

# QUESTIONNAIRES USED TO MEASURE IMPACT

Produced as part of the project

**Meeting Workplace Skills: The Career Development  
Contribution**

February 2010

A project of the Canadian Research Working Group on Evidence Based  
Practice in Career Development

## Acknowledgements

The authors wish to thank Human Resources and Social Development Canada (HRSDC) for financial support for this project under the Workplace Skills Initiative (WSI)



Human Resources and Skills Development Canada    Ressources humaines et Développement des compétences Canada

Canadian Career Development Foundation



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Code du travailleur(se)

Date

  

Année

Mois

Jour

## CAREER MAINTENANCE STRATEGY QUESTIONNAIRE (CMSQ)

Developed by Lamarche, L., Limoges, J., Guédon, M-C., & Caron, Z., and field-tested by Lamarche, L. (2006). *Validation d'un instrument visant à mesurer le maintien professionnel*. Thèse de doctorat, Université de Sherbrooke, Sherbrooke, Québec, Canada. Used with permission of the authors.

Read the 99 statements below and indicate whether or not they apply to your situation by placing an "X" in the column corresponding to your opinion ("Agree" or "Disagree"). ***If you unsure, choose the response that reflects what you experience the most often.***

	Agree	Disagree
1. You feel at ease with your work activities.	<input type="checkbox"/>	<input type="checkbox"/>
2. You have ways of making or keeping your work activities enjoyable.	<input type="checkbox"/>	<input type="checkbox"/>
3. Your work activities still enable you to grow personally.	<input type="checkbox"/>	<input type="checkbox"/>
4. You are often bored at work.	<input type="checkbox"/>	<input type="checkbox"/>
5. You are really engaged in your working life because it's important to you.	<input type="checkbox"/>	<input type="checkbox"/>
6. You are able to maintain a certain amount of balance between work and relaxation every day.	<input type="checkbox"/>	<input type="checkbox"/>
7. You work hard all week long, relaxing only on weekends.	<input type="checkbox"/>	<input type="checkbox"/>
8. You work intensively and relax for only a few days each month.	<input type="checkbox"/>	<input type="checkbox"/>
9. You have only your annual vacation and a few days off to take a break from the intense work that you do all year long.	<input type="checkbox"/>	<input type="checkbox"/>
10. At the moment, you feel burned out at work.	<input type="checkbox"/>	<input type="checkbox"/>
11. You look after your personal life despite work-related pressures.	<input type="checkbox"/>	<input type="checkbox"/>
12. You are satisfied with your work activities.	<input type="checkbox"/>	<input type="checkbox"/>
13. You do not have very good self-esteem when it comes to your working life.	<input type="checkbox"/>	<input type="checkbox"/>
14. You tend to stand back when you experience a difficult situation at work.	<input type="checkbox"/>	<input type="checkbox"/>
15. Generally, you are able to assert yourself through words and attitudes, even at work.	<input type="checkbox"/>	<input type="checkbox"/>
16. At work, you feel proud of yourself and believe yourself capable of recognizing your strengths and accomplishments.	<input type="checkbox"/>	<input type="checkbox"/>
17. Your work activities have become routine and monotonous.	<input type="checkbox"/>	<input type="checkbox"/>

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	Agree	Disagree
18. You take on extra work without receiving any of the expected compensation.	<input type="checkbox"/>	<input type="checkbox"/>
19. At work, you feel that you give more to others and to the workplace than you get back.	<input type="checkbox"/>	<input type="checkbox"/>
20. When you need to, you ask others for help and don't try to solve everything on your own.	<input type="checkbox"/>	<input type="checkbox"/>
21. The main purpose of your work activities is earning a good income.	<input type="checkbox"/>	<input type="checkbox"/>
22. You feel that you have reached a plateau in your working life.	<input type="checkbox"/>	<input type="checkbox"/>
23. You tend to take care of yourself at work.	<input type="checkbox"/>	<input type="checkbox"/>
24. Sometimes you take stock of your work activities, seeing what has been done and what remains to be done, and consequently acting accordingly.	<input type="checkbox"/>	<input type="checkbox"/>
25. You are indifferent to your career development.	<input type="checkbox"/>	<input type="checkbox"/>
26. Usually you savour the moment, live in the here and now.	<input type="checkbox"/>	<input type="checkbox"/>
27. Your working life still presents you with challenges.	<input type="checkbox"/>	<input type="checkbox"/>
28. You have at least 4 of the following symptoms : <ul style="list-style-type: none"><li>○ chronic fatigue,</li><li>○ poor concentration,</li><li>○ loss of self-confidence,</li><li>○ poor performance even with a great deal of effort,</li><li>○ irritability,</li><li>○ hard time laughing,</li><li>○ loss of interest,</li><li>○ physical disorder (insomnia, ulcers, anxiety, fluctuating weight).</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>
29. At work, you prefer to use old practices rather than learn new ones	<input type="checkbox"/>	<input type="checkbox"/>
30. Generally, you are able to balance your energy output.	<input type="checkbox"/>	<input type="checkbox"/>
31. You are becoming insensitive to people.	<input type="checkbox"/>	<input type="checkbox"/>
32. You are attentive to the signals your body gives you and you try to address them as quickly as possible.	<input type="checkbox"/>	<input type="checkbox"/>
33. On the whole, your work activities leave you feeling dissatisfied.	<input type="checkbox"/>	<input type="checkbox"/>
34. Since you are able to say "yes," you let yourself say "no" occasionally.	<input type="checkbox"/>	<input type="checkbox"/>
35. These days, you tend to speak very fast at work.	<input type="checkbox"/>	<input type="checkbox"/>
36. Your work environment calls on you more than you would like to.	<input type="checkbox"/>	<input type="checkbox"/>
37. You are innovative in your working life, seeking out new ways of doing things and new projects to carry out.	<input type="checkbox"/>	<input type="checkbox"/>
38. You feel frustrated in your work activities.	<input type="checkbox"/>	<input type="checkbox"/>

