

Intragroup conflict scale

Jehn, K. A. (1995). Multimethod examination of the benefits and detriments of intragroup conflict. *Administrative Science Quarterly*, 40, 256-282.

8 Items

2 Dimensions

Relationship conflict

1. How much friction is there among members in your work unit?
2. How much are personality conflicts evident in your work unit?
3. How much tension is there among members in your work unit?
4. How much emotional conflict is there among members in your work unit?

Task conflict

5. How often do people in your work unit disagree about opinions regarding the work being done?
6. How frequently are there conflicts about ideas in your work unit?
7. How much conflict about the work you do is there in your work unit?
8. To what extent are there differences of opinion in your work unit?

5-point Likert scale (1 = "None" and 5 = "A lot")

Cronbachs α :

relationship conflict = .92

task conflict = .87