I have revised the wording on many of the questions as you asked for after reviewing the first draft of my survey. I have simplified a lot of the wording so it is at a lower grade level and hopefully easier to understand for my audience. Thank you for reviewing my submission. **The survey was created in SurveyMonkey, not Microsoft Word. Subsequently, I was not able to "Track Changes" on this document. The original survey PDF is still located on the IRB server so you may use that as a reference to compare answers if you would like. Sorry I could not track the changes.**

Thank you helping with this survey. Please answer all questions as fully and honestly as possible. Remember that your responses will be kept confidential and you are free to stop taking the survey at any time.

Dear Participant:

You are being asked to participate in a research study conducted by Principal Investigator Seth Frei (sethfrei@txstate.edu, 608-513-8093) a graduate student in the Department of Communication Studies at Texas State University-San Marcos. The purpose of this research study is to explore the relationship between groups in organizations and willingness to communicate outside of the workplace. Since you work in an organization and spend time outside of the workplace, your have been invited to participate in this study. Please note that you must be at least 18 years old to participate.

This is a fully electronic survey that should take you about 15 minutes to complete if you agree to participate. Please read all directions and answers carefully and select answers that best apply to you. Participation in this study is voluntary and there is no penalty for stopping the survey early if you feel uncomfortable at any time. By refusing to participate, you will in no way affect your relationship with the researcher, Texas State University, or your employer. There are no known risks involved with this study and the benefits are your contribution to the research in this field.

If you would like more information about this research project or to see the results of the study once complete, feel free to contact Seth Frei at 608-513-8093 or via email. Confidential data from the survey will be retained by Seth Frei for two years and at that point it will be destroyed. This study has been acknowledged by Texas State University's Institutional Review Board. Pertinent questions about the research, research participants' rights, and/or research-related injuries to participants should be directed to the IRB chair, Dr. Jon Lasser (512-245-3413, lasser@txstate.edu), or to Ms. Becky Northcut, Compliance Specialist (512-245-2102).

Thank you for your participation.

Sincerely,

Seth S. Frei M.A. Student/Researcher sethfrei@txstate.edu

By Selecting "Yes" below you are agreeing to participate in the survey. By selecting "No" below, you are not agreeing to take the survey and you will be taken to another page. Your name will not be attached in any way to the responses you indicate on the remainder of the survey.

remainder of the survey.			
j _n Yes	jn No		
Please type your name here as an Electronic the consent form.	Signature, indicating that you have read		
Please enter your email here. It will in no way	be connected with your survey or name.		

Below are 20 situations in which a person might choose to communicate or not to communicate in day to day life. In each space below, indicate what percent of the time you would choose to communicate if you had the chance. (0 = Never to 100 = Always). You do NOT need to enter the percentage sign for each response. *Example: Talk with a flight attendant = 78*

Talk with a gas station attendant.	
Talk with a physician.	
Present a talk to a group of strangers.	
Talk with an person you know while standing in line.	
Talk with a salesperson in a store.	
Talk in a large meeting of friends.	
Talk with a police officer.	
Talk in a small group of strangers.	
Talk with a friend while standing in line.	
Talk with a waiter/waitress in a restaurant.	
Talk in a large meeting of people you know.	
Talk with a stranger while standing in line.	
Talk with a secretary.	
Present a talk to a group of friends.	
Talk in a small group of people you know.	
Talk with a garbage collector.	
Talk in a large meeting of strangers.	
Talk with a spouse (or girl/boyfriend).	
Talk in a small group of friends.	
Present a talk to a group of people you know.	

Think about a group that you most often meet with in your current workplace. Refer to this group as you answer the following questions. Select the response that best fits how you feel about the group

The group is...

