



Spilling the Tea: Investigating the Effects of Gender and Topic on Perceptions of Gossip  
Senior Project

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By

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## Table of Contents

Acknowledgements.....	2
Abstract.....	4
Introduction.....	5
Why Do People Gossip? .....	5
Method.....	9
Results.....	11
Discussion.....	15
Implications.....	17
Limitations and Future Research Directions.....	18
Conclusion.....	18
Appendix A.....	21
Appendix B.....	24
Appendix C.....	26

### Abstract

Gossiping is a commonly used form of conversation in both the workplace and everyday life. Previous research has shown that perceptions of individuals can be influenced by how often they engage in gossip at work. Specifically, that people who gossip in high quantities tend to be perceived in more negative ways (Farley, Timme & Hart, 2010). The current study sought to investigate the differences in the perception of gossip that occur when the gossiper is male or female, as well as when the topic is work related or about personal matters. We hypothesized that both the type of gossip and the gender of the gossiper would affect the perception of the gossiper. Participants for this study were 103 individuals (40 male and 63 female) undergraduate students with ages ranging from 18 to 40. Participants read a hypothetical scenario about a male or female gossiping about another colleague in the workplace. Results indicate the type of gossip makes a difference in how we perceive gossipers. Additionally, women and men are perceived differently according to the type of gossip they engage in.

*Keywords:* gossip, workplace, gender, men, women

## **Introduction**

Gossip is a commonly used form of conversation in the workplace. There are various forms of gossip, however each involves making unconfirmed reports about the affairs of the targeted object (i.e. person, organization, institution) that is absent from the conversation. Gossip is engaged in by both men and women, however the majority of studies focus on the conversational patterns of women when investigating gossip within the workplace (Crothers, Lipinski, & Minutolo, 2009; Farley et al., 2010; Jones, 1980). It is important for gossip to be studied due to its ubiquity both inside the workplace and everyday life to gather more insight behind the motives behind gossip and the consequences for those that engage in it. Specifically, it is important to understand how women who gossip in the workplace are perceived because the perception of women in the workplace can have so many negative consequences (such as different salaries for men and women).

## **Why Do People Gossip?**

### **Functions of Gossip**

People are motivated to gossip for different reasons. Grosser, Lopez-Kidwell, Labianca and Ellwart (2012) defined several functions of gossip. First among those functions, gossip is used as a vessel to obtain valuable information. Although gossip is an informal communication process in the workplace, it allows for information to be distributed rapidly by word-of-mouth. Gossip can affect the amount of perceived influential power an individual has within an organization. Individuals with the latest intel as to what is going on are perceived as being well connected within the social

networks of the workplace which results in them being perceived as influential. Maintaining group values and norms can be accomplished with the use of gossip. Furthermore, Organizational gossip can be indicative of what is acceptable versus unacceptable in the workplace. Circulating judgmental information about group members that do not behave like the rest of the group is often enough to discourage the individual from violating group norms. Finally, they define one function of gossip as a form of intellectual stimulation, given that it can reduce boredom and misery through the use of communication as entertainment (Grosser et al., 2012).

Gossiping in conversation is often associated with many positive outcomes. Gossip between individuals has been noted to increase and maintain social relationships, as well as offer an outlet to release negative emotions (Grosser et al., 2012). Furthermore, gossip has also been related to cultural learning because it can allow for important cultural information can be communicated and has been noted as an effective way to hinder social loafing behavior (Jeuken, Beersma, Velden, & Dijkstra, 2015). For the individual engaging in gossip, the activity is a positive endeavor. Gossiping provides social comparison (the individual may feel that their own life is better than that of the gossip target), entertainment, and gains in power (Nevo, Nevo, & Derech-Zehavi, 1993).

### **Relational Aggression and Power**

Although the content of gossip can be perceived as either positive or negative by the gossipers, the gossip itself can also be emotionally harmful to the gossip target. Research by Crothers, Lipinski, and Minutolo (2009) found gossip to be a type of relational aggression (i.e. aggression intended to threaten relationships and social connections with the use of isolation or alienation). Crothers et al. (2009) also found that

while women do not tend to overtly show aggression towards each other, some use social intelligence and socially aggressive behaviors (such as gossip) as a way to manipulate and cause damage to relationships and reputations inside the workplace. There has been limited research on the social motivations behind relational aggression in the workplace however, one study found that those experiencing great maladjustment in the workplace (e.g., low self-esteem, depressive affect, increased alcohol use) were more likely to engage in gossiping behaviors at work (Crothers et al., 2009). Due to this finding, it can be argued that those who engage in gossip regularly are possibly perceived as more insecure by others.

