

**Table S1**

*Results of the EFA of IDM-SDM scale of the SDM Questionnaire with oblimin rotation; 2- and 3-factor solutions (N1 = 1250)*

Items' content	Items' numbers along with the original assignment to IDM or ODC Scale	Three-factor solution			Two-factor solution		Conclusion
		F1	F2	F3	F1	F2	
I am silenced while talking.	IDM_2	0.29	0.29	0.21	0.23	0.41	Work-related
I am an object of jokes and mockery.	IDM_3	0.59	-0.05	0.08	0.56	0.01	Personal
I am ignored while other employees are selected for courses or trainings.	IDM_4	0.09	0.45	0.02	0.11	0.43	Work-related
Tasks are set for me with unrealistic deadlines or time limits.	IDM_5	-0.07	0.56	0.3	-0.15	0.73	Work-related
I am being given tasks to which are beyond my capabilities in order to discredit me.	IDM_6	0.51	0.08	0.29	0.41	0.27	Personal
My credibility and authority at work is challenged.	IDM_7	0.51	0.16	0.22	0.45	0.30	Personal
I am publicly criticized.	IDM_8	0.57	0.07	0.25	0.49	0.23	Personal
I am avoided and ostracized by others at work.	IDM_9	0.48	0.20	0.08	0.46	0.24	Personal
I was deprived of my due bonus or reward at work.	IDM_10	0.09	0.54	0.17	0.06	0.62	Work-related
I was threatened with dismissal with no rational justification.	IDM_11	0.36	0.24	0.26	0.29	0.40	Work-related
I was warned against making a complaint and threatened that it would make my position at work even worse.	IDM_12	0.45	0.18	0.22	0.38	0.32	Work related
I am treated as black sheep – the cause of all the trouble.	IDM_13	0.75	-0.10	0.21	0.67	0.06	Personal
Important data and information needed to complete tasks are concealed from me.	IDM_14	0.38	0.29	0.16	0.34	0.39	Work-related
My work is excessively criticized.	IDM_15	0.44	0.26	0.25	0.37	0.42	Work-related
I am forbidden to exercise my rights at work (e.g., right to leave, bonus, proper working hours etc.).	IDM_16	0.11	0.53	0.20	0.07	0.63	Work-related
I am assigned to do silly and pointless tasks at work.	IDM_17	-0.05	0.62	0.25	-0.11	0.75	Work-related

*Table S1 continues*

*Shortening and revision of the SDM mobbing test*

**Table S1**

*Table S1 continued*

Items' content	Items' numbers along with the original assignment to IDM or ODC Scale	Three-factor solution			Two-factor solution		Conclusion
		F1	F2	F3	F1	F2	
I am accused of having a difficult and argumentative personality.	IDM_18	0.45	0.24	0.04	0.45	0.25	Personal
I am being ignored and not spoken to even when present.	IDM_19	0.65	0.06	0.08	0.63	0.11	Personal
I am talked to in a rude and humiliating manner.	IDM_20	0.6	0.11	0.19	0.54	0.24	Personal
A lot of gossip is being spread about me.	IDM_21	0.64	0.13	-0.19	0.70	0	Personal
My career is impeded and delayed.	IDM_22	0	0.76	-0.15	0.11	0.57	Work-related
My opinions and suggestions are met with shouting and loud comments.	IDM_23	0.52	0.14	0.20	0.46	0.27	Personal
I am made to accept responsibility for the faults of others.	IDM_24	0.23	0.50	0.12	0.21	0.55	Work-related
Some people try to mock me.	IDM_25	0.82	-0.04	0	0.81	-0.03	Personal
Some allusions are directed at me, without things being said openly.	IDM_26	0.56	0.25	-0.03	0.58	0.22	Personal
Some people want to spoil my relationships with others.	IDM_27	0.57	0.27	-0.12	0.61	0.18	Personal
My every mistake is seized upon and blown out of proportion.	IDM_28	0.46	0.36	0.03	0.47	0.36	Deleted
My promotion is impeded or blocked completely.	IDM_29	0.08	0.74	-0.17	0.19	0.55	Work-related
When I arrive at work, all conversation stops.	IDM_30	0.69	0.07	-0.13	0.73	-0.02	Personal
I receive inconsistent or contradictory orders.	IDM_31	0.14	0.55	0.13	0.12	0.61	Work-related
I am the object of humiliating gestures and glances.	IDM_32	0.92	-0.22	-0.01	0.91	-0.22	Personal
My every mistake is publicized and commented upon.	IDM_33	0.66	0.12	0.01	0.66	0.12	Personal
Any contact with me, including eye-contact, is avoided.	IDM_34	0.79	-0.04	-0.07	0.81	-0.08	Personal
Bad things are said about me.	IDM_35	0.71	0.14	-0.22	0.77	0	Personal
A lot of lies are spread about me.	IDM_36	0.77	0.08	-0.21	0.82	-0.05	Personal

