

Appendix: COMPASS questionnaire

Participation style	Question ID	Question
Proactive participation	8.	Speak up what he/she wants to say without hesitation
	9.	Ask what he/she want to ask without hesitation
	10.	Insist on his/her opinions
	13.	Point out his/her concerns
Conversation management	4.	Suggest a subject to allow the others to voice their opinions
	11.	Expand topics
	12.	Liven up the conversation
	16.	Try not to be silent
Passive participation	1.	Listen silently
	3.	Watch the conversation
	7.	Look on
	14.	Do not dare to interfere
Receptive participation	2.	Try to understand others' ideas
	5.	Listen while nodding
	6.	Try to understand the others' conversation
	15.	Listen to the speaker's opinion