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

Each item statement is preceded by: “I have been......”

Each response is measured 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.