*Table S1 continues*

**Table S1**

*Table S1 continued*

Items' content	Items' numbers along with the original assignment to IDM or ODC Scale	Three-factor solution			Two-factor solution		Conclusion
		F1	F2	F3	F1	F2	
My commitment to work is underestimated.	IDM_37	0.26	0.58	-0.10	0.33	0.47	Work-related
My opinions and remarks are mocked or ignored.	IDM_38	0.78	-0.01	-0.01	0.78	-0.01	Personal
The directions and instructions that I am given are impossible to follow.	IDM_39	0.51	0.24	0.10	0.48	0.29	Personal
I am excluded from matters which are important to the organisation.	IDM_40	0.24	0.50	-0.11	0.31	0.39	Work-related
I am an object of sneers and scoffs concerning my private life.	IDM_41	0.70	-0.05	-0.03	0.70	-0.06	Personal
I am blackmailed and forced into unacceptable actions and practices.	IDM_42	0.62	0.06	0.07	0.60	0.11	Personal
Some things are done with the intention of lowering my feeling of worth and dignity.	IDM_43	0.68	0.11	-0.01	0.69	0.10	Personal

*Note:* The chosen, two-factor solution is shadowed.

*Shortening and revision of the SDM mobbing test*

**Table S2**

*Results of the exploratory factor analysis of the ODC scale with oblimin rotation; 2- and 1-factor solutions (N1 = 1250)*

Items' content	Items' numbers along with original assignment to IDM or ODC Scale	Two-factor solution		One-factor solution	Conclusion
		WLS 1	WLS 2		
I am much more exhausted by the atmosphere at work than by performing my duties.	ODC_1	0.68	-0.11	0.67	Left within ODC
I have nightmares concerning my work.	ODC_2	0.74	-0.16	0.71	Left within ODC
On my way to work I am nervous, and I feel like going home.	ODC_3	0.85	-0.23	0.80	Left within ODC
After leaving the workplace I feel mentally exhausted and shattered.	ODC_4	0.83	-0.19	0.80	Left within ODC
I do not enjoy Sunday any more as I am frightened by the thought of the coming week.	ODC_5	0.81	-0.21	0.77	Left within ODC
I am so irritated that I can't fulfil even simple tasks at work.	ODC_6	0.74	-0.07	0.73	Left within ODC
The presence of some people paralyses me with fear.	ODC_8	0.75	0.24	0.79	Left within ODC
I have difficulty with falling asleep because I am always thinking about work.	ODC_10	0.77	-0.13	0.74	Left within ODC
I feel less and less confident at work.	ODC_11	0.80	0.05	0.81	Left within ODC
Problems at work make me wake up during the night.	ODC_12	0.76	-0.04	0.75	Left within ODC
Problems at work make me stop believing in my worth.	ODC_13	0.75	0.20	0.78	Left within ODC
The atmosphere at work makes me feel exhausted.	ODC_14	0.81	-0.05	0.80	Left within ODC
In the presence of some people at work my hands start shaking and I feel tense.	ODC_15	0.72	0.28	0.77	Left within ODC
I am losing confidence in my abilities to the extent that I wonder whether this is the right line of work for me.	ODC_17	0.74	0.27	0.78	Left within ODC
I experience sudden aches like headaches stomach aches, and chest pains at work.	ODC_18	0.77	-0.02	0.76	Left within ODC
Some people have a damaging influence on both my mental and physical health.	ODC_19	0.79	0.10	0.81	Left within ODC
I can't speak my mind freely and calmly in the presence of some people at work.	ODC_20	0.74	0.34	0.79	Left within ODC
I keep thinking about difficult and harmful situations at work.	ODC_21	0.76	0.08	0.77	Left within ODC

*Note.* The chosen, one-factor solution is shadowed.

