

Workplace Relational Needs Satisfaction Scale (W-RNSS)

(Hanc, Žvelc and Bajec, 2024)

The Workplace Relational Needs Satisfaction Scale (W-RNSS) is an adapted version of the RNSS (Žvelc et al. 2020). It marks the first exploration of Erskine’s relational needs model within a work setting and extends the notion of relational needs’ universality (Erskine, 2015; Erskine et al., 1999). RNSS's original items were modified to pertain specifically to relationships with coworkers. The scale retains the same 5-point rating scale and scoring system as the original RNSS.

The W-RNSS can be used freely for research and clinical purposes. For any other use and translations into other languages, please contact us.

If you make a translation into another language, please send us a copy of the instrument.

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Please note that the following is an English translation of the Slovenian version of W-RNSS (LZRP-DO) that was used in our research (Hanc et al., 2024).

Instructions. Carefully read each statement and circle the correct answer. Use the scale below to make your choice.

1 – NEVER TRUE 5 – ALWAYS TRUE

1.	My group of coworkers consists of people who share a similar life experience to me (e.g., a hobby, belonging to the same group or an online forum).	1	2	3	4	5
2.	I hardly have to hide anything in the company of my coworkers.	1	2	3	4	5
3.	I have a strong, stable and protective coworker whom I can rely on.	1	2	3	4	5
4.	I have a capable coworker who would help me if I found myself in trouble.	1	2	3	4	5
5.	I have coworkers who experience some things similarly to me.	1	2	3	4	5

6.	My coworkers often take my advice to heart.	1	2	3	4	5
7.	My coworkers often help me even if I do not specifically ask them to.	1	2	3	4	5
8.	I have coworkers with a world-view similar to mine.	1	2	3	4	5
9.	My coworkers sometimes surprise me in a nice way.	1	2	3	4	5
10.	My coworkers would sometimes do things for me without me having to ask.	1	2	3	4	5
11.	I feel free to show my feelings to my coworkers and speak my mind because I know they accept me for who I am.	1	2	3	4	5
12.	I do not have to pretend around my coworkers.	1	2	3	4	5
13.	I have at least one coworker who encourages me, protects me or provides me with the information I need.	1	2	3	4	5
14.	I have coworkers with whom I share similar experiences.	1	2	3	4	5
15.	I feel that I have an influence on my coworkers.	1	2	3	4	5
16.	I can show my true self to my coworkers without fear of rejection.	1	2	3	4	5
17.	In times of trouble, I have a coworker who stands by me and who is strong enough to handle my problems.	1	2	3	4	5
18.	No coworker ever prepares a nice surprise for me.	1	2	3	4	5
19.	I have noticed that my coworkers sometimes follow my suggestions.	1	2	3	4	5
20.	My coworkers often ask about my opinion on a certain topic.	1	2	3	4	5