

## MEASURE OF WORK ENVIRONMENT (MWE)

Please indicate how much you agree or disagree with the following statements about your workplace.

	<b>Strongly Disagree (0)</b>	<b>Disagree (1)</b>	<b>Neither Agree nor Disagree (2)</b>	<b>Agree (3)</b>	<b>Strongly Agree (4)</b>
<hr/>					
At my workplace...					
1. People take pride in their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. People support each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. People are friendly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Leaders communicate effectively with staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Leaders treat staff with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Staff receive praise or recognition for good work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. There are opportunities for career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Hard work is rewarded.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. The pay and benefits are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Note.* If missing more than two responses, do not compute composite score. If missing one or more items on the subscale, do not compute subscale score.

### Subscales

- Interpersonal Agreement: 1, 2, 3.
- Supportive Leadership: 4, 5, 6.
- Organizational Justice: 7, 8, 9.

For further information about this measure, contact: Dr. Joshua Mersky, University of Wisconsin-Milwaukee, [mersky@uwm.edu](mailto:mersky@uwm.edu)

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