**Honest & Deceptive** **Impression Management Scales – Short Version (HIIM-S & IFB-S)**

**Source :** Bourdage, J., Roulin, N., & Tarraf, R. (2018). “I (might be) just that good”: Honest and deceptive impression management in employment interviews. *Personnel Psychology, 71* (4), 597-632*.*DOI:10.1111/peps.12285

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| **Honest IM – Self-promotion** |
| HSPROM11 | I made sure to let the interviewer know about my job credentials |
| HSPROM3 | I made sure the interviewer was aware of my skills and abilities |
| HSPROM5 | I let the interviewer know how my qualifications were well-suited for the position |
| HSPROM9 | I brought up my past work experience to make the interviewer aware of my competence |
| **Honest IM – Ingratiation** |
| HINGRT3 | I tried to find out the values or opinions the interviewer and I shared in common, and was vocal about these |
| HINGRT5 | I found out about values and goals that I shared with the organization, and made sure to emphasize them |
| HINGRT9 | When the interviewer expressed views that I shared, I focused on incorporating these into my answers |
| HINGRT12 | I discussed interests I shared in common with the interviewer |
| **Honest IM – Defensive** |
| HDEFIM1 | I gave the interviewer an honest account of why I lacked control over past negative events that came up during the interview |
| HDEFIM2 | I recounted to the interviewer steps I had taken to prevent the recurrence of negative events or occurrences in my past |
| HDEFIM5 | I shared my past regrets about how I handled certain situations, and how I would improve in the future |
| HDEFIM8 | I gave reasons why I felt I benefited positively from a negative event I was responsible for |
| **Deceptive IM – Slight Image Creation** |
| ICEMB4 | I exaggerated my responsibilities on my previous jobs |
| ICTAI7 | I distorted my answers based on the comments or reactions of the interviewer |
| ICTAI8 | I distorted my answers to emphasize what the interviewer was looking for |
| ICFIT14 | I inflated the fit between my values and goals and the values and goals of the organization |
| **Deceptive IM – Extensive Image Creation** |
| ICCON18 | I told fictional stories prepared in advance of the interview to best present my credentials |
| ICCON20 | I made up stories about my work experiences that were well developed and logical |
| ICINV31 | I invented some work situations or accomplishments that did not really occur |
| ICBOR34 | When I did not have a good answer, I borrowed work experiences of other people and made them sound like my own |
| **Deceptive IM – Ingratiation** |
| INCON55 | I tried to find out the interviewer's views and incorporate them in my answers as my own |
| INCON56 | I tried to express the same opinions and attitudes as the interviewer |
| INCON57 | I tried to appear similar to the interviewer in terms of values, attitudes, or beliefs |
| INENH64 | I complimented the organization on something, however insignificant it may actually be to me |
| **Deceptive IM – Image Protection** |
| IPOMI42 | When asked directly, I did not mention my true reason for quitting previous jobs |
| IPMAS46 | When asked directly, I did not mention some problems I had in past jobs |
| IPMAS49 | I covered up some "skeletons in my closet" |
| IPDIS51 | I clearly separated myself from my past work experiences that would reflect poorly on me.  |