Identifying traits or attitudes in social media language
Survey Design

We want to identify traits and attitudes (e.g., social dominance orientation and right-wing authoritarianism) in social media language and link those traits or attitudes to outcomes of interests (e.g., discrimination, job outcomes). Our tentative steps are:
1) design a survey including various trait measures (e.g., SDO, RWA) and questions about their social media account (Twitter and Facebook, linkedin? QUORA?);
2) collect data using through Amazon M-Turk;
3) use natural language process (NLP) to web-scrape their social media language (e.g., lexical features, syntax-based features) and generate predictive models to predict their traits (e.g., SDO, RWA). Then, link their trait scores to multiple outcomes (e.g., incivility)

We are collaborating with a knowledgeable engineering professor who will provide us technical support on this project. We welcome any thoughts or suggestions that are interesting and worth investigating through mining social media data!! Happy to collaborate if you're interested in.

Pre-screen Questions

Do you have a Twitter account?
- Yes
- No

<Exclude all who do not have a twitter account>

On average, how often do you tweet per week?

<Exclude all who Tweet less than twice per week>

Are you currently employed for 30+ hours per week?
- Yes
- No

< Exclude all who answer no>

Are you self-employed?
- Yes
- No

<Exclude all who answer yes>

Do you work remotely?
- Yes
- No

<Exclude all who answer yes>

Are you over the age of 18?
- Yes
- No

<Exclude all who answer no>

Do you fluently speak English?
- Yes
- No

<Exclude all who answer no>

End of survey message for those who fail pre-screening:
Unfortunately you do not meet the qualifications to participate in this study. We appreciate your time and willingness to participate. If you have any questions, please contact Dr. Isaac Sabat at isaacsabat5@tamu.edu.

Twitter Info:

This project involves people's behavior on Twitter, so researchers need to request access to your tweets. To participate in this survey you will need to provide your Twitter handle and consent to allowing researchers web-scrape your Twitter history. All information will be confidential and personally identifiable information will be removed. We will verify your Twitter handle before processing your compensation. Your compensation will be denied unless you provide us with your correct Twitter handle.

Do you consent to researchers web-scraping your Twitter history?
- Yes
- No

< Exclude all that answer no>

Twitter handle: <open answer>
<Exclude those who do not provide a Twitter handle>

End of survey message for those who do not consent:
Unfortunately you do not meet the qualifications to participate in this study. We appreciate your time and willingness to participate. If you have any questions, please contact Dr. Isaac Sabat at isaacsabat5@tamu.edu.

Demographics:

Please tell us a little about yourself by answering the following questions.

1. Job title: _____ Occupation: _____
2. Which of the following best describes your occupation industry?
   Accommodation and Food Services
   Administrative and Support Services
   Agriculture, Forestry, Fishing and Hunting
   Art, Entertainment, and Recreation
   Construction
   Educational Services
   Finance and Insurance
   Government
   Health Care and Social Assistance
   Information
   Management of Companies and Enterprises
   Manufacturing
   Mining, Quarrying, and Oil and Gas Extraction
   Other Services (Except Public Administration)
   Professional, Scientific, and Technical Services
   Real Estate and Rental and Leasing
   Retail Trade
   Self-Employed
   Transportation and Warehousing
   Utilities
   Other: Please specify _____

3. Which of the following most accurately describes your current job level?
   Intern
   Entry Level
   Manager
   Senior Manager
   Director
   Vice President
   Senior Vice President
   C Level Executive (CFO, COO, etc.)
   President or CEO
   Owner
   Other: Please specify _____

4. Your age: _____
5. Your gender:
   Man
   Woman
   I prefer to self-identify (please specify):

6. Your race/ethnicity: (check all that apply to you)

       African American/Black

       Asian American/Pacific Islander

       Latina/Latino/Hispanic

       Native American/American Indian

       White/Caucasian/European American

       I prefer to self identify *(please specify)*:

