**AVI-Friendly Honest Impression Management Scale (AVI-HIIM)**

Instructions: Please rate the extent to which you agree with each statement.

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| --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **0** |
| To no extent | To a little extent | To a moderate extent | To a considerable | To a very great extent | N/A - Not Relevant to this situation |

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| **Honest Self-Promotion** |
| HSPROM11  | I made sure to talk about my job credentials. |
| HSPROM15  | I explained how my qualifications were well-suited for the position. |
| HSPROM12  | I demonstrated in genuine ways that I was a good performer in my previous job. |
| HSPROM13  | I talked about all the responsibilities I had on my previous jobs. |
| HSPROM3  | I made sure I emphasized my skills and abilities. |
| HSPROM8  | I described my skills and abilities in an attractive way. |
| HSPROM4  | I talked about how my previous work experiences were relevant to the position. |
| HSPROM6  | I brought up my past experience with other well-known previous employers to highlight my competence. |
| HSPROM17  | I talked about how I felt I could be a valuable addition to the organization. |
| HSPROM5  | I talked about 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 discuss 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 emphasize my competence. |
| **Honest Ingratiation** |
| HINGRT3 | I tried to find out the values or opinions of the hiring organization and I shared in common, and was vocal about these. |
| HINGRT14  | I talked about the values the hiring organization and I shared. |
| HINGRT9  | When the hiring organization had views that I shared, I focused on incorporating these into my answers. |
| HINGRT11  | When I agreed with the hiring organization’s opinions or points, I made sure to talk about it.  |
| HINGRT7  | I did my best to convey the values, attitudes, or beliefs that I felt me and the hiring organization shared. |
| HINGRT5  | I found out about values and goals that I shared with the hiring organization, and made sure to emphasize them. |
| HINGRT12  | I discussed interests that I shared in common with the hiring organization. |
| HINGRT16 | I complimented the hiring 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. |
| HDEFIM1  | I gave an honest account of why I lacked control over past negative events that came up during the interview. |
| HDEFIM11  | I admitted to any negative concerns that came up during the interview that I felt were fair criticisms or points. |
| HDEFIM2  | I recounted steps I had taken to prevent the recurrence of negative past events or occurrences in my past. |
| HDEFIM6  | When I felt a negative concern or event was not as bad as it looked, I made sure to talk about it. |
| HDEFIM7  | I gave honest reasons why negative concerns or past negative events were not entirely my fault. |
| 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 explained when I didn’t think that concern was critical. |