

Honest Interview Impression Management (HIIM) Scale

Item number	Honest Self-Promotion
HSPROM11	I made sure to let the interviewer know about my job credentials.
HSPROM15	I let the interviewer know how my qualifications were well-suited for the position.
HSPROM12	I demonstrated to the interviewer genuine ways that I was a good performer in my previous job.
HSPROM13	I made the interviewer aware of all the responsibilities I had on my previous jobs.
HSPROM3	I made sure the interviewer was aware of my skills and abilities.
HSPROM8	I described my skills and abilities in an attractive way.
HSPROM4	I let the interviewer know how my previous work experiences were relevant to the position.
HSPROM6	I brought up my past experience with other well-known previous employers to make the interviewer aware of my competence.
HSPROM17	I showed the interviewer how I felt I could be a valuable addition to the organization.
HSPROM5	I made the interviewer aware of the accomplishments I'd had at my previous job.
HSPROM7	I made sure to recount my areas of expertise
HSPROM16	I looked for opportunities to make the interviewer aware of my success at previous jobs.
HSPROM2	I promoted the skills and abilities that I thought most relevant to the position.
HSPROM9	I brought up my past work experience to make the interviewer aware of my competence.
Honest Ingratiation	
HINGRT3	I tried to find out the values or opinions the interviewer and I shared in common, and was vocal about these.
HINGRT14	I let the interviewer know about those values of the organization that I shared.
HINGRT9	When the interviewer expressed views that I shared, I focused on incorporating these into my answers.
HINGRT11	When I agreed with the interviewer's opinions or points, I made sure to let him/her know.
HINGRT7	I did my best to convey the values, attitudes, or beliefs that I felt me and the interviewer shared.
HINGRT5	I found out about values and goals that I shared with the organization, and made sure to emphasize them.
HINGRT12	I discussed interests I shared in common with the recruiter.
HINGRT16	I complimented the organization on accomplishments or qualities that I found impressive.
Honest Defensive	
HDEFIM5	I shared my past regrets about how I handled certain situations, and how I would improve in the future
HDEFIM10	I made sure to highlight the situations that led to the negative concerns brought up (e.g. my poor grade was due to circumstances beyond my control).

HDEFIM1	I gave the interviewer an honest account of why I lacked control over past negative events that came up during the interview.
HDEFIM11	I admitted to those negative concerns raised by the interviewer that I felt were fair criticisms or points.
HDEFIM2	I recounted to the interviewer steps I had taken to prevent the recurrence of negative events or occurrences in my past.
HDEFIM6	When I felt the negative concern or event was not as bad as it looked, I made sure to let the interviewer know (e.g. a low grade was one of the highest in the class).
HDEFIM7	I gave honest reasons why negative concerns raised or past negative events were not entirely my fault (e.g. I had lazy group members on a project for this group, or a difficult professor).
HDEFIM3	I described how I had taken corrective action to repair the negative consequences of past events or occurrences.
HDEFIM8	I gave reasons why I felt I benefited positively from a negative event I was responsible for.
HDEFIM13	I accepted responsibility for negative concerns, but told the interviewer when I didn't think that concern was critical.
