

Interpersonal emotion regulation at work questionnaire- IERWQ

[Adapted from Gross and John (2003) ERQ]

Instructions and items:

We would like to ask you some questions about the effects of your manager on your emotional life, in particular, how does he/she control (that is, regulate and manage) your emotions.

The questions below involve two distinct aspects of your emotional life. One is your emotional experience, or what you feel like inside. The other is your emotional expression, or how you show your emotions in the way you talk, gesture, or behave. Although some of the following questions may seem similar to one another, they differ in important ways.

For each item, please answer using the following seven-point Likert scale, ranging from 1 (strongly disagree) to 7 (strongly agree).

1. When my manager wants me to feel more <i>positive</i> emotion (such as joy or amusement), he/she <i>changes what I'm thinking about</i> .
2. My manager makes me keep my emotions to myself
3. When my manager wants me to feel less <i>negative</i> emotion (such as sadness or anger), he/she <i>changes what I'm thinking about</i> .
4. When I am feeling <i>positive</i> emotions, my manager makes me careful not to express them.
5. When I'm faced with a stressful situation, my manager makes me <i>think about it</i> in a way that helps me stay calm
6. My manager makes me control my emotions by <i>not expressing them</i>
7. When my manager wants me to feel more <i>positive</i> emotion, he/she <i>changes the way I'm thinking</i> about the situation
8. My manager makes me control my emotions by <i>changing the way I think</i> about the situation I'm in
9. When I am feeling <i>negative</i> emotions, my manager makes sure that I will not express them.
10. When my manager wants me to feel less <i>negative</i> emotion, he/she <i>changes the way I'm thinking</i> about the situation

Scoring key (each scale is averaged separately):

Interpersonal emotional reframing scale: 1, 3, 5, 7, 8, 10

Interpersonal suppression scale: 2, 4, 6, 9

References:

Original questionnaire (ERQ):

Gross, J. J., & John, O. P. (2003). Individual differences in two emotion regulation processes: implications for affect, relationships, and well-being. *Journal of Personality and Social Psychology*, 85(2), 348.

**Adapted interpersonal questionnaire (IERWQ):*

Berkovich, I., & Eyal, O. (2018). Principals' emotional support and teachers' emotional reframing: The mediating role of principals' supportive communication strategies. *Psychology in the Schools, 55*(7), 867-879.

Berkovich, I., & Eyal, O. (2017). Emotional reframing as a mediator of the relationships between transformational school leadership and teachers' motivation and commitment. *Journal of Educational Administration, 55*(5), 450-468.

Berkovich, I., & Eyal, O. (2017). The mediating role of principals' transformational leadership behaviors in promoting teachers' emotional wellness at work: A study in Israeli primary schools. *Educational Management Administration and Leadership, 45*(2), 316-335.

**So far only the interpersonal emotional reframing scale was used in field and experimental studies.*