

Appendix 1 – Principal Component Analysis with Promax Rotation

Items	Laissez-Faire	Role Conflict	Stress
LF1: Avoid involvement in important issues	0.869		
LF2: Not present	0.781		
LF3: Avoid making decisions	0.905		
LF4: Do not answer questions	0.891		
RC1: Must do things that should have been done differently			0.801
RC2: Must do tasks without sufficient assistive			0.822
RC3: Receive conflicting requests from two or more			0.790
PSYC_CONOR1: Nervous		0.761	
PSYC_CONOR2: Anxious		0.751	
PSYC_CONOR3: Irritable		0.506	
PSYC_CONOR4: Down and depressed		0.794	
PSYC_CONOR5: Lonely		0.611	
PSYC_CONOR6: Safe and calm (reversed)		0.507	
PSYC_CONOR7: Happy and optimistic (reversed)		0.511	
MOT: Motivated in own work	single item	single item	single item
Eigenvalue	4.049	2.358	1.543
% of variance	28.921	16.843	11.021

Promax Rotation.

Loadings below .30 are suppressed.