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  xTom  ___Bill  xSusan

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

_ 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 E. Eligator go to for help or advice at work?

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

Who would S. Farrow go to for help or advice at work?

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

Who would G. Franko go to for help or advice at work?

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

Who would W. Gorr go to for help or advice at work?

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

Who would B. Harrison 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 ___ D. Krackhardt ___ R. Hodges ___ M. Kelley

Who would R. Hodges 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 ___ D. Krackhardt ___ B. Harrison ___ M. Kelley

Who would M. Kelley go to for help or advice at work?

_ A. Arora ___ J. Cohen ___ N. Dewalt ___ E. Devereux
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?

___ A. Arora
___ D. Krackhardt
___ W. Gorr

___ J. Cohen
___ E. Eligator
___ B. Harrison

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ W. Gorr

___ J. Cohen
___ D. Krackhardt
___ B. Harrison

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ W. Gorr

___ J. Cohen
___ E. Eligator
___ D. Krackhardt

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ D. Krackhardt

___ J. Cohen
___ E. Eligator
___ S. Farrow

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ D. Krackhardt

___ J. Cohen
___ E. Eligator
___ S. Farrow

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ W. Gorr

___ J. Cohen
___ E. Eligator
___ D. Krackhardt

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ W. Gorr

___ J. Cohen
___ E. Eligator
___ D. Krackhardt

___ N. Dewalt
___ S. Farrow
___ B. Harrison

___ E. Devereux
___ G. Franko
___ M. Kelley

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

___ A. Arora
___ A. Eklund
___ W. Gorr

___ J. Cohen
___ E. Eligator
___ D. Krackhardt

___ N. Dewalt
___ S. Farrow
___ R. Hodges

___ E. Devereux
___ G. Franko
___ M. Kelley

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

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