**Multidimensional - Workplace Curiosity Scale**

*Below are statements people often use to describe themselves. Thinking of your job and your workplace, please indicate the degree to which each statement has been characteristic of you. There are no right or wrong answers.*

1 – Very slightly or not at all

2 – A little

3 – Moderately

4 – Quite a bit

5 – Extremely

**Joyous Exploration:**

1. I enjoy that I often find my mind continues to work through complex problems outside of work.
2. I get excited thinking about experimenting with different ideas.
3. At work, I seek out opportunities to expand my knowledge or skills.
4. I seek out work tasks where I will have to think in depth about something.

**Deprivation Sensitivity:**

1. When given a complex problem at work, I can't rest until I find the answer.
2. When a complex work problem arises, I continue to seek information until I understand it fully.
3. I can spend hours on a single problem because I feel a need to find an answer.
4. I work relentlessly to find answers to complicated questions at work.

**Stress Tolerance:**

1. When work is anxiety provoking, I tend to explore rather than avoid.
2. The possibility of being distressed does not impact my motivation to work on new projects.
3. I do not shy away from the unknown or unfamiliar even if it seems scary.
4. When probing deeper into a project that interests me, feeling anxious does not derail me.

**Openness to People's Ideas**

1. It is important to listen to ideas from people who think differently.
2. I value colleagues with different ideas.
3. I like to hear ideas from colleagues even if they are different from my current line of thinking.
4. Even when I am confident in my approach to a problem, I like to hear other people's opinions.

**Scoring instructions:**

Compute the average item score for each dimension. Compute the average item score across dimensions for total score.

Use this citation when using this scale:

[Kashdan, T.B., †Goodman, F.R., †Disabato, D.J., McKnight, P.E., †Kelso, K., & Naughton, C. (2020). Curiosity has comprehensive benefits in the workplace: Developing and validating a multidimensional workplace curiosity scale in United States and German employees. *Personality and Individual Differences, 155*, 109717.](https://www.researchgate.net/publication/337444010_Curiosity_has_comprehensive_benefits_in_the_workplace_Developing_and_validating_a_multidimensional_workplace_curiosity_scale_in_United_States_and_German_employees)