**Supplemental Materials: The Awareness Outcomes Measure (AOM)**

The AOM is a self-report questionnaire designed to assess the frequency with which respondents experience positive outcomes related to the development of self-awareness. The AOM identifies the main impacts of self-awareness on people’s day-to-day lives (including work-related outcomes) and can be used to measure the specific effects of self-awareness interventions or training programmes.

**Instructions:**

Below is a list of statements about your general experiences. Using the scale, please indicate how frequently you experience or engage in each of them.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Never | Rarely | Occasionally | Frequently | Almost always |
| 1 | 2 | 3 | 4 | 5 |

There is no “right” or “wrong” answer as everyone is different, so simply answer according to your own experience.

|  |  |
| --- | --- |
| Item number | Item |
| 1 | I learn about myself and how I see the world |
| 2 | I understand my emotions |
| 3 | I focus on ways of amending my behaviour that would be useful |
| 4 | I reassess my own and others' responsibilities |
| 5 | I have compassion and acceptance for others |
| 6 | I'm aware of my abilities and limitations |
| 7 | I understand how I work within a team |
| 8 | I "observe" myself |
| 9 | I understand myself well |
| 10 | I can “take a step back” from situations to understand them better |
| 11 | I feel generally positive about self-awareness |
| 12 | I am consistent in different situations or with different people |
| 13 | I am confident |
| 14 | I take control of my work |
| 15 | I am continuing to work on and develop myself |
| 16 | I interact well with colleagues or peers |
| 17 | I think about how as colleagues or peers we interact with each other |
| 18 | I am realistic about myself |
| 19 | I feel on the whole very comfortable with the way I am |
| 20 | I am reflective |
| 21 | I have a good self-image |