**Table S3**

*A summary of all estimated IRT parameters (with the justification for items' exclusion) for SDM-64 (N1 = 1250)*

Item	PL	IRT parameters (Subsample 1)				Reason for exclusion	
		a	b	Infit	Outfit		RMSD
I am burdened with more tasks and duties than other employees.	Obciąża się mnie pracą w o wiele większym stopniu niż innych pracowników.	0.690	0.673	1.012	1.011	0.024	Low discrimination
I am silenced while talking.	Gdy zabieram głos, przerywa mi się.	0.965	1.349	1.010	0.990	0.017	Low discrimination
I am an object of jokes and mockery.	Jestem obiektem dowcipów, niewybrednych żartów.	0.814	2.053	1.001	1.092	0.029	Included into 20-item scale
I am ignored while other employees are selected for courses or trainings.	Jestem pomijany podczas delegowania pracowników na szkolenia.	0.776	1.504	1.035	1.045	0.029	Low discrimination
Tasks are set for me with unrealistic deadlines or time limits.	Wyznaczone mi są nierealnie krótkie terminy wykonania zadań.	1.010	1.014	1.021	0.991	0.021	Low discrimination
I am being given tasks to which are beyond my capabilities in order to discredit me.	Otrzymuję zadania przerastające moje możliwości i kompetencje, w celu skompromitowania mnie.	1.133	2.072	1.006	1.001	0.016	Low discrimination, too high difficulty
My credibility and authority at work is challenged.	Podważa się mój autorytet i wiarygodność w pracy.	1.345	1.707	1.040	0.964	0.026	Cross-loading
I am publicly criticized.	Jestem publicznie krytykowany.	1.323	1.716	1.050	0.978	0.023	Cross-loading
I am avoided and ostracized by others at work.	Unika się kontaktów i rozmów ze mną.	1.229	1.918	1.055	0.941	0.026	Cross-loading
I was deprived of my due bonus or reward at work.	Bez uzasadnienia pozbawiono mnie zasłużonej nagrody lub premii.	1.209	1.524	1.007	0.974	0.012	Excluded for legal reasons
I was threatened with dismissal with no rational justification.	Bez uzasadnionego powodu straszono mnie zwolnieniem z pracy.	1.093	2.002	1.047	0.970	0.022	Low discrimination, too high difficulty
I was warned against making a complaint and threatened that it would make my position at work even worse.	Ostrzegano mnie przed składaniem skarg, grożąc, że moja sytuacja w pracy jeszcze się pogorszy.	1.221	1.991	1.058	0.905	0.018	Too high difficulty, cross-loading

*Table S3 continues*

*Shortening and revision of the SDM mobbing test*

**Table S3**

*Table S3 continued*

Item	PL	IRT parameters (Subsample 1)				Reason for exclusion	
		a	b	Infit	Outfit		RMSD
ENG							
I am treated as black sheep – the cause of all the trouble.	Traktuje się mnie jak „czarną owcę”, przyczynę wszelkich kłopotów.	1.847	1.925	1.032	0.927	0.018	Too high difficulty and overly general
Important data and information needed to complete tasks are concealed from me.	Ukrywa się przede mną informacje niezbędne do realizacji moich zadań.	1.201	1.897	1.041	0.972	0.017	Included into 20-item scale
My work is excessively criticized.	Wykonywana przeze mnie praca jest niesłusznie i przesadnie krytykowana.	1.588	1.735	1.090	0.924	0.026	Cross-loading, overly general
I am forbidden to exercise my rights at work (e.g. right to leave, bonus, proper working hours etc.).	Zabrania mi się upominać się o swoje prawa (w kwestii urlopu, godzin pracy, premii, itp.).	1.419	1.396	1.028	0.902	0.011	Excluded for legal reasons;
I am assigned to do silly and pointless tasks at work.	Zleca mi się wykonywanie prac bezsensownych.	1.213	1.132	1.031	0.975	0.018	Low discrimination
I am accused of having a difficult and argumentative personality.	Zarzuca mi się trudną osobowość i konfliktowy charakter.	1.176	1.895	1.051	0.949	0.021	Low discrimination
I am being ignored and not spoken to even when present.	Ignoruje się moją obecność, zwracając się wyłącznie do pozostałych osób.	1.608	1.908	1.040	0.969	0.022	Too high difficulty
I am talked to in a rude and humiliating manner.	Rozmawia się ze mną w sposób niegrzeczny i upokarzający.	1.665	1.819	1.037	0.930	0.019	Too high difficulty
A lot of gossip is being spread about me.	Rozpowszechnia się plotki na mój temat.	1.320	1.787	1.032	0.975	0.020	Redundant
My career is impeded and delayed.	Opóźnia się i utrudnia mój awans zawodowy.	1.477	1.301	1.068	0.950	0.026	Included into 20-item scale
My opinions and suggestions are met with shouting and loud comments.	Na moje opinie i uwagi reaguje się krzykiem i głośnym wymyślaniem.	1.500	1.903	1.057	0.865	0.022	Too high difficulty
I am made to accept responsibility for the faults of others.	Obarcza się mnie odpowiedzialnością za błędy popełnione przez innych.	1.517	1.272	1.026	0.979	0.010	Included into 20-item scale

