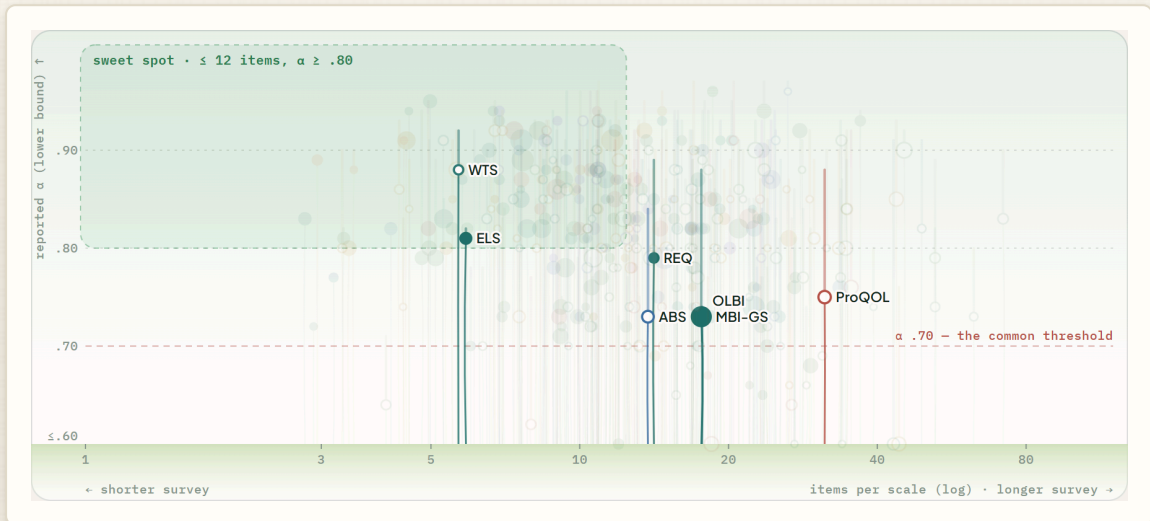




SCALEScope

Measures you can *trust*

ScaleScope — how to choose, check and defend the instruments behind your study, with 332 validated scales.

Measures you can *trust*

A working guide to the second decision reviewers question: whether your numbers measure what your theory talks about. The study from Volume 5 picks up here — four constructs, two rival burnout instruments, one gap the library cannot fill — and ends with a finished measures section.

Site. <https://scalescope.vercel.app/>

Version. 2.1.4 (2026-10-18) · build 3702b3b+edits · 2026-10-18T15:45:22Z

Figures. Real screenshots of the live site, captured 2026-10-18 by `scripts/capture.mjs`; sample data shown in figures is labelled simulated where it is simulated.

Sources. 15 DOI-verified references, numbered in order of use. Nothing in this book is invented: counts and labels are read from the site or its published data.

Status. A user guide, not documentation of record. Where the site and this book differ, the site is right — please report it (see Version history).

Type. Fraunces, Plus Jakarta Sans and IBM Plex Mono (SIL Open Font License). Laid out with Paged.js.

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01

BEFORE YOU OPEN THE TOOL

What a measure has to do

A theory section promises relationships between constructs. The measures section has to show that the numbers you will analyse are those constructs — not their neighbours, and not an artefact of how you asked.

Start with definitions, not instruments. Scale developers are blunt about the order: a clear conceptual definition comes first, and items are judged against it ^{1,2}. If you pick an instrument first, its items quietly become your definition — and they may not be the construct your theory names.

Then separate two kinds of evidence that are often blurred. **Reliability** says the items hang together; **validity** says they measure the intended construct. A high α is consistent with both, but proves neither: α depends on the number of items, assumes every item measures the construct equally well, and says nothing about *which* construct is being measured ^{3,4}. The familiar ".70" cut-off is a convention whose origins are thinner than its use suggests ⁵.

A MEASURE EARNS ITS PLACE WHEN...

- ☐ I wrote a definition of each construct **before** searching for instruments.
- ☐ The items, read one by one, fit that definition — and nothing else.
- ☐ The instrument was validated in a population like mine, or I can say what differs.
- ☐ Its reported reliability is known, and I will report my own sample's.
- ☐ Close constructs (burnout vs engagement) can be shown to be distinct.
- ☐ Not everything is self-reported at one moment — or I can say how I limit that bias.
- ☐ I have checked the licence and can obtain the original items.

THE WORKED EXAMPLE – CONTINUED FROM VOLUME 5

The study from Volume 5 chose the Job Demands–Resources model and three hypotheses: demands relate to burnout (H1), resources to engagement (H2), and resources buffer the demand–burnout link (H3). That commits it to measuring four things:

CONSTRUCT	ROLE IN JD-R	WORKING DEFINITION (WRITTEN FIRST)
Burnout	Outcome of the health-impairment path	A state of exhaustion and mental distancing from work.
Work engagement	Outcome of the motivational path	A positive, fulfilling state of vigour, dedication and absorption in work ⁶ .
Job demands	Shift length; workload	Aspects of the job that require sustained effort.
Job resources	Autonomy; supervisor support	Aspects of the job that help achieve goals and reduce demands.

02

FROM THE FIELD TO A SHORTLIST

Search wide, then cut

The first search should return too much. Cutting it down — for reasons you can write down — is where the measures section begins.

