

<i>Please indicate the degree to which you think each of the following components are important factors in the recovery of persons with serious mental illnesses.</i>	<i>Mean SD</i>	<i>Skewness</i>	<i>Not at all importa nt</i>	<i>% n</i>		<i>% n</i>		<i>% n</i>		<i>% n</i>	<i>Very important</i>	<i>% n</i>
1. Being connected to something larger than oneself (e.g., sense of spirituality)	4.29 .903	-1.24	1	1.2 1	2	2.3 2	3	14.0 12	4	26.7 23	5	48.8 42
2. Having a sense of hope	4.84 .481	-3.12	1	0	2	0	3	4.7 4	4	5.8 5	5	86.0 74
3. Being stably housed	4.85 .425	-2.85	1	0	2	0	3	2.3 2	4	10.5 9	5	84.9 73
4. Being abstinent from drugs and alcohol	4.44 .918	-1.88	1	2.3 2	2	1.2 1	3	10.5 9	4	19.8 17	5	61.6 53
5. Being employed in a competitive job	3.59 .993	-.24	1	2.3 2	2	8.1 7	3	36.0 31	4	29.1 25	5	19.8 17
6. Eliminating all psychiatric symptoms	3.05 1.18	-.14	1	10.5 9	2	22.1 19	3	24.4 21	4	29.1 25	5	9.3 8
7. Having family support	4.51 .760	-1.33	1	0	2	1.2 1	3	11.6 10	4	19.8 17	5	61.6 53

8. Having friends and/or romantic partners	4.34 .757	-1.02	1	0	2	2.3 2	3	9.3 8	4	37.2 32	5	46.5 40
9. Adhering to prescribed treatments	4.51 .832	-1.58	1	0	2	3.5 3	3	10.5 9	4	16.3 14	5	66.3 57
10. Learning how to live with psychiatric symptoms	4.74 .540	-2.53	1	0	2	1.2 1	3	1.2 1	4	18.6 16	5	74.4 64
11. Having a sense of belonging to a community	4.65 .591	-1.53	1	0	2	0	3	5.8 5	4	22.1 19	5	69.8 60
12. Taking control of one's own life	4.56 .590	-1.35	1	0	2	1.2 1	3	1.2 1	4	36.0 31	5	57.0 49
13. Having a sense of purpose and meaning in life	4.83 .464	-2.84	1	0	2	0	3	3.5 3	4	9.3 8	5	83.7 72
14. Having good quality medical care	4.89 .316	-2.52	1	0	2	0	3	0	4	10.5 9	5	83.7 72
15. Believing in oneself as a capable person	4.65 .614	-1.58	1	0	2	0	3	7.0 6	4	19.8 17	5	69.8 60
16. Having a sense of home	4.63 .603	-1.39	1	0	2	0	3	5.8 5	4	23.3 20	5	64.0 55
17. Being financially independent	3.64 1.06	-.67	1	4.7 4	2	8.1 7	3	25.6 22	4	38.4 33	5	20.9 18
18. Participating in social and recreational activities	4.31 .776	-.92	1	0	2	2.3 2	3	11.6 10	4	37.2 32	5	46.5 40

19. Having an extended period of stability (i.e., free from crises)	4.37 .794	-1.37	1	1.2 1	2	0	3	11.6 10	4	32.6 28	5	50.0 43
20. Eating well and exercising	4.43 .765	-1.08	1	0	2	1.2 1	3	12.8 11	4	26.7 23	5	57.0 49

<i>Please indicate the degree to which you agree or disagree with the following statements.</i>	<i>Mean SD</i>	<i>Skewness</i>	<i>Fully disagree</i>	<i>% n</i>		<i>% n</i>	<i>Neutral</i>	<i>% n</i>		<i>% n</i>	<i>Fully agree</i>	<i>% n</i>
1. Most people with serious mental illnesses are not employed	3.02 1.28	-.16	1	12.8 11	2	14.0 12	3	18.6 16	4	22.1 19	5	9.3 8
2. Most people with serious mental illnesses do not want to work	2.06 1.21	1.00	1	33.7 29	2	19.8 17	3	12.8 11	4	5.8 5	5	4.7 4
3. Most people with serious mental illnesses should focus on taking care of themselves and shouldn't be expected to work	2.17 1.08	.43	1	29.1 25	2	18.6 16	3	23.3 20	4	8.1 7	5	1.2 1
4. A person's preferences for working or not working should be followed	3.39 1.23	-.09	1	4.7 4	2	14.0 12	3	26.7 23	4	11.6 10	5	20.9 18
5. A person's preferences for the kind of work he or she would like to do should be respected as much as possible	4.33 .92	-1.68	1	2.3 1	2	1.2 1	3	9.3 8	4	27.9 24	5	47.7 41

