1 (n=902) |         |           | Wave 2 (n=535) |         |           | Wave 1 (n=902)  |         |           | Wave 2 (n=535) |         |            |
|      |  | Mean           | Std Dev | Corr it-i | Mean           | Std Dev | Corr it-i | Mean            | Std Dev | Corr it-i | Mean           | Std Dev | Corr. it-i |
| 1.   | Assignment of disagreeable duties.               | 3.56           | 2.68    | .54       | 3.19           | 2.30    | .49       | 3.24            | 3.36    | .51       | 2.74           | 3.00    | .51        |
| 2.   | Working overtime.                                | 2.55           | 2.26    | .25       | 3.28           | 2.63    | .34       | 2.43            | 3.16    | .25       | 3.24           | 3.40    | .36        |
| 3.   | Lack of opportunity for advancement.             | 4.37           | 2.98    | .47       | 4.32           | 2.84    | .45       | 4.27            | 3.77    | .48       | 4.05           | 3.65    | .51        |
| 4.   | Assignment of new or unfamiliar duties.          | 3.51           | 2.76    | .42       | 2.86           | 2.30    | .45       | 3.37            | 3.47    | .43       | 2.44           | 2.96    | .40        |
| 5.   | Fellow workers not doing their job.              | 4.20           | 2.87    | .49       | 3.84           | 2.63    | .42       | 3.98            | 3.59    | .51       | 3.65           | 3.30    | .51        |
| 6.   | Inadequate support by supervisor.                | 3.97           | 2.91    | .55       | 3.68           | 2.72    | .59       | 3.71            | 3.55    | .51       | 3.25           | 3.35    | .56        |
| 7.   | Dealing with crisis situations.                  | 4.25           | 2.92    | .56       | 3.61           | 2.62    | .56       | 3.78            | 3.37    | .57       | 3.10           | 3.13    | .53        |
| 8.   | Lack of recognition for good work                | 4.34           | 3.08    | .49       | 4.20           | 2.91    | .43       | 4.10            | 3.71    | .54       | 3.84           | 3.56    | .55        |
| 9.   | Performing tasks not in job description          | 3.42           | 2.90    | .58       | 2.82           | 2.36    | .55       | 2.84            | 3.34    | .55       | 2.29           | 2.89    | .53        |
| 10.  | Inadequate or poor quality equipment             | 3.15           | 2.68    | .49       | 2.99           | 2.49    | .51       | 2.83            | 3.42    | .49       | 2.68           | 3.31    | .50        |
| 11.  | Assignment of increased responsibility           | 3.84           | 2.87    | .58       | 3.48           | 2.60    | .58       | 3.80            | 3.61    | .57       | 3.16           | 3.35    | .51        |
| 12.  | Periods of inactivity                            | 3.05           | 2.65    | .42       | 2.39           | 2.09    | .43       | 2.45            | 3.09    | .41       | 1.75           | 2.62    | .43        |
| 13.  | Difficulty getting along with supervisor         | 2.52           | 2.55    | .52       | 2.27           | 2.14    | .51       | 1.95            | 3.03    | .48       | 1.61           | 2.69    | .49        |
| 14.  | Insufficient personnel to handle assignment      | 2.67           | 2.47    | .58       | 2.30           | 2.01    | .58       | 2.16            | 3.06    | .53       | 1.77           | 2.66    | .55        |
| 15.  | Experience negative attitude toward organization | 3.36           | 2.76    | .53       | 3.20           | 2.49    | .59       | 3.27            | 3.54    | .53       | 2.81           | 3.19    | .54        |
| 16.  | Critical on-the-spot decisions                   | 3.71           | 2.58    | .56       | 3.43           | 2.27    | .49       | 3.12            | 3.08    | .58       | 2.76           | 2.83    | .55        |
| 17.  | Personal insult from customer/colleague          | 2.91           | 2.76    | .48       | 2.50           | 2.32    | .41       | 2.02            | 3.01    | .43       | 1.80           | 2.76    | .41        |
| 18.  | Lack of participation in policy decision         | 3.35           | 2.65    | .56       | 3.13           | 2.38    | .55       | 2.73            | 3.13    | .53       | 2.57           | 3.01    | .55        |
| 19.  | Inadequate salary                                | 4.22           | 3.05    | .54       | 4.08           | 2.95    | .49       | 4.37            | 3.84    | .52       | 3.81           | 3.75    | .49        |
| 20.  | Competition for advancement                      | 4.27           | 3.03    | .53       | 4.07           | 2.82    | .45       | 4.18            | 3.72    | .49       | 3.77           | 3.54    | .47        |
| 21.  | Poor or inadequate supervision                   | 3.44           | 2.71    | .60       | 3.09           | 2.53    | .60       | 3.18            | 3.44    | .58       | 2.67           | 3.20    | .60        |
| 22.  | Noisy work area                                  | 4.75           | 3.09    | .47       | 4.26           | 3.02    | .47       | 5.09            | 3.82    | .42       | 4.52           | 3.83    | .44        |
| 23.  | Frequent interruptions                           | 3.86           | 2.86    | .57       | 3.34           | 2.57    | .58       | 3.60            | 3.51    | .56       | 3.11           | 3.33    | .61        |
| 24.  | Frequent changes boring/demanding activities     | 3.49           | 2.89    | .65       | 2.74           | 2.38    | .58       | 3.06            | 3.40    | .59       | 2.20           | 2.93    | .58        |
| 25.  | Excessive paperwork                              | 2.70           | 2.57    | .46       | 2.52           | 2.33    | .47       | 2.14            | 3.19    | .46       | 2.13           | 3.08    | .45        |
| 26.  | Meeting deadlines                                | 4.07           | 2.95    | .54       | 3.90           | 2.81    | .56       | 3.85            | 3.57    | .53       | 3.64           | 3.38    | .52        |
| 27.  | Insufficient personal time                       | 3.40           | 2.79    | .53       | 3.15           | 2.59    | .58       | 3.15            | 3.49    | .51       | 2.69           | 3.27    | .55        |
| 28.  | Covering work for another employee               | 3.57           | 2.81    | .58       | 3.20           | 2.44    | .54       | 3.14            | 3.41    | .50       | 2.72           | 3.00    | .53        |
| 29.  | Poorly motivated co-workers                      | 5.16           | 3.03    | .60       | 4.80           | 2.94    | .56       | 5.15            | 3.59    | .56       | 4.57           | 3.52    | .54        |
| 30.  | Conflict with other departments                  | 2.43           | 2.35    | .43       | 2.27           | 2.05    | .42       | 1.96            | 3.03    | .41       | 1.61           | 2.65    | .40        |

