

Personal attribution:

1. Your colleague doesn't like you
2. This is an attack on you personally
3. This is personal
4. Your colleague has it out for you personally

Internal attribution

1. I might blame myself for my colleague's behavior towards me
2. I may have done something to deserve this behavior from my colleague
3. I am to blame for my colleague's behavior towards me
4. I might question whether my personality is faulty

Gender attribution:

1. My colleague has no respect for members of my gender
2. My colleague probably behaves this way only towards members of my gender
3. My colleague has it out for my gender group
4. My colleague dislikes members of my gender
5. My colleague is trying to attack my gender

Ambiguity:

1. The reason my colleague would treat me this way is unclear
2. The intent behind this behavior is obvious (RC)
3. The reason for my colleague's behavior towards me is ambiguous
4. I think I know why my colleagues would treat me this way (RC)

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