	Very	Somewhat	No Opinion	A Little	Not
Rewarding	jn	jm	ja	j n	j o
Sluggish	j m	j m	j n	j m	j m
Cooperative	jn	j m	ja	j n	j o
Competitive	j m	j m	j n	j m	j m
Playful	jn	j m	ja	j n	j o
Work-Oriented	j m	j m	j n	j m	j m
Aggressive	jn	j m	ja	j n	j o
Emerging	Jn	j m	j n	j m	j n
Tense	ja	j n	j∕n	J∕n	ja

Please select the response for each question that comes closest to reflecting your opinion about your workplace.

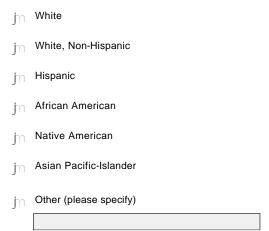
	Disagree Very Much	Disagree Moderately	N/A	Agree Moderately	Agree Very Much
I feel I am being paid a fair amount for the work I do.	j m	j sa	j m	j a	j a
There is really too little chance for promotion on my job.	j n	j n	j m	jn	j m
My supervisor is good at doing his/her job.	jn	jn	j n	jn	jn
I am not satisfied with the benefits I receive.	j m	j m	J∕∩	j m	j tn
When I do a good job, I receive the recognition for it that I should receive.	j ta	j ta	j m	j n	jα
Many of our rules and procedures make doing a good job difficult.	jn	j n	j m	jn	j m
I like the people I work with.	j m	jn	j n	jn	jn
I sometimes feel my job is worthless.	j m	j m	jm	j m	j n
Communications seem good within this organization.	j m	j sa	j m	j m	j a
Raises are too few and far between.	j m	j m	j m	j m	j m
Those who do well on the job stand a fair chance of being promoted.	j tn	j tn	j m	jn	j'n
My supervisor is unfair to me.	j m	j m	Jm	j m	j tn
The benefits we receive are as good as most other organizations offer.	j m	jm	j m	jn	jta
I do not feel that the work I do is appreciated.	j m	jm	j m	j m	j m
My efforts to do a good job are rarely blocked by red tape.	jm	jm	j m	jn	jta
I find I have to work harder at my job because of the incompetence of people I work with.	j n	jn	jm	jn	j m
I like doing the things I do at work.	j m	j ta	j m	j m	j to
The goals of this organization are not clear to me.	j m	jn	jm	j m	j m

Please select the response for each question that comes closest to reflecting your opinion about your workplace.

	Disagree Very Much	Disagree Moderately	N/A	Agree Moderately	Agree Very Much
I feel unappreciated by the organization when I think about what they pay me.	jα	ja	ja	jn	ja
People get ahead as fast here as they do in other places.	jn	j n	j tn	j n	j tn
My supervisor shows too little interest in the feelings of people that work for him/her.	ja	j ta	ja	j ta	j o
The benefit package we have is good.	j n	j m	Jn	j m	j n
There are few rewards for those who work here.	j n	j ta	j m	j m	j n
I have too much to do at work.	j n	j m	Jn	j m	j n
I enjoy my coworkers.	j to	j a	j n	j a	j o
I often feel that I do not know what is going on with the organization.	jn	j n	j tn	j m	j tn
I feel a sense of pride in doing my job.	j n	j n	j n	jn	ja
I feel satisfied with my chances for salary increases.	j m	j m	j m	j m	j m
There are benefits we do not have which we should have.	ja	ja	ja	j ta	j ta
I like my supervisor.	j m	jm	jn	jn	jm
I have too much paperwork.	j m	j n	j n	jn	j o
I don't feel my efforts are rewarded the way they should be.	jm	jn	jm	j m	jm
I am satisfied with my chances for promotion.	j n	jn	jn	jn	ja
There is too much complaining and fighting at work.	j m	jm	jn	jm	Jm
My job is enjoyable.	j n	j n	j n	jn	j o
Work assignments are not fully explained.	j n	jm	jn	j m	j m

Please complete the following demographic items by selecting one response for each question.

What is your race?