**Table 2. General Self-Efficacy. Item Statistics.**

| Item | Item Name   | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------|---|----------------|---------|------------|----------------|---------|------------|
|      |   | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| 1.   | If someone opposes me, I can find the ways and means to get what I want.              | 2,69           | 0,87    | 0,39       | 2,60           | 0,78    | 0,36       |
| 2.   | I can always manage to solve difficult problems if I try hard enough.                 | 3,29           | 0,66    | 0,56       | 3,28           | 0,61    | 0,57       |
| 3.   | I am certain that I can accomplish my goals.  | 2,89           | 0,83    | 0,40       | 2,87           | 0,75    | 0,50       |
| 4.   | I am confident that I could deal efficiently with unexpected events.                  | 2,89           | 0,73    | 0,62       | 2,87           | 0,70    | 0,60       |
| 5.   | Thanks to my resourcefulness, I can handle unforeseen situations.                     | 2,98           | 0,69    | 0,64       | 2,93           | 0,64    | 0,62       |
| 6.   | I can remain calm when facing difficulties because I can rely on my coping abilities. | 2,77           | 0,76    | 0,60       | 2,83           | 0,68    | 0,59       |
| 7.   | I can handle whatever comes my way.   | 3,07           | 0,67    | 0,61       | 3,04           | 0,63    | 0,61       |
| 8.   | I can solve most problems if I invest the necessary effort.                           | 3,27           | 0,65    | 0,56       | 3,22           | 0,63    | 0,60       |
| 9.   | If I am in trouble, I can think of a good solution.                                   | 2,90           | 0,72    | 0,55       | 2,80           | 0,65    | 0,58       |
| 10.  | When I am confronted with a problem, I can find several solutions.                    | 2,93           | 0,68    | 0,60       | 2,90           | 0,65    | 0,60       |

**Table 3. Work-specific Self-Efficacy. Item Statistics.**

| Item | Item Name   | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------|---|----------------|---------|------------|----------------|---------|------------|
|      |   | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| 1.   | I am certain that I can maintain a good job performance, even after having problems at work.                | 3,29           | 0,69    | 0,54       | 3,25           | 0,67    | 0,54       |
| 2.   | I am certain that I can give a good job performance, even though my supervisor doubts about my work skills. | 3,52           | 0,60    | 0,50       | 3,45           | 0,65    | 0,50       |
| 3.   | I can do my job well, even after being sick for several days.   | 2,82           | 0,84    | 0,36       | 2,83           | 0,75    | 0,41       |
| 4.   | When I am confronted with a difficult task at work, I think I can do it.                                    | 3,23           | 0,66    | 0,57       | 3,21           | 0,65    | 0,57       |
| 5.   | I can easily understand the assignment of new or unfamiliar tasks at work.                                  | 3,19           | 0,69    | 0,47       | 3,16           | 0,64    | 0,57       |
| 6.   | I can always manage to solve even the most difficult problems at work, if I try hard enough.                | 3,24           | 0,69    | 0,54       | 3,22           | 0,61    | 0,56       |

**Table 4. Proactive Attitude. Item Statistics.**

| Item | Item Name   | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------|---|----------------|---------|------------|----------------|---------|------------|
|      |   | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| 1.   | Ich nehme mir Zeit, um über langfristige Ziele für mich selbst nachzudenken   | 2,94           | 0,81    | 0,27       | 2,93           | 0,72    | 0,26       |
| 2.   | Ich habe oft das Gefühl, programmiert zu werden, anstatt selbst der Programmierer zu sein.(-)                                 | 3,20           | 0,91    | 0,49       | 3,30           | 0,85    | 0,32       |
| 3.   | Mein Leben wird vor allem durch Sachzwänge bestimmt.(-)   | 3,23           | 0,83    | 0,40       | 3,24           | 0,79    | 0,31       |
| 4.   | Ich gehe konstruktiv an meine Probleme heran, auch wenn sie von anderen Menschen oder äusseren Umständen erzeugt worden sind. | 2,77           | 0,78    | 0,25       | 2,78           | 0,69    | 0,27       |

Table 4...continued

| Item | Item Name  | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------|--|----------------|---------|------------|----------------|---------|------------|
|      |  | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| 5.   | Ich fühle mich von anderen Leuten bevormundet. (-)   | 3,46           | 0,75    | 0,48       | 3,57           | 0,65    | 0,44       |
| 6.   | Die Schätze der Welt warten nur darauf, daß man sie findet und ausgräbt.                           | 2,86           | 0,92    | 0,15       | 2,92           | 0,84    | 0,16       |
| 7.   | Ich habe die Freiheit, meine Lebensentscheidungen selbst zu treffen.                               | 3,28           | 0,77    | 0,44       | 3,28           | 0,72    | 0,35       |
| 8.   | Ich warte lieber darauf, bis die Dinge passieren, anstatt selbst die Initiative zu übernehmen. (-) | 3,14           | 0,84    | 0,26       | 3,13           | 0,75    | 0,14       |

This scale was translated from the German version. Therefore, the German items are printed here.

Table 5. Proactive Coping Inventory. Item Statistics of Selected Subscales.

| Item                             | Item Name  | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|----------------------------------|--|----------------|---------|------------|----------------|---------|------------|
|                                  |  | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| <b>Proactive Coping Subscale</b> |  |                |         |            |                |         |            |
| 1.                               | Hatte ich ein Ziel erreicht, dann suchte ich mir eine größere Herausforderung.                                     | 2.65           | 0.92    | 0.51       | 2.69           | 0.85    | 0.52       |
| 2.                               | Mir kam es immer darauf an, etwas zu bewirken.   | 2.99           | 0.82    | 0.54       | 2.89           | 0.80    | 0.53       |
| 3.                               | Ich zog aus alltäglichen Schwierigkeiten wichtige Erfahrungen, um mein Leben besser zu gestalten.                  | 2.86           | 0.86    | 0.49       | 2.81           | 0.80    | 0.51       |
| 4.                               | Ich malte mir meine Wunschträume genau aus, um sie zu verwirklichen.   | 2.80           | 0.91    | 0.51       | 2.67           | 0.86    | 0.50       |
| 5.                               | Ich wollte mit dem, was ich tat, etwas Wichtiges in dieser Welt bewegen.   | 2.39           | 1.03    | 0.37       | 2.30           | 0.93    | 0.39       |
| 6.                               | Wenn ich mir etwas vorgenommen hatte, konnte mich nichts mehr aufhalten.   | 2.98           | 0.84    | 0.59       | 2.94           | 0.78    | 0.66       |
| 7.                               | Ich konzentrierte mich für meinen Erfolg auf das, was ich für wesentlich hielt und ließ mich dabei nicht ablenken. | 2.60           | 0.92    | 0.47       | 2.48           | 0.82    | 0.39       |
| 8.                               | Ich dachte immer daran, was man wohl noch verbessern könnte.   | 2.93           | 0.83    | 0.42       | 2.85           | 0.78    | 0.38       |
| 9.                               | Ich arbeitete mich nach oben, auch wenn der Weg oft steinig war.   | 3.25           | 0.73    | 0.57       | 3.22           | 0.68    | 0.57       |
| 10.                              | Ich übernahm gerne Verantwortung und zog dabei oft für andere "den Karren aus dem Dreck".                          | 2.51           | 0.96    | 0.48       | 2.52           | 0.91    | 0.44       |
| 11.                              | Wenn es "hart auf hart kam", nahm ich die Sache in die Hand und fand einen Weg.                                    | 2.83           | 0.90    | 0.54       | 2.79           | 0.87    | 0.52       |
| 12.                              | Ich hatte Freude daran, die Qualität meiner Arbeit zu verbessern.  | 3.46           | 0.68    | 0.35       | 3.36           | 0.65    | 0.40       |
| 13.                              | Ich suchte mir gern Herausforderungen und ging dafür auch Wagnisse ein.  | 2.78           | 0.86    | 0.53       | 2.72           | 0.81    | 0.59       |
| <b>Avoidance Coping Subscale</b> |  |                |         |            |                |         |            |
| 1.                               | When I had a problem at work, I preferred to sleep on it.  | 1.33           | 0.65    | 0.40       | 1.35           | 0.68    | 0.45       |
| 2.                               | If I found a problem too difficult at work, I put it aside until I was ready to deal with it.                      | 1.75           | 0.88    | 0.39       | 1.71           | 0.84    | 0.46       |
| 3.                               | When I had a problem at work, I let it simmer on the back burner for a while.                                      | 1.47           | 0.70    | 0.42       | 1.38           | 0.61    | 0.46       |

The Proactive Coping Subscale scale was translated from the German version. Therefore, the German items are printed here.