7. How would you describe your sexual orientation?

       __Heterosexual

       __Lesbian

       __Gay

       __Bisexual

       __I prefer to self-identify (please specify)

8. Marital Status:

       __ Single

       __ Married

       __ Non-domestic partner

       __ Domestic partner

       __ Divorced/separated

       __ Widowed

9. Current level of education

       __ Less than high school diploma

       __ High school diploma

       __ Some college/tech school

       __ Bachelor's degree

       __ Some graduate school

       __ Masters degree

       __ More than a masters degree

       __ Doctoral degree

10. How long have you worked in your current organization? ____years

11. About how many hours per week do you work for pay? ____ hours/week

12. If you have a spouse or partner, about how many hours per week do they work for pay? _____hours/week

13. Do you have children? Yes/No

14. How many children do you have? ____

15. What is the age of your youngest child? ____ years

16. How would you describe your religious identity?

       Christian

       Jewish

       Muslim

       Hindu

Buddhist
Agnostic
Atheist
I prefer to self identify _____ (please specify)

Team/organization diversity:

Please estimate the following to the best of your ability:

What percentage of people on your team are men?

What percentage of people on your team are white?

What percentage of people in your organization are men?

What percentage of people in your organization are white?

Careless responders checker item
   1. I have NOT been paying attention when responding to this survey. Agree Disagree.
   2. If you are Paying Attention, click "Strongly Disagree" on the scale.

PREDICTORS

(traits and attitudes)

Social Dominance Orientation

Ho, A. K., Sidanius, J., Kteily, N., Sheehy-Skeffington, J., Pratto, F., Henkel, K. E., ... & Stewart, A. L. (2015). The nature of social dominance orientation: Theorizing and measuring preferences for intergroup inequality using the new SDO₇ scale. *Journal of Personality and Social Psychology*, *109*(6), 1003.

Show how much you favor or oppose each idea below by selecting a choice from 1 (Strongly Oppose) to 7 (Strongly Favor) on the scale below. You can work quickly; your first feeling is generally best.

1 to 7 (Strongly Oppose, Somewhat Oppose, Slightly Oppose, Neutral, Slightly Favor, Somewhat Favor, Strongly Favor)

Pro-trait dominance:
1. An ideal society requires some groups to be on top and others to be on the bottom.
2. Some groups of people are simply inferior to other groups.
Con-trait dominance:
3. No one group should dominate in society.
4. Groups at the bottom are just as deserving as groups at the top.
Pro-trait antiegalitarianism:
5. Group equality should not be our primary goal.
6. It is unjust to try to make groups equal.
Con-trait antiegalitarianism:
7. We should do what we can to equalize conditions for different groups.
8. We should work to give all groups an equal chance to succeed.

Right-wing Authoritarianism Short Form

Zakrisson, I. (2005). Construction of a short version of the Right-Wing Authoritarianism (RWA) scale. *Personality and Individual Differences*, *39*, 863–872.

Please tell us your attitudes towards the following statements by selecting a choice from 1 (Very Negative) to 7 (Very Positive) on the scale below.

Items in the revised, short version of the RWA scale (counter-balanced items in italics). Scale: 1 (*very negative*) to 7 (*very positive*)

1.Our country needs a powerful leader, in order to destroy the radical and immoral currents prevailing in society today.

2.*Our country needs free thinkers, who will have the courage to stand up against traditional ways, even if this upsets many people*.

3. The "old-fashioned ways" and "old-fashioned values" still show the best way to live.

4. *Our society would be better off if we showed tolerance and understanding for nontraditional values and opinions*.

5. God's laws about abortion, pornography and marriage must be strictly followed before it is too late, violations must be punished.

6. *The society needs to show openness towards people thinking differently, rather than a strong leader, the world is not particularly evil or dangerous*.

7. It would be best if newspapers were censored so that people would not be able to get hold of destructive and disgusting material.

8. *Many good people challenge the state, criticize the church and ignore "the normal way of living"*.

9. Our forefathers ought to be honored more for the way they have built our society, at the same time we ought to put an end to those forces destroying it.

10. *People ought to put less attention to the Bible and religion, instead they ought to develop their own moral standards*.

11. There are many radical, immoral people trying to ruin things; the society ought to stop them.

12. *It is better to accept bad literature than to censor it*.