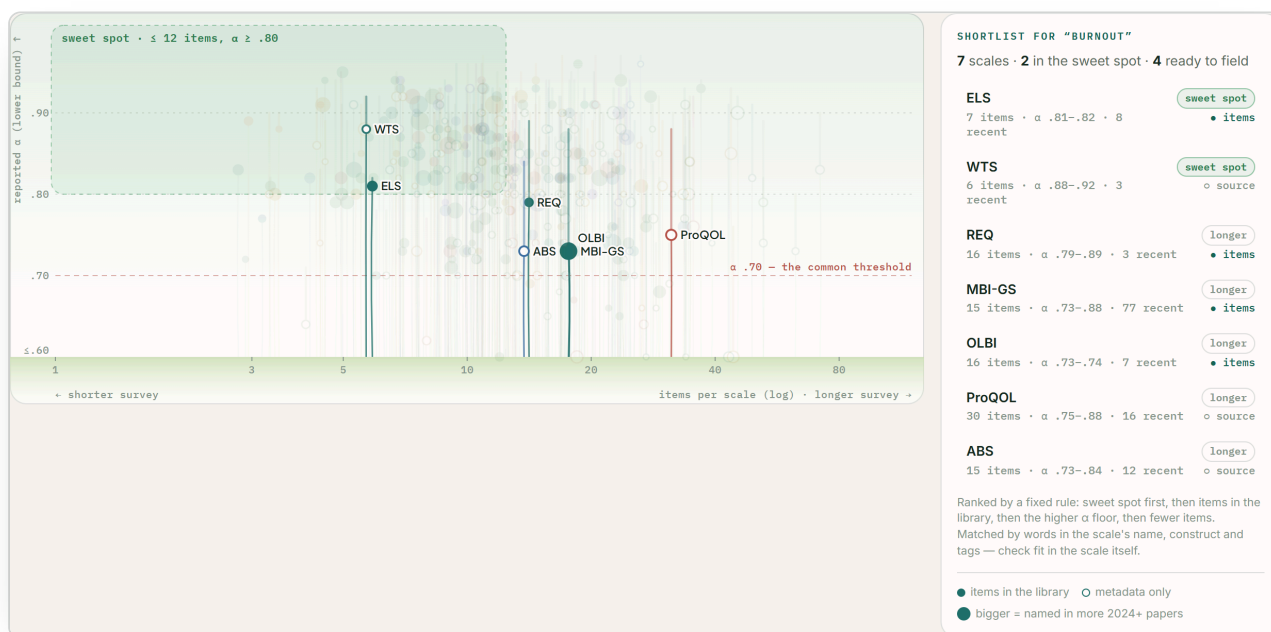


FIG 2.1 The scale field with *burnout* in **Your topic**: seven scales light, two in the sweet spot, four with items in the library. The shortlist beside it is ranked by the printed rule.

The field's shortlist is the fastest first cut, and the worked study shows why it is only a first cut. For *burnout*, ScaleScope ranks seven scales by a fixed rule: the sweet spot first (at most 12 items and a reported α floor of at least .80), then scales whose items are in the library, then the higher α floor, then fewer items.

SHORTLIST FOR "BURNOUT"	ITEMS · REPORTED A	FLAG	MEASURES BURNOUT?
ELS — Emotional Labor Scale	7 · .81-.82	sweet spot	No — emotional labour, a neighbouring construct
WTS — Workplace Telepressure Scale	6 · .88-.92	sweet spot	No — the urge to respond to work messages

REQ — Recovery Experience Questionnaire	16 · .79–.89	longer	No — recovery from work
MBI-GS — Maslach Burnout Inventory, General Survey	15 · .73–.88	longer	Yes, in employees
OLBI — Oldenburg Burnout Inventory	16 · .73–.74	longer	Yes, in employees
ProQOL — Professional Quality of Life	30 · .75–.88	longer	Partly — burnout is one subscale of a broader measure
ABS — Academic Burnout Scale	15 · .73–.84	longer	Burnout, but written for students

Read against the definition, the ranking turns over. The two sweet-spot scales are short and reliable, and they measure something else. They match because the word *burnout* appears in their catalogue tags. The two instruments that measure burnout in employees, the **MBI-GS** and the **OLBI**, sit in the middle as *longer* scales. The sweet spot ranks scales for practicality; only your definition can decide fit.

Browse gives the fuller list, with every scale whose name, construct or description uses the word.