**Table 6. Brief-COPE Inventory. Item Statistics of Selected Subscales.**

| Item                                   | Item Name  | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|--|--|----------------|---------|------------|----------------|---------|------------|
|  |  | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| <b><i>Active Coping</i></b>            |  |                |         |            |                |         |            |
| 1.                                     | I concentrated my efforts on doing something about the situation I'm in. | 2.88           | 0.82    | 0.46       | 2.76           | 0.78    | 0.48       |
| 2.                                     | I took action to try to make the situation better.                       | 2.98           | 0.78    | 0.46       | 2.88           | 0.75    | 0.48       |
| <b><i>Denial</i></b>                   |  |                |         |            |                |         |            |
| 1.                                     | I said to myself "this isn't real".                                      | 1.85           | 0.97    | 0.44       | 1.69           | 0.85    | 0.50       |
| 2.                                     | I refused to believe that it has happened.                               | 1.64           | 0.8     | 0.44       | 1.55           | 0.72    | 0.50       |
| <b><i>Behavioral Disengagement</i></b> |  |                |         |            |                |         |            |
| 1.                                     | I gave up trying to deal with it.  | 1.45           | 0.74    | 0.32       | 1.35           | 0.65    | 0.37       |
| 2.                                     | I gave up the attempt to cope.   | 1.43           | 0.76    | 0.32       | 1.39           | 0.68    | 0.37       |

**Table 7. UCLA Social Support Scale. Item Statistics. This scale was translated from the German version. Therefore, the German items are printed here.**

| Item Name  | Sub-Item                     | Wave 1 (n=902) |      |            | Wave 2 (n=535) |      |            |
|--|------------------------------|----------------|------|------------|----------------|------|------------|
|  |                              | Mean           | SD   | Corr. it-i | Mean           | SD   | Corr. it-i |
| <b>Advice Subscale</b>   |                              |                |      |            |                |      |            |
| Wie oft haben Ihnen diese Menschen aus Ihrer sozialen Umgebung Ratschläge gegeben oder Informationen übermittelt (egal, ob Sie das hören wollten oder nicht)?  | Ihre Freunde?                | 3.17           | 1.11 | 0.40       | 3.13           | 1.07 | 0.39       |
|  | Ihre Verwandten?             | 3.88           | 1.12 | 0.46       | 3.83           | 1.07 | 0.51       |
|  | Ihre Partner/in?             | 3.75           | 1.47 | 0.24       | 3.84           | 1.40 | 0.28       |
|  | Gruppen oder Organisationen? | 2.20           | 1.29 | 0.34       | 2.24           | 1.23 | 0.36       |
| Wie zufrieden oder unzufrieden waren Sie im Allgemeinen mit diesen Ratschlägen oder Informationen während der letzten sechs Monate? (1-9)  |                              | 6.57           | 2.07 | 0.72       | 6.50           | 2.06 | 0.77       |
| <b>Assistance Subscale</b>   |                              |                |      |            |                |      |            |
| Manchmal möchten wir durch Taten unterstützt werden, z. B. indem uns jemand etwas besorgt, ausleiht, etwas für uns erledigt oder uns irgendwo hinbringt. Wie oft haben diese Menschen Sie durch Taten unterstützt (egal, ob Sie danach verlangt haben oder nicht)? | Ihre Freunde?                | 2.98           | 1.16 | 0.47       | 3.07           | 1.10 | 0.40       |
|  | Ihre Verwandten?             | 3.78           | 1.16 | 0.51       | 3.83           | 1.09 | 0.47       |
|  | Ihre Partner/in?             | 3.71           | 1.48 | 0.28       | 3.81           | 1.42 | 0.25       |
|  | Gruppen oder Organisationen? | 2.12           | 1.24 | 0.37       | 2.13           | 1.20 | 0.35       |
| Wie zufrieden oder unzufrieden waren Sie im Allgemeinen mit diesen Ratschlägen oder Informationen während der letzten sechs Monate? (1-9)  |                              | 6.39           | 2.07 | 0.76       | 6.39           | 2.10 | 0.79       |
| <b>Reassurance Subscale</b>  |                              |                |      |            |                |      |            |
| Wie oft haben diese Menschen Ihnen Mut gemacht und Ihr Selbstwertgefühl wieder hergestellt (egal, ob Sie das wollten oder nicht)?  | Ihre Freunde?                | 3.19           | 1.18 | 0.42       | 3.22           | 1.11 | 0.40       |
|  | Ihre Verwandten?             | 3.94           | 1.15 | 0.47       | 4.00           | 1.07 | 0.44       |
|  | Ihre Partner/in?             | 3.85           | 1.46 | 0.22       | 3.98           | 1.40 | 0.15       |
|  | Gruppen oder Organisationen? | 2.18           | 1.31 | 0.37       | 2.14           | 1.23 | 0.29       |
| Wie zufrieden oder unzufrieden waren Sie im Allgemeinen mit diesen Ratschlägen oder Informationen während der letzten sechs Monate? (1-9)  |                              | 6.71           | 2.08 | 0.80       | 6.67           | 2.08 | 0.83       |
| <b>Listening Subscale</b>  |                              |                |      |            |                |      |            |
| Wie oft haben diese Menschen Ihnen aufmerksam zugehört und Verständnis gezeigt?  | Ihre Freunde?                | 3.18           | 1.12 | 0.39       | 3.17           | 1.11 | 0.42       |
|  | Ihre Verwandten?             | 3.96           | 1.10 | 0.48       | 3.96           | 1.06 | 0.45       |
|  | Ihre Partner/in?             | 3.89           | 1.43 | 0.22       | 3.90           | 1.40 | 0.19       |
|  | Gruppen oder Organisationen? | 2.18           | 1.27 | 0.37       | 2.11           | 1.23 | 0.30       |
| Wie zufrieden oder unzufrieden waren Sie im Allgemeinen mit diesen Ratschlägen oder Informationen während der letzten sechs Monate? (1-9)  |                              | 6.60           | 2.02 | 0.76       | 6.53           | 2.05 | 0.79       |
| <b>Reciprocity Subscale</b>  |                              |                |      |            |                |      |            |
| Wie oft haben Sie Ihrerseits diesen Mitmenschen Unterstützung gewährt, indem Sie ihnen zum Beispiel gute Ratschläge gaben, ihnen tatkräftig unter die Arme griffen, ihnen Mut machten oder ihnen verständnisvoll zugehört haben?                                   | Ihre Freunde?                | 3.55           | 1.01 | 0.49       | 3.56           | 0.99 | 0.47       |
|  | Ihre Verwandten?             | 4.09           | 0.99 | 0.54       | 4.12           | 1.00 | 0.48       |
|  | Ihre Partner/in?             | 4.10           | 1.31 | 0.31       | 4.10           | 1.33 | 0.31       |
|  | Gruppen oder Organisationen? | 2.38           | 1.33 | 0.40       | 2.27           | 1.29 | 0.30       |

