# Appendix

## Appendix: Measurement items adopted

| Constructs               | Items                                                                 | Source                                      |
|--------------------------|----------------------------------------------------------------------|---------------------------------------------|
| Excessive use of WeChat  | I find myself saying “just a few more minutes” when browsing WeChat   | (Hou, et al., 2017)                        |
|                          | There are times when I would rather play on WeChat than go out with my friends |                                            |
|                          | I feel the need to use WeChat with increasing amounts of time to achieve satisfaction |                                            |
|                          | I have slept late because of preoccupation with WeChat               |                                            |
| Strain                   | I feel drained from activities that require me to use WeChat         | Moore(2000);                                |
|                          | I feel tired from my social activities on WeChat                      | Ayyagari et al. (2011)                      |
|                          | Working all day with WeChat is a strain for me                        |                                            |
|                          | I feel burned out from my social activities on WeChat                 |                                            |
| Knowledge sharing        | In daily work, I take the initiative to share my work-related knowledge to my colleagues | Lu et al. (2006);                          |
|                          | I keep my work experience and never share it out with others easily (R) | Bock & Kim (2002)                          |
|                          | I share with others useful work experience and know-how               |                                            |
|                          | After learning new knowledge useful to work, I promote it to let more people learn it |                                            |
|                          | I never tell others my work expertise unless it is required in the company(R) |                                            |
|                          | In workplace I take out my knowledge to share with more people        |                                            |
|                          | I actively use IT sources available in the company to share my knowledge |                                            |
| Creativity               | Innovativeness is a must in my work                                   | (Durcikova, et al., 2011)                   |
|                          | Most of the time I am quite innovative in solving work problems        |                                            |
|                          | I believe I am usually very creative in my solutions to work problems |                                            |

(R): Reverse coded item