Abstract
The aim of this research is the measurement and assessment of individual differences of workaholism in Brazil, an important issue which affects the competitiveness of companies. The WART 15-PBV was applied to a sample of 153 managers from companies located in Brazil, 82 (53.6%) women and 71 (46.4%) men. Ages ranged from 20 to 69 years with an average value of 41 (SD=9.06). We analyzed, on one hand, the factor structure of the questionnaire, its internal consistency and convergent (with the Dutch Work Addiction Scale - DUWAS) and criterion validity (with General Health Questionnaire – GHQ). On the other hand, we analyzed individual gender differences on workaholism. WART15-PBV has good psychometric properties, and evidence for convergent and criterion validity. Females and males differed on Impaired Communication / Self-Absorption dimension. This dimension has a direct effect only on men’s health perception, while Compulsive tendencies dimension has a direct effect for both genders. The findings suggest the WART15-PBV is a valid measure of workaholism that would contribute to the workers’ health and their professional and personal life, in order to encourage adequate conditions in the workplace taking into account workers’ individual differences.

Keywords
Workaholism; Work Addiction Risk Scale (WART); Dutch Work Addiction Scale (DUWAS); Health; Gender.