**Table 8. UCLA Social Support Scale. Item Statistics.**

|                                   |      | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|-----------------------------------|------|----------------|---------|------------|----------------|---------|------------|
|                                   | Item | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| <i>Friends Support</i>            | 1.   | 3.17           | 1.11    | 0.71       | 3.13           | 1.07    | 0.76       |
|                                   | 2.   | 2.98           | 1.16    | 0.73       | 3.07           | 1.10    | 0.73       |
|                                   | 3.   | 3.19           | 1.18    | 0.76       | 3.22           | 1.11    | 0.77       |
|                                   | 4.   | 3.18           | 1.12    | 0.75       | 3.17           | 1.11    | 0.78       |
| <i>Relatives Support</i>          | 1.   | 3.88           | 1.12    | 0.76       | 3.83           | 1.07    | 0.70       |
|                                   | 2.   | 3.78           | 1.16    | 0.79       | 3.83           | 1.09    | 0.78       |
|                                   | 3.   | 3.94           | 1.15    | 0.78       | 4.00           | 1.07    | 0.78       |
|                                   | 4.   | 3.96           | 1.10    | 0.75       | 3.96           | 1.06    | 0.77       |
| <i>Partner Support</i>            | 1.   | 3.75           | 1.47    | 0.82       | 3.84           | 1.40    | 0.85       |
|                                   | 2.   | 3.71           | 1.48    | 0.80       | 3.81           | 1.42    | 0.83       |
|                                   | 3.   | 3.85           | 1.46    | 0.84       | 3.98           | 1.40    | 0.87       |
|                                   | 4.   | 3.89           | 1.43    | 0.82       | 3.90           | 1.40    | 0.83       |
| <i>Group/Organization Support</i> | 1.   | 2.20           | 1.29    | 0.79       | 2.24           | 1.23    | 0.79       |
|                                   | 2.   | 2.12           | 1.24    | 0.79       | 2.13           | 1.20    | 0.79       |
|                                   | 3.   | 2.18           | 1.31    | 0.82       | 2.14           | 1.23    | 0.84       |
|                                   | 4.   | 2.18           | 1.27    | 0.76       | 2.11           | 1.23    | 0.78       |

**Table 9. PANAS Scale. Item Statistics.**

| Item                   | Name         | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------------------------|--------------|----------------|---------|------------|----------------|---------|------------|
|                        |              | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
| <i>Positive Affect</i> |              |                |         |            |                |         |            |
| 1.                     | Interested   | 2.93           | 0.84    | 0.51       | 2.96           | 0.78    | 0.55       |
| 2.                     | Excited      | 2.50           | 0.93    | 0.55       | 2.62           | 0.85    | 0.54       |
| 3.                     | Strong       | 2.91           | 0.86    | 0.53       | 3.06           | 0.79    | 0.58       |
| 4.                     | Enthusiastic | 2.62           | 0.96    | 0.61       | 2.81           | 0.86    | 0.64       |
| 5.                     | Proud        | 3.23           | 0.86    | 0.55       | 3.30           | 0.78    | 0.51       |
| 6.                     | Alert        | 2.71           | 0.94    | 0.14       | 3.00           | 0.79    | 0.38       |
| 7.                     | Inspired     | 2.46           | 0.94    | 0.60       | 2.67           | 0.89    | 0.61       |
| 8.                     | Determined   | 3.09           | 0.81    | 0.61       | 3.16           | 0.71    | 0.64       |
| 9.                     | Attentive    | 3.21           | 0.72    | 0.54       | 3.19           | 0.69    | 0.61       |
| 10.                    | Active       | 3.17           | 0.77    | 0.55       | 3.22           | 0.71    | 0.56       |
| <i>Negative Affect</i> |              |                |         |            |                |         |            |
| 1.                     | Distressed   | 2.26           | 0.94    | 0.63       | 2.02           | 0.87    | 0.68       |
| 2.                     | Upset        | 2.07           | 0.96    | 0.55       | 1.90           | 0.90    | 0.59       |
| 3.                     | Guilty       | 1.34           | 0.66    | 0.45       | 1.32           | 0.60    | 0.47       |
| 4.                     | Afraid       | 1.79           | 0.99    | 0.69       | 1.56           | 0.84    | 0.67       |
| 5.                     | Hostile      | 1.97           | 0.99    | 0.54       | 1.89           | 0.92    | 0.52       |
| 6.                     | Irritable    | 1.95           | 0.93    | 0.57       | 1.79           | 0.85    | 0.58       |
| 7.                     | Ashamed      | 1.44           | 0.80    | 0.47       | 1.40           | 0.74    | 0.41       |
| 8.                     | Nervous      | 2.75           | 1.06    | 0.67       | 2.52           | 0.99    | 0.60       |
| 9.                     | Jittery      | 2.17           | 1.03    | 0.68       | 1.90           | 0.94    | 0.69       |
| 10.                    | Scared       | 1.74           | 0.99    | 0.69       | 1.58           | 0.90    | 0.73       |

**Table 10. The WHO-BREF Quality of Life Scale. Item Statistics of Selected Subscales.**

| Item | Item Name  | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------|--|----------------|---------|------------|----------------|---------|------------|
|      |  | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
|      | <b><i>QoL-Physical</i></b>   |                |         |            |                |         |            |
| 1.   | To what extent do you feel that physical pain prevents you from doing what you need to do? (-) | 3.98           | 1.06    | 0.34       | 4.03           | 1.05    | 0.30       |
| 2.   | How much do you need any medical treatment to function in your daily life? (-)                 | 4.44           | 0.99    | 0.27       | 4.43           | 1.03    | 0.24       |
| 3.   | Do you have enough energy for everyday life?   | 4.02           | 0.90    | 0.54       | 4.04           | 0.85    | 0.58       |
| 4.   | How well are you able to get around?   | 4.23           | 0.94    | 0.47       | 4.28           | 0.89    | 0.40       |
| 5.   | How satisfied are you with your sleep?   | 3.51           | 1.03    | 0.47       | 3.57           | 1.02    | 0.44       |
| 6.   | How satisfied are you with your ability to perform your daily living activities?               | 4.02           | 0.87    | 0.65       | 4.08           | 0.79    | 0.64       |
| 7.   | How satisfied are you with your capacity for work?   | 4.22           | 0.80    | 0.60       | 4.31           | 0.75    | 0.60       |
|      | <b><i>QoL-Psychological</i></b>  |                |         |            |                |         |            |
| 1.   | How much do you enjoy life?  | 4.13           | 0.98    | 0.66       | 4.18           | 0.92    | 0.59       |
| 2.   | To what extent do you feel your life to be meaningful?   | 4.32           | 0.94    | 0.64       | 4.33           | 0.91    | 0.58       |
| 3.   | How well are you able to concentrate?  | 3.96           | 0.90    | 0.55       | 4.00           | 0.89    | 0.51       |
| 4.   | Are you able to accept your bodily appearance?   | 3.90           | 0.98    | 0.52       | 3.97           | 0.97    | 0.51       |
| 5.   | How satisfied are you with yourself?   | 4.29           | 0.86    | 0.68       | 4.33           | 0.83    | 0.63       |
| 6.   | How often do you have negative feelings such as blue mood, despair, anxiety, depression? (-)   | 3.46           | 1.17    | 0.40       | 3.68           | 1.12    | 0.40       |

