

ANONYMOUS QUESTIONNAIRE
ON SOURCES OF SATISFACTION AND SOURCES OF DISPUTES
IN THE WORKPLACE

I. People vary a great deal in their sources of satisfaction at work. Here is a typical list of sources of work satisfaction. Please put a 1 and a 2 next to the two points that matter most to you.

| <u>Sources of Satisfaction</u> | <u>Rating</u> |
|---|---------------|
| Salary and benefits | _____ |
| Status, power and influence | _____ |
| Pride in the quality of the specific goods or services you produce or deliver | _____ |
| Interactions with colleagues, work-group relations | _____ |
| A chance to use your skills and to acquire new skills | _____ |
| Control over your work; some sense of independence; a chance to run your own shop | _____ |
| Other: | _____ |

II. People also get into disputes at work over almost any subject. Some of these disputes are noisy conflicts; some are just experienced inside one's own head. Please try to remember a workplace conflict that you found particularly upsetting, at any time in your life. Would you circle the item above that comes closest to defining the subject matter of the conflict or dispute?