

## Reference:

Molero, F., Mikulincer, M., Shaver, P. R., Laguía, A. & Moriano, Juan. A. (2019). The development and validation of the Leader as Security Provider Scale. *Revista de Psicología del Trabajo y de Las Organizaciones*, 35(3), 183–193.  
<https://doi.org/10.5093/jwop2019a20>

Below you will find a series of items referring to how you perceive the leadership style of your direct manager or supervisor (leader). Please indicate your level of agreement with each statement using the following scale:

| Not at all agree | Slightly agree | Moderately agree | Mostly agree | Totally agree |
|------------------|----------------|------------------|--------------|---------------|
| 0                | 1              | 2                | 3            | 4             |

1. When something bad happens or I feel upset at work, I turn to my leader for support.
2. I can count on my leader to support me when I put forward new ideas or procedures.
3. If my leader left, I would miss him/her a lot.
4. My leader is the person I count on most for useful advice at work.
5. I think my leader would support my growth and advancement on the job.
6. If my leader moved to another organization or to another position in this organization, I would try to go with him/her.
7. I feel emotionally connected to my leader, whether our relationship is positive, negative, or a combination of the two.
8. I don't let too much time pass without being in close contact with my leader.
9. When I need help at work, I seek support from my leader.
10. I trust that my leader will be pleased with and proud of my work.
11. I would want to stay in contact with my leader even if he or she no longer worked for my organization.
12. When I am under stress at work, my leader helps me stay calm.
13. I can count on my leader to be there for me, no matter what.
14. If I need reassurance or encouragement, I can count on my leader to supply it.
15. I can count on my leader to support my efforts on the job.