**Table 11. The Hopkins Symptoms Checklist (HSCL). Item Statistics of Selected Subscales.**

| Item | Item Name                                  | Wave 1 (n=902) |         |            | Wave 2 (n=535) |         |            |
|------|--|----------------|---------|------------|----------------|---------|------------|
|      |  | Mean           | Std Dev | Corr. it-i | Mean           | Std Dev | Corr. it-i |
|      | <b><i>Somatization</i></b>                 |                |         |            |                |         |            |
| 1.   | Headaches                                  | 2.15           | 0.86    | 0.47       | 2.02           | 0.78    | 0.46       |
| 2.   | Faintness or dizziness                     | 1.17           | 0.48    | 0.37       | 1.15           | 0.42    | 0.38       |
| 3.   | Pains in the heart or chest                | 1.44           | 0.74    | 0.54       | 1.38           | 0.65    | 0.51       |
| 4.   | Feeling low in energy or slowed down       | 1.87           | 0.91    | 0.66       | 1.72           | 0.81    | 0.71       |
| 5.   | Pains in the lower part of your back       | 2.19           | 0.97    | 0.66       | 1.95           | 0.91    | 0.60       |
| 6.   | Soreness of your muscles                   | 2.27           | 0.97    | 0.66       | 2.11           | 0.89    | 0.63       |
| 7.   | Trouble getting your breath                | 1.29           | 0.60    | 0.54       | 1.22           | 0.54    | 0.56       |
| 8.   | Hot or cold spells                         | 1.34           | 0.65    | 0.47       | 1.27           | 0.59    | 0.50       |
| 9.   | Numbness or tingling in parts of your body | 1.39           | 0.67    | 0.56       | 1.36           | 0.68    | 0.59       |
| 10.  | A lump in your throat                      | 1.81           | 0.94    | 0.56       | 1.59           | 0.83    | 0.56       |
| 11.  | Weakness in parts of your body             | 1.71           | 0.87    | 0.75       | 1.59           | 0.76    | 0.74       |
| 12.  | Heavy feelings in your arms or legs        | 1.87           | 0.96    | 0.71       | 1.67           | 0.85    | 0.73       |
|      | <b><i>Depression</i></b>                   |                |         |            |                |         |            |
| 1.   | Loss of sexual interest or pleasure        | 1.52           | 0.77    | 0.38       | 1.51           | 0.78    | 0.45       |
| 2.   | Thoughts of ending your life               | 1.13           | 0.45    | 0.42       | 1.10           | 0.38    | 0.30       |
| 3.   | Poor appetite                              | 1.57           | 0.80    | 0.42       | 1.46           | 0.73    | 0.37       |
| 4.   | Crying easily                              | 1.53           | 0.86    | 0.56       | 1.45           | 0.82    | 0.61       |
| 5.   | A feeling of being trapped or caught       | 1.57           | 0.87    | 0.63       | 1.40           | 0.72    | 0.58       |
| 6.   | Blaming yourself for things                | 1.76           | 0.88    | 0.62       | 1.58           | 0.75    | 0.58       |
| 7.   | Feeling lonely                             | 1.76           | 0.96    | 0.67       | 1.61           | 0.84    | 0.69       |
| 8.   | Feeling blue                               | 2.00           | 0.98    | 0.73       | 1.76           | 0.86    | 0.75       |
| 9.   | Worrying or stewing about things           | 2.15           | 0.95    | 0.52       | 1.87           | 0.89    | 0.58       |
| 10.  | Feeling no interest in things              | 1.58           | 0.79    | 0.61       | 1.46           | 0.70    | 0.66       |
| 11.  | Feeling hopeless about the future          | 1.71           | 0.88    | 0.62       | 1.53           | 0.75    | 0.64       |

**Table 12. List of Physical Illness.**

| Item | Item Name  |
|------|--|
| 1.   | Heart trouble                                      |
| 2.   | High blood pressure                                |
| 3.   | Arthritis or Rheumatism                            |
| 4.   | Cancer   |
| 5.   | Emphysema or chronic bronchitis                    |
| 6.   | Diabetes   |
| 7.   | A cataract   |
| 8.   | Stroke   |
| 9.   | Broken or fractured bone                           |
| 10.  | Chronic nervous or emotional problems              |
| 11.  | Chronic foot trouble (bunions, ingrowing toenails) |
| 12.  | Rectal growth or rectal bleeding                   |
| 13.  | Parkinson's disease                                |
| 14.  | Viral respiratory infections                       |
| 15.  | Musculoskeletal pain                               |
| 16.  | Gastrointestinal disorders                         |
| 17.  | Skin disorders                                     |
| 18.  | Menstrual disorders                                |