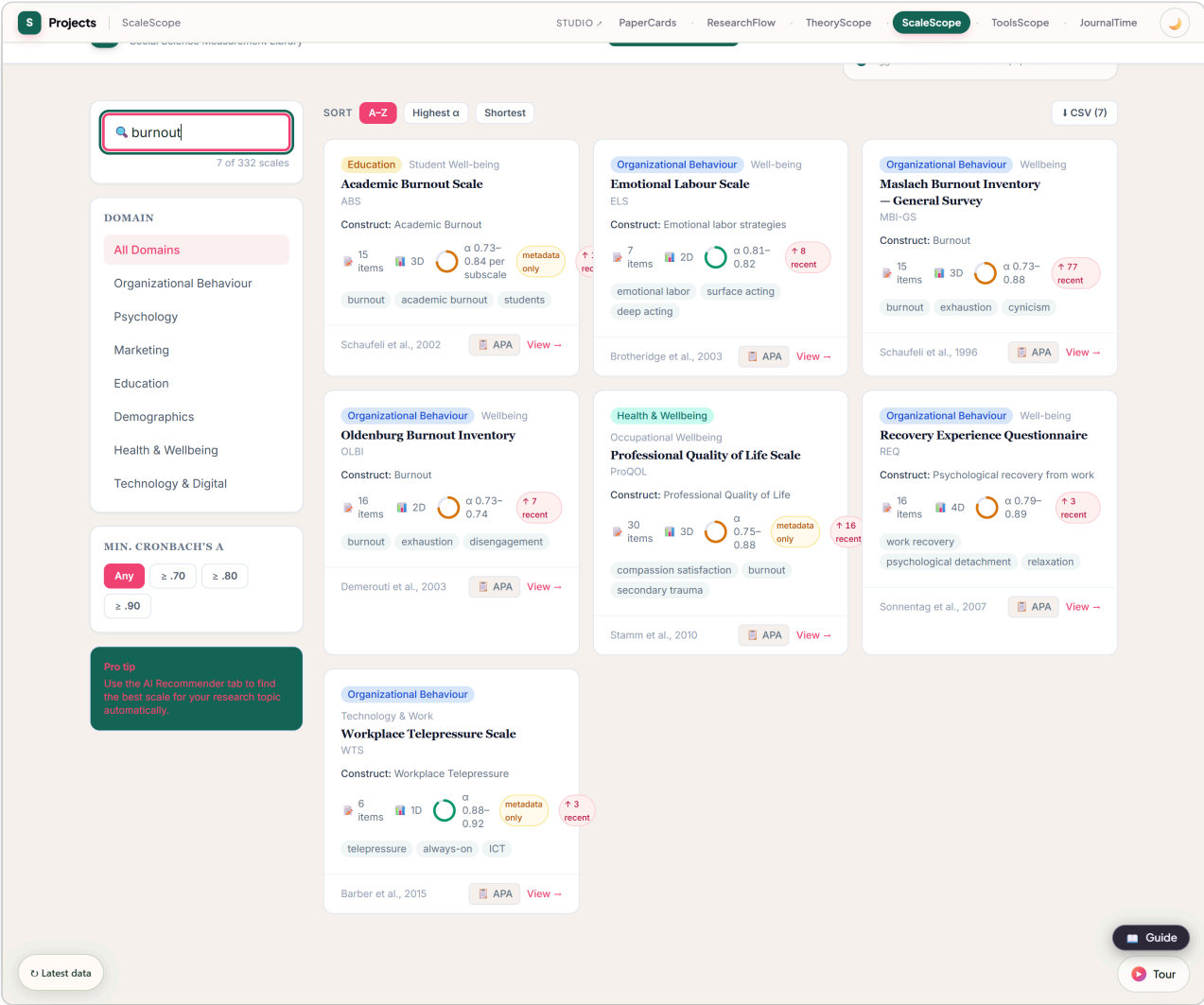


FIG 2.2 Browse Scales searched for *burnout*. Each card shows items, dimensions, the reported α as a gauge, the source and a recent-literature count where one exists.

WORKED EXAMPLE

Shortlist for burnout: **MBI-GS** and **OLBI**. For engagement, the field's shortlist puts **UWES-9** in the sweet spot (9 items, reported α .85–.92), and the JD-R card in TheoryScope already linked it — the short form the model's own literature uses ⁶. Its catalogue entry: 9 items in three dimensions (vigour, dedication, absorption), a 7-point frequency scale from 0 = *Never* to 6 = *Always / Every day*.

LIMITS

The topic box matches words in scale names, constructs and tags; it does not read your definition. A scale named for a neighbouring construct can still be right, and one named for yours can still be wrong — the items decide.

03

MBI-GS VS OLBI

Weigh the evidence

Two credible instruments, one slot. Put the evidence side by side, decide on the criteria that matter for *your* study, and write the reason down.

