

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, you 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.**

☐ Yes

☐ No

**Please type your name here as an Electronic Signature, indicating that you have read the consent form.**

**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.	<input type="text"/>
Talk with a physician.	<input type="text"/>
Present a talk to a group of strangers.	<input type="text"/>
Talk with an person you know while standing in line.	<input type="text"/>
Talk with a salesperson in a store.	<input type="text"/>
Talk in a large meeting of friends.	<input type="text"/>
Talk with a police officer.	<input type="text"/>
Talk in a small group of strangers.	<input type="text"/>
Talk with a friend while standing in line.	<input type="text"/>
Talk with a waiter/waitress in a restaurant.	<input type="text"/>
Talk in a large meeting of people you know.	<input type="text"/>
Talk with a stranger while standing in line.	<input type="text"/>
Talk with a secretary.	<input type="text"/>
Present a talk to a group of friends.	<input type="text"/>
Talk in a small group of people you know.	<input type="text"/>
Talk with a garbage collector.	<input type="text"/>
Talk in a large meeting of strangers.	<input type="text"/>
Talk with a spouse (or girl/boyfriend).	<input type="text"/>
Talk in a small group of friends.	<input type="text"/>
Present a talk to a group of people you know.	<input type="text"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sluggish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Playful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-Oriented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aggressive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emerging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tense	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is really too little chance for promotion on my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is good at doing his/her job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am not satisfied with the benefits I receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I do a good job, I receive the recognition for it that I should receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many of our rules and procedures make doing a good job difficult.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like the people I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I sometimes feel my job is worthless.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications seem good within this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raises are too few and far between.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Those who do well on the job stand a fair chance of being promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is unfair to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits we receive are as good as most other organizations offer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel that the work I do is appreciated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My efforts to do a good job are rarely blocked by red tape.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find I have to work harder at my job because of the incompetence of people I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like doing the things I do at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The goals of this organization are not clear to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People get ahead as fast here as they do in other places.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor shows too little interest in the feelings of people that work for him/her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefit package we have is good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are few rewards for those who work here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have too much to do at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often feel that I do not know what is going on with the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of pride in doing my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel satisfied with my chances for salary increases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are benefits we do not have which we should have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have too much paperwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't feel my efforts are rewarded the way they should be.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my chances for promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is too much complaining and fighting at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job is enjoyable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work assignments are not fully explained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

### What is your race?

- ☐ White
- ☐ White, Non-Hispanic
- ☐ Hispanic
- ☐ African American
- ☐ Native American
- ☐ Asian Pacific-Islander
- ☐ Other (please specify)

### What is your Sex?

- ☐ Male
- ☐ Female

### What is your highest degree of education?

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

## What is your religious affiliation?

☐ Protestant Christian

☐ Roman Catholic

☐ Jewish

☐ Hindu

☐ Muslim

☐ Buddhism

☐ Athiest

☐ Other (please specify)

## What is your age?

## What is your current marital status?

☐ Single, Never Married

☐ In a Relationship

☐ Married

☐ Separated

☐ Divorced

☐ Remarried

☐ Widowed

## How many hours per week do you typically spend at work (on average)?

## What type of organization do you work for?

☐ For Profit

☐ Not For Profit

☐ Government

## Are you currently a participant in group meetings (consisting of 3-15 people) at your place of work?

☐ Yes

☐ No



**Of your working hours, how many hours on average per week are spent in groups or teams (3-15 people)?**

☐ 0%

☐ 1%-15%

☐ 16%-30%

☐ 31%-50%

☐ 51%-70%

☐ More than 70%

## Thank You

Thank you for your help with this survey. **Please** help me out by passing the **email with this survey link** along to co-workers in your organization and other friends.

**Optional: If a student from Texas State University sent you this survey to receive extra credit for a class, please indicate the Student's name and instructor here.**

Student Name:

Instructor Name: