



TRUST AND RELATIONAL MEASURES

BY DR. MICHELE WILLIAMS

Measure: Emotional Closeness

Copyright ©2015 M. Williams

Permission to use:

The scale is copyrighted by M. Williams. Permission to use the scale is granted for free to all professionals (researchers and practitioners). It is licensed under creative commons and can be used for both commercial and non-commercial purposes. Appropriate credit should be given to the authors of the scale.

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:

Emotional Closeness

($\alpha = .80$, Williams & Polman, 2015)

- I like this person.
- I feel emotionally close to this person.

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.