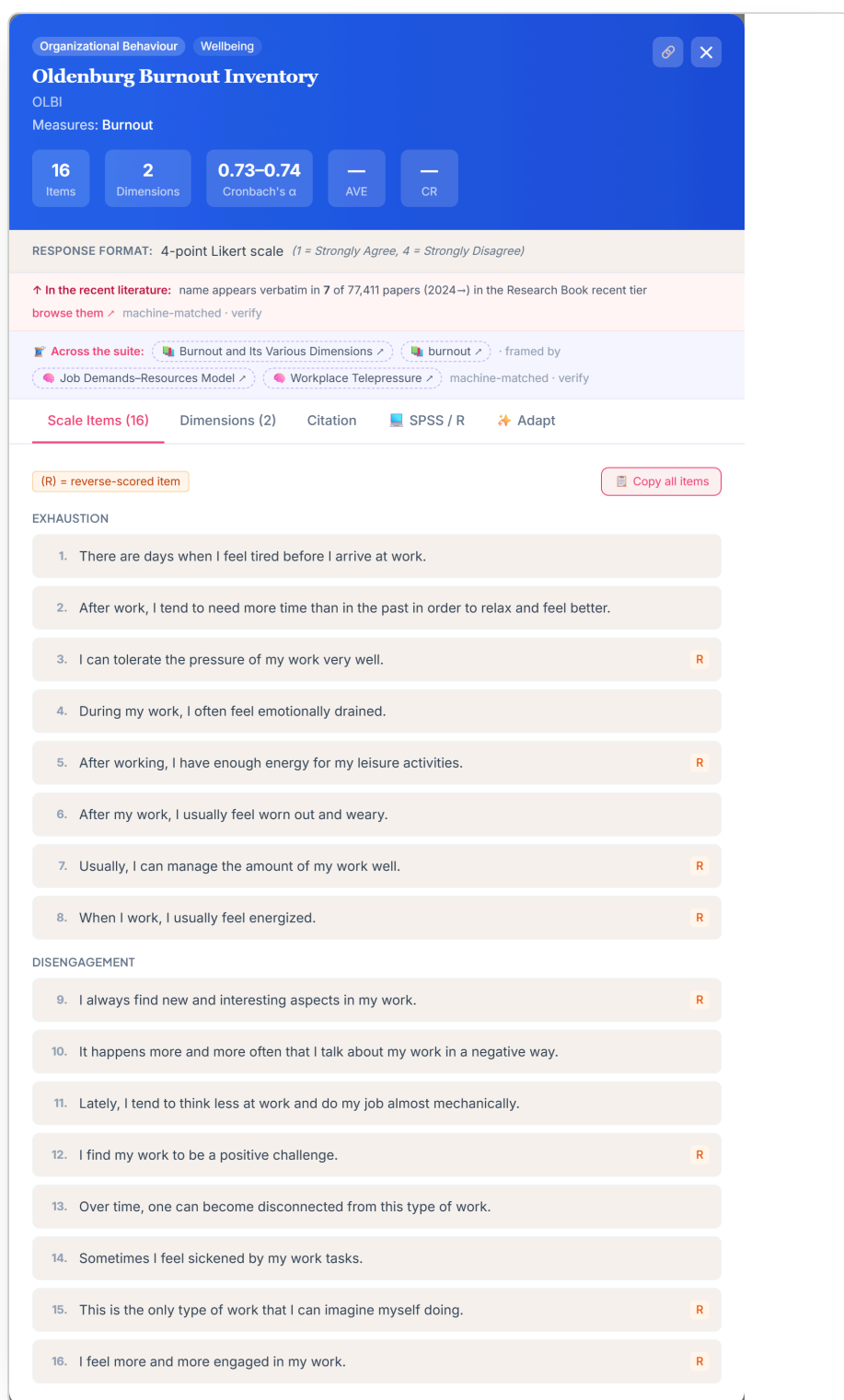


FIG 3.1 The OLBI opened: 16 items in two dimensions, a 4-point scale (1 = Strongly Agree ... 4 = Strongly Disagree), reported α .73–.74. Reverse-scored items are flagged — four in each subscale (the list continues to item 16 on the site).

EVIDENCE (FROM EACH CATALOGUE ENTRY)	MBI - GS	OLBI
Items · dimensions	15 · exhaustion, cynicism, professional efficacy	16 · exhaustion, disengagement
Response format	7-point frequency scale	4-point agreement scale

Reported α (verbatim)	0.73–0.88 (EE .88, CY .73, PE .76)	0.73–0.74
Item wording	Exhaustion and cynicism items are negatively worded	Each subscale mixes positive and negative wording
Source	Schaufeli, Leiter, Maslach & Jackson (1996)	Demerouti, Bakker, Vardakou & Kantas ⁷
Named in recent papers	77 of 77,411	7 of 77,411

Organizational Behaviour Wellbeing

Maslach Burnout Inventory — General Survey

MBI-GS
Measures: Burnout

15 Items 3 Dimensions 0.73–0.88 Cronbach's α — AVE — CR

RESPONSE FORMAT: 7-point frequency scale
(0 = Never, 1 = A few times a year or less, 2 = Once a month or less, 3 = A few times a month, 4 = Once a week, 5 = A few times a week, 6 = Every day)

↑ In the recent literature: name appears verbatim in 77 of 77,411 papers (2024–) in the Research Book recent tier
[browse them](#) · [machine-matched](#) · [verify](#)

Across the suite: [Burnout and Its Various Dimensions](#) · [burnout](#) · framed by [Job Demands–Resources Model](#) · [Workplace Telepressure](#) · [machine-matched](#) · [verify](#)

Scale Items (15) Dimensions (3) Citation SPSS / R Adapt

(R) = reverse-scored item [Copy all items](#)

EMOTIONAL EXHAUSTION

1. I feel emotionally drained from my work.
2. I feel used up at the end of the workday.
3. I feel tired when I get up in the morning and have to face another day on the job.
4. Working all day is really a strain for me.
5. I feel burned out from my work.

CYNICISM

6. I have become less interested in my work since I started this job.
7. I have become less enthusiastic about my work.
8. I have become more cynical about whether my work contributes anything.

Describe your topic — get matched from 332 validated scales. Free, no sign-up.

Describe your research topic

e.g. I'm studying how emotional intelligence affects job performance and burnout among healthcare workers...

Try: [I want to study burnout and work engagement among ...](#) [Research on student motivation and self-regulation...](#)
[Investigating customer trust and purchase intentio...](#) [Examining transformational leadership effects on e...](#)

All Domains [Get Recommendations](#)

FIG 3.2 The MBI-GS opened, for comparison: 15 items in three dimensions on a 7-point frequency scale.

What the table shows. The MBI-GS has the higher reported reliability and far more recent use; it is the instrument most readers will recognise⁸. The OLBI's advantages are design ones: its two dimensions match the two parts of the working definition, its mixed wording reduces the risk that people answer by agreeing with everything, and it comes from the research group that proposed JD-R — Demerouti and Bakker are authors of both^{9,7}. Its weakness is its lower reported α , which the study must answer with its own data.

