

KINDER Climate Survey

Measuring Civility, Interpersonal Dynamics, and Organizational Respect in Research Organizations

KINDER is the first instrument of its kind developed specifically to assess the quality of interpersonal climates in research settings. Newly developed and validated,¹ we know that results from the KINDER correlate with research integrity climate, organizational commitment, and a sense of integration with one's work unit.



Survey Domains & Topics

The KINDER provides fine-grained information on local working conditions—lab group health—in several domains of workplace climate:

- Psychological safety
- Civility
- Abuse of power
- Sexual Harassment

Because the KINDER can be used to generate comparative data about the perceived environment of work units within an institution, it can be used to identify high-performing units—so their practices can be understood and spread—as well as to identify low performing units so they can be improved.

The KINDER measures civility, interpersonal dynamics, and organizational respect in four dimensions of interpersonal climates in research organizations: 1) institutional practices related to sexual harassment, 2) civility, 3) hostility, and 4) conflict-resolution.

Appropriate for use in a broad range of fields/disciplines and job roles, the KINDER provides metrics to assess aspects of work unit climates that are susceptible to change in response to organizational change initiatives.

The KINDER can be administered through NCPRE's customized Results Analysis Engine, which allows organizational leaders to compare and contrast results from internal working units.

KINDER Survey Features

24 questions ($\alpha=0.95$), are answered on a Likert scale ranging from 1 to 5, with response categories: Not at All, Somewhat, Moderately, Very, and Completely. A “No basis for judging” option is provided. These items yield four means-scored summary dimensions, one on Institutional Practices influencing climate, and three assessing work-unit climates.

RESULTING DIMENSIONS

Institutional Level

- Practices relating to sexual harassment (5 items, $\alpha=0.94$)

Work Group Level

- Civility climate (7 items, $\alpha=0.90$)
- Hostility climate (7 items, $\alpha=0.92$)
- Conflict-resolution climate (5 items, $\alpha=0.81$)

¹ Validated in 2020-21 using data from a fielding of the tool in a large US sample of earth scientists, members of the American Geophysical Union, (AGU) with funding from the Alfred P. Sloan Foundation (Sloan Grant #2019-12294; Co-PIs: Dr. Billy Williams (AGU) and C.K. Gunsalus (NCPRE at NCPRE), our team, led by Dr. Brian C. Martinson. Extension work led by Martinson and Dr. Vicki Magley, University of Connecticut.