The WAQ: Workaholism Analysis Questionnaire

In recent years several of my graduate students have used the WAQ in their thesis research.

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.

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<th>1</th>
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<th>5</th>
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<tr>
<td>Item</td>
<td>Strongly Disagree</td>
<td>Disagree</td>
<td>Neutral</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>

1. I feel stressed out when dealing with work issues.
2. I feel guilty when I am not working.
3. I feel anxious when I am not working.
4. I feel bored or restless when I am not working.
5. I am unable to relax at home due to preoccupation at work.
6. I constantly feel too tired after work to engage in non-work activities.
7. I think about work constantly.
8. I prefer to work excessive hours, preferably 60 hours or more per week.
9. I have a need for control over my work.
10. I have a need for control over others.
11. I enjoy spending evenings and weekends working.
12. I frequently have work-related insomnia.
13. I feel very addicted to my work.
14. I find myself unable to enjoy other activities because of my thoughts of work.
15. I consider myself to be a very aggressive person.
16. I get irritated often with others.
17. People would describe me as being impatient and always in a hurry.
18. I often obsess about goals or achievements at work.
19. I frequently check over my work many times before I finish it.
20. I ask others to check my work often.
21. I frequently feel anxious or nervous about my work.
22. It takes me a long time to finish my work because it must be perfect.
23. I experience conflict with my significant other or with close friends.
24. My work often seems to interfere with my personal life.
25. I often put issues in my personal life “on hold” because of work demands.
26. I often miss out on important personal activities because of work demands.
27. I find it difficult to schedule vacation time for myself.
28. I have difficulty maintaining friendships.
29. I have difficulty maintaining intimate relationships.

We have most often used only the total score. See WAQ for details on the 5-factor solution we found using this instrument.

The WART: Work Addiction Risk Test

The Work Addiction Risk Test was developed by Bryan Robinson. Several of my graduate students have used the WART in their thesis research. Recently we have started using the WAQ.

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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Never True of Me</td>
<td>Sometimes True of Me</td>
<td>Often True of Me</td>
<td>Always True of Me</td>
</tr>
</tbody>
</table>

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 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

Item 14 did not load well on any of the factors.

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 is the SPSS Syntax to compute the means.

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

EXECUTE.

```
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 multiple 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.

Here are my scores:

<table>
<thead>
<tr>
<th>WART25</th>
<th>WART15</th>
<th>Compulsive</th>
<th>Control</th>
<th>Impaired</th>
<th>SelfWorth</th>
<th>NoDelegate</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.00</td>
<td>3.27</td>
<td>3.44</td>
<td>3.29</td>
<td>2.40</td>
<td>2.50</td>
<td>3.00</td>
</tr>
</tbody>
</table>

References


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