

OQ = our original question

Di = Dik et al. (2012)

S = Snizek (1972)

Do = Dobrow et al. (2011)

1=agree, 5=disagree

1. 7. I prefer a position where I am able to pursue my research interests - even over one with good reputation.
 - a. OQ - 1 = calling
2. 8. Publishing is important to advance my career.
 - a. OQ - 1 = ??
3. 9. The chance to get published determines what I plan to research.
 - a. OQ - 1 = professionalism
4. 10. The chance to receive funding determines what I plan to research.
 - a. OQ - 1 = professionalism
5. 11. My work in science helps me live out my life's purpose.
 - a. Di - 1 = calling
6. 12. I am always trying to evaluate how beneficial my work is to others.
 - a. Di - 1 = calling
7. 13. Reading professional journals is important to judge recent developments.
 - a. S - 1 = ??
8. 14. I enjoy reading professional journals.
 - a. S - 1 = calling?
9. 15. I enjoy attending professional meetings and conferences.
 - a. S - 1 = calling?
10. 16. Attending conferences is important to meet important people in the field.
 - a. S - 1 = professionalism?
11. 17. I enjoy networking with people from my professional community.
 - a. S - 1 = calling?
12. 18. Developing relationships with peers from the scientific community is important for receiving support.
 - a. S - 1 = professionalism?
13. 19. It is important to be recognized by members of my scientific community.
 - a. OQ - 1 = ??
14. 20. Participating in the community helps to achieve my career goals.
 - a. OQ - 1 = professionalism
15. 21. It is important to be a member in professional associations.
 - a. S - 1 = ??
16. 22. I enjoy being a member in professional associations.
 - a. S - 1 = calling?
17. 23. My work in this field of science is highly important.
 - a. S - 1 = calling
18. 24. The dedication of people in this field of science is gratifying.
 - a. S - 1 = calling

19. 25. The high level of idealism maintained by people in this field of science is encouraging.
 - a. S – 1=calling
20. 26. Most of the real rewards of my work can't be seen by an outsider.
 - a. S – 1= calling?
21. 27. It is easy to get people to be enthusiastic about their work in this field of science.
 - a. S – 1=calling?
22. 28. I believe that most people would stay in the scientific profession even if their incomes were reduced.
 - a. S – 1= calling
23. 29. Generally speaking, I am very satisfied with being in my scientific profession.
 - a. Do – 1= ??
24. 30. I am confident in my career decisions.
 - a. Do – 1= professionalism
25. 31. I am confident in my ability to grow and improve professionally.
 - a. Do – 1= professionalism
26. 32. In my work in science, I have developed a clear career and professional identity.
 - a. Do – 1=professionalism
27. 33. I am still searching for my career and professional identity.
 - a. Do – 1=calling?
28. 34. I know what I need to do to reach my career goals.
 - a. Do – 1=professionalism
29. 35. There really are penalties for a person who violates professional standards.
 - a. S -1=??
30. 36. I have much opportunity to exercise my own judgement in my scientific work.
 - a. S – 1=calling?
31. 37. We have clear ways of judging each other's competence in this scientific field.
 - a. S – 1= professionalism
32. 38. Most of my own friends are fellow professionals.
 - a. S – 1= professionalism
33. 39. Doing my scientific work is challenging.
 - a. OQ – 1=??
34. 40. Doing my work brings me satisfaction.
 - a. OQ -1 = calling?
35. 41. Excelling in my work will increase my income.
 - a. OQ -1 =professionalism?