WORKED EXAMPLE

Decision: OLBI for burnout, because its dimensions match the definition and the mixed wording guards against acquiescent responding — with a commitment to report α and a factor structure in this sample.

The MBI-GS stays named in the paper as the alternative considered.

LICENCES

Licensing is a selection criterion, not an afterthought. The MBI family is a commercially licensed instrument; confirm the licence before fielding any form of it, whatever wording you find online. For any scale, cite the original source for the items, not ScaleScope.

04

CONSTRUCT FIT AND GAPS

When the library falls short

A catalogue tells you what exists. It cannot make an instrument fit a construct it was not built for — and the honest response to a gap is to say so.

The resources are where this study meets the edge of the library. The Work Design Questionnaire is the catalogue's instrument for autonomy and social support at work ¹⁰.

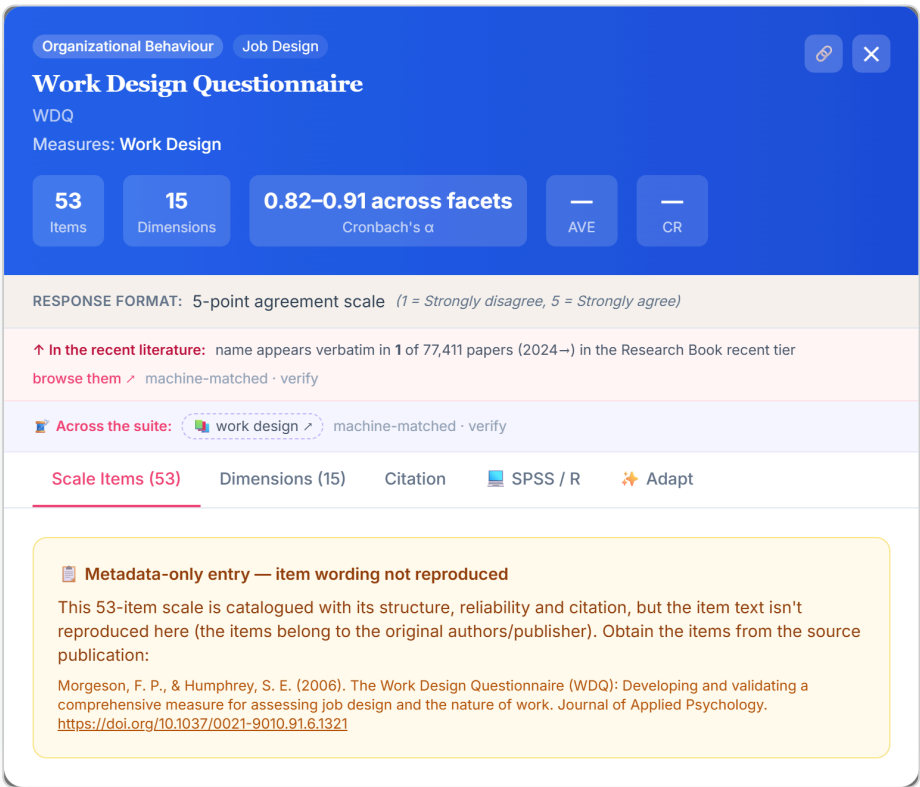


FIG 4.1 The WDQ opened: 53 items across 15 catalogued dimensions, reported α .82–.91 across facets. It is a metadata-only entry — the items are not reproduced; obtain them from the source.

Autonomy	WDQ: three autonomy facets — work scheduling (3 items, α .89), decision making (3, .90), work methods (3, .87)	Good: the facets match the definition	Use the WDQ autonomy facets; items from Morgeson & Humphrey.
Supervisor support	WDQ Social Support facet (4 items, α .91)	Partial: support from people at work in general, not from supervisors	Rename the construct <i>social support at work</i> and say so — or find a supervisor-specific measure outside the catalogue.
Workload	No catalogued workload scale	None	Do not write items on the fly ² ; find a validated measure in the literature.
Shift length	Not a scale	—	Take it from roster records.

Two of those decisions change the study, and both make it stronger. Renaming *supervisor support* to *social support at work* keeps the measure honest, and the hypotheses are re-worded to match. Taking shift length from roster records means one predictor is not self-reported at all — the most direct remedy for the shared-method bias that arises when every variable comes from one survey at one time ¹¹.

WORKED EXAMPLE

Final measurement plan: **OLBI** (burnout) · **UWES-9** (engagement) · **WDQ autonomy facets** · **WDQ social support** (construct renamed) · **shift length from rosters** · a validated workload measure located outside the catalogue. Predictors at wave one, outcomes at wave two.

05

RELIABILITY BEFORE ANALYSIS

Check it on your own data

A source's reported α describes the source's sample. Your paper needs yours — and a pilot is the cheapest place to find a problem item.