**Table 13. Scales Statistics Summary.**

| Scale Name   | # Items | Wave 1 (n=902) |           |             |       | Wave 2 (n=535) |           |             |       | $r_{11t2}$<br>n=535 |
|--|---------|----------------|-----------|-------------|-------|----------------|-----------|-------------|-------|---------------------|
|  |         | Scale Mean     | Item Mean | $\alpha$    | SD    | Scale Mean     | Item Mean | $\alpha$    | SD    |                     |
| <b><i>Job Stress Survey</i></b>                      |         |                |           |             |       |                |           |             |       |                     |
| Job Stress Severity (1-9)                            | 30      | 108.10         | 3.60      | <b>0.93</b> | 47.02 | 98.93          | 3.30      | <b>0.92</b> | 41.71 | .509                |
| Job Stress Frequency (0-9)                           | 30      | 98.91          | 3.30      | <b>0.92</b> | 55.32 | 86.95          | 2.90      | <b>0.92</b> | 52.41 | .443                |
|  |         |                |           | <b>0.93</b> |       |                |           | <b>0.92</b> |       |                     |
| <b><i>Personality Resources</i></b>                  |         |                |           |             |       |                |           |             |       |                     |
| General Self Efficacy (1-4)                          | 10      | 29.68          | 2.97      | <b>0.85</b> | 4.72  | 29.34          | 2.93      | <b>0.86</b> | 4.42  | .581                |
| Work-related Self-Efficacy (1-4)                     | 5       | 19.28          | 3.21      | <b>0.76</b> | 2.80  | 19.12          | 3.19      | <b>0.78</b> | 2.72  | .481                |
| Proactive Attitude (1-4)                             | 8       | 24.88          | 3.11      | <b>0.65</b> | 3.54  | 25.14          | 3.14      | <b>0.57</b> | 3.00  | .508                |
|  |         |                |           | <b>0.75</b> |       |                |           | <b>0.74</b> |       |                     |
| <b><i>Proactive Coping Inventory</i></b>             |         |                |           |             |       |                |           |             |       |                     |
| Proactive Coping Scale (1-4)                         | 13      | 37.02          | 2.92      | <b>0.84</b> | 6.59  | 36.23          | 2.90      | <b>0.84</b> | 6.20  | .539                |
| Avoidance Coping Scale (1-4)                         | 3       | 4.54           | 1.51      | <b>0.60</b> | 1.66  | 4.43           | 1.48      | <b>0.65</b> | 1.63  | .324                |
|  |         |                |           | <b>0.72</b> |       |                |           | <b>0.74</b> |       |                     |
| <b><i>The Brief-COPE</i></b>                         |         |                |           |             |       |                |           |             |       |                     |
| Active Coping (1-4)                                  | 2       | 5.85           | 2.93      | <b>0.63</b> | 1.36  | 5.36           | 2.82      | <b>0.65</b> | 1.31  | .365                |
| Denial (1-4)   | 2       | 3.49           | 1.74      | <b>0.61</b> | 1.50  | 3.24           | 1.62      | <b>0.67</b> | 1.35  | .353                |
| Behavioral Disengagement (1-4)                       | 2       | 2.89           | 1.44      | <b>0.48</b> | 1.22  | 2.74           | 1.37      | <b>0.54</b> | 1.10  | .235                |
|  |         |                |           | <b>0.57</b> |       |                |           | <b>0.62</b> |       |                     |
| <b><i>PANAS (Positive &amp; Negative Affect)</i></b> |         |                |           |             |       |                |           |             |       |                     |
| Negative Affect (1-4)                                | 10      | 19.48          | 1.95      | <b>0.87</b> | 6.45  | 17.88          | 1.79      | <b>0.87</b> | 5.88  | .556                |
| Positive Affect (1-4)                                | 10      | 28.83          | 2.88      | <b>0.83</b> | 3.59  | 30.00          | 3.00      | <b>0.86</b> | 5.19  | .482                |
|  |         |                |           | <b>0.85</b> |       |                |           | <b>0.87</b> |       |                     |
| <b><i>QOL-BREF (WHO)</i></b>                         |         |                |           |             |       |                |           |             |       |                     |
| Psychological (1-5)                                  | 6       | 24.06          | 4.01      | <b>0.82</b> | 4.17  | 24.50          | 4.08      | <b>0.79</b> | 3.91  | .566                |
| Physical (1-5)                                       | 7       | 28.41          | 4.06      | <b>0.76</b> | 4.17  | 28.77          | 4.11      | <b>0.75</b> | 3.94  | .631                |
|  |         |                |           | <b>0.79</b> |       |                |           | <b>0.77</b> |       |                     |
| <b><i>Hopkins Symptoms Checklist (HSCL)</i></b>      |         |                |           |             |       |                |           |             |       |                     |
| Somatization (1-4)                                   | 12      | 20.49          | 1.71      | <b>0.88</b> | 6.46  | 19.02          | 1.52      | <b>0.88</b> | 5.85  | .617                |
| Depression (1-4)                                     | 11      | 18.27          | 1.66      | <b>0.86</b> | 6.07  | 16.71          | 1.52      | <b>0.87</b> | 5.47  | .679                |
|  |         |                |           | <b>0.87</b> |       |                |           | <b>0.88</b> |       |                     |
| <b><i>UCLA- Social Support</i></b>                   |         |                |           |             |       |                |           |             |       |                     |
| Advice (1-5)   | 4       | 13.01          | 3.25      | <b>0.59</b> | 3.31  | 13.04          | 3.26      | <b>0.61</b> | 3.22  | .430                |

**Table 14. Principal Component Analysis of the Proactive Coping Inventory.**

| Scale Name and items   | Loading | Scale Name and items  | Loading |
|--|---------|---|---------|
| <b><i>Proactive Coping</i></b>   |         | <b><i>Preventive Coping</i></b>   |         |
| Mir kam es immer darauf an, etwas zu bewirken.   | 0.62    | Before disaster struck at work, I was well-prepared for its consequences.                               | 0.67    |
| Hatte ich ein Ziel erreicht, dann suchte ich mir eine größere Herausforderung.                                     | 0.62    | I planned my strategies to change the situation before acting.  | 0.59    |
| Wenn ich mir etwas vorgenommen hatte, konnte mich nichts mehr aufhalten.   | 0.59    | I prepared myself for adverse events.   | 0.57    |
| Ich zog aus alltäglichen Schwierigkeiten wichtige Erfahrungen, um mein Leben besser zu gestalten.                  | 0.58    | I thought ahead to avoid dangerous situations.  | 0.52    |
| Ich malte mir meine Wunschträume genau aus, um sie zu verwirklichen.   | 0.53    | I planned for future eventualities.   | 0.51    |
| Ich wollte mit dem, was ich tat, etwas Wichtiges in dieser Welt bewegen.   | 0.52    | I planned strategies for what I hoped would be the best possible outcome.                               | 0.51    |
| Wenn es "hart auf hart kam", nahm ich die Sache in die Hand und fand einen Weg.                                    | 0.51    | I tried to manage my money well in order to avoid being destitute in old age.                           | 0.34    |
| Ich arbeitete mich nach oben, auch wenn der Weg oft steinig war.   | 0.51    | I took actions to protect my family from forthcoming adversities.                                       | 0.32    |
| Ich übernahm gerne Verantwortung und zog dabei oft für andere "den Karren aus dem Dreck".                          | 0.49    | Rather than spending every cent I made, I saved for a rainy day.  | 0.28    |
| Ich suchte mir gern Herausforderungen und ging dafür auch Wagnisse ein.  | 0.46    | I developed my job skills to protect myself against unemployment.                                       | 0.11    |
| Ich dachte immer daran, was man wohl noch verbessern könnte.   | 0.46    | <b><i>Instrumental Support Seeking</i></b>  |         |
| Ich konzentrierte mich für meinen Erfolg auf das, was ich für wesentlich hielt und ließ mich dabei nicht ablenken. | 0.46    | Talking to others was really useful because it provided me another perspective on the problems at work. | 0.74    |
| Ich hatte Freude daran, die Qualität meiner Arbeit zu verbessern.  | 0.29    | I tried to talk and explain my work-related stress in order to get feedback from my friends.            | 0.70    |
| <b><i>Reflective Coping</i></b>  |         | When I was in trouble I worked out something with the help of others.                                   | 0.68    |
| I tackled the problems by thinking about realistic alternatives.   | 0.68    | Before getting messed up with my work problems I called a friend to talk about it.                      | 0.67    |
| Rather than acting impulsively, I thought of various ways to solve the problems.                                   | 0.56    | Information I got from others helped me deal with my problems at work.                                  | 0.66    |
| Before tackling a difficult task I imagined success scenarios.   | 0.55    | I asked others what they would do in my work situation.   | 0.64    |
| In my mind I went through many different scenarios in order to prepare myself for different outcomes.              | 0.53    | I identified people who helped me develop my own solutions to work-related problems.                    | 0.54    |
| I addressed the problems from various angles until I found the appropriate action.                                 | 0.49    | When I solved work-related problems other people's advice was helpful.                                  | 0.53    |
| I imagined myself solving difficult problems.  | 0.47    | <b><i>Emotional Support Seeking</i></b>   |         |
| I took action only after thinking carefully about the problems.  | 0.41    | I knew who could be counted on when the chips were down.  | 0.74    |
| When I had problems with my co-workers, I imagined beforehand how I would deal with them successfully.             | 0.39    | If I was depressed I knew who I could call to help me feel better.                                      | 0.73    |
| I thought about every possible outcome to a problem before I tackled it.   | 0.33    | Others helped me feel cared for   | 0.68    |
| When there were serious misunderstandings with co-workers, I practiced before how I would deal with them.          | 0.29    | When I was depressed I got out and talked to others.  | 0.57    |
| I imagined myself solving the difficult problems before I actually had to face them.                               | 0.29    | I confided my feelings in others to build up and maintain close relationships.                          | 0.28    |
| <b><i>Strategic Planning</i></b>   |         | <b><i>Avoidance Coping</i></b>  |         |
| I found ways to break down difficult problems into manageable components.  | 0.71    | If I found a problem to difficult at work, I put it aside until I was ready to deal with it.            | 0.71    |
| I broke down the problems into smaller parts and did one part at a time.   | 0.66    | When I had a problem at work, I let it simmer on the back burner for a while.                           | 0.70    |
| I made a plan and followed it.   | 0.60    | When I had a problem at work, I preferred to sleep on it.   | 0.68    |
| I made lists and tried to focus on the most important things first.  | 0.56    |   |         |

