

Workplace Exclusion Scale Items

1. Your boss or supervisor complimenting you on a job well done. (Supervisor - R)
2. Coworkers giving you the “silent treatment”.(Coworker)
3. Coworkers shutting you out of their conversations. (Coworker)
4. Coworkers giving you the impression that they enjoy your company. (Coworker - R)
5. Coworkers interacting with you only when they are required to do so. (Coworker)
6. Feeling accepted by other employees at your organization. (Coworker - R)
7. Employees updating you about important work-related activities. (Coworker - R)
8. Supervisors not replying to your requests/questions within a reasonable period of time. (Supervisor)
9. Coworkers making you feel like you were not a part of the organization. (Coworker)
10. Supervisors inviting you to participate in work-related activities (Supervisor - R)
11. Coworkers speaking to one another in a language you do not understand. (Language)
12. Coworkers not speaking English on the job. (Language)
13. Being unable to interact with others at work due to language communication difficulties. (Language)
14. Supervisors keeping important work-related information from you (e.g., meeting times, deadlines) (Supervisor)
15. Supervisors interacting with you at work. (Supervisor - R)
16. Felt as if you were being ostracized by coworkers. (Criterion)
17. Felt as if you were being ostracized by supervisors. (Criterion)

Citation: Hitlan, R. T., & Noel, J. (under review). The Influence of Workplace

Exclusion and Personality on Counterproductive Work Behaviors: An Interactionist

Perspective.