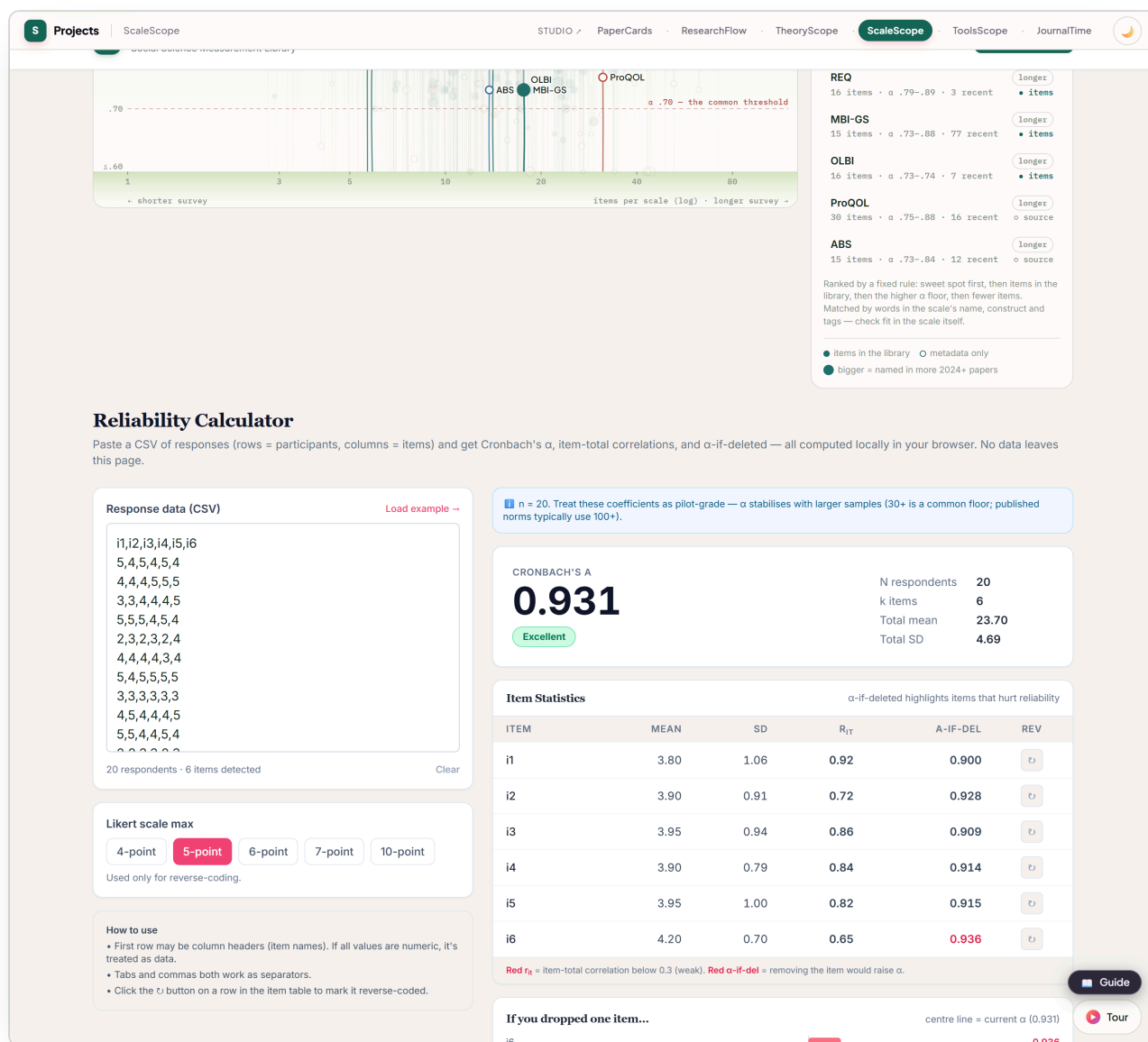


FIG 5.1 The Reliability calculator with its built-in example (six items, simulated responses): α with its confidence, item-total correlations, α -if-deleted, and the *What-if item* set panel. All computation stays in the browser.

- 1 Paste pilot responses for one subscale at a time — rows are people, columns are items.
- 2 Reverse-score negatively keyed items first. For the OLB, half the items in each subscale are reversed; get this wrong and α collapses.
- 3 Read item-total correlations: an item well below about .30 is a candidate problem, not an automatic deletion.
- 4 Use *What-if* to see α without an item — then decide on content grounds. Dropping items to raise α changes the instrument you cite.
- 5 Report α (and ω where loadings differ) **per subscale** for the full sample, with n^4 .

TIP

Below roughly 30 cases α swings with every added row; the calculator says so. Treat pilot coefficients as diagnostics, not results.

Because burnout and engagement are close constructs — the OLBI's disengagement and the UWES's dedication point at overlapping ideas — the study also plans a confirmatory factor analysis comparing a model with separate factors against one where they merge, judged by conventional fit cut-offs ¹². That is the evidence a reviewer will ask for (ToolsScope runs it; see Volume 7).

06

THE OBJECTIONS YOU WILL MEET

Defend it

Measurement objections are predictable. Write the answers into the paper before the reviewer asks.

REVIEWER

"The OLBI's reported reliability (.73-.74) is lower than the MBI-GS. Why use the weaker instrument?"

YOUR ANSWER

Say what the choice bought: dimensions matching your definition and mixed wording that limits acquiescence ⁷. Then report α and ω for your own sample per subscale, and note the convention behind the .70 threshold ⁵.

REVIEWER

"Burnout and engagement may be opposite ends of one continuum. Are you measuring the same thing twice?"

YOUR ANSWER

Treat it as testable. Report a confirmatory factor analysis comparing separate and merged factors, with fit indices against stated cut-offs ¹², and the correlation between the two.