A 2015 study by Jeuken, and colleagues investigated the effects of aggression as motivation as well as the role of power a gossiping individual possesses. For their study, 108 participants were assessed on aggressive behaviors (such as gossip) they engaged in during conflicts with others. The study found that when considering people in high power positions, proself oriented individuals (i.e., individuals who are more concerned with successful completion of personal goals) were more likely to gossip than prosocially oriented individuals (i.e., individuals who are concerned with joint conflict outcomes). Additionally, the motive behind individuals in lower power positions was dependent upon the behavior of the gossip target, specifically that they were more likely to gossip about an overly competitive target than one who is often cooperative in conflict situations (Jeuken et al., 2015). Other studies report that people that gossip often are perceived as having a stronger need to exert control over others however, they feel less need for others to control them and are perceived as less emotionally warm (Farley et al., 2010). This finding shows that there are indeed factors that influence our perceptions of individuals

that gossip and that negative attributes are often associated in those that engage in it often.

### **Gossiping and Gender**

There is an abundance of literature examining the conversational behaviors of women in the workplace, however research on men who gossip is scarce. Many of these studies report that women gossip at a higher rate than men do (Nevo et al., 1993; Farley et al., 2010) yet, other studies report that men gossip just as much as women do however, they refer to gossip with different colloquialisms than women do such as “shooting the breeze” and “chewing the fat” (Grosser et al., 2012). If men who gossip are perceived as simply socializing, then the subsequent perceptions may be more positive than for women. Indeed, this more positive attribution to the gossip may be responsible for the perception that men gossip less. Although men and women both engage in gossip, women are more likely to report being a victim of having others gossip about them (Crothers et al., 2009), however that is not to say that men do not experience being the target of gossip. In a study on harassment in the workplace experienced by men, 7% of them reported to be the victim of having rumors and gossip spread about them on a weekly basis (Elinarsen & Raknes, 1997). This study shows that although both men and women can be victims of gossip, women are likely to be the recipient of negative attributions for gossiping.

### **Gossip Topic**

Although the literature reports differences and similarities between men and women who engage in gossip, there is a scarce amount of literature investigating the types and subject matter of gossip that men and women engage in while at work. One

study noted the differences between positive and negative gossip. Specifically, they defined positive gossip as shared information about the positive attributes of people and has consequences similar to receiving social support to the gossip target. Negative gossip on the other hand focuses on the negative aspects of an individual and has consequences similar to victimization. Negative gossip has also been reported to limit workplace success and hinder the need to belong in the gossip target (Ellwardt, et al., 2012). It may be that the topics of gossip engaged in at work has not been investigated as much because many social psychologists focus more on the differences in gender that occur from gossip. Gossip topics at work can be classified in two ways: work related or personal. Work related gossip is any gossip related to the organization including layoffs, promotions, and general changes within the workplace. Personal gossip on the other hand is person focused, often involving intimate information being shared.

### **The Current Study**

Due to the scarcity of research on how the topic of gossip influences perceptions within the workplace, the current study sought to investigate this as well as the relationship that occurs with gender. For this study, we hypothesized that both the type of gossip and the gender of the gossiper would affect how the participant's evaluated the gossiper. The experiment had a 2 (gossiper gender: male vs. female) x 2 (type of gossip: work related or personal) full factorial design.

### **Method**

#### **Participants**

Participants for this study came from the University of North Carolina at Pembroke located in the Southeastern region of North America. The sample was made up

of 103 individuals ( $N = 102$ , males = 38.8%, females = 61.2 %). Ages of participants ranged from 18-40 ( $M = 19.5$ ,  $SD = 2.56$ ). The ethnic breakdown of the sample of participants is as follows: African American (52%), White/ European American (25.5%), Biracial (9.8%), Native American (5.9%), Hispanic (4.9%), Asian American (1%), and Multiracial (1%). Over half of participants (59.8%) reported that they work. A majority of participants with jobs reported that they have a positive relationship with other employees at work (89.7%). About half of participants (54.5%) admitted to taking part in gossip about other coworkers and 53.2% of participants recalled a time when their coworkers were gossiping about them.

### **Procedure**

After informed consent and an introduction to the materials, participants were assigned to one of four conditions where they read a hypothetical scenario about a male or female colleague who was sharing information about another coworker that was related to company layoffs or an alleged divorce. Participants then responded to a series of questions about their perceptions of the individual sharing the information as well as the person the information was being shared with. The following measures were provided in booklet format with approximately twenty-five to thirty minutes given to complete. Once the questionnaire was completed, all individuals were debriefed. Participants for this study were compensated with credit towards a class assignment.

