**CONSENT FORM**

UNIVERSITY OF ILLINOIS

AT URBANA-CHAMPAIGN



**Department of Psychology**

College of Liberal Arts and Sciences

603 East Daniel Street

Champaign, IL 61820

**Informed Consent**

*Please read this consent agreement carefully.*

*You must be 18 years old or older AND employed to participate.*

**Purpose of the research:** The purpose of the study is to understand the relationship between an individual’s personality and their compatibility with aspects of various work environments.

**What you will do in this study**: You will be asked to answer several questions about your personality, work place, work preferences, and work behaviors. This will take approximately 30 to 35 minutes.

**Risks:** There are no anticipated risks associated with participating in this study beyond those that exist in daily life.

**Compensation:** In return for your participation, you will receive feedback regarding your personality. In addition, you will experience what it is like to take part in a psychology study, and in turn receive firsthand knowledge regarding different research methodologies.

**Voluntary Withdrawal**: Your participation in this study is completely voluntary, and you may withdraw from the study at any time. You are under no obligation to complete the questionnaires. You may refuse to answer specific questions, and you may discontinue your participation at any time.

**Confidentiality:** Your participation in this study will remain completely anonymous. We are not requesting you to provide any personally identified information. All electronic data will be entered in and kept on password-protected computers in locked rooms in the researcher’s offices. The researchers will keep the information you provide confidential.

**Further information:** If you have questions about this study, please contact Brent Roberts, Department of Psychology, University of Illinois, 603 E. Daniel St., Champaign, IL 61820. Email: [broberts@illinois.edu](mailto:broberts@Illinois.edu); phone 217-333-2644.

**Who to contact about your rights in this study:** If you have any questions about your rights as a participant in this study or any concerns or complaints, please contact the University of Illinois Institutional Review Board at 217-333-2670 (collect calls will be accepted if you identify yourself as a research participant) or via email at irb@illinois.edu.

**Agreement:** The purpose and nature of this research have been sufficiently explained and I signify that I am 18 years of age or older, ***employed***, and agree to participate in this study. I understand that I am free to withdraw at any time without incurring any penalty. I understand that I will receive a copy of this form to take with me.

Please click “Yes, I consent” to continue the study, or “No, I do not” to leave the study without taking part.

\_\_\_ Yes, I consent.

\_\_\_ No, I do not.

**Table Describing Study Items**

|  |  |  |
| --- | --- | --- |
| **Construct** | **Name of Inventory** | **# Items** |
| Job Satisfaction | Measure: Job Satisfaction (Brayfield & Rothe, 1951) | 5 |
| Job Commitment (Affective) | Meyer, Allen, & Smith (1993) | 6 |
| Big Five | Big Five Inventory (BFI) | 44 |
| Person-Organization Fit | Cable & Derue (2002) | 3 |
| Person-Job Fit | Work Values Survey; Cable & Edwards (2004) | 26 |
| Promotion Opportunity; How much work values you? |  | 3 |
| Demographics |  | 17 |
| Turnover |  | 3 |
| Organizational Justice | Colquitt (2001) | 20 |
| Narcissism | NPI 40 item; forced choice | 40 |
| Psychological Entitlement | Psychological Entitlement Scale (PES; Campbell, Bonacci, Shelton, Exline, & Bushman, 2004) | 9 |
| Counterproductive Work Behavior | Measure: Counterproductive Work Behavior (Bennett & Robinson, & 2000) | 22 |

**TOTAL = 199 items**

**Measure: Job Satisfaction**

**Judge, T. A., Locke, E. A., Durham, C. C., & Kluger, A. N. (Journal of Applied Psychology, 1998), adapted from Brayfield and Rothe (Journal of Applied Psychology, 1951).**

### 3.) Some jobs are more interesting and satisfying than others. We want to know how you feel about your job. For each statement below, use the following scale to indicate which is the most descriptive of your current job.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Slightly Disagree** | **Neither Agree nor Disagree** | **Slightly Agree** | **Agree** | **Strongly Agree** |
| I feel fairly well satisfied with my present job. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Most days I am enthusiastic about my work. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Each day of work seems like it will never end. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| I find real enjoyment in my work. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| I consider my job rather unpleasant. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |

