**Counterproductive Work Behavior Checklist OCB-C**

**Reliability and Scoring**

**Internal Consistency Reliability.** Coefficient alphas are available from 3 combined samples in Spector et al. (2006).

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| --- | --- | --- | --- | --- | --- | --- |
| Subscale | n | Mean | SD | Observed Range | PossibleRange | CoefficientAlpha |
| Abuse | 736 | 22.1 | 6.2 | 17-77 | 17-85 | .85 |
| Production deviance | 737 | 3.7 | 1.3 | 3-12 | 3-15 | .63 |
| Sabotage | 738 | 3.6 | 1.1 | 3-11 | 3-15 | .55 |
| Theft | 738 | 5.8 | 1.5 | 5-20 | 5-25 | .63 |
| Withdrawal | 738 | 6.9 | 2.3 | 4-16 | 4-20 | .64 |
| CWB-Organization | 735 | 31.1 | 7.4 | 21-81 | 21-105 | .86 |
| CWB-Person | 735 | 26.3 | 6.3 | 22-88 | 22-110 | .86 |
| CWB-Total | 731 | 58.9 | 12.6 | 44-173 | 44-220 | .90 |

N = 731-738 for all but Abuse, CWB-Person, and CWB-Total where n = 460 due to missing data. Alphas revised since the 2006 paper to account for deleting item 4 from Abuse and reporting standardized alpha.

**Scoring**. To score the CWB-C, simply sum the responses to appropriate items, where 1=Never 2=Once or twice 3=Once or twice per month 4=Once or twice per week 5=Every day. The total score is the sum of all 45 items. The table below shows the items by subscale.

|  |  |  |
| --- | --- | --- |
| CWB Item Number and Item | 2 Factor | 5 Factor |
|  1 Purposely wasted your employer’s materials/supplies | CWB-O | Sabotage |
|  8 Purposely damaged a piece of equipment or property | CWB-O | Sabotage |
|  9 Purposely dirtied or littered your place of work | CWB-O | Sabotage |
|  6 Came to work late without permission | CWB-O | Withdrawal |
|  7 Stayed home from work and said you were sick when you weren’t | CWB-O | Withdrawal |
| 17 Taken a longer break than you were allowed to take | CWB-O | Withdrawal |
| 19 Left work earlier than you were allowed to | CWB-O | Withdrawal |
|  5 Purposely did your work incorrectly | CWB-O | Production deviance |
| 13 Purposely worked slowly when things needed to get done | CWB-O | Production deviance |
| 18 Purposely failed to follow instructions | CWB-O | Production deviance |
| 10 Stolen something belonging to your employer | CWB-O | Theft |
| 22 Took supplies or tools home without permission | CWB-O | Theft  |
| 24 Put in to be paid for more hours than you worked | CWB-O | Theft  |
| 25 Took money from your employer without permission | CWB-O | Theft  |
| 32 Stole something belonging to someone at work | CWB-P | Theft  |
|  2 Daydreamed rather than did your work | CWB-O |  |
|  3 Complained about insignificant things at work | CWB-O |  |
| 14 Refused to take on an assignment when asked | CWB-O |  |
| 15 Purposely came late to an appointment or meeting | CWB-O |  |
| 16 Failed to report a problem so it would get worse | CWB-O |  |
| 23 Tried to look busy while doing nothing | CWB-O |  |
|  4 Told people outside the job what a lousy place you work for | CWB-O |  |
| 11 Started or continued a damaging or harmful rumor at work | CWB-P | Abuse |
| 12 Been nasty or rude to a client or customer |  | Abuse |
| 20 Insulted someone about their job performance | CWB-P | Abuse |
| 21 Made fun of someone’s personal life | CWB-P | Abuse |
| 26 Ignored someone at work | CWB-P | Abuse |
| 30 Blamed someone at work for error you made | CWB-P | Abuse |
| 31 Started an argument with someone at work | CWB-P | Abuse |
| 33 Verbally abused someone at work | CWB-P | Abuse |
| 34 Made an obscene gesture (the finger) to someone at work | CWB-P | Abuse |
| 35 Threatened someone at work with violence | CWB-P | Abuse |
| 36 Threatened someone at work, but not physically | CWB-P | Abuse |
| 37 Said something obscene to someone at work to make them feel bad | CWB-P | Abuse |
| 39 Did something to make someone at work look bad | CWB-P | Abuse |
| 40 Played a mean prank to embarrass someone at work | CWB-P | Abuse |
| 42 Looked at someone at work’s private mail/property without permission | CWB-P | Abuse |
| 43 Hit or pushed someone at work | CWB-P | Abuse |
| 44 Insulted or made fun of someone at work | CWB-P | Abuse |
| 27 Refused to help someone at work | CWB-P |  |
| 28 Withheld needed information from someone at work | CWB-P |  |
| 29 Purposely interfered with someone at work doing his/her job | CWB-P |  |
| 38 Hid something so someone at work couldn’t find it | CWB-P |  |
| 41 Destroyed property belonging to someone at work | CWB-P |  |
| 45 Avoided returning a phone call to someone you should at work |  |  |