

### Directional Organizational Communication Scale

Directions: On the scales below, please indicate the degree to which you believe the following statement **“Communication in my organization tends to come primarily from upper management down to the employees at lower ranks.”** Numbers “1” and “7” indicate a very strong feeling. Numbers “2” and “6” indicate a strong feeling. Numbers “3” and “5” indicate a fairly weak feeling. Number “4” indicates you are undecided or do not understand the adjective pairs themselves. There are no right or wrong answers. Only circle one number per line.

- |              |   |   |   |   |   |   |   |          |
|--------------|---|---|---|---|---|---|---|----------|
| 1) Agree     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Disagree |
| 2) False     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | True     |
| 3) Incorrect | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Correct  |
| 4) Right     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Wrong    |
| 5) Yes       | 1 | 2 | 3 | 4 | 5 | 6 | 7 | No       |

Directions: On the scales below, please indicate the degree to which you believe the following statement **“Communication in my organization tends to come primarily from employees at lower ranks and goes up to people in upper management.”** Numbers “1” and “7” indicate a very strong feeling. Numbers “2” and “6” indicate a strong feeling. Numbers “3” and “5” indicate a fairly weak feeling. Number “4” indicates you are undecided or do not understand the adjective pairs themselves. There are no right or wrong answers. Only circle one number per line.

- |              |   |   |   |   |   |   |   |          |
|--------------|---|---|---|---|---|---|---|----------|
| 1) Agree     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Disagree |
| 2) False     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | True     |
| 3) Incorrect | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Correct  |
| 4) Right     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Wrong    |
| 5) Yes       | 1 | 2 | 3 | 4 | 5 | 6 | 7 | No       |

Directions: On the scales below, please indicate the degree to which you believe the following statement **“Communication in my organization tends to occur primarily between coworkers at the same level in the hierarchy.”** Numbers “1” and “7” indicate a very strong feeling. Numbers “2” and “6” indicate a strong feeling. Numbers “3” and “5” indicate a fairly weak feeling. Number “4” indicates you are undecided or do not understand the adjective pairs themselves. There are no right or wrong answers. Only circle one number per line.

- |          |   |   |   |   |   |   |   |          |
|----------|---|---|---|---|---|---|---|----------|
| 1) Agree | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Disagree |
|----------|---|---|---|---|---|---|---|----------|

2) False	1	2	3	4	5	6	7	True
3) Incorrect	1	2	3	4	5	6	7	Correct
4) Right	1	2	3	4	5	6	7	Wrong
5) Yes	1	2	3	4	5	6	7	No

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.