**Affective Organizational Commitment**

**(Meyer, Allen, & Smith, 1993)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Somewhat Disagree** | **Neither Agree nor Disagree** | **Somewhat Agree** | **Strongly Agree** |
| My job is important to my self-image. | ( ) | ( ) | ( ) | ( ) | ( ) |
| I regret having entered my profession. | ( ) | ( ) | ( ) | ( ) | ( ) |
| I am proud to be in my profession. | ( ) | ( ) | ( ) | ( ) | ( ) |
| I dislike my job. | ( ) | ( ) | ( ) | ( ) | ( ) |
| I do not identify with my job. | ( ) | ( ) | ( ) | ( ) | ( ) |
| I am enthusiastic about my job. | ( ) | ( ) | ( ) | ( ) | ( ) |

**Big Five Inventory**

**John, O. P., Naumann, L. P., & Soto, C. J. (2008)**

**How Accurately Can You Describe Yourself?**

The following statements concern your perception about yourself in a variety of situations. Your task is to indicate the strength of your agreement with each statement, utilizing a scale in which 1 denotes strong disagreement, 5 denotes strong agreement, and 2, 3, and 4 represent intermediate judgments.

There are no "right" or "wrong" answers, so select the number that most closely reflects you on each statement. Take your time and consider each statement carefully.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree a Little** | **Neither Agree nor Disagree** | **Agree a Little** | **Strongly Agree** |
| …Is talkative | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Tends to find fault with others | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Does a thorough job | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is depressed, blue | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is original, comes up with new ideas | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is reserved | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is helpful and unselfish with others | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Can be somewhat careless | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is relaxed, handles stress well | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is curious about many different things | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is full of energy | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Starts quarrels with others | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is a reliable worker | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Can be tense | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is ingenious, a deep thinker | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Generates a lot of enthusiasm | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Has a forgiving nature | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Tends to be disorganized | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Worries a lot | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Has an active imagination | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Tends to be quiet | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is generally trusting | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Tends to be lazy | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is emotionally stable, not easily upset | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is inventive | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Has an assertive personality | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Can be cold and aloof | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Perseveres until the task is finished | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Can be moody | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Values artistic, aesthetic experiences | ( ) | ( ) | ( ) | ( ) | ( ) |
| Is sometimes shy, inhibited | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is considerate and kind to almost everyone | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Does things efficiently | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Remains calm in tense situations | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Prefers work that is routine | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is outgoing, sociable | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is sometimes rude to others | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Makes plans and follows through with them | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Gets nervous easily | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Likes to reflect, play with ideas | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Has few artistic interests | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Likes to cooperate with others | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is easily distracted | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is sophisticated in art, music, or literature | ( ) | ( ) | ( ) | ( ) | ( ) |
| …Is politically liberal | ( ) | ( ) | ( ) | ( ) | ( ) |

**Person-Organization Fit Items**

**Cable & Derue (2002)**

**Describe your organization:**

**Describe the relationship between your values and what you perceive your organization values.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** |
| The things that I value in life are very similar to the things that my organization values | ( ) | ( ) | ( ) | ( ) | ( ) |
| My personal values match my organization’s values and culture | ( ) | ( ) | ( ) | ( ) | ( ) |
| My organization’s values and culture provide a good fit with the things that I value in life | ( ) | ( ) | ( ) | ( ) | ( ) |

**Work Values Survey; Cable & Edwards (2004)**

**How important is this to you?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Not important** | **Slightly**  **Important** | **Moderately Important** | **Very**  **Important** | **Extremely Important** |
| **Making the world a better place** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being of service to society** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Contributing to Humanity** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Forming relationships with coworkers** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Getting to know your fellow workers quite well** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Developing close ties with coworkers** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Salary level** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Total compensation** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **The amount of pay** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Gaining respect** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Obtaining status** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being looked up to by others** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being certain of keeping my job** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being sure I will always have a job** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being certain my job will last** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Distinct reporting relationships** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **A clear chain of command** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Definite lines of authority** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Doing a variety of things** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Doing something different every day** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Doing many different things on the job** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Doing my work in my own way** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Determining the way my work is done** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Making my own decisions** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being treated fairly by my company** | ( ) | ( ) | ( ) | ( ) | ( ) |
| **Being treated fairly by my company** | ( ) | ( ) | ( ) | ( ) | ( ) |