### **Materials**

**Gossip Scenario.** Participants received one of four scenarios according to assigned conditions (see Appendix A). Scenarios for conditions one and two involved a

male or female worker gossiping about another coworker that has allegedly been laid off, while the scenarios for conditions three and four involved a male or female worker gossiping about the marital status of a coworker.

**Gossip Initiator Perception Measure.** An 18-item scale which evaluated participants perceptions of the person who initiated the gossip (see Appendix B). Participants were asked questions such as “this is someone who is out to get their coworker,” “this person is likely to repeat information about their coworkers to others,” “this person has a good rapport with their coworkers,” and “this person shared gossip for personal benefit.” The questions were in a Likert scale format with scores ranging from 1 (disagree) to 5 (agree). Participants either received questions specifically about a male or female individual.

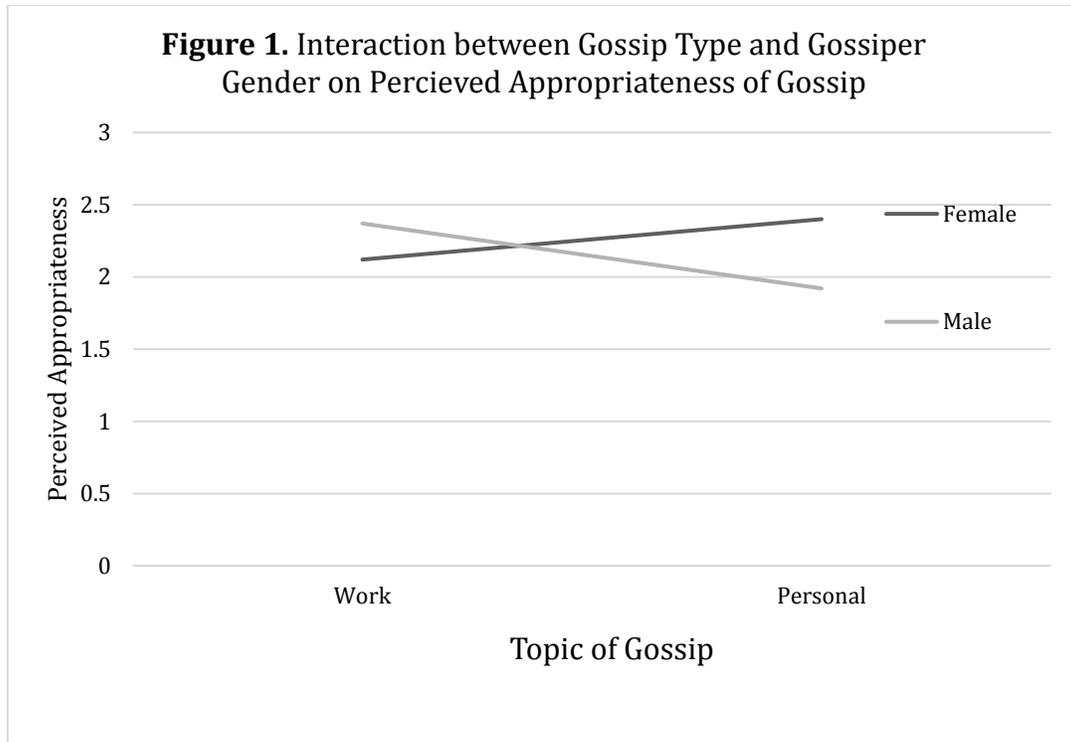
**Demographic.** A fourteen item demographic measure assessed variables including age, gender, ethnicity, education, and occupation (see Appendix C). Participants were also asked information about their work relationships (do they have a positive relationship with other employees) and if they could recall a time in which they were taking part in gossiping at the workplace or others were gossiping about them.

