

## Workplace Exclusion Scale (WES)

The Workplace Exclusion Scale (WES) is a self-report measure assessing the extent to which employees feel excluded within their workplace. Initial research on the WES indicates acceptable levels of reliability and validity. The scale has been used with working students and full-time employees from a utility company located in the Midwestern U.S.

### Reliability Information:

The WES has shown acceptable levels of internal consistency reliability across subscales. The coworker, supervisor, and language reliability coefficients have ranged from .75-.88

### Construct Validity information including convergent and discriminant evidence (available upon request)

**Instructions:** The following statements ask you to estimate how often you have experienced each of the behaviors noted below over the previous 6 month period. Please answer each question as they relate to your current job/position. When asked about your supervisor, please think about your immediate supervisor. Similarly, when asked about coworkers, please think about those coworkers within your immediate working environment.

Note: a 12 month time frame has also been used.

### 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)

### Two common response scale formats used with the WES.

1	2	3	4	5
Never	Rarely	Sometimes	Often	Almost Always

1	2	3	4	5	6	7
Never	Once or Twice	About every other month	About once a month	Two or Three times a month	About once a week	More than once a week

**Citation:** Hitlan, R. T., & Noel, J. (2009). The influence of workplace exclusion and personality on counterproductive work behaviors: An interactionist perspective. *European Journal of Work and Organizational Psychology, 18*, 477-502