

WORKPLACE MISTREATMENT SCALE by Harlos, K and Axelrod, L.

Each item statement is preceded by: "I have been....."

Each response is measure by a 5-point scale (1=*never* to 5=*daily*)

Verbal Abuse

1. Yelled at
2. Blamed for other's mistake
3. Put down in private
4. Criticized
5. Spoken to in a harsh, cold tone of voice
6. Put down in public
7. Threatened with firing
8. Sworn at

Work Obstruction

1. Failure to make personal connections
2. Told my work contributions were not important
3. Failure to get needed resources or support
4. My requests for information were ignored

Emotional Neglect

1. Told I am valuable or appreciated*
2. Told my feelings and needs were important*
3. Given constructive feedback*
4. Praised*
5. Publicly credited for work or accomplishments*

* reverse-scored items.