

**To calculate the 100pt scale score (e.g., teamwork climate) for an individual respondent:**

- 1) Reverse score all negatively worded items – see table below for list of reverse scored items.**
- 2) Calculate the mean of the set of items from the scale**
- 3) Subtract 1 from the mean**
- 4) Multiply the result by 25.**

The equation looks like this:

Teamwork Climate Scale Score for a Respondent =  
(((Mean of the teamwork items)-1) \* 25)

In order to calculate the percent of respondents who are positive (i.e., percent agreement), you would look at the percent of respondents who got a scale score of 75 or higher. A score of 75 on the scale score indicates the same thing as “agree slightly” on the original 5 point Likert scale (1=Disagree Strongly, 2=Disagree Slightly, 3=Neutral, 4=Agree Slightly, 5=Agree Strongly).

With the conversion to the 100 point scale:

1=0

2=25

3=50

4=75

5=100