13. Facts show that we have to be harder against crime and sexual immorality, in order to uphold law and order.

14. *The situation in the society of today would be improved if troublemakers were treated with reason and humanity*.

15. If the society so wants, it is the duty of every true citizen to help eliminate the evil that poisons our country from within.

Influence tactics

Instructions: The purpose of this questionnaire is to learn more about the different ways people try to influence each other on Twitter. Please describe how much you use each type of behavior in an effort to influence others regarding your activities on twitter. For each behavior item, select one of the following response choices, and select the option that corresponds with your choice.
provided.

1 = I can't remember ever using this tactic
2 = very seldom use this tactic
3 = occasionally use this tactic
4 = use this tactic moderately often
5 = use this tactic very often

Rational persuasion

1. Use facts and logic to make a persuasive case for your request or proposal.
2. Explain clearly why your request or proposed change is necessary to attain an important objective.
3. Explain why your proposed project or change would be practical and cost effective.
4. Provide information or evidence to show that your proposed activity or change is likely to be successful.

Exchange

5. Offer others something they want in return for help on a task or project.
6. Offer to do something in exchange for carrying out a request.
7. Offer to do a specific task or favor in return for help and support.
8. Offer to do something in the future in return for help now.

Inspirational appeal

9. Say your proposed activity or change is an opportunity to do something really exciting and worthwhile.
10. Describe a clear, inspiring vision of what your proposed project or change could accomplish.
11. Talk about ideals and values when proposing a new activity or change.
12. Make an inspiring speech or presentation to arouse enthusiasm for a proposed activity or change.

Ingratiation

29. Say that the people whom you request support from have the special skills or knowledge needed to carry out the request.
30. Praise someone's past performance or achievements when asking him/her to do a task you requested.
31. Praise one's skill or knowledge when asking him/her to do something.

32. Say that they are the most qualified person for a task that you requested them to do.

Consultation

33. Ask others to suggest things they could do to help you achieve a task objective or resolve a problem.

34. Consult with others to get their ideas about a proposed activity or change that you want them to support or implement.

35. Encourage someone to express concerns he/she may have about a proposed activity or change that you want him/her to support or implement.

36. Invite others to suggest ways to improve a preliminary plan or proposal that you want them to support or help implement.

Personal Appeals

37. Appeal to others' friendship when asking them to do something for you.

38. Say you need to ask for a favor before telling them what it is.

39. Ask them as a friend to do a favor for you.

40. Ask for their help as a personal favor.

Coalition

41. Mention the names of other people who endorse your proposal when asking others to support it.

42. Get others to explain to a person why they support a proposed activity or change that you wants him/her to support or help implement.

43. Tag someone along for support when making a request or proposal.

44. Tag people who are influential on twitter to help influence others to carry out your request or to support your proposal.

Modern Sexism Scale

Swim, J. K., Aikin, K. J., Hall, W. S., & Hunter, B. A. (1995). Sexism and racism: Old-fashioned and modern prejudices. *Journal of personality and social psychology*, *68*(2), 199.

Please state your level of agreement with the following statements by selecting a choice from 1 (Strongly Disagree) to 7 (Strongly Agree):

Denial of continuing discrimination
Discrimination against women is no longer a problem in the United States. *
Women often miss out on good jobs due to sexual discrimination.
It is rare to see women treated in a sexist manner on television.*
On average, people in our society treat husbands and wives equally.*
Society has reached the point where women and men have equal opportunities for achievement.*

Antagonism toward women's demands
6. It is easy to understand the anger of women's groups in America.
7. It is easy to understand why women's groups are still concerned about societal limitations of women's opportunities.

Resentment about special favors for women
8. Over the past few years, the government and news media have been showing more concern about the treatment of women than is warranted by women's actual experiences.*

*Reverse scoring

Scale

1 = Strongly Disagree
2 = Disagree
3 = Slightly Disagree
4 = Neither Agree or Disagree
5 = Slightly Agree
6 = Agree
7 = Strongly Agree

Modern Racism Scale

Swim, J. K., Aikin, K. J., Hall, W. S., & Hunter, B. A. (1995). Sexism and racism: Old-fashioned and modern prejudices. *Journal of personality and social psychology*, *68*(2), 199.