**Company Acknowledgement of Employee Value (3 items),**

**Perceived Value Added by Employee (3 items)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all | Slightly | Moderately | Very | Extremely |
| How much do you think your workplace values you? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Do individuals in your workplace acknowledge how valuable you are? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Do individuals at your workplace know how important your contributions are? | ( ) | ( ) | ( ) | ( ) | ( ) |
| How much value do you contribute to your workplace? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Compared to other employees, how much value do you add to your company? | ( ) | ( ) | ( ) | ( ) | ( ) |
| How much better off is your company, because they have you? | ( ) | ( ) | ( ) | ( ) | ( ) |

**Organizational Justice**

**Colquitt (2001)**

**The following items refer to your performance evaluation. To what extent:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **To a Small Extent** | **To a Small-Medium Extent** | **To a Medium Extent** | **To a Medium-Large Extent** | **To a Large Extent** |
| Does your performance evaluation reflect the effort you have put into your work? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Is your performance evaluation appropriate for the work you have completed? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Does your performance evaluation reflect what you have contributed to the organization? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Is your performance evaluation justified, given your performance? | ( ) | ( ) | ( ) | ( ) | ( ) |

**The following items refer to the procedures used to arrive at your performance evaluation. To what extent:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **To a Small Extent** | **To a Small-Medium Extent** | **To a Medium Extent** | **To a Medium-Large Extent** | **To a Large Extent** |
| Have you been able to express your views and feelings during those procedures | ( ) | ( ) | ( ) | ( ) | ( ) |
| Have you had influence over the performance evaluation arrived at by those procedures? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Have those procedures been applied consistently? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Have those procedures been free of bias? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Have those procedures been based on accurate information? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Have you been able to appeal the performance evaluation arrived at by those procedures? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Have those procedures upheld ethical and moral standards? | ( ) | ( ) | ( ) | ( ) | ( ) |

**The following items refer to your supervisor. To what extent:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **To a Small Extent** | **To a Small-Medium Extent** | **To a Medium Extent** | **To a Medium-Large Extent** | **To a Large Extent** |
| Has your supervisor treated you in a polite manner? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Has your supervisor treated you with dignity? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Has your supervisor treated you with respect? | ( ) | ( ) | ( ) | ( ) | ( ) |
| Has your supervisor refrained from improper remarks or comments? | ( ) | ( ) | ( ) | ( ) | ( ) |

**Demographics**

**Please indicate your sex:**

( ) Male

( ) Female

**Please indicate your race/ethnicity:**

( ) African American

( ) Asian

( ) Caucasian

( ) Hispanic

( ) Other

**Please indicate your age:** \_\_\_\_\_\_\_\_

**16.) Please indicate the highest level of education you have completed:**

( ) Some High School

( ) High School

( ) Associate's Degree

( ) Bachelor's Degree

( ) Master's Degree

( ) Doctoral Degree; MD; Law Degree

**17.) How long have you been employed by your current organization (years, months)?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**18.) How long have you been in your current job position (years, months)?**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**21.) Please indicate your work status:**

( ) Full Time

( ) Part Time

() Unemployed

These are career clusters that O\*NET uses – Pull down menu

**Which career cluster does your job fit the best in?**

() Agriculture, Food and Natural Resources

() Architecture and Construction

() Arts, Audio/Video Technology and Communications

() Business, Management and Administration

() Education and Training

() Finance

() Government and Public Administration

() Health Science

() Hospitality and Tourism

() Human Services

() Information Technology

() Law, Public Safety, Corrections and Security

() Manufacturing

() Marketing, Sales and Service

() Science, Technology, Engineering and Mathematics

() Transportation, Distribution and Logistics

**What is your *current* job title-+? Please use as much detail as possible. For example, instead of “Nurse” be more specific “Gastroenterology Nurse Practitioner”**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Are you a manager?**