## Results

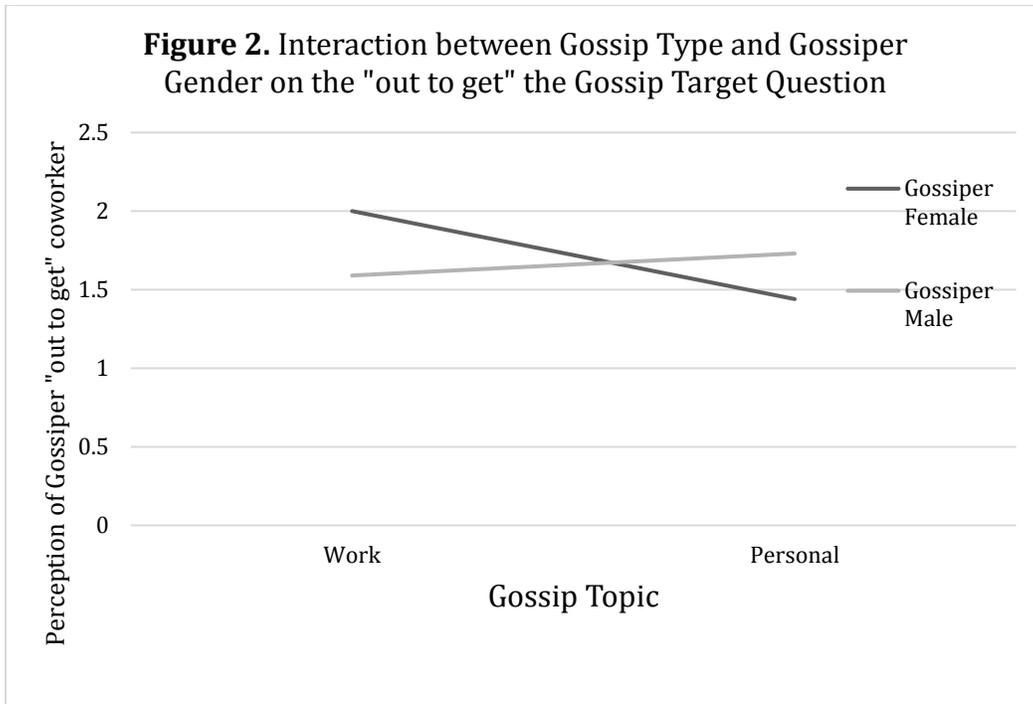
**Effect of Gossip Type.** When considering only the type of gossip (regardless of the gender of the gossiper), there were several main effects. When participants were asked if they felt the gossip was shared for the personal benefit of the gossiper, a main effect was found for type of gossip, ( $F(1, 98)=4.98$ ,  $p < .03$ ). Specifically, work related gossip was believed to be shared for personal benefit ( $M=3.18$ ,  $SD=1.31$ ) while personal gossip ( $M=2.63$ ,  $SD= 1.2$ ) was perceived less so.

When asked if the gossip is likely to repeat information about their coworkers to others, results showed a main effect ( $F(1, 98) = 8.8, p < .05$ ). When the gossip was work related ( $M = 4.616, SD = .695$ ) it was perceived that the gossip was more likely to repeat the information than when it was personal gossip ( $M = 4.12, SD = .973$ ). When asked if they felt the gossip is someone who is likely to succeed in their career, another main effect was found ( $F(1, 97) = 5.06, p < .03$ ). Participants perceived the gossip as someone more likely to succeed in their career when they gossiped about personal matters ( $M = 2.99, SD = .101$ ) than work related matters ( $M = 2.66, SD = .102$ ).

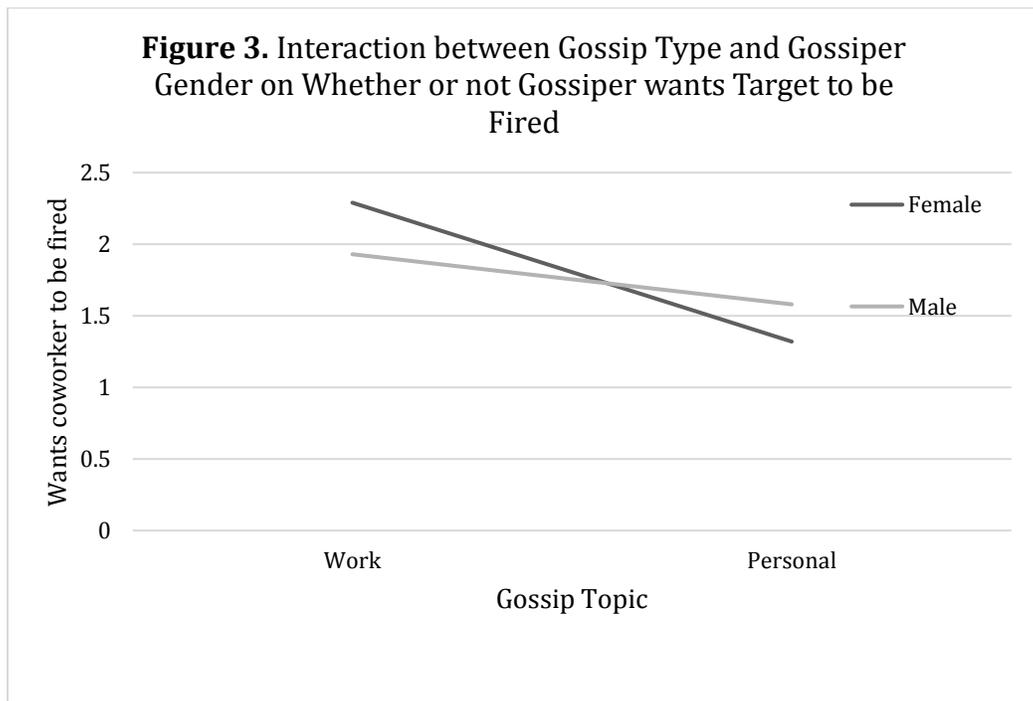
**Gossip Type and Gender of Gossiper.** Not only did the type of gossip make a difference, results also showed that gender interacts with the type of gossip to influence some perceptions. When participants were asked about the appropriateness of the behaviors shown by the gossipers, a marginally insignificant but noteworthy interaction was found ( $F(1, 98) = 3.75, p < .06$ ). When females gossiped about personal matters ( $M = 2.4, SD = 1.08$ ) their actions were perceived as more appropriate than when gossiping about work related matters ( $M = 2.12, SD = .9$ ). Interestingly, the opposite interaction was found for men. Participants felt it was more appropriate for men to gossip about work related matters ( $M = 2.37, SD = 1.006$ ), rather than personal matters ( $M = 1.92, SD = .74$ ), which can be seen in Figure 1.