Note: Items listed by original scale assignment, with loadings on the factor to which each item pertains. The first subscale was translated from the German version. Therefore, the German items are printed here.

**Table 15. Principal Component Analysis of the Proactive Coping Inventory and the Brief COPE at Wave 1.****Rotated Component Matrix at Wave<sup>a</sup> 1**

|                   | Component |      |      |      |
|-------------------|-----------|------|------|------|
|                   | 1         | 2    | 3    | 4    |
| PCI-Reflective    | ,844      |      |      |      |
| PCI-Proactive     | ,815      |      |      |      |
| PCI-Strategic     | ,797      |      |      |      |
| PCI-Preventive    | ,725      |      |      |      |
| BCI-Reinterpreta. | ,705      |      |      |      |
| BCI-Planning      | ,701      |      |      |      |
| BCI-Active        | ,693      |      |      |      |
| BCI-Acceptance    | ,601      |      |      |      |
| PCI-Emo. Supp.    |           | ,832 |      |      |
| BCI-Emo. Supp.    |           | ,768 |      |      |
| PCI-Inst. Supp.   |           | ,657 |      |      |
| BCI-Religion      |           | ,552 |      |      |
| BCI-Mental Dis.   |           | ,425 |      |      |
| BCI-Behav. Dis.   |           |      | ,715 |      |
| PCI-Avoidance     |           |      | ,707 |      |
| BCI-Denial        |           |      | ,572 |      |
| BCI-Humor         |           |      |      | ,730 |
| BCI-Venting Emo.  |           |      |      | ,620 |
| BCI-Alcohol Dis.  |           |      |      | ,531 |

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.

**Table 16. Principal Component Analysis of the Proactive Coping Inventory and the Brief COPE at Wave 2.****Rotated Component Matrix at Wave<sup>a</sup> 2**

|                   | Component |      |      |      |
|-------------------|-----------|------|------|------|
|                   | 1         | 2    | 3    | 4    |
| PCI-Reflective    | ,879      |      |      |      |
| PCI-Strategic     | ,816      |      |      |      |
| PCI-Proactive     | ,816      |      |      |      |
| PCI-Preventive    | ,797      |      |      |      |
| BCI-Planning      | ,722      |      |      |      |
| BCI-Active        | ,707      |      |      |      |
| BCI-Reinterpreta. | ,639      |      |      |      |
| BCI-Acceptance    | ,579      |      |      |      |
| PCI-Emo. Supp.    |           | ,859 |      |      |
| BCI-Emo. Supp.    |           | ,815 |      |      |
| PCI-Inst. Supp.   |           | ,680 |      |      |
| BCI-Religion      |           | ,565 |      |      |
| BCI-Denial        |           |      | ,788 |      |
| BCI-Behav. Dis.   |           |      | ,761 |      |
| PCI-Avoidance     |           |      | ,607 |      |
| BCI-Humor         |           |      |      | ,806 |
| BCI-Venting Emo.  |           |      |      | ,684 |
| BCI-Mental Dis.   |           |      |      | ,449 |
| BCI-Alcohol Dis.  |           |      |      | ,351 |

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalizati

<sup>a</sup>. Rotation converged in 7 iterations.

Figure 1. Confirmatory Factor Analysis of the Proactive Coping Inventory at Wave 1.

