

Instrument Title: Source Credibility Measures

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Instructions: On the scales below, indicate your feelings about your manager (or, if not currently employed, your most recent supervisor). Numbers 1 and 7 indicate a very strong feeling. Numbers 2 and 6 indicate a strong feeling. Numbers 3 and 5 indicate a fairly weak feeling. Number 4 indicates you are undecided.

- 1) **Intelligent 1 2 3 4 5 6 7 Unintelligent**
- 2) Untrained 1 2 3 4 5 6 7 Trained
- 3) **Cares about me 1 2 3 4 5 6 7 Doesn't care about me**
- 4) **Honest 1 2 3 4 5 6 7 Dishonest**
- 5) **Has my interests at heart 1 2 3 4 5 6 7 Doesn't have my interests at heart**
- 6) Untrustworthy 1 2 3 4 5 6 7 Trustworthy
- 7) Inexpert 1 2 3 4 5 6 7 Expert
- 8) Self-centered 1 2 3 4 5 6 7 Not self-centered
- 9) **Concerned with me 1 2 3 4 5 6 7 Not concerned with me**
- 10) **Honorable 1 2 3 4 5 6 7 Dishonorable**
- 11) **Informed 1 2 3 4 5 6 7 Uninformed**
- 12) **Moral 1 2 3 4 5 6 7 Immoral**
- 13) Incompetent 1 2 3 4 5 6 7 Competent
- 14) Unethical 1 2 3 4 5 6 7 Ethical
- 15) Insensitive 1 2 3 4 5 6 7 Sensitive
- 16) **Bright 1 2 3 4 5 6 7 Stupid**
- 17) Phony 1 2 3 4 5 6 7 Genuine
- 18) Not understanding 1 2 3 4 5 6 7 Understanding

SCORING: To compute your scores, add your scores for each item as indicated below:

Recode BOLDED questions with the following format:

1=7

2=6

3=5

4=4

5=3

6=2

7=1

Competence Factor (1, 2, 7, 11, 13, and 16)_____

Caring/Goodwill Factor (3, 5, 8, 9, 15, and 18)_____

Trustworthiness Factor (4, 6, 10, 12, 14, and 17)_____