(yes)

(no)

**How many employees do you manage?**

**\_\_\_\_\_\_\_\_\_\_\_\_**

**Leadership opportunities in your organization?**

**If you are a manager, what level of management would you say you are at?**

() Upper management (e.g., CEO, COO, vice-president)

() Middle Management (e.g., heading a specific department; assisting first-line managers)

() First-line Management (e.g., Shift supervisor; managers that most employees interact with on a daily basis)

**Do you work for the private or public (e.g., the government) sector?**

**() Private**

**() Public**

**Are you self-employed?**

**()** Yes

**()** No

**How much money did *you* make last year from your primary place of employment? For this question we are not interested in household income, but your individual earnings.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**How much money did *your household* make last year?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**Turnover Items**

Turnover Frequency (Becton, Carr, & Judge, 2011; Gardner, Cummings, Dunham, & Pierce, 1998);

Turnover intention Van Veldhoven and Meijman(1994);

Mobley, Horner, & Hollingsworth (1978) Perceived job alternative

How many jobs have you held in the past five years? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Completely disagree | Disagree | Neither Agree nor Disagree | Agree | Completely Agree |
| I intend to change jobs during the next year |  |  |  |  |  |
| I plan to get a different job in the next year |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Unlikely | Unlikely | Neither Likely nor Unlikely | Likely | Certain |
| What are the chances that you can find an acceptable alternative to your current job? |  |  |  |  |  |

**NPI – Forced Choice**

Here you'll find a list of 40 forced-choice statements. Each question has two statements. For each question, choose the item that best matches you (even if it's not a perfect fit).

|  |  |  |
| --- | --- | --- |
|  | A | B |
| 1. | ( ) I have a natural talent for influencing people | ( ) I am not good at influencing people. |
| 2. | ( ) Modesty doesn't become me. | ( ) I am essentially a modest person. |
| 3. | ( ) I would do almost anything on a dare. | ( ) I tend to be a fairly cautious person. |
| 4. | ( ) When people compliment me I sometimes get embarrassed. | ( ) I know that I am good because everybody keeps telling me so. |
| 5. | ( ) The thought of ruling the world frightens the hell out of me. | ( ) If I ruled the world it would be a better place. |
| 6. | ( ) I can usually talk my way out of anything. | ( ) I try to accept the consequences of my behavior. |
| 7. | ( ) I prefer to blend in with the crowd. | ( ) I like to be the center of attention. |
| 8. | ( ) I will be a success. | ( ) I am not too concerned about success. |
| 9. | ( ) I am no better or worse than most people. | ( ) I think I am a special person. |
| 10. | ( ) I am not sure if I would make a good leader | ( ) I see myself as a good leader. |
| 11. | ( ) I am assertive. | ( ) I wish I were more assertive. |
| 12. | ( ) I like to have authority over other people. | ( ) I don't mind following orders. |
| 13. | ( ) I find it easy to manipulate people. | ( ) I don't like it when I find myself manipulating people. |
| 14. | ( ) I insist upon getting the respect that is due me. | ( ) I usually get the respect that I deserve. |
| 15. | ( ) I don't particularly like to show off my body. | ( ) I like to show off my body. |
| 16. | ( ) I can read people like a book. | ( ) People are sometimes hard to understand. |
| 17. | ( ) If I feel competent I am willing to take responsibility for making decisions. | ( ) I like to take responsibility for making decisions. |
| 18. | ( ) I just want to be reasonably happy. | ( ) I want to amount to something in the eyes of the world. |
| 19. | ( ) My body is nothing special. | ( ) I like to look at my body. |
| 20. | ( ) I try not to be a show off. | ( ) I will usually show off if I get the chance. |
| 21. | ( ) I always know what I am doing. | ( ) Sometimes I am not sure of what I am doing. |
| 22. | ( ) I sometimes depend on people to get things done. | ( ) I rarely depend on anyone else to get things done. |
| 23. | ( ) Sometimes I tell good stories | ( ) Everybody likes to hear my stories. |
| 24. | ( ) I expect a great deal from other people | ( ) I like to do things for other people. |
| 25. | ( ) I will never be satisfied until I get all that I deserve. | ( ) I take my satisfactions as they come. |
| 26. | ( ) Compliments embarrass me. | ( ) I like to be complimented. |
| 27. | ( ) I have a strong will to power. | ( ) Power for its own sake doesn't interest me. |
| 28. | ( ) I don't care about new fads and fashions. | ( ) I like to start new fads and fashions. |
| 29. | ( ) I like to look at myself in the mirror. | ( ) I am not particularly interested in looking at myself in the mirror. |
| 30. | ( ) I really like to be the center of attention | ( ) It makes me uncomfortable to be the center of attention. |
| 31. | ( ) I can live my life in any way I want to. | ( ) People can't always live their lives in terms of what they want. |
| 32. | ( ) Being an authority doesn't mean that much to me | ( ) People always seem to recognize my authority. |
| 33. | ( ) I would prefer to be a leader | ( ) It makes little difference to me whether I am a leader or not. |
| 34. | ( ) I am going to be a great person | ( ) I hope I am going to be successful. |
| 35. | ( ) People sometimes believe what I tell them | ( ) I can make anybody believe anything I want them to. |
| 36. | ( ) I am a born leader. | ( ) Leadership is a quality that takes a long time to develop. |
| 37. | ( ) I wish somebody would someday write my biography. | ( ) I don't like people to pry into my life for any reason. |
| 38. | ( ) I get upset when people don't notice how I look when I go out in public | ( ) I don't mind blending into the crowd when I go out in public. |
| 39 | ( ) I am more capable than other people. | ( ) There is a lot that I can learn from other people. |
| 40. | ( ) I am much like everybody else. | ( ) I am an extraordinary person. |