Please state your level of agreement with the following statements by selecting a choice from 1 (Strongly Disagree) to 7 (Strongly Agree):

Denial of continuing discrimination
Discrimination against Blacks is no longer a problem in the United States.*

Antagonism toward African Americans' demands
It is easy to understand the anger of Black people in America.
Blacks have more influence upon school desegregation plans than they ought to have.*
Blacks are getting too demanding in their push for equal rights.*
Blacks should not push themselves where they are not wanted.*

Resentment about special favors for African-Americans
Over the past few years, Blacks have gotten more economically than they deserve.*
Over the past few years, the government and news media have shown more respect to Blacks then they deserve.*

* Reverse scoring

Scale

1 = Strongly Disagree
2 = Disagree
3 = Slightly Disagree
4 = Neither Agree or Disagree
5 = Slightly Agree
6 = Agree
7 = Strongly Agree

Attitudes Toward Lesbians and Gay Men (ATLG) Scale

Please state your level of agreement with the following statements by selecting a choice from 1 (Strongly Disagree) to 7 (Strongly Agree):

Scale: 1 = strongly disagree to 7 = strongly agree

1. Lesbians just can't fit into our society
2. I think male homosexuals are disgusting
3. The growing number of lesbians indicates a decline in American morals
4. Male homosexuality is a perversion
5. Female homosexuality is a threat to many of our basic social institutions
6. Female homosexuality is an inferior form of sexuality
7. If a man has homosexual feelings, he should do everything he can to overcome them
8. Homosexuality should NOT be a cause for job discrimination in any situation
9. Homosexual behavior between two men is just plain wrong
10. Homosexuality is merely a different kind of lifestyle that should not be condemned
11. Being gay is a choice.
12. Gay men and lesbians are born gay.
13. Gay men and lesbians choose to be gay.

Ethical Values Assessment

Prompt:
What moral values do you think are important to how you should live at this time in your life? Please select a choice from 1 (Not at all important) to 5 (Completely important):

Autonomy
I should take responsibility for myself.
I should try to achieve my personal goals.
I should be fair to other individuals.
I should respect other individuals' rights.

Community
I should take care of my family.
I should be cooperative.
I should know my place or role in a group.
I should strive for social harmony.

Divinity
I should aim for spiritual salvation.
I should aim to live a holy life.
I should follow God's law.
I should strive for spiritual purity.

Scale:
1 = Not at all important
5 = Completely important

Political Ideology

Napier, J. L., & Jost, J. T. (2008). Why are conservatives happier than liberals?.
Psychological Science, 19(6), 565-572.

1. Please indicate your political ideology:
   1 (strongly Liberal) to 7 (strongly Conservative)
2. Please indicate your political party:
   1 (strongly Democratic) to 7 (strongly Republican)

Revised Self-Monitoring Scale

Lennox, R. D., & Wolfe, R. N. (1984). Revision of the self-monitoring scale.

Notes:
Scale: 0-5
High scores indicate high self-monitoring.
Items 9 and 12 require reverse scoring.

Please state your level of agreement with the following statements by selecting a choice from 1 (Certainly, always true) to 6 (Certainly, always false):

 5 = certainly, always true; 4 = generally true; 3 = somewhat true, but with exception; 2 = somewhat false, but with exception; 1 = generally false; 0 = certainly, always false (these weights were reversed for negatively worded items)

1. In social situations, I have the ability to alter my behavior.
2. I am often able to read people's true emotions correctly through their eyes.
3. I have the ability to control the way I come across to people, depending on the impression I wish to give them.
4. In conversations, I am sensitive to even the slightest change in the facial expression of the person I'm conversing with.
5. My powers of intuition are quite good when it comes to understanding others' emotions and motives.
6. I can usually tell when others consider a joke to be in bad taste, even though they may laugh convincingly.
7. When I feel that the image I am portraying isn't working, I can readily change it to something that does
8. I can usually tell when I've said something inappropriate by reading it in the listener's eyes.
9. I have trouble changing my behavior to suit different people and different situations
10. I have found that I can adjust my behavior to meet the requirements of any situation I find myself in.
11. If someone is lying to me, I usually know it at once from that person's manner of expression.
12. Even when it might be to my advantage, I have difficulty putting up a good front
13. Once I know what the situation calls for, it's easy for me to regulate my actions accordingly.