*Table S3 continues*

**Table S3**

*Table S3 continued*

Item	PL	IRT parameters (Subsample 1)				Reason for exclusion	
		a	b	Infit	Outfit		RMSD
Some people try to mock me.		2.332	1.789	1.049	0.999	0.025	Included into 20-item scale
Some allusions are directed at me, without things being said openly.		1.854	1.663	1.060	0.956	0.026	Included into 20-item scale
Some people try to spoil my relationships with colleagues at work.		1.714	1.765	1.037	0.902	0.014	Cross-loading
My every mistake is seized upon and blown out of proportion.		1.743	1.511	1.069	0.909	0.021	Cross-loading
My promotion is impeded or blocked completely.		1.726	1.264	1.085	0.967	0.027	Included into 20-item scale
When I arrive at work, all conversation stops.		1.568	1.913	1.056	0.959	0.017	Too high difficulty
I receive inconsistent or contradictory orders.		1.522	1.409	1.039	0.951	0.018	Included into 20-item scale
I am the object of humiliating gestures and glances.		2.167	2.021	1.065	1.318	0.020	Included into 20-item scale
My every mistake is publicized and commented upon.		2.011	1.770	1.073	0.905	0.023	Included into 20-item scale
Any contact with me, including eye-contact, is avoided.		1.920	1.914	1.080	0.936	0.025	Included into 20-item scale
Bad things are said about me.		1.906	1.804	1.046	0.954	0.031	Redundant
A lot of lies are spread about me.		2.035	1.771	1.034	0.865	0.023	Included into 20-item scale
My commitment to work is underestimated.		1.294	1.479	1.060	0.956	0.028	Low discrimination, cross-loading

*Table S3 continues*

*Shortening and revision of the SDM mobbing test*

**Table S3**

*Table S3 continued*

Item	PL	IRT parameters (Subsample 1)				Reason for exclusion	
		a	b	Infit	Outfit		RMSD
My opinions and remarks are mocked or ignored.		2.332	1.877	1.068	0.989	0.025	Included into 20-item scale
The directions and instructions that I am given are impossible to follow.		1.583	1.976	1.015	1.025	0.011	Too high difficulty
I am excluded from matters which are important to the organisation.		0.969	1.868	1.033	1.064	0.025	Included into 20-item scale
I am an object of sneers and scoffs concerning my private life.		1.599	2.167	1.090	0.734	0.025	Too high difficulty
I am blackmailed and forced into unacceptable actions and practices.		1.743	2.093	1.057	0.850	0.023	Too high difficulty, misfit (outfit)
Some things are done with the intention of lowering my feeling of worth and dignity.		2.092	1.789	1.040	0.823	0.031	Misfit (outfit); overtly general
I am much more exhausted by the atmosphere at work than by performing my duties.		1.009	0.732	1.008	1.045	0.024	Low discrimination
I have nightmares concerning my work.		1.235	1.255	1.014	0.998	0.019	Low discrimination
On my way to work I am nervous, and I feel like going home.		1.892	1.037	1.032	0.945	0.018	Included into 20-item scale
After leaving the workplace I feel mentally exhausted and shattered.		1.883	1.046	1.040	0.926	0.018	Included into 20-item scale
I do not enjoy Sunday anymore as I am frightened by the thought of the coming week.		1.506	0.971	1.019	1.011	0.025	Low discrimination
I am so irritated that I can't fulfil even simple tasks at work.		1.483	1.259	1.029	0.983	0.025	Low discrimination