REVIEWER

"Everything is self-reported, so relationships may be inflated by common method variance."

YOUR ANSWER

Shift length comes from roster records; predictors and outcomes are separated in time across two waves. Name the remaining self-report measures and the procedural remedies used ¹¹.

REVIEWER

"Your support measure is not specific to supervisors."

YOUR ANSWER

Agree, and show the construct was renamed and the hypotheses re-worded to match the instrument — rather than the instrument stretched to fit the construct ¹.

07

FROM PLAN TO PROSE

Write the measures section

A measures section lets another researcher rebuild your instruments: name, source, items, response format, scoring, and reliability in your sample.

- 1 **One paragraph per construct**, in the order of the hypotheses.
- 2 **Name and source** of the instrument, with the citation for the items.
- 3 **Items and format**: number of items, an example item if the licence allows, response scale and anchors.
- 4 **Scoring**: reverse-keyed items and how scores are combined.
- 5 **Reliability in this sample** — never the source's α in place of yours.
- 6 **Changes**: any rewording, dropped items or renamed construct, with the reason.

MODEL PARAGRAPH

Burnout was measured with the 16-item Oldenburg Burnout Inventory ⁷, which assesses exhaustion and disengagement with eight items each on a four-point agreement scale. Positively worded items were reverse-scored so that higher scores indicate more burnout.

Work engagement was measured with the nine-item Utrecht Work Engagement Scale ⁶, rated on a seven-point frequency scale from 0 (*never*) to 6 (*always / every day*).

Autonomy was measured with the three autonomy facets of the Work Design Questionnaire, and *social support at work* with its social support facet ¹⁰. Because the latter is not specific to supervisors, we refer to this resource as social support at work throughout. Shift length was taken from ward rosters.

Reliability coefficients for this sample are reported in Table 1.

Model paragraphs for the illustrative study. Instrument details are read from the ScaleScope catalogue entries and their sources; no results are reported. Adapt the structure — the instruments, setting and design are this example's.

BEFORE YOU SUBMIT THE SECTION

- ☐ Each construct's definition appears before its instrument.
- ☐ Every instrument is cited to its original source for the items.
- ☐ Reverse-keyed items and scoring are stated.
- ☐ Reliability is reported for this sample, per subscale.
- ☐ Discriminant evidence is planned or reported for close constructs.
- ☐ Any renamed construct or changed item is stated, with the reason.
- ☐ Licences for commercial instruments were obtained.

08

REFERENCE

ScaleScope at a glance

The tabs, the scale field and the scale window — for when you know what you want to do and need to find where it lives.

TAB	USE IT TO...
 Recommender	Describe your topic and get scales matched from the catalogue; check each one's items.
Browse Scales	Filter by domain, subdomain and minimum α ; sort by name, highest α or fewest items (Chapter 2).
Comparator	Put two scales side by side with an AI-written comparison; check it against both sources.
Survey Composer	Assemble a questionnaire from several scales and export it.
Reliability	Paste your own responses and compute α , item-total correlations and α -if-deleted (Chapter 5).

SCALE WINDOW SECTION	WHAT IT HOLDS
Scale Items	The verbatim items for the 178 scales whose wording can be reproduced; otherwise <i>metadata only</i> .
Dimensions	Each dimension with its item count and reported α .
Citation	The development paper, studies using the scale (searched live in OpenAlex), and reliability notes.
 SPSS / R	Ready syntax for scoring and reliability.
 Adapt	AI rewording for a population or setting — labelled <i>Adapted draft — review before use</i> ; a draft, not a validated instrument.

Reading the field

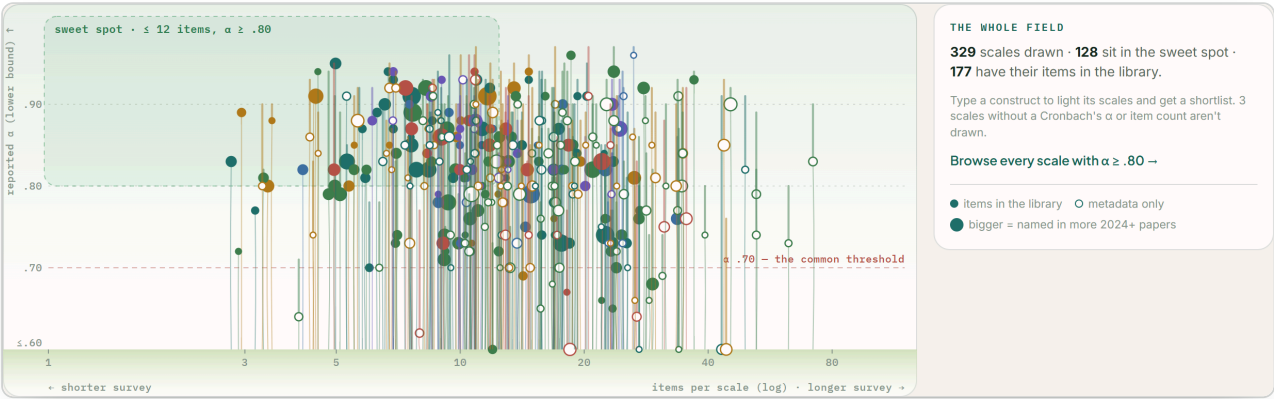


FIG 8.1 The whole field with no topic: 329 scales drawn, 128 in the sweet spot, 177 with their items in the library. Three scales without a Cronbach's α or an item count are not drawn, and the panel says so.