Emotional Intelligence

Short version
Emotional Intelligence (8): (two dimensions from Wong and Law (2002))
On a 1 (Strongly disagree) to 5 (Strongly agree) scale, please indicate the degree to which you agree or disagree with the following statements:
1 = strongly disagree
2 = disagree
3 = neither agree nor disagree
4 = agree
5 = strongly agree

1. I have a good sense of why I have certain feelings most of the time.
2. I have good understanding of my own emotions.
3. I really understand what I feel.
4. I always know whether or not I am happy.
5. I always know my friends' emotions from their behavior.
6. I am a good observer of others' emotions.
7. I am sensitive to the feelings and emotions of others.
8. I have good understanding of the emotions of people around me.

Creative Self-efficacy

Tierney, P., & Farmer, S. M. (2002). Creative self-efficacy: Its potential antecedents and relationship to creative performance. *Academy of Management Journal*, *45*(6), 1137-1148.

Please state your level of agreement with the following statements by selecting a choice from 1 (Definitely not) to 5 (Definitely yes):

1. I have confidence in my ability to solve problems creatively
2. I feel that I am good at generating novel ideas
3. I have confidence in my ability to develop the ideas of others

Creative Personal Identity

Karwowski, M. (2014). Creative mindsets: Measurement, correlates, consequences. *Psychology of Aesthetics, Creativity, and the Arts*, *8*(1), 62-70.

Please state your level of agreement with the following statements by selecting a choice from 1 (Definitely not) to 5 (Definitely yes):

Each of the statements of both scales was measured on a 5-point Likert scale (1 = definitely not, 5 = definitely yes).

(1) I think I am a creative person;

(2) My creativity is important for who I am;

(3) Being a creative person is important to me;

(4) Creativity is an important part of myself;

(5) Ingenuity is a characteristic which is important to me.

Outcomes

Adapted Gender Invariant Incivility Scale

In the past month, how often have you:

1. Paid little attention to coworkers statements or showed little interest in their opinions.
2. Interrupted or "spoke over" coworkers.
3. Ignored you or failed to speak to coworkers (e.g., gave coworkers "the silent treatment").
4. Made jokes at coworkers expense.

Scale:
1 = Never
2 = One or Two Times
3 = Three or Four Times
4 = Five or Six Times
5 = Many Times

Illinois Sexual Harassment Myth Acceptance Scale (ISHMA)

Lonsway, K.A., Cortina, L.M., & Magley, V.J. (2008). Sexual harassment mythology: Definition, conceptualization, and measurement. *Sex Roles, 58*, 599-615.

In their survey questionnaire, participants were asked to: "Please read each statement carefully and provide the response that best reflects your personal opinion on a scale from 1 'strongly disagree' to 7 = 'strongly agree.'" When administering the ISHMA, these 20 items should be scrambled and interspersed with the following four filler items: "Women should not have to tolerate sexual harassment in the workplace," "Sexual harassment complaints must be taken seriously," "Sexual harassment is degrading to women," and "Perpetrators of sexual harassment must be held responsible for their behavior."

Fabrication/Exaggeration

1. As long as a woman doesn't lose her job, her claim of sexual harassment shouldn't be taken too seriously.
2. Women who claim that they have been sexually harassed are usually exaggerating.
3. If a woman is sexually harassed, she must have done something to invite it.
4. Women often file frivolous charges of sexual harassment.
5. If a woman doesn't make a complaint, it probably wasn't serious enough to be sexual harassment.
6. It is difficult to believe sexual harassment charges that were not reported at the time.
7. Women who wait weeks or months to report sexual harassment are probably just making it up.
8. Women who claim sexual harassment have usually done something to cause it.