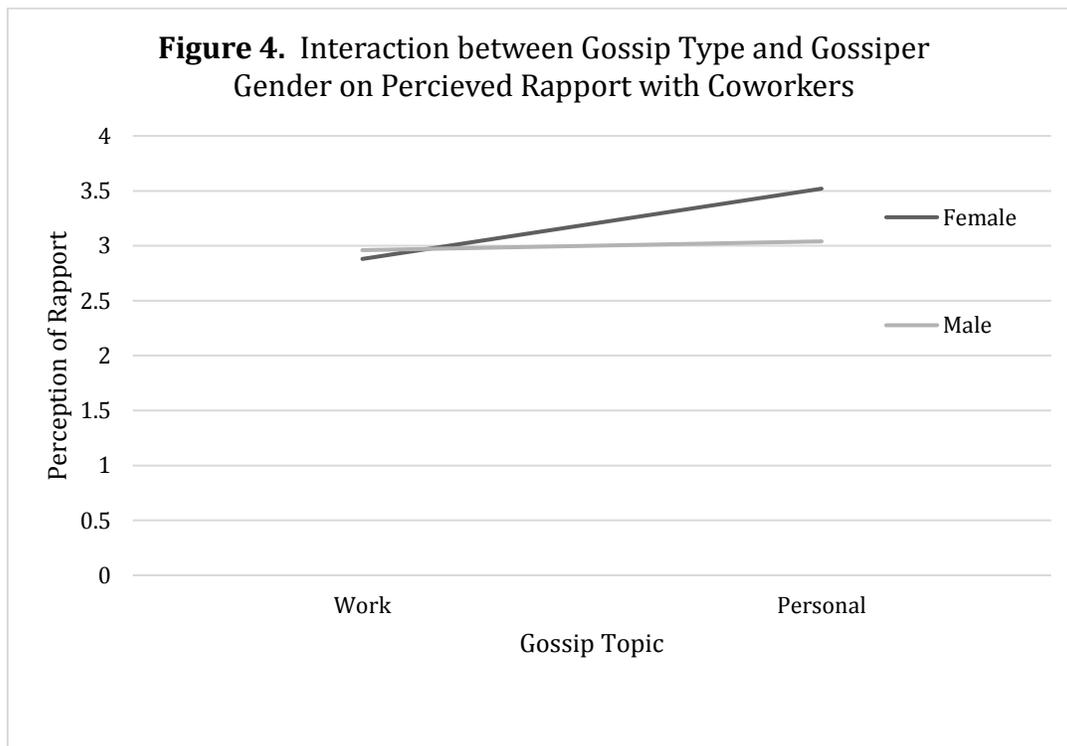
Two questions addressed what participants believed the motive was behind the sharing of gossip (if the gossiper was “out to get” the target and if the gossiper wished the target to be fired). There was a significant interaction between type of gossip and the gender of the gossiper for the “out to get” the target question ( $F(1,98)=4.77, p<.05$ ), as shown in Figure 2.



Similarly, though a marginally non-significant finding, when considering if participants believed the gossiper wanted the target of the gossip fired there was an interaction ( $F(1,98)=2.93, p=.09$ ) which can be observed in Figure 3.



Somewhat consistent with these findings are those related to rapport. Participants were also asked if they felt the gossiper had a good rapport with their coworkers. Results showed that when a male was gossiping about either personal ( $M=3.04$ ,  $SD=.162$ ) or work related matters ( $M=2.96$ ,  $SD=.152$ ), their perceived rapport with coworkers did not differ. However, when asked the same about females, participants reported a belief that female gossipers had a stronger rapport with coworkers when gossiping about personal matters ( $M=3.53$ ,  $SD=.159$ ) than work related subjects ( $M=2.87$ ,  $SD=.162$ ;  $(F(1,98)=3.16, p=.08)$ (see Figure 4).



