

Workplace Values Scale

Instructions: This survey includes a number of statements about how you may feel about your interactions with people in different work units or departments at your workplace. 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 work unit helps achieve my organization's goals.
- _____ 2. I can clearly see how my division helps achieve the organization's goals.
- _____ 3. My division has nothing to do with the organization's overall goals.
- _____ 4. The organization's overarching goals really do not relate to the work done by my division.
- _____ 5. The overall goals put forth by my workplace are directly impacted by the work my division does in the organization.
- _____ 6. My work unit does not help the organization achieve its goals.
- _____ 7. I do not see how my division helps my workplace achieve its goals.
- _____ 8. My division clearly helps the organization achieve its goals.
- _____ 9. The organization's overarching goals are aided by the work done by my division.
- _____ 10. The goals stated by my workplace are not achieved through the work done in my division.
- _____ 11. People from other work units tend to hoard information.
- _____ 12. Sharing of information between divisions is encouraged in my workplace.
- _____ 13. Information in my workplace is not shared between different divisions.
- _____ 14. Divisions in my workplace tend to be very protective of the information they have, so they rarely share information with anyone outside of their own division.
- _____ 15. People across divisions freely share information.
- _____ 16. People from other work units pass on information freely.

- _____ 17. Sharing of information between divisions does not happen in my workplace.
- _____ 18. Information in my workplace is shared between different divisions.
- _____ 19. Divisions in my workplace are not secretive, so they openly share information with people outside of their divisions.
- _____ 20. People across divisions in my workplace do not share information.
- _____ 21. People in different work units respect each other in my workplace.
- _____ 22. My division is not respected by other divisions.
- _____ 23. My coworkers respect people in other parts of the organization.
- _____ 24. There is constant disrespect among divisions in my workplace.
- _____ 25. People in different divisions of my organization do not respect each other at all.
- _____ 26. People in different work units do not respect each other in my workplace.
- _____ 27. My division is respected by other divisions.
- _____ 28. People in my organization do not respect people in other parts of the organization.
- _____ 29. There is always a sense of mutual respect between divisions in my workplace.
- _____ 30. People in different divisions of my organization respect each other for what they have to offer to the organization.

Recode:

3, 4, 6, 7, 10, 11, 13, 14, 17, 20, 22, 24, 25, 26, & 28

Items 1-10 represent Shared Goals Factor

Items 11-20 represent Shared Knowledge Factor

Items 21-30 represent Mutual Respect

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.