

Name \_\_\_\_\_ Age \_\_\_\_\_

How long have you worked for this organization? \_\_\_\_\_ years and \_\_\_\_\_ months

## SECTION I

### DIRECTIONS:

In this section, you will find a set of similar questions with a list of people after each question. The question is: "who would this person go to for help or advice at work?" That is, if this person had a question or ran into a problem at work, who would they likely go to to ask for advice or help? Please answer the question by placing an "X" next to the names of all the people the person is likely to go to.

For example, the question might look like this:

Who would Steve go to for help or advice at work?

\_\_\_ Robert     \_\_\_ Tom     \_\_\_ Bill     \_\_\_ Susan

If you think that Steve goes to Tom and Susan for help or advice, then you would put an "X" next to both Tom and Susan's names:

\_\_\_ Robert     x Tom     \_\_\_ Bill     x Susan

Remember, there are no right or wrong answers to these questions. We are only looking for your general impressions of who people go to for help or advice at work. Some people may go to several people for help or advice. Some may go to only one person. Some may not go to anyone, in which case you would not check anyone's name under that question. If you are not sure who the person goes to, make the best guess you can. If you have no idea who the person goes to, just skip that question and go on to the next one.

Who would A. Arora go to for help or advice at work?

\_\_\_ D. Krackhardt     \_\_\_ J. Cohen     \_\_\_ N. Dewalt     \_\_\_ E. Devereux  
\_\_\_ A. Eklund     \_\_\_ E. Eligator     \_\_\_ S. Farrow     \_\_\_ G. Franko  
\_\_\_ W. Gorr     \_\_\_ B. Harrison     \_\_\_ R. Hodges     \_\_\_ M. Kelley

Who would J. Cohen go to for help or advice at work?

\_\_\_ A. Arora     \_\_\_ D. Krackhardt     \_\_\_ N. Dewalt     \_\_\_ E. Devereux  
\_\_\_ A. Eklund     \_\_\_ E. Eligator     \_\_\_ S. Farrow     \_\_\_ G. Franko  
\_\_\_ W. Gorr     \_\_\_ B. Harrison     \_\_\_ R. Hodges     \_\_\_ M. Kelley

Who would N. Dewalt go to for help or advice at work?

\_\_\_ A. Arora     \_\_\_ J. Cohen     \_\_\_ D. Krackhardt     \_\_\_ E. Devereux  
\_\_\_ A. Eklund     \_\_\_ E. Eligator     \_\_\_ S. Farrow     \_\_\_ G. Franko  
\_\_\_ W. Gorr     \_\_\_ B. Harrison     \_\_\_ R. Hodges     \_\_\_ M. Kelley

Who would E. Devereux go to for help or advice at work?



A. Eklund                       E. Eligator                       S. Farrow                       G. Franko  
 W. Gorr                       D. Krackhardt                       R. Hodges                       B. Harrison

Who would D. Krackhardt go to for help or advice at work?

A. Arora                       J. Cohen                       N. Dewalt                       E. Devereux  
 A. Eklund                       E. Eligator                       S. Farrow                       G. Franko  
 W. Gorr                       B. Harrison                       R. Hodges                       M. Kelley

## SECTION II

### DIRECTIONS:

In this section, you will find a similar set of questions with a list of people after each question. This time the question is: "who would this person consider to be a personal friend?" Please place an "X" next to the names of those people who that person would consider a friend of theirs. Some may have several people they consider a personal friend. Others may have no one at work they consider their personal friend, in which case you would not check any names under that question.

Remember, there are no right or wrong answers. We are only looking for your general impressions of who is a friend of whom. If you are not sure who the person considers a personal friend, make the best guess you can. If you have no idea who the person considers to be his or her friend, just skip that question and go on to the next one.

Who would A. Arora consider to be a personal friend?

D. Krackhardt                       J. Cohen                       N. Dewalt                       E. Devereux  
 A. Eklund                       E. Eligator                       S. Farrow                       G. Franko  
 W. Gorr                       B. Harrison                       R. Hodges                       M. Kelley

Who would J. Cohen consider to be a personal friend?

A. Arora                       D. Krackhardt                       N. Dewalt                       E. Devereux  
 A. Eklund                       E. Eligator                       S. Farrow                       G. Franko  
 W. Gorr                       B. Harrison                       R. Hodges                       M. Kelley

Who would N. Dewalt consider to be a personal friend?

A. Arora                       J. Cohen                       D. Krackhardt                       E. Devereux  
 A. Eklund                       E. Eligator                       S. Farrow                       G. Franko  
 W. Gorr                       B. Harrison                       R. Hodges                       M. Kelley

Who would E. Devereux consider to be a personal friend?

A. Arora                       J. Cohen                       N. Dewalt                       D. Krackhardt  
 A. Eklund                       E. Eligator                       S. Farrow                       G. Franko  
 W. Gorr                       B. Harrison                       R. Hodges                       M. Kelley

Who would A. Eklund consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> G. Franko
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> B. Harrison	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> M. Kelley

Who would E. Eligator consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> G. Franko
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> B. Harrison	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> M. Kelley

Who would S. Farrow consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> G. Franko
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> B. Harrison	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> M. Kelley

Who would G. Franko consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> D. Krackhardt
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> B. Harrison	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> M. Kelley

Who would W. Gorr consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> G. Franko
<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> B. Harrison	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> M. Kelley

Who would B. Harrison consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> G. Franko
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> M. Kelley

Who would R. Hodges consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> G. Franko
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> B. Harrison	<input type="checkbox"/> M. Kelley

Who would M. Kelley consider to be a personal friend?

<input type="checkbox"/> A. Arora	<input type="checkbox"/> J. Cohen	<input type="checkbox"/> N. Dewalt	<input type="checkbox"/> E. Devereux
<input type="checkbox"/> A. Eklund	<input type="checkbox"/> E. Eligator	<input type="checkbox"/> S. Farrow	<input type="checkbox"/> G. Franko
<input type="checkbox"/> W. Gorr	<input type="checkbox"/> D. Krackhardt	<input type="checkbox"/> R. Hodges	<input type="checkbox"/> B. Harrison

Who would D. Krackhardt consider to be a personal friend?

A. Arora

A. Eklund

W. Gorr

J. Cohen

E. Eligator

B. Harrison

N. Dewalt

S. Farrow

R. Hodges

E. Devereux

G. Franko

M. Kelley