### Discussion

The purpose of the current study was to examine how gender and the type of gossip engaged in effects perceptions of the gossiper. Our hypothesis for this study was supported. We hypothesized that both the gender of the gossiper and the type of gossip

they engaged in would have an effect on the participants' perceptions. We found that gender alone was not a predictor of any differences in perceptions of men and women who gossip; however, genders are perceived differently according to the kind of gossip they engage in. We found support that people who gossip about work related matters are perceived to do so for some sort of personal benefit. This finding is similar other findings from similar studies that reported gossip to be beneficial to the person sharing the information (Crothers et al., 2009; Jeuken et al., 2015). Participants also reported that people who gossip, regardless of gender, are likely to repeat information. This finding is similar to Ellwardt, Labianca, and Wittek's (2012) study that concluded people are more likely to repeat gossip that they find interesting.

Given that there is a shortage in literature on the effects different topics have on perceptions of people who engage in gossip, our findings do contribute meaningfully to the literature. When evaluating the effects that gender and topic together have on perceptions, many interesting findings can be reported. First, it is perceived as more appropriate for females to gossip about personal matters and males to gossip about work matters while within an organization. This is an interesting finding as gender somehow interacts with the type of gossip to influence perceptions. It is possible that gossiping about personal matters is more appropriate to women given that society classifies women as typically more social than men. Women are also often viewed as having more interest in the personal matters of others which is a likely reason why there is an abundance of literature investigating gossip in women but not in men.

When considering the motive behind gossiping, two main findings can be reported. First, men are perceived as "out to get" their coworkers when gossiping about

work related matters, however women are perceived as such when gossiping about personal matters. However, competitiveness (as indicated by the “out to get” question) in the workplace may be a positive attribution for men. Secondly, both genders are considered to want their coworkers fired when gossiping about work. This finding is very interesting as it suggests we perceive vengefulness as a motive for gossiping between coworkers. These findings correlate with Jeuken and colleague’s (2015) study that found proself individuals (i.e, people more concerned with personal goals) were more likely to participate in gossip in the workplace. These findings are related in that when people with proself motives engage in gossip, we can perceive those motives.

Another finding from our study is on the perceived differences in rapport with coworkers of men and women who gossip. We found that regardless of what men gossip about, their perceived rapport with coworkers does not change however, women who gossip about personal matters, are considered to have a higher rapport with coworkers. This again is possibly related to women being considered social beings by society, therefore they are expected to be more interested in maintaining and increasing workplace rapport. However, when those social interactions are seen as gossip, the attributions assigned to women are more negative than those for men.

### **Implications**

The present study sought to provide support that gender and the type of gossip engaged in by the individual will have an effect on participant perceptions and did so. We found that gender interacts with the type of gossip engaged and influences our perceptions of individuals who gossip. Specifically, we found that although men and women engage in the same gossiping behaviors, women are more likely to experience

negative attributes when gossiping than men do. This is harmful to women as they are sometimes seen unequal from men in the workplace and also receive harsher evaluations of behavior even when men exhibit the same behavior. Society often perceives women to be more social than men, however women are perceived in more negative connotations which can affect the way in which women who gossip are evaluated in the work place.

### **Limitations and Future Research Directions**

The current study is limited by a few factors. First, the sample was limited; due our sample of participants being 103 Intro to Psychology students, the external validity of this study is not strong. Future research should seek more diverse participants (perhaps those who are already in a work environment) as well as a larger sample size. Participant gender and ethnicity was not factored into the analyses in this study, however it would be beneficial to the body of knowledge on gossiping behaviors if those factors are also assessed when examining the differences in perceptions to see if race and gender have any effect on the way we perceive others that gossip.

### **Conclusion**

The purpose of this study was to investigate how the perceptions of people who gossip are influenced by the gender of the gossiper and the type of gossip they engage in. We supported our hypothesis that the type of gossip engaged in as well as the gender will have an effect on perceptions by the participant. Our results show support that perceptions are different for men and women engaging in the same behaviors at work. Negative motives for gossip tend to be attributed to women when they gossip about work related matters while in the workplace. This could possibly be due to the belief that when

19 Bradford

men gossip about work matters, it is related to the work itself and not as personal as it is for women.

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## Appendix A Scenario for Condition One

Renee and Victor are two employees that have been working in the marketing department at GloboCorp for over five years that share a cubicle next to the breakroom.

Due to recent downsizing within the company, the office has been buzzing with speculations about future lay-offs.

