Collectivism (6 item scale)

Record ID _____

Group welfare is more important than individual rewards.	◯ Strongly disagree ◯ Disagree ◯ Neutral (or Neither agree nor disagree) ◯ Agree ◯ Strongly agree
Group success is more important than individual success.	◯ Strongly disagree ◯ Disagree ◯ Neutral (or Neither agree nor disagree) ◯ Agree ◯ Strongly agree
Being accepted by members of your work group is very important.	◯ Strongly disagree ◯ Disagree ◯ Neutral (or Neither agree nor disagree) ◯ Agree ◯ Strongly agree
Employees should only pursue their goals after considering the welfare of the group.	◯ Strongly disagree ◯ Disagree ◯ Neutral (or Neither agree nor disagree) ◯ Agree ◯ Strongly agree
Managers should encourage group loyalty even if individual goals suffer.	◯ Strongly disagree ◯ Disagree ◯ Neutral (or Neither agree nor disagree) ◯ Agree ◯ Strongly agree
Individuals may be expected to give up their goals in other to benefit group success.	◯ Strongly disagree ◯ Disagree ◯ Neutral (or Neither agree nor disagree) ◯ Agree ◯ Strongly agree