**Table A:** Appendix

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| **Organizational Culture** | |
|  | Employees do not expect individualistic benefit in return for their efforts |
| Illegal practices of administration are always interrogated |
| It is generally thought in this workplace that administrators are always right |
| It is thought that employees can use public goods for their individualistic goals |
| It is not welcomed to use school possessions for individual goals out of school |
| Falsification is common |
| Grant and aid are not accepted |
| Different ethnicities are treated equally |
| Those who have different beliefs are treated equally |
| It is thought that women and men are equally successful and competent |
| Sectionalism is not welcomed |
| Those administrators use initiation except legal regulation is not supported |
| Participation of teachers to school governing bodies is not considered as if they interlope the school administrators |
| All employees are honoured for being human |
| Problems of the school are not leaked outside |
| It is our common problem when any of us has individual problem |
| Duties are not assigned to employees who are competent on those specific duties |
| Friends and acquaintances are not treated privileged |
| All kinds of corruption are rejected |
| Administrators do not use their public authority for their individualistic benefits |
| Exploitation is not welcomed |
| Idleness and failure are not accepted |
| **Transparent Communication** | |
|  | The company asks for feedback from people like me about the quality of its information. |
| The company involves people like me to help identify the information I need. |
| The company provides detailed information to people like me. |
| The company makes it easy to find the information people like me need. |
| The company asks the opinions of people like me before making decisions. |
| The company takes the time with people like me to understand who we are and what we need. |
| The company provides information in a timely fashion to people like me |
|  | The company provides information that is relevant to people like me. |
| The company provides information that can be compared to previous performance. |
| The company provides information that is complete. |
| The company provides information that is easy for people like me to understand. |
| The company provides accurate information to people like me |
| The company provides information that is reliable. |
| The company presents more than one side of controversial issues. |
| The company is forthcoming with information that might be damaging to the organization. |
| The company is open to criticism by people like me. |
| The company freely admits when it has made mistakes. |
| The company provides information that can be compared to industry standards. |
| **Organizational Trust** | |
|  | I’m willing to let my organization make decisions for people like me during the change |
| I trust my organization to take care of people like me during the change |
| Whenever my organization makes an important decision during the change, I know it will be concerned about people like me. |
| My organization can be relied on to keep its promises during the change. |
| I believe that my organization takes the opinions of people like me into account when making change-related decisions. |
| **Mental Health** | |
|  | I feel “positive” |
| I feel “emotionally stable” |
| I feel “satisfied with life” |
| I feel “life had been interesting” |
| I have “everything to look forward to.” |