**Victor:** Did you hear? There was another big executive meeting today. You know what that means.

**Renee:** Ooh, juicy. You think they're going to lay-off more people?

**Victor:** I think they already did, or at least that's what I heard in the breakroom during lunch. Someone said they saw Stacy sulking in her office earlier today after meeting with the execs in the conference room.

**Renee:** Stacy, as in our department head? That's insane, you think they would really get rid of her? She runs this whole ship. She's been with the company for nearly 25 years, why would they get rid of her now?

**Victor:** Maybe that's the problem; she's been here too long, it costs way too much money. Maybe they want to bring in someone...*new*.

**Renee:** Ooh, good point. That would definitely save the company some money. You know she's making the big bucks. But I don't know, I don't think they would do that to her.

**Victor:** Well, they did just let go most of the human resources department. I heard Jim is working down there pretty much by himself.

**Renee:** Gee, you're right. Better them than us I guess.

## Scenario for Condition Two

Victor and Renee are two employees that have been working in the marketing department at GloboCorp for over five years that share a cubicle next to the breakroom.

Due to recent downsizing within the company, the office has been buzzing with speculations about future lay-offs.

**Renee:** Did you hear? There was another big executive meeting today. You know what that means.

**Victor:** You think they're going to lay-off more people?

**Renee:** I think they already did, or at least that's what I heard in the breakroom during lunch. Someone said they saw Stacy sulking in her office earlier today after meeting with the execs in the conference room.

**Victor:** Stacy, as in our department head? That's insane, you think they would really get rid of her? She runs this whole ship. She's been with the company for nearly 25 years, why would they get rid of her now?

**Renee:** Maybe that's the problem; she's been here too long, it costs way too much money. Maybe they want to bring in someone...*new*.

**Victor:** Ooh, good point. That would definitely save the company some money. You know she's making the big bucks. But I don't know, I don't think they would do that to her.

**Renee:** Well, they did just let go most of the human resources department. I heard Jim is working down there pretty much by himself.

**Victor:** Gee, you're right. Better them than us I guess.

### Scenario for Condition Three

Renee and Victor are two employees that have been working in the marketing department at GloboCorp for over five years that share a cubicle next to the breakroom.

Recently, they have noticed that another colleague in the office, David, has not been in the cheery mood he usually is.

**Victor:** Does David seem okay to you? He doesn't have any pep in his step as usual.

**Renee:** I've noticed it too. I also noticed he took down his wedding pictures from his desk. I think Terri left him.

**Victor:** They *just* got married. Like a year ago, right?

**Renee:** I don't even think they've had their first anniversary yet. Also, he and I were in the breakroom during lunch and I noticed he wasn't wearing a ring anymore. Something is going on.

**Victor:** It must be something else. They seemed so in love, I can't believe it. Maybe he lost it?

**Renee:** I don't know, I mean the more I think about it, maybe they are splitting up. You remember how touchy he was with Sheila from accounting at the office holiday party.

**Victor:** Oh, you know that doesn't count, they were under the mistletoe!

**Renee:** If you say so, but considering what they did, in my marriage it would *definitely* count.

### Scenario for Condition Four

Victor and Renee are two employees that have been working in the marketing department at GloboCorp for over five years that share a cubicle next to the breakroom.

Recently, they have noticed that another colleague in the office, David, has not been in the cheery mood he usually is.

**Renee:** Does David seem okay to you? He doesn't have any pep in his step as usual.

**Victor:** I've noticed it too. I also noticed he took down his wedding pictures from his desk. I think Terri left him.

**Renee:** They *just* got married. Like a year ago, right?

**Victor:** I don't even think they've had their first anniversary yet. Also, he and I were in the breakroom during lunch and I noticed he wasn't wearing a ring anymore. Something is going on.

**Renee:** It must be something else. They seemed so in love, I can't believe it. Maybe he lost it?

**Victor:** I don't know, I mean the more I think about it, maybe they are splitting up. You remember how touchy he was with Sheila from accounting at the office holiday party.

**Renee:** Oh, you know that doesn't count, they were under the mistletoe!

**Victor:** If you say so, but considering what they did, in my marriage it would *definitely* count.

## Appendix B

**For the following statements, please consider the actions of the person during the conversation in the scenario you just read as you make your response.**

