Wave 2 Survey

9. Often, you make decisions at work that may incur some personal, financial, or professional risks. In this study, we are interested in your assessment of how risky the following behaviors are.

Loop and merge feature will have the following behaviors appear one at a time to answer the bottom three questions for each behavior.

Prosocial Rule Breaking

1. Broke organizational rules or policies to do my job more efficiently.
2. Violated organizational policies to save the company time and money.
3. Ignored organizational rules to ‘‘cut the red tape’’ and be a more effective worker.
4. When organizational rules interfered with my job duties, I broke those rules.
5. Disobeyed company regulations that result in inefficiency for the organization.
6. Broke organizational rules if my co-workers needed help with their duties.
7. When another employee needed my help, I disobeyed organizational policies to help him/her.
8. Assisted other employees with their work by breaking organizational rules.
9. Helped out other employees, even if it meant disregarding organizational policies.
10. Broke rules that stand in the way of good customer service.
11. Gave good service to clients or customers by ignoring organizational policies that interfered with my job.
12. Broke organizational rules to provide better customer service.
13. Bent organizational rules so that I could best assist customers.

Organizational Dissent

1. Brought my criticism about organizational changes that aren't working to my supervisor or someone in management.
2. Told management when I believed employees were being treated unfairly.
3. Made suggestions to management or my supervisor about correcting inefficiency in my organization.
4. Spoke with my supervisor or someone in management when I questioned workplace decisions.
5. Discussed my concerns about workplace decisions with family and friends outside of work.
6. Talked with family and friends about workplace decisions that I am uncomfortable discussing at work.
7. Talked about my job concerns to people outside of work.
8. Let other employees know how I feel about the way things are done around here.
9. Joined in when other employees complained about organizational changes.
10. Made certain everyone knew when I was unhappy with work policies.
11. Criticized inefficiency in this organization in front of everyone.

Employee Voice

1. Frequently makes suggestions about how to do things in new or more effective ways at work.
2. Often suggests changes to work projects in order to make them better.
3. Often speaks up with recommendations about how to fix work-related problems.
4. Frequently makes suggestions about how to improve work methods or practices.
5. Regularly proposes ideas for new or more effective work methods.
6. Defends organizational programs that are worthwhile when others unfairly criticize the programs.
7. Expresses support for productive work procedures when others express uncalled for criticisms of the procedures.
8. Speaks up in support of organizational policies that have merit when others raise unjustified concerns about the policies.
9. Defends useful organizational policies when other employees unfairly criticize the policies.
10. Defends effective work methods when others express invalid criticisms of the methods.
11. Stubbornly argues against changing work methods, even when the proposed changes have merit.
12. Speaks out against changing work policies, even when making changes would be for the best.
13. Vocally opposes changing how things are done, even when changing is inevitable.
14. Rigidly argues against changing work procedures, even when implementing the changes makes sense.
15. Vocally argues against changing work practices, even when making the changes is necessary.
16. Often bad-mouths the organization’s policies or objectives.
17. Often makes insulting comments about work-related programs or initiatives.
18. Frequently makes overly critical comments regarding how things are done in the organization.
19. Often makes overly critical comments about the organization’s work practices or methods.
20. Harshly criticizes the organization’s policies, even though the criticism is unfounded.

10. How likely will this behavior harm you, personally or professionally?

Scale 0 - 10 (Not likely to extremely likely)

11. How likely will this behavior benefit you, personally or professionally?

Scale 0 - 10 (Not likely to extremely likely)

12. To what extent are you worried about the potential risks of this behavior?

Scale 0 - 10 (Not worried at all to extremely worried)