WHAT YOU SEE	WHAT IT MEANS
Position left to right	Number of items, on a log scale: shorter surveys to the left.
Height of a flower	The lower bound of the source's reported Cronbach's α ; a thin line rises to the upper bound. Below .60 a flower rests on the floor.
Shaded corner	The sweet spot: at most 12 items and α of at least .80.
Filled or hollow	Filled: the items are in the library. Hollow: metadata only; obtain the items from the source.
Size	How often the scale is named in Research Book papers from 2024 on (a usage hint; verify).
Colour	The scale's domain.
Your topic	Lights scales whose name, construct or tags carry your words, names them on the chart, and builds the ranked shortlist.

Hovering a flower shows the source's reliability string exactly as reported; clicking it opens the scale. With no topic, the panel offers **Browse every scale with $\alpha \geq .80$** ; with a topic, **See all in Browse** carries the search across.

HONEST DATA

The reliability string is shown verbatim. Coefficients that are not Cronbach's α , such as an intraclass correlation, an ω or a test-retest coefficient, are not drawn, so a scale is never placed on a number it does not report.

Why it looks like this

The field answers one practical question: which scale for my construct is short *and* reliable? The two quantities that decide it get the two position channels, the most accurately read encodings¹³. Items run along the horizontal axis and reported reliability up the vertical.

The item axis is logarithmic, because the difference between 6 and 12 items matters to a respondent far more than the difference between 60 and 66. The reliability axis starts at $\alpha .60$, and anything lower rests on a floor marked $\leq .60$. Starting an axis above zero is acceptable when it is disclosed and meaningful¹⁴; the .70 and .80 guides make the scale explicit.

Each flower stands at the **lower** bound of its reported α , the conservative reading, with a thin line up to the upper bound. Filled versus hollow is a two-value category (items in the library or metadata only), so it uses fill rather than colour. Colour is reserved for domain; size, the weakest channel, carries only the soft signal of recent use.

The shortlist turns the picture into an ordered decision with a rule printed beneath it. A ranking the reader can check is more honest than one hidden in a picture.

Glossary

Construct definition

One or two sentences saying what the construct is and is not — written before you look at instruments, so the instrument is judged against the idea and not the other way round ¹.

Content validity

Whether the items cover the construct as defined, and nothing else. Judged by reading the items against the definition.

Discriminant validity

Evidence that two measures capture different constructs — essential when two constructs are close, such as burnout and engagement.

Cronbach's α

An index of internal consistency: how strongly a scale's items hang together ¹⁵. ScaleScope shows the α the scale's source reports.

ω (omega)

A reliability coefficient that relaxes α 's equal-loading assumption ⁴; ToolsScope computes both.

Item-total correlation

How strongly one item tracks the rest of the scale; values below about .30 are a common flag.

Common method variance

Shared variance that comes from measuring everything the same way (for example, one self-report survey at one time) rather than from the constructs ¹¹.

Metadata-only entry

A catalogued scale whose item wording is not reproduced in ScaleScope; obtain the items from the original source.

References

Every reference was resolved by its DOI against Crossref (or DataCite) and matched on first author and year before it could be cited — 15 sources in this volume. Verification date per entry is kept in `references/verified.json`.

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Version history & errata

This guidebook is version-controlled. Corrections are made in its source, the version number is raised, and the change is recorded here and in [CHANGELOG.md](#). Report an error with the page number and the version printed in the footer.

VERSION	DATE	CHANGES
2.1.4	2026–10–18	Series back to 13 volumes (Throughline CS dropped: a separate product, not one of the Lazy Research Lad sites): covers and title pages now read 'of 13'. Text and figures unchanged.
2.1.3	2026–10–18	Series grows to 14 volumes (ScholarScope, Cadence, FallacyScope and Throughline CS added): "of 14" on the cover and title page; content unchanged.
2.1.2	2026–10–18	Series grows to ten volumes: Volume 10 (BookScope) added, so covers and title pages now read 'of 10'. Text and figures unchanged.
2.1.1	2026–10–18	Suite renamed: Throughline is now Lazy Research Lad (series, titles and text). Screenshots unchanged.
2.1.0	2026–10–17	Interior rewritten for the scale field, which replaced the meadow on the live site: Chapter 2 now cuts the field's ruled burnout shortlist against the definition; the reference chapter reads the field; design notes rewritten. Figures recaptured 17 October 2026.
2.0.1	2026–10–17	Light cover edition: paper-cloth cover with the volume's accent spine and the live figure as a plate, captured in light theme 17 October 2026.
2.0.0	2026–10–16	Rewritten as a research guide continuing the Volume 5 study: construct definitions, candidate search, an MBI-GS vs OLBi evidence table, construct fit and gaps, reliability on your own data, reviewer objections and a model measures paragraph. Tool reference moved to the last chapter. New figures captured 16 October 2026; 6 new verified references.
1.0.0	2026–10–16	First edition. Figures captured 16 October 2026 from the live site.

Errata

VERSION	WHERE	CORRECTION
2.1.0	Ch 2 and Ch 8 (meadow sections replaced)	Interior rewritten for the scale field, which replaced the meadow on the live site: Chapter 2 now cuts the field's ruled burnout shortlist against the definition; the reference chapter reads the field; design notes rewritten. Figures recaptured 17 October 2026.