		<b>Disagree</b>		<b>Neutral</b>		<b>Agree</b>
<b>1</b>	Renee is someone who gossips at work often.	1	2	3	4	5
<b>2</b>	Renee shared information about their coworker for the sole purpose of personal benefit.	1	2	3	4	5
<b>3</b>	Renee is likely to repeat information about their colleagues to other people.	1	2	3	4	5
<b>4</b>	Renee is out to get their coworker.	1	2	3	4	5
<b>5</b>	Renee would like for their coworker to be fired.	1	2	3	4	5
<b>6</b>	Renee is a trustworthy person.	1	2	3	4	5
<b>7</b>	Renee is a sociable person.	1	2	3	4	5
<b>8</b>	Renee has a good rapport with their coworkers.	1	2	3	4	5
<b>9</b>	I would trust Renee with sensitive information.	1	2	3	4	5
<b>10</b>	Renee is career minded.	1	2	3	4	5
<b>11</b>	I agree with what Renee did.	1	2	3	4	5
<b>12</b>	It was important for Renee to share that information.	1	2	3	4	5
<b>13</b>	It was damaging to Renee's career to share that information.	1	2	3	4	5
<b>14</b>	Renee is likely to succeed in her career.	1	2	3	4	5
<b>15</b>	I am likely to have behaved like her.	1	2	3	4	5
<b>16</b>	Renee lacks professionalism.	1	2	3	4	5
<b>17</b>	How appropriate was it for Renee to share information with Victor?	1	2	3	4	5
<b>18</b>	To what degree was Renee's overall behavior appropriate?	1	2	3	4	5

**For the following statements, please consider the actions of the person during the conversation in the scenario you just read as you make your response.**

		<b>Disagree</b>		<b>Neutral</b>		<b>Agree</b>
<b>1</b>	Victor is someone who gossips at work often.	1	2	3	4	5
<b>2</b>	Victor shared information about their coworker for the sole purpose of personal benefit.	1	2	3	4	5
<b>3</b>	Victor is likely to repeat information about their colleagues to other people.	1	2	3	4	5
<b>4</b>	Victor is out to get their coworker.	1	2	3	4	5
<b>5</b>	Victor would like for their coworker to be fired.	1	2	3	4	5
<b>6</b>	Victor is a trustworthy person.	1	2	3	4	5
<b>7</b>	Victor is a sociable person.	1	2	3	4	5
<b>8</b>	Victor has a good rapport with their coworkers.	1	2	3	4	5
<b>9</b>	I would trust Victor with sensitive information.	1	2	3	4	5
<b>10</b>	Victor is career minded.	1	2	3	4	5
<b>11</b>	I agree with what Victor did.	1	2	3	4	5
<b>12</b>	It was important for Victor to share that information.	1	2	3	4	5
<b>13</b>	It was damaging to Victor's career to share that information.	1	2	3	4	5
<b>14</b>	Victor is likely to succeed in his career.	1	2	3	4	5
<b>15</b>	I am likely to have behaved like him.	1	2	3	4	5
<b>16</b>	Victor lacks professionalism.	1	2	3	4	5
<b>17</b>	How appropriate was it for Victor to share information with Renee?	1	2	3	4	5
<b>18</b>	To what degree was Victor's overall behavior appropriate?	1	2	3	4	5

Appendix C  
Demographics Measure

The purpose of this questionnaire is to collect general demographic information. Please read each question carefully and answer them accurately and honestly.

1. Please indicate your age: \_\_\_\_\_ years
2. Please state your major:
  1. \_\_\_\_\_
3. Please indicate your sex:
  1. Male
  2. Female
  3. Transgender/gender non-conforming
4. Please indicate your year in college:
  1. Senior
  2. Junior
  3. Sophomore
  4. Freshmen
5. Do you work?
  1. Yes
  2. No
6. If yes, how many hours a week do you spend at work?
  1. Less than 10 hours a week
  2. 10-20
  3. 20-30
  4. 30-40
  5. More than 40 hours
  6. I do not work.
7. If yes, what is your profession (e.g., fast food, clerical work, factory work)?  
  
\_\_\_\_\_
8. Do you have a positive relationship with other employees at work?
  1. Yes
  2. no
9. Have you ever taken part in gossiping about other employees while at work?
  1. Yes
  2. No
10. Can you recall a time where other employees were gossiping about you while at work?
  1. Yes
  2. No
11. Please indicate your ethnic identity:

1. White/European American
2. African American/Black
3. Native American/American Indian
4. Hispanic/Latin(a/o)
5. Asian American
6. Biracial (Please describe: \_\_\_\_\_)
7. Other (Please describe: \_\_\_\_\_)

12. Please indicate your Father's highest education:

1. < or = to High School Diploma or GED
2. Some College or Associate's Degree
3. College Degree (BA or BS)
4. Master's Degree
5. Doctoral Degree

13. Please indicate your Mother's highest education:

1. < or = to High School Diploma or GED
2. Some College or Associate's Degree
3. College Degree (BA or BS)
4. Master's Degree
5. Doctoral Degree

14. Without looking back, what was the gossip scenario about? \_\_\_\_\_.

15. Without looking back at the packet, indicate the gender of the gossiper:\_\_\_\_\_.