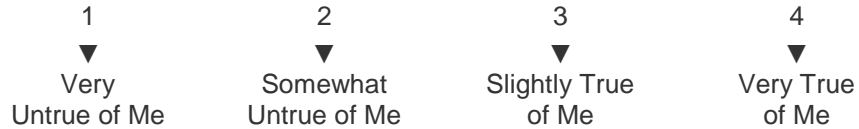


The WART: Work Addiction Risk Test

Workaholism



Please answer the following questions concerning how you feel about various aspects of your work by choosing one of the five alternatives that best reflects your answer.

- | | | | | |
|---|---|---|---|---|
| 1. I prefer to do most things myself rather than ask for help..... | 1 | 2 | 3 | 4 |
| 2. I get impatient when I have to wait for someone else or when something takes too long, such as long, slow-moving lines..... | 1 | 2 | 3 | 4 |
| 3. I seem to be in a hurry and racing against the clock..... | 1 | 2 | 3 | 4 |
| 4. I get irritated when I am interrupted while I am in the middle of something..... | 1 | 2 | 3 | 4 |
| 5. I stay busy and keep many irons in the fire..... | 1 | 2 | 3 | 4 |
| 6. I find myself doing two or three things at one time such as eating lunch and writing a memo, while talking on the phone..... | 1 | 2 | 3 | 4 |
| 7. I overly commit myself by biting off more than I can chew..... | 1 | 2 | 3 | 4 |
| 8. I feel guilty when I am not working on something..... | 1 | 2 | 3 | 4 |
| 9. It is important that I see the concrete results of what I do..... | 1 | 2 | 3 | 4 |
| 10. I am more interested in the final result of my work than in the process..... | 1 | 2 | 3 | 4 |
| 11. Things do not seem to move fast enough or get done fast enough for me..... | 1 | 2 | 3 | 4 |
| 12. I lose my temper when things don't go my way or work out to suit me..... | 1 | 2 | 3 | 4 |
| 13. I ask the same question over again, without realizing it, after I've already been given the answer once..... | 1 | 2 | 3 | 4 |
| 14. I spend a lot of time mentally planning and thinking about future events while tuning out the here and now..... | 1 | 2 | 3 | 4 |
| 15. I find myself continuing to work after my coworkers have called it quits..... | 1 | 2 | 3 | 4 |
| 16. I get angry when people don't meet my standards of perfection..... | 1 | 2 | 3 | 4 |
| 17. I get upset when I am in situations where I cannot be in control..... | 1 | 2 | 3 | 4 |
| 18. I put myself under pressure with self-imposed deadlines when I work..... | 1 | 2 | 3 | 4 |
| 19. It is hard for me to relax when I'm not working..... | 1 | 2 | 3 | 4 |
| 20. I spend more time working than on socializing with friends, on hobbies, or on leisure activities..... | 1 | 2 | 3 | 4 |
| 21. I dive into projects to get a head start before all phases have been finalized..... | 1 | 2 | 3 | 4 |
| 22. I get upset with myself for making even the smallest mistake..... | 1 | 2 | 3 | 4 |
| 23. I put more thought, time, and energy into my work than I do into my relationships with friends and loved ones..... | 1 | 2 | 3 | 4 |
| 24. I forget, ignore, or minimize birthdays, reunions, anniversaries, or holidays..... | 1 | 2 | 3 | 4 |
| 25. I make important decisions before I have all the facts and have a chance to think them through thoroughly..... | 1 | 2 | 3 | 4 |

To compute your total WART score, simply find the mean of your responses to the 25 items. If you want to compute your subscale scores, use the items indicated below:

- Compulsive Tendencies: 3, 5, 6, 7, 8, 15, 18, 19, 20
- Need for Control: 2, 4, 11, 12, 16, 17, 22
- Impaired Communications/Self-Absorption: 13, 21, 23, 24, 25

The two below were found not to be useful for discrimination between workaholics and controls.

- Self-Worth: 9, 10
- Inability to Delegate: 1

[Kerri Conning](#) used only the 15 items which have previously been found best to discriminate between members of [Workaholics Anonymous](#) (NOT [this group](#)) and a control group. Kerri used “a sample comprised of 180 alumni, friends, and acquaintances, employed in diverse organizations (e.g., government contracting, private industry). The mean on these 15 items was 2.21 ($SD = .45$). Aziz, Wuensch, and Duffrin (in progress) surveyed employees at ECU’s medical school, using all 25 items, and found a mean of 2.53 ($SD = 2.47$)

Here are my scores:

	WART25	WART15	Compulsive	Control	Impaired	SelfWorth	NoDelegate
1	3.00	3.27	3.44	3.29	2.40	2.50	3.00
2							

Here is the SPSS Syntax to compute the means.

```
COMPUTE WART25=mean(W1 to W25).
EXECUTE.
```

```
COMPUTE WART15=mean(W3, W5, W6, W7, W8, W15, W18, W19, W20, W11, W16, W17, W22, W23, W24).
EXECUTE.
```

```
COMPUTE Compulsive=mean(W3, W5, W6, W7, W8, W15, W18, W19, W20).
EXECUTE.
```

```
COMPUTE Control=mean(W2, W4, W11, W12, W16, W17, W22).
EXECUTE.
```

```
COMPUTE Impaired=mean(W13, W21, W23, W24, W25).
EXECUTE.
```

```
COMPUTE SelfWorth=mean(W9, W10).
EXECUTE.
```

```
COMPUTE NoDelegate=mean(W1).
EXECUTE.
```

Although I prefer means, some researchers compute sums. Below is SPSS code that will compute means and multiply by the number of items to get a sum score, iff the respondent answered all or all but one of the items. For example, “MEAN.8(item list)” means compute the respondent’s mean of the nine items only if at least 8 items had complete data

COMPUTE COMPTEND = 9*MEAN.8(WART03, WART05, WART06, WART07, WART08, WART15, WART18, WART19, WART20).
EXECUTE.

COMPUTE CONTROL = 7*MEAN.6(WART02, WART04, WART11, WART12, WART16, WART17, WART22).
EXECUTE.

COMPUTE IMPAIRCOM = 5*MEAN.4(WART13, WART21, WART23, WART24, WART25).
EXECUTE.

COMPUTE SELFW = 2*MEAN.1(WART09, WART10).
EXECUTE.

COMPUTE WART = 25*MEAN.24(WART01 to WART25).
EXECUTE.

COMPUTE WLIB = 10*MEAN.9(WLI01 to WLI10).
EXECUTE.

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