Ulterior Motives

1. Sometimes women make up allegations of sexual harassment to extort money from their employer.
2. Women who are caught having an affair with their supervisor sometimes claim that it was sexual harassment.
3. Women sometimes file charges of sexual harassment for no apparent reason.
4. A woman can easily ruin her supervisor's career by claiming that he "came on" to her.
5. Sometimes a woman has a "fantasy" relationship with her boss and then claims that he sexually harassed her.

Natural Hetereosexuality

1. Most women are flattered when they get sexual attention from men with whom they work.
2. Most women secretly enjoy it when men "come on" to them at work.
3. It's inevitable that men will "hit on" women at work.
4. Women shouldn't be so quick to take offense when a man at work expresses sexual interest.

Woman's Responsibility

1. Women can usually stop unwanted sexual attention by simply telling the man that his behavior is not appreciated.

2. Women can usually stop unwanted sexual attention from a co-worker by telling their supervisor about it.

3. Nearly all instances of sexual harassment would end if the woman simply told the man to stop.

Likelihood to Support Affirmative Action-type/Diversity policies

Principled Policy Attitudes toward Affirmative Action

Fried, Y., Levi, A. S., Billings, S. W., & Browne, K. R. (2001). The relation between political ideology and attitudes toward affirmative action among African-Americans: The moderating effect of racial discrimination in the workplace. *Human Relations*, *54*(5), 561-584.

Please state your level of agreement with the following statements by selecting a choice from 1 (Strongly Disagree) to 9 (Strongly Agree):

Responses were on a 9-point scale (1 = strongly disagree, 9 = strongly agree)
1. Affirmative action promotes equal opportunity in hiring
2. Affirmative action helps organizations by increasing the racial and gender diversity of their workforces
3. In the long run, affirmative action will reduce tensions between racial groups and between gender groups
4. On balance, affirmative action benefits society

Attitudes Toward Diverse Workgroups Scale (ADWS)

In today's work environment, people are often confronted with groups that vary in their diversity in terms of age, gender,race or ethnicity,expertise, background, and country of origin. We would like to know your feelings about working in groups that vary in their degree of diversity. A diverse group is one in which people differ from one another in one or more significant ways. In the statements below, please indicate to what extent you agree or disagree with them by marking the appropriate space on the answer sheet.

1 (Strongly disagree) to 5 (Strongly agree)

1. I don't enjoy working with people who come from different countries. [A]
2. Working in diverse groups can increase one's understanding of those who are different from me. [P]
3. Being a leader of a diverse group should enhance a person's leadership ability. [P]
4. I prefer to socialize with people from my own ethnic group. [A]
5. For complicated problems, diverse groups will be able to solve the problem more easily. [P]
6. Groups whose members are diverse will be more creative. [P]
7. In general, I prefer socializing with people like myself. [A]
8. Workgroups with members from different cultural backgrounds are likely to be effective. [P]
9. Differences in political ideology within groups can stimulate one's thinking. [P]
10. The experiences of group members who come from different countries can be helpful in groups that are trying to generate novel ideas. [P]
11. I prefer working with people who are very similar to me. [A]
12. It is easier to be motivated when working with people who are like me. [A]
13. I find interacting with people from different backgrounds very stimulating. [P]
14. The experience of working with diverse group members will prepare me to be a more effective employee in an organization. [P]
15. Diverse groups can provide useful feedback on one's ideas. [P]
16. Solutions of complex problems require groups with diverse experiences or backgrounds. [P]
17. Conversations in diverse groups tend to be somewhat uncomfortable. [A]

Note. A = affective; P = productive

Creativity

Seyba, M. E. (1984). *Imaging: A different way of thinking.* Hawthorne, NJ: Educational Impressions.

Version B

Instructions: Your task is to generate 5 titles for the following short story. The titles should be novel and appropriate for the given story. Please read the short story and write down your 5 titles in the blanks provided.

You are outside and the sun has already set. You are walking into nighttime. Lean your head back now. Look up at the evening sky. The night grows darker, blacker, layers of black until it is the darkest evening of the year. The darkness is a black syrup filling in every crack behind the trees' branches blocking out any sign of light. You watch the black blanket of night overhead. Out of it falls a snowflake. Then another. They twinkle and spin softly. They are very small pieces of nature's jewelry falling gently downward. One after another they come. Dusting the ground. Spreading a powder over the branches of the trees. The woods are white. A damp blanket of snow like wet flower petals covers your face.

