Appendix 1:

**Scenario 1:** Your team is supervised by Bill, a single male.

Six months ago, Sue was hired into your project team as a coworker.

Recently, you began noticing that Bill was spending increasingly more time with Sue.

*Fling Scenario:* Both are overly excited about their newfound fling. Neither is sure how long it will last, but seem to be having fun from what you can see. You have noticed Bill and Sue flirting in the lunchroom at work and see them out together after work hours. However, when asked, both report that neither of them is looking for anything serious. You have also noticed that both Bill and Sue engage in flirting behavior in social situations with other people, even if both are present.

*Utilitarian Scenario:* Sue recently came up for a higher position in the company. All of her free time at work seems to be spent in Bill’s office in hopes of “sealing the deal” for her advancement in the company. You have noticed that Sue frequently asks Bill for advice on improving her work ethic and volunteers to do personal favors for Bill (i.e. getting Bill coffee, picking up his mail, and running errands).

*True Love Scenario:* You noticed Bill and Sue in the lunch room and overheard them talking about future plans to go on a vacation together. You have also noticed that they come to work functions and social events together. When you speak to Bill and Sue, you notice their stories tend to involve each other. You perceive them as being in love.

**Scenario 2:** Your team is supervised by Beth, a single person.

Six months ago, Steve was hired into your project team as a coworker. Recently, you began noticing that Beth was spending increasingly more time with Steve.

*Fling Scenario:* Both are overly excited about their newfound fling. Neither is sure how long it will last, but seem to be having fun from what you can see. You have noticed Beth and Steve flirting in the lunchroom at work and see them out together after work hours. However, when asked, both report that neither of them is looking for anything serious. You have also noticed that both Beth and Steve engage in flirting behavior in social situations with other people, even if both are present.

*Utilitarian Scenario:* Steve recently came up for a higher position in the company. All of his free time at work seems to be spent in Beth’s office in hopes of “sealing the deal” for his advancement in the company. You have noticed that Steve frequently asks Beth for advice on improving his work ethic and volunteers to do personal favors for Beth (i.e. getting Beth coffee, picking up her mail, and running errands).

*True Love Scenario:* You noticed Steve and Beth in the break room and overheard them talking about future plans to go on a vacation together. You have also noticed that they come to work functions and social events together. When you speak to Beth and Steve, you notice their stories tend to involve each other. You perceive them as being in love.

**Note:** These scenarios have been adapted for this study based upon Jones' (1999) study. This study will examine subordinate perceptions on the supervisor/subordinate relationships described in the scenarios. Possible perceptions will include fling, utilitarian, and true love.