6. Having a goal of obtaining employment is often important to recovery	4.34 .87	-1.72	1	2.3 2	2	0	3	9.3 8	4	30.2 26	5	46.5 40
7. Families should encourage their loved one with a serious mental illness to work as part of his or her recovery	3.94 .92	-.56	1	1.2 1	2	2.3 2	3	23.3 20	4	29.1 25	5	26.7 23
8. Families should discourage their loved one with a serious mental illness from working until he or she is well enough to do so independently	2.35 1.12	.34	1	22.1 19	2	18.6 16	3	23.3 20	4	9.3 8	5	2.3 2
9. Families should be consulted before their loved one with a serious mental illness is encouraged to work by a mental health provider	2.79 1.24	.09	1	15.1 13	2	20.9 18	3	19.8 17	4	19.8 17	5	7.0 6
10. Employment is not that important a goal for a person with a serious mental illness and should not be pursued until the person has achieved other recovery goals (e.g., clinical stability) first	2.59 1.28	.313	1	22.1 19	2	16.3 14	3	25.6 22	4	10.5 9	5	8.1 7
11. Families should discourage their loved one with a serious mental illness from seeking employment because working is stressful and might make him or her sicker or precipitate a relapse	2.03 1.00	.914	1	29.1 25	2	30.2 26	3	17.4 15	4	3.5 3	5	2.3 2

12. Families should encourage their loved one with a serious mental illness to get a job because it will offer him or her a valued social role or a positive sense of identity	4.01 .93	-.740	1	1.2 1	2	3.5 3	3	19.8 17	4	32.6 28	5	31.4 27
13. People with serious mental illnesses should receive personalized benefits counseling to encourage them to seek financial independence	4.06 .83	-.26	1	0	2	1.2 1	3	22.1 19	4	30.2 26	5	29.1 25
14. A major reason why more people with serious mental illnesses do not work is because they face employment discrimination	4.14 .93	-1.04	1	1.2 1	2	2.3 2	3	12.8 11	4	25.6 22	5	31.4 27
15. A major reason why more people with serious mental illnesses do not work is because there are no programs to help them find jobs	3.33 1.22	-.34	1	7.0 6	2	10.5 9	3	20.9 18	4	20.9 18	5	14.0 12
16. A major reason why more people with serious mental illnesses do not work is because they cannot get on the job training and/or support	3.73 1.07	-.75	1	3.5 3	2	4.7 4	3	18.6 16	4	27.9 24	5	18.6 16
17. People with serious mental illnesses should be encouraged to work regardless of the severity of their symptoms or other difficulties	2.89 1.22	.31	1	8.1 7	2	25.6 22	3	19.8 17	4	12.8 11	5	10.5 9

they experience associated with their illness												
18. People with serious mental illnesses should be monitored carefully for potential signs of violence on the job	2.82 1.47	.35	1	17.4 15	2	19.8 17	3	18.6 16	4	3.5 3	5	18.6 16

<i>Please indicate the degree to which each issue poses a challenge to persons with serious mental illnesses in obtaining and/or retaining a job.</i>	<i>Mean SD</i>	<i>Skewness</i>	<i>Not at all a challenge</i>	<i>% n</i>		<i>% n</i>	<i>Neutral</i>	<i>% n</i>		<i>% n</i>	<i>Very much of a challenge</i>	<i>% n</i>
1. Stable housing	4.51 .68	-1.07	1	0	2	0	3	8.1 7	4	23.3 20	5	50.0 43
2. Childcare needs (e.g., afterschool activities, child with special needs)	4.35 .83	-1.63	1	1.2 1	2	1.2 1	3	5.8 5	4	27.9 24	5	37.2 32
3. Other family members' needs (e.g., parent who needs assistance)	4.09 .81	-.52	1	0	2	2.3 2	3	15.1 13	4	33.7 29	5	26.7 23
4. Family and/or peer support to pursue employment	3.97 .80	-.65	1	1.2 1	2	0	3	19.8 17	4	38.4 33	5	20.9 18
5. Physical health needs (e.g., medical appointments, visiting nurse)	4.19 .78	-.72	1	0	2	2.3 2	3	11.6 10	4	37.2 32	5	32.6 28
6. Side effects of medications (e.g., drowsiness, tremor)	4.39 .80	-1.19	1	0	2	2.3 2	3	9.3 8	4	24.4 21	5	46.5 40
7. Need for transportation	4.44 .83	-1.79	1	1.2 1	2	1.2 1	3	7.0 6	4	23.3 20	5	48.8 42

8. Difficulties in reading	3.65 1.23	-.65	1	5.8 5	2	5.8 5	3	18.6 16	4	19.8 17	5	22.1 19
9. Difficulties in speaking or understanding English	3.55 1.27	-.46	1	5.8 5	2	7.0 6	3	19.8 17	4	14.0 12	5	20.9 18
10. Employment history or gaps in his resume	4.18 .85	-1.11	1	1.2 1	2	1.2 1	3	11.6 10	4	33.7 29	5	31.4 27
11. Concerns about losing disability benefits	4.41 .94	-1.63	1	1.2 1	2	2.3 2	3	9.3 8	4	14.0 12	5	47.7 41
12. Concerns about facing discrimination on the job	4.33 .93	-1.78	1	2.3 2	2	1.2 1	3	7.0 6	4	24.4 21	5	41.9 36
13. Low self-esteem or self-confidence	4.49 .81	-1.96	1	1.2 1	2	1.2 1	3	5.8 5	4	23.3 20	5	52.3 45
14. Need to develop job skills or be comfortable on the job site	4.37 .78	-1.51	1	1.2 1	2	0	3	8.1 7	4	30.2 26	5	41.9 36
15. Seriousness of criminal justice involvement (e.g., felony, violence)	4.03 .97	-.51	1	0	2	4.7 4	3	18.6 16	4	19.8 17	5	30.2 26
16. Symptoms of mental illness (e.g., hallucination, depression)	4.39 .74	-1.02	1	0	2	1.2 1	3	8.1 7	4	26.7 23	5	40.7 35
17. Difficulties attending to personal care needs (e.g., hygiene, clothing)	4.09 .96	-.99	1	1.2 1	2	4.7 4	3	12.8 11	4	30.2 26	5	32.6 28
18. Substance or alcohol use or addiction	4.12 1.03	-1.12	1	2.3 2	2	2.3 2	3	15.1 13	4	20.9 18	5	36.0 31

19. Domestic violence	3.70 1.25	-.65	1	4.7 4	2	7.0 6	3	15.1 13	4	16.3 14	5	23.3 20
20. Need to take regular breaks or withdraw from stimulation or people	3.78 1.01	-.45	1	1.2 1	2	7.0 6	3	22.1 19	4	26.7 23	5	22.1 19
21. Need access to internet and/or to develop computer skills	3.67 1.01	-.54	1	2.3 2	2	5.8 5	3	22.1 19	4	27.9 24	5	16.3 14
22. Need for additional support or meaningful activities outside of job	4.09 .93	-1.23	1	2.3 2	2	1.2 1	3	12.8 11	4	33.7 29	5	29.1 25
23. Difficulties with job interviews	4.24 .82	-1.16	1	1.2 1	2	0	3	11.6 10	4	31.4 27	5	33.7 29
24. Difficulties getting up on time in the morning	3.97 .83	-.43	1	0	2	3.5 3	3	17.4 15	4	36.0 31	5	22.1 19
25. Previous negative experiences with employment	4.11 .76	-.39	1	0	2	1.2 1	3	16.3 4	4	38.4 33	5	27.9 24
26. Not knowing what you would be good at doing	3.99 .83	-.29	1	0	2	2.3 2	3	20.9 18	4	33.7 29	5	24.4 21
27. Owe back child support	3.02 1.26	-.23	1	10.5 9	2	7.0 6	3	19.8 17	4	15.1 13	5	7.0 6
28. Immigration status (fears deportation, doesn't have working papers)	3.51 1.36	-.39	1	5.8 5	2	7.0 6	3	16.3 14	4	8.1 7	5	19.8 17
29. Needs a driver's license or state-issued identification card	3.61 1.19	-.58	1	5.8 5	2	5.8 5	3	23.3 20	4	20.9 18	5	22.1 19

30. Needs own car	3.56 1.24	-.60	1	7.0 6	2	8.1 7	3	18.6 16	4	24.4 21	5	20.9 18
31. Have been advised not to work in the past by professionals for fear it would be too stressful or precipitate a relapse	3.54 1.15	-.64	1	4.7 4	2	5.8 5	3	16.3 14	4	23.3 20	5	12.8 11
32. Family or friends have suggested working may not be good for the person's mental health	3.29 1.22	-.43	1	9.3 8	2	7.0 6	3	24.4 21	4	22.1 19	5	12.8 11
33. Jobs that have been suggested/offered feel menial or unfulfilling	3.73 1.02	-.31	1	0	2	11.6 10	3	18.6 16	4	26.7 23	5	20.9 18
34. Expectations for treatment or program compliance interfere with job search and/or work activities	3.82 .91	-.89	1	2.3 2	2	2.3 2	3	18.6 16	4	37.2 32	5	16.3 14
35. Concerns about having to disclose mental illness during a job interview or flexibility/accommodations are required on the job	4.30 .85	-1.08	1	0	2	3.5 3	3	9.3 8	4	25.6 22	5	39.5 34
36. Perceptions that people with mental illness may become violent in the workplace	3.97 1.09	-.91	1	0	2	2.3 2	3	5.8 5	4	23.3 20	5	30.2 26