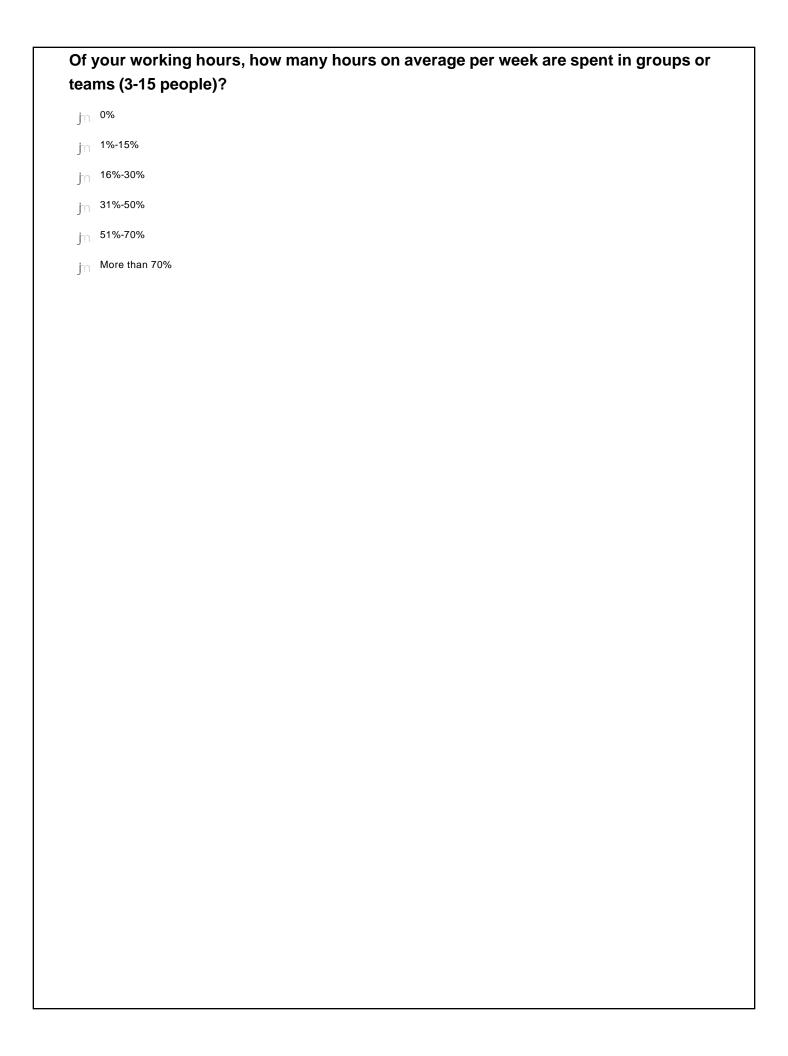
What is your Sex?

jn Male

What is your highest degree of education?

jn Less than High School
jn High School/GED
jn Some College
jn 2-Year College Degree (Associates)
jn 4-Year College Degree (BA/BS)
jn Masters Degree
jn Professional Degree
jn Doctoral Degree

What is your religiou	s affiliation?
	3 annauvii :
Protestant Christian	
jn Roman Catholic	
jn Jewish	
jn Hindu	
jn Muslim	
j₁∩ Buddhism	
jn Athiest	
Other (please specify)	
What is your current	marital status?
jn Single, Never Married	
In a Relationship	
jn Married	
Separated	
jn Divorced	
jn Remarried	
jn Widowed	
low many hours per	week do you typically spend at work (on average)?
What type of organiz	ation do you work for?
jn Not For Profit	
j	
Government	
	participant in group meetings (consisting of 3-15 people) at your
place of work?	
place of work?	



Thank You	
Thank you for your help with organization and other friend	this survey. <u>Please</u> help me out by passing the email with this survey link along to co-workers in your ds.
	lent from Texas State University sent you this survey to receive extra please indicate the Student's name and instructor here.
Student Name:	•
Instructor Name:	