*Table S3 continues*

**Table S3**

*Table S3 continued*

Item	PL	IRT parameters (Subsample 1)				Reason for exclusion	
		a	b	Infit	Outfit		RMSD
I am treated unfairly, and my behaviour is misinterpreted.	Czuję się pokrzywdzony przez to, że moje zachowania są interpretowane w zdeformowany sposób.	1.604	1.365	1.038	0.908	0.017	Low discrimination
The presence of some people paralyses me with fear.	Obecność niektórych osób w pracy sprawia, że paraliżuje mnie strach.	1.791	1.253	0.994	0.974	0.014	Low discrimination
The blame for some wrongdoings is unfairly and absurdly given to me.	Czuję się traktowany niesprawiedliwie, gdyż absurdalnie obciąża się mnie winą.	1.830	1.480	1.046	0.775	0.022	Misfit (outfit)
I have difficulty with falling asleep because I am always thinking about work.	Mam trudności z zasypianiem, ponieważ dręczą mnie myśli dotyczące pracy.	1.526	1.332	1.059	0.915	0.026	Low discrimination
I feel less and less confident at work.	W pracy czuję się coraz mniej pewnie.	2.213	1.150	1.038	0.991	0.023	Included into 20-item scale
Problems at work make me wake up during the night.	Problemy w pracy sprawiają, że budzę się w nocy pełen niepokoju.	1.781	1.460	1.064	0.918	0.019	Low discrimination
Problems at work make me stop believing in my worth.	Przestaję wierzyć, że jestem wartościowym człowiekiem.	2.057	1.375	1.057	0.843	0.021	Included into 20-item scale
The atmosphere at work makes me feel exhausted.	Atmosfera panująca w pracy sprawia, że czuję się wyczerpany.	1.883	0.907	1.052	0.899	0.026	Questioned for content accuracy
In the presence of some people at work my hands start shaking and I feel tense.	W obecności niektórych osób zaczynają drżeć mi ręce i czuję niemiłe napięcie.	1.755	1.240	1.044	0.967	0.030	Low discrimination
I have the feeling that some people at work want to get rid of me.	Mam wrażenie, że są w firmie osoby, które chcą się mnie pozbyć.	1.221	1.316	1.036	1.047	0.027	Low discrimination

*Table S3 continues*

*Shortening and revision of the SDM mobbing test*

**Table S3**

*Table S3 continued*

Item	PL	IRT parameters (Subsample 1)				Reason for exclusion	
		a	b	Infit	Outfit		RMSD
ENG							
I am losing confidence in my abilities to the extent that I wonder whether this is the right line of work for me.	Czuję, że sam przestaję wierzyć w swoje kompetencje i umiejętności.	2.041	1.292	1.046	0.869	0.018	Included into 20-item scale
I experience sudden aches like headaches stomach aches, and chest pains at work.	Zdarzają mi się w pracy silne i gwałtowne bóle (głowy, żołądka, serca itp.).	1.549	1.219	1.009	1.042	0.026	Low discrimination
Some people have a damaging influence on both my mental and physical health.	Niektóre osoby z pracy wywierają niszczący wpływ na moje zdrowie psychiczne i fizyczne.	2.079	1.113	1.049	0.810	0.021	Misfit (outfit)
I can't speak my mind freely and calmly in the presence of some people at work.	W obecności niektórych osób nie potrafię się spokojnie i swobodnie wypowiadać.	1.792	1.133	1.015	0.972	0.014	Included into 20-item scale
I keep thinking about difficult and harmful situations at work.	Powracam myślą do pewnych sytuacji w pracy, ponieważ były one dla mnie krzywdzące.	1.662	1.032	1.038	0.921	0.025	Low discrimination

*Note.* a – item discrimination; b – item difficulty; infit – mean square inlier-sensitive fit; outfit – mean square outlier-sensitive fit; RMSD – bias corrected root mean square deviation.