**Honest** **Impression Management Scale (HIIM)**

**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

|  |  |
| --- | --- |
| **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. |