



TRUST AND RELATIONAL MEASURES

BY DR. MICHELE WILLIAMS AND COLLEAGUES

Measure: **Willingness to Engage with Interpersonal Sensitivity**

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Reference:

Williams, M. & Polman E. (2015). Is it me or her? How gender composition evokes interpersonally sensitive behavior on collaborative cross-boundary projects. *Organization Science*, 26(2): 334-355.

Instructions and response scale:

Please indicate your agreement or disagreement with each of the following statements using the scale below.

- 1 Strongly Disagree
- 2 Disagree
- 3 Neither Agree nor Disagree
- 4 Agree
- 5 Strongly Agree

Scale items:

Willingness to Engage with Interpersonal Sensitivity

($\alpha = .80$, Williams and Polman, 2015, *Organization Science*)

- I try to interact with this person in ways that allow him/her to feel self-confident.
- I make an effort to approach all situations in ways that will allow this individual feel at ease.
- I attempt to behave in ways that allow this individual to feel good about him/herself.
- I purposely use what I know about this person to make suggestions in a non-threatening way.
- I intentionally choose behaviors that communicate concern for this person's well-being.
- I consciously try to act in ways that reduce the fears this person may have.

For Additional Information about Scale Development, please see presentation below or contact Dr. Michele Williams at michele-williams@uiowa.edu

Williams, M. 2016. [Developing Measures for Relational Concepts](#). Presentation at the 2016. Annual Meetings of the Academy of Management, Anaheim, CA.