**Entitlement; Psychological Entitlement Scale (PES)**

**Campbell, Bonacci, Shelton, Exline, & Bushman (2004)**

Please respond to the following items using the number that best reflects your own beliefs.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Moderately Disagree | Slightly Disagree | Neutral | Slightly Agree | Moderately Agree | Strongly Agree |
| I honestly feel I am just more deserving than others. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Great things should come to me. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| If I were on the Titanic, I would deserve to be on the *first* lifeboat! | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| I demand the best because I am worth it. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| I do not necessarily deserve special treatment. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| I deserve more things in my life. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| People like me deserve an extra break now and then. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| Things should go my way. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| I feel entitled to more of everything. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |

**Measure: Counterproductive Work Behavior (Bennett & Robinson, & 2000)**

**Indicate if you have engaged in each of these behaviors.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **(1) Never** | **(2) Rarely** | **(3) Occasionally** | **(4) Often** | **(5)Very Often** |
| Made fun of someone at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Said something hurtful to someone at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Made an ethnic, religious, or racial remark at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Cursed someone at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Played a mean prank on someone at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Acted rudely toward someone at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Publicly embarrassed someone at work. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Taken property from work without permission. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Spent too much time fantasizing or day dreaming instead of working. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Falsified a receipt to get reimbursed for more money than you spent on business expenses. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Taken an additional or longer break than is acceptable at your workplace. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Come in late to work without permission. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Littered your work environment. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Neglected to follow your boss's instructions. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Intentionally worked slower than you could have worked. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Discussed confidential company information with an unauthorized person. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Used an illegal drug or consumed alcohol on the job. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Put little effort into your job. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Dragged out work in order to get overtime. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Purposely neglected to follow your immediate supervisor's instructions. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Acted rudely toward your supervisor. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Spread unconfirmed rumors about your immediate supervisor. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Encouraged your coworkers to get back at your immediate supervisor. | ( ) | ( ) | ( ) | ( ) | ( ) |