**Facebook Impression Management Scale (FIMS)**

**Defensive IM**

* DEFIM1. I have deleted negative comments I made that would reflect poorly on me.
* DEFIM2. I have deleted pictures of myself partying.
* DEFIM3. I have removed posts about negative emotions.
* DEFIM4. I delete my posts which are controversial.
* DEFIM5. I have deleted negative comments from others that would reflect poorly on me.
* DEFIM6. I have deleted pictures of myself drinking
* DEFIM7. I have deleted posts with negative comments about previous employers.

**Assertive Deceptive IM**

* ASDECIM1. I have lied about a personal accomplishment on Facebook.
* ASDECIM2. I exaggerate my professional accomplishments on Facebook.
* ASDECIM3. I make up life experience to appear more desirable to employers.
* ASDECIM4. I have lied about a professional accomplishment on Facebook.
* ASDECIM5. I have tried to find out about an organization’s culture and then used that information to fabricate my posts.
* ASDECIM6. I make up varied interests on my profile.

**Assertive Honest IM**

* ASHONIM1. I ensure that my profile is updated to capture all of my academic achievements.
* ASHONSIM2. I ensure that my profile is updated to capture all my professional experiences.
* ASHONIM3. I post professional goals/objectives which would be valued by employers.
* ASHONIM4. I post my personal accomplishments on Facebook.
* ASHONIM5. I post my volunteer experiences on Facebook (when I actually do volunteer).

Notes: In the original studies, all responses were indicated on a five-point Likert-scale (1 = *Strongly Disagree* to 5 = *Strongly Agree*).

Reference: Myers, V., Price, J., Duval, A., Roulin, N. & Sobhani, S. (2021). Job seekers’ impression management on Facebook: Scale development, antecedents, and outcomes. Personnel Assessment and Decisions (part of the Special Issue “Understanding Effects of Impression Management on Assessment Outcomes”).