Please write your 5 titles below:

CWB

0 = Never
1 = Once
2 = Twice
3 = Several times
4 = Monthly
5 = Weekly
6 = Daily

To what extent have you engaged in the following behaviors in the past year?

1. Taken property from work without permission
2. Spent too much time fantasizing or daydreaming instead of working
3. Falsified a receipt to get reimbursed for more money than you spent on business expenses
4. Taken an additional or a longer break than is acceptable at your workplace
5. Come in late to work without permission
6. Littered your work environment
7. Neglected to follow your boss's instructions
8. Intentionally worked slower than you could have worked
9. Discussed confidential company information with an unauthorized person
10. Used an illegal drug or consumed alcohol on the job
11. Put little effort into your work
12. Dragged out work in order to get overtime
13. Made fun of someone at work
14. Said something hurtful to someone at work
15. Made an ethnic, religious, or racial remark or joke at work
16. Cursed at someone at work
17. Played a mean prank on someone at work
18. Acted rudely toward someone at work
19. Publicly embarrassed someone at work

Job Satisfaction Scale

Cammann, C., Fichman, M., Jenkins, D., & Klesh J. (1979). *Michigan organizational assessment questionnaire*. Unpublished manuscript, University of Michigan, Ann Arbor.

Original Likert scale: 1 (Strongly Disagree) to 7 (Strongly Agree)

1. All in all, I am satisfied with my job.
2. In general, I don't like my job. (R)
3. In general, I like working here.

Organizational Citizenship Behavior

Williams, L. J., & Anderson, S. E. (1991). Job satisfaction and organizational commitment as predictors of organizational citizenship and in-role behaviors. *Journal of Management*, *17*(3), 601-617.

Please state how often you engage in the following behaviors by selecting a choice from 1 (Never) to 7 (Always):

OCBI
1. Helps other who have been absent.
2. Helps others who have heavy work loads.
3. Assists supervisor with his/her work (when not asked).
4. Takes time to listen to coworkers' problems and worries.
5. Goes out of way to help new employees.
6. Takes a personal interest in other employees.
7. Passes along information to coworkers.

OCBO
1. Attendance at work is above the norm.
2. Gives advance notice when unable to come to work.
3. Takes underserved work breaks. (R)
4. Great deal of time spent with personal phone conversations. (R)
5. Complains about insignificant things at work. (R)
6. Conserves and protects organizational property.
7. Adheres to informal rules devised to maintain order.

Persistent Injustices Scale

Davidson, M., & Friedman, R. A. (1998). When excuses don't work: The persistent injustice effect among black managers. *Administrative Science Quarterly, 43*(1), 154-183.

Please state your level of agreement with the following statements by selecting a choice from 1 (Strongly Disagree) to 7 (Strongly Agree):

All items are rated on a seven-point Likert-type scale ranging from *strongly disagree* (1) to *strongly agree* (7).

Past Negative Experiences
1.   I have been unfairly denied a promotion.
2.   People at work take credit for my ideas.
3.   I have been unable to gain access to informal networks at work.
4.   I have been denied raises to which I was entitled.

Future Negative Experiences
1.   I am concerned that I will be denied raises I deserve.
2.   I am concerned I won't receive promotions commensurate with my skill.
3.   I am concerned I won't be able to gain access to informal networks at work.
4.   I am concerned my ideas won't be seriously considered in group meetings.

Moderators

Diversity Climate

McKay, P. F., Avery, D. R., & Morris, M. A. (2008). Mean racial-ethnic differences in employee sales performance: The moderating role of diversity climate. *Personnel Psychology*, 61(2), 349-374.

Please state your level of agreement with the following statements by selecting a choice from _____:

1. I trust the company to treat me fairly
2. The company maintains a diversity friendly work environment
3. The company respects the views of people like me
4. Top leaders demonstrate a visible commitment to diversity