

Supervisory Responses to Dissent Scale (Kassing, 2009)

Think of a time when you repeatedly raised a concern about a workplace policy or practice with your direct supervisor. Consider how your supervisor responded to your ongoing discussions of the concern. Use the scale provided to indicate how accurately the statements below describe your supervisor's reaction.

- 1 = strongly disagree
- 2 = disagree
- 3 = agree some and disagree some
- 4 = agree
- 5 = strongly agree

1. My supervisor became irritated with me over time.
2. My supervisor eventually resolved the issue.
3. My supervisor waited too long to address the issue.
4. My supervisor became more sympathetic to my concern.
5. My supervisor failed to address the issue.
6. My supervisor became more responsive to me over time.
7. My supervisor gave excuses for not addressing the issue.
8. My supervisor became aggravated with me over time.
9. My supervisor repeatedly dismissed the issue.
10. My supervisor slowly attempted to address the issue.
11. My supervisor made a point to address the issue quickly.
12. My supervisor became more receptive to me over time.
13. My supervisor became annoyed with me over time.
14. My supervisor continued to ignore the issue.

Items 3, 5, 7, 9, 11, and 14 = Delaying Supervisory Responses

Items 1, 8, and 13 = Unfavorable Supervisory Responses

Items 2, 4, 6, 10, and 12 = Favorable Supervisory Responses

Item 11 is reverse coded

Kassing, J. W. (2009). In case you didn't hear me the first time: An examination of repetitious upward dissent. *Management Communication Quarterly*, 22, 416-436.