**MEASURES**

**Time 1 Survey**

**Demographics / Objective Variables**

What gender do you identify with?

\_\_\_\_\_\_Male

\_\_\_\_\_\_Female

\_\_\_\_\_\_ Non-binary

\_\_\_\_\_\_Prefer not to say

What gender do you think your supervisor identifies with?

\_\_\_\_\_\_Male

\_\_\_\_\_\_Female

\_\_\_\_\_\_ Non-binary

How old are you?

\_\_\_\_\_

What is your best estimate of your leader’s age?

Please indicate your highest level of education.

\_\_\_\_\_High School

\_\_\_\_\_Some College

\_\_\_\_\_2 year degree

\_\_\_\_\_4 year degree

\_\_\_\_ Post Graduate Education

How many hours do you work per week?\_\_\_\_\_\_\_\_\_\_

Please indicate the number of YEARS that you have worked with your current SUPERVISOR:

\_\_\_\_\_

Please indicate the number of YEARS that you have worked with your current ORGANIZATION

\_\_\_\_\_

What is your estimated annual compensation (including salary, bonus, commission, etc.)?

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

What is your estimate of your supervisor’s annual compensation (including salary, bonus, commission, etc.)?

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

How many children do you have that currently live in your household?

What is your job title?

What industry do you work in?

**Leader-Member Exchange**

Graen, G. B., & Uhl-Bien, M. (1995). Relationship-based approach to leadership: Development of leader–member exchange (LMX) theory of leadership over 25 years: Applying a multi-level multi-domain perspective. The Leadership Quarterly, 6, 219 – 247.

1. Do you know where you stand with your supervisor…do you usually know how satisfied your leader is with what you do?

*Rarely, Occasionally, Sometimes, Fairly Often, Very Often*

2. How well does your supervisor understand your job problems and needs?

*Not a Bit, A Little, A Fair Amount, Quite a Bit, A Great Deal*

3. How well does your supervisor recognize your potential?

*Not at All, A Little, Moderately, Mostly, Fully*

4. Regardless of how much formal authority he/she has built into his/her position, what are the chances that your supervisor would use his/her power to help you solve problems in your work?

*None, Small, Moderate, High, Very High*

5. Again, regardless of the amount of formal authority your supervisor has, what are the chances that he/she would “bail you out,” at his/her expense?

*None, Small, Moderate, High, Very High*

6. I have enough confidence in my supervisor that I would defend and justify his/her decision if he/she were not present to do so?

*Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree*

7. How would you characterize your working relationship with your supervisor?

*Extremely Ineffective, Worse Than Average, Average, Better Than Average, Extremely Effective*

**Power Distance Orientation**

Earley, P. C., & Erez, M. (1997). The transplanted executive: Why you need to understand how workers in other countries see the world differently. Oxford University Press.

1= Strongly Disagree, 2= Disagree, 3= Somewhat Disagree, 4= Neutral, 5 = Somewhat Agree, 6 = Agree, 7 = Strongly Agree

1: ​In most situations, leaders should make decisions without consulting their subordinates

2: ​Once a leader makes a decision, subordinates working for the leader should not question it.

3: ​Subordinates should not express disagreements with their leaders.

4: ​Leaders should be able to make the right decisions without consulting with others.

5: ​Leaders who let their subordinates participate in decisions lose power.

**Extraversion**

Donnellan, M. B., Oswald, F. L., Baird, B. M., & Lucas, R. E. (2006). The mini-IPIP scales: tiny-yet-effective measures of the Big Five factors of personality. *Psychological assessment*, *18*(2), 192-203.

1= Strongly Disagree, 2= Disagree, 3= Somewhat Disagree, 4= Neutral, 5 = Somewhat Agree, 6 = Agree, 7 = Strongly Agree

1. I am the life of the party.
2. Don’t talk a lot (reverse)
3. Talk to a lot of different people at parties.
4. Keep in the background (reverse).