

**Upward Dissent Scale**  
(Kassing & Kava, 2013)

The following set of statements relates to how you might communicate your disagreement about workplace policies and practices to management and supervisors in your respective organization. Considering how you express your disagreement at work to management and supervisor, indicate your degree of agreement with each statement by using the scale provided.

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

1. I talk to someone higher up in the organization than my direct supervisor.
2. I gather evidence to support my concern.
3. I bring up my concern numerous times.
4. I say I'll quit if the organization doesn't do something about the problem.
5. I focus on the facts surrounding the issue.
6. I raise the issue repeatedly.
7. I suggest that I'm considering quitting if the organization doesn't do something.
8. I talk to an organizational officer higher in the chain of command.
9. I threaten to resign if my concerns aren't addressed.
10. I present solutions not just problems.
11. I talk to my boss's boss.
12. I make several attempts to draw attention to the concern.
13. I use facts to support my claim.
14. I claim that the problem is serious enough to make me quit.
15. I go above my direct supervisor's head to voice my concern.
16. I continue to mention my concern until it gets addressed.
17. I go over my boss's head.
18. I repeat my concern as often as possible.
19. I threaten to quit.
20. I present a well-thought-out solution to the problem.

Items 2, 5, 10, 13, and 20 = Prosocial

Items 4, 7, 9, 14, and 19 = Threatening Resignation

Items 1, 8, 11, 15, and 17 = Circumvention

Items 3, 6, 12, 16, and 18 = Repetition

Kassing, J. W., & Kava, W. (2013). Assessing disagreement expressed to management: Development of the Upward Dissent Scale. *Communication Research Reports, 30*, 46-56.