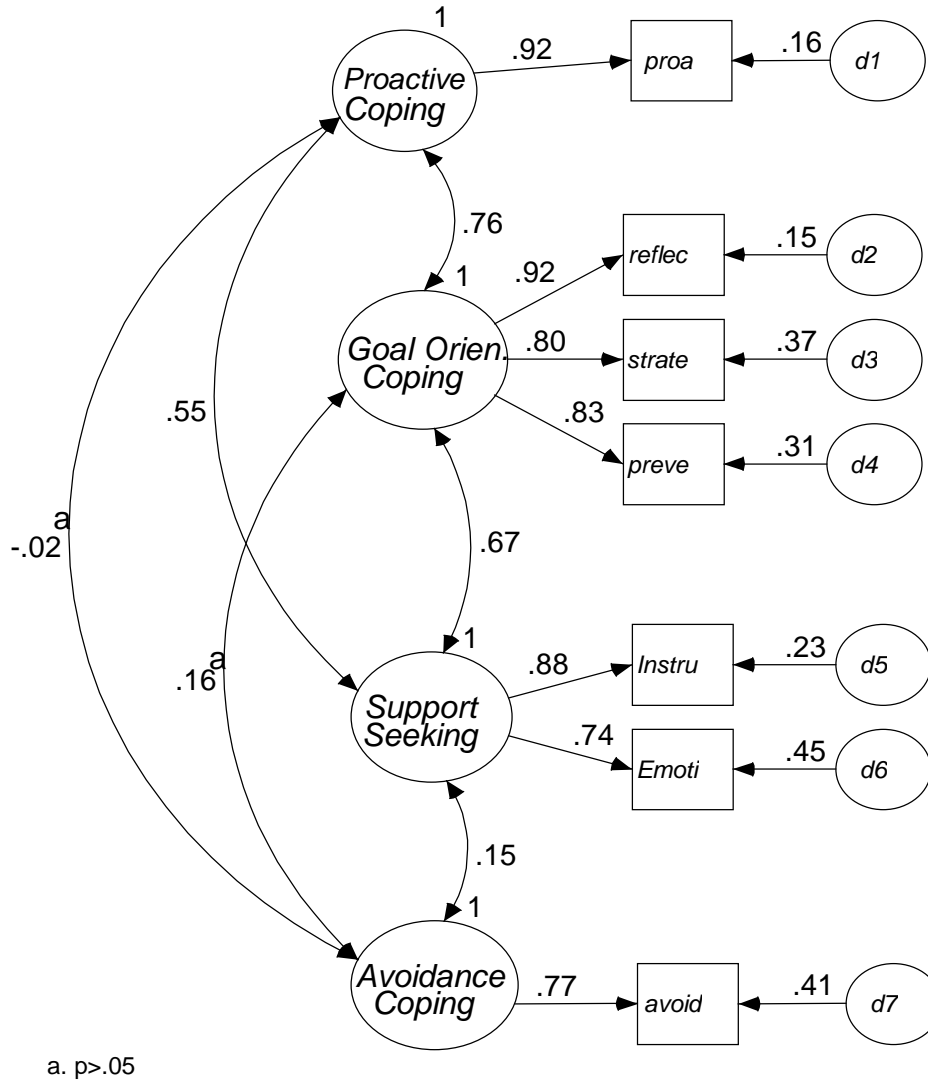
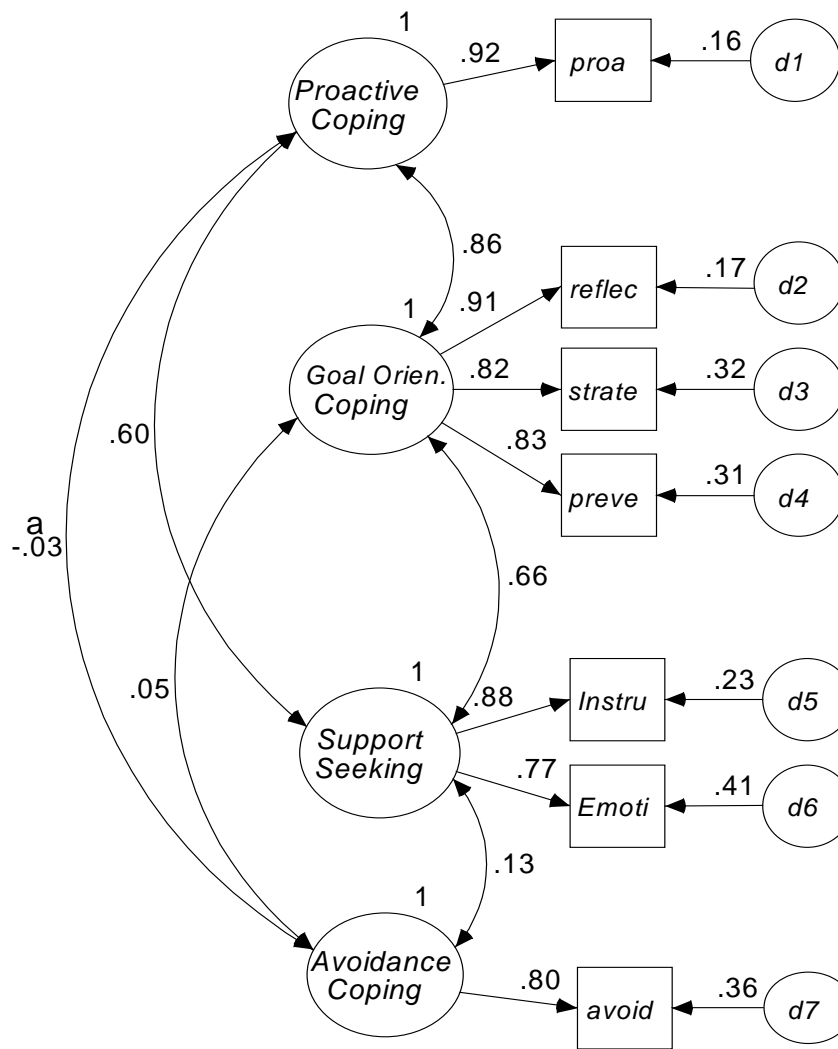


Table 17. Confirmatory Factor Analysis of the Proactive Coping Inventory at Wave 1.

| Fit Indices for the PCI Competing Models derived from Confirmatory Factor Analyses |     |          |      |    |             |      |      |       |       |       |      |      |
|--|-----|----------|------|----|-------------|------|------|-------|-------|-------|------|------|
| Factor Models  | N   | $\chi^2$ | p    | df | $\chi^2/df$ | GFI  | AGFI | RMR   | SRMR  | RMSEA | NFI  | CFI  |
| <b>Wave 1</b>  |     |          |      |    |             |      |      |       |       |       |      |      |
| 1-Factor   | 902 | 296      | 0.00 | 16 | 18.50       | 0.96 | 0.93 | 0.140 | 0.270 | 0.140 | 0.93 | 0.93 |
| 2-Factor   | 902 | 146      | 0.00 | 15 | 9.73        | 0.98 | 0.96 | 0.083 | 0.083 | 0.099 | 0.97 | 0.97 |
| 3-Factor   | 902 | 59       | 0.00 | 13 | 4.54        | 0.99 | 0.98 | 0.057 | 0.070 | 0.062 | 0.99 | 0.99 |
| 4-Factor   | 902 | 13       | 0.21 | 10 | 1.30        | 1.00 | 0.99 | 0.023 | 0.023 | 0.019 | 1.00 | 1.00 |

Figure 2. Confirmatory Factor Analysis of the Proactive Coping Inventory at Wave 2.



a.  $p > .05$

Table 18. Confirmatory Factor Analysis of the Proactive Coping Inventory at Wave 2.

| Fit Indices for the PCI Competing Models derived from Confirmatory Factor Analyses |     |          |      |    |             |      |      |       |       |       |      |      |
|--|-----|----------|------|----|-------------|------|------|-------|-------|-------|------|------|
| Factor Models  | N   | $\chi^2$ | p    | df | $\chi^2/df$ | GFI  | AGFI | RMR   | SRMR  | RMSEA | NFI  | CFI  |
| <b>Wave 1</b>  |     |          |      |    |             |      |      |       |       |       |      |      |
| 1-Factor   | 902 | 296      | 0.00 | 16 | 18.50       | 0.96 | 0.93 | 0.140 | 0.270 | 0.140 | 0.93 | 0.93 |
| 2-Factor   | 902 | 146      | 0.00 | 15 | 9.73        | 0.98 | 0.96 | 0.083 | 0.083 | 0.099 | 0.97 | 0.97 |
| 3-Factor   | 902 | 59       | 0.00 | 13 | 4.54        | 0.99 | 0.98 | 0.057 | 0.070 | 0.062 | 0.99 | 0.99 |
| 4-Factor   | 902 | 13       | 0.21 | 10 | 1.30        | 1.00 | 0.99 | 0.023 | 0.023 | 0.019 | 1.00 | 1.00 |