

Cultural Identity Scale

Instructions: This survey includes a number of statements about how you may feel about your current working condition. You will probably find that you agree with some of the statements and disagree with others, to varying extents. Please indicate your reaction to each of the statements by marking your opinion to the left of each statement according to the following scale:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

- _____ 1. My workplace provides a unique cultural atmosphere.
- _____ 2. I know the inside lingo of my workplace.
- _____ 3. I don't have a strong connection to my job.
- _____ 4. I am up-to-date about current political situations in my workplace.
- _____ 5. I attend social functions with people from work.
- _____ 6. I am not a part of my work's culture.
- _____ 7. I try to keep up-to-date on how my workplace is perceived in my community.
- _____ 8. I get the "inside jokes" told at work.
- _____ 9. I feel like I'm truly part of my workplace.
- _____ 10. I tend to just do my job and then go home without interacting with my co-workers much.
- _____ 11. I feel like a misfit at work.
- _____ 12. I don't really know about the internal politics of my workplace.
- _____ 13. I feel like I am a part of my work's culture.
- _____ 14. I don't know anything about my workplace's history.
- _____ 15. I don't seem to get any of the little jokes people tell at work.
- _____ 16. I know how I should communicate within my workplace to meet workplace expectations.
- _____ 17. I do not know the lingo used by other employees in my workplace.

_____ 18. I know what is appropriate to wear to work.

_____ 19. I seem to always be violating rules in my workplace without even knowing I've done it.

_____ 20. I am familiar with the history of my workplace.

Source:

Wrench, J. S., McCroskey, J. C., Richmond, V. P., & Brogan, S. M. (2005). *The development, reliability, and validity testing of new measures in organizational communication*. Manuscript in preparation.