

## WPS: Workplace Participation

Please consider how much you agree with the following statements when you answer the questions below.

**I feel that I have the same opportunity to attend formal work events (e.g., meetings, holiday party), as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Does not apply

**Logic: Hidden if "I feel that I have the same opportunity to attend formal work events, as compared to other employees" has the answer ("Does not apply")**

**I feel that I am equally included in formal work events (e.g., meetings, holiday party), as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

**I feel that I have the same opportunity to be part of informal social gatherings in the workplace (e.g., chatting in the hallway or having lunch with coworkers), as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

**I feel that I am equally included in informal social gatherings in the workplace (e.g., chatting in the hallway or having lunch with coworkers), as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

**I feel that I have equal opportunities for promotion and/or self-advancement (e.g., opportunities to show leadership skills), as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

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**I feel that I am equally included in professional development activities (e.g., attending a conference), as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Does not apply

**I feel that my work is equally recognized and valued, as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

**I feel that my supervisor(s) have the same confidence in my ability to perform my job tasks, as compared to other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

**Overall, I feel that I am as much a part of the work team as other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

**Overall, I feel my supervisor(s) value me as much as other employees.**

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree

Scoring: Generate a total workplace participation score by adding the responses. Missing responses may be replaced with the average of the other available scores.