

Job-Hopping Motives Scale

Escape Motive Items

1. Becoming disinterested in a job is a good reason to move from job to job as often as desired.
2. When a person discovers they dislike their coworkers, they should move to another job, and keep switching jobs until they finally find a good place to work.
3. Because working for one company tends to create boredom, people should move from company to company often.

Advancement Motive Items

4. Even if someone has changed jobs several times, they should take a new job if it involves moving to a better position.
5. People should be willing to change jobs as many times as necessary to get the best job possible.
6. Frequently moving between jobs is perfectly justified when each job change leads to a more prestigious job.
7. It is desirable to periodically move from job to job, looking for the job that best improves one's lifestyle.

Response Scale: 1 = Strongly Disagree, 2 = Somewhat Disagree, 3 = Neither Agree nor Disagree, 4 = Somewhat Agree, 5 = Strongly Agree

Lake, C. J., Highhouse, S., & Shrift, A. G. (2018). Validation of the job-hopping motives scale. *Journal of Career Assessment*, 26, 531-548.