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	Agree	Disagree
39. You find that you are letting yourself go professionally.	<input type="checkbox"/>	<input type="checkbox"/>
40. Professionally, you feel that the grass is always greener elsewhere.	<input type="checkbox"/>	<input type="checkbox"/>
41. You can control your emotions (stress, impulses, etc.) without denying them or letting them get the best of you.	<input type="checkbox"/>	<input type="checkbox"/>
42. Dissatisfied at work, you have decided to do less.	<input type="checkbox"/>	<input type="checkbox"/>
43. You do not hesitate to ask your co-workers for information.	<input type="checkbox"/>	<input type="checkbox"/>
44. You can express anger appropriately.	<input type="checkbox"/>	<input type="checkbox"/>
45. You participate in social activities regularly.	<input type="checkbox"/>	<input type="checkbox"/>
46. You feel powerless or desperate about your working life.	<input type="checkbox"/>	<input type="checkbox"/>
47. You feel you are competent in your line of work.	<input type="checkbox"/>	<input type="checkbox"/>
48. At the moment, you find your work activities fulfilling.	<input type="checkbox"/>	<input type="checkbox"/>
49. You really have no one to talk to about your concerns.	<input type="checkbox"/>	<input type="checkbox"/>
50. You continue to upgrade your skills on a regular basis.	<input type="checkbox"/>	<input type="checkbox"/>
51. You use humour regularly in managing your working life.	<input type="checkbox"/>	<input type="checkbox"/>
52. You like what you do at work.	<input type="checkbox"/>	<input type="checkbox"/>
53. You have trouble dealing directly with problems you encounter at work.	<input type="checkbox"/>	<input type="checkbox"/>
54. You are very demanding of yourself at work.	<input type="checkbox"/>	<input type="checkbox"/>
55. The job you have now no longer motivates you.	<input type="checkbox"/>	<input type="checkbox"/>
56. You feel threatened by criticism, particularly at work.	<input type="checkbox"/>	<input type="checkbox"/>
57. You watch out for what is new in your career field.	<input type="checkbox"/>	<input type="checkbox"/>
58. You avoid taking on projects or activities out of fear of failing.	<input type="checkbox"/>	<input type="checkbox"/>
59. Your work activities enhance your personal development.	<input type="checkbox"/>	<input type="checkbox"/>
60. You continue to learn and to keep up to date in your field of expertise.	<input type="checkbox"/>	<input type="checkbox"/>
61. You are absent from work more and more often.	<input type="checkbox"/>	<input type="checkbox"/>
62. You dwell more on your failures than on your successes.	<input type="checkbox"/>	<input type="checkbox"/>
63. You have to devote a lot of time to your work in order to complete it.	<input type="checkbox"/>	<input type="checkbox"/>
64. At the moment, you feel worn out at work.	<input type="checkbox"/>	<input type="checkbox"/>
65. You appreciate who you are in your professional field.	<input type="checkbox"/>	<input type="checkbox"/>
66. When you think about work, you feel anxious.	<input type="checkbox"/>	<input type="checkbox"/>
67. You believe you would find work quickly if you lost the job you have now.	<input type="checkbox"/>	<input type="checkbox"/>

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	Agree	Disagree
68. At work, you are aware that you do too much.	<input type="checkbox"/>	<input type="checkbox"/>
69. You structure your work activities by establishing goals, deadlines, and monitoring methods.	<input type="checkbox"/>	<input type="checkbox"/>
70. You always refuse to work overtime.	<input type="checkbox"/>	<input type="checkbox"/>
71. For a while now, your work activities have obsessed you.	<input type="checkbox"/>	<input type="checkbox"/>
72. At work, you tend to compare yourself with others.	<input type="checkbox"/>	<input type="checkbox"/>
73. Even at work, you take care of yourself, enjoy yourself, and satisfy your needs and desires.	<input type="checkbox"/>	<input type="checkbox"/>
74. You like to talk about your work in your spare time.	<input type="checkbox"/>	<input type="checkbox"/>
75. You have recently had a serious physical warning: panic attack, doubts about your mental health, crying fit, etc.	<input type="checkbox"/>	<input type="checkbox"/>
76. You feel unmotivated at work.	<input type="checkbox"/>	<input type="checkbox"/>
77. You are very preoccupied with what others think of you.	<input type="checkbox"/>	<input type="checkbox"/>
78. You bring work home regularly outside office hours in order to get it done.	<input type="checkbox"/>	<input type="checkbox"/>
79. You made the right career choice.	<input type="checkbox"/>	<input type="checkbox"/>
80. You feel appreciated in your workplace.	<input type="checkbox"/>	<input type="checkbox"/>
81. You enjoy learning and using new work methods.	<input type="checkbox"/>	<input type="checkbox"/>
82. You socialize rarely, particularly at work.	<input type="checkbox"/>	<input type="checkbox"/>
83. At work, you are always in a rush.	<input type="checkbox"/>	<input type="checkbox"/>
84. You tend to bring the topic of conversation back to your own concerns.	<input type="checkbox"/>	<input type="checkbox"/>
85. Even at work, it is easy for you to feel calm and to joke around.	<input type="checkbox"/>	<input type="checkbox"/>
86. For a while now, you have felt alone or isolated.	<input type="checkbox"/>	<input type="checkbox"/>
87. Your most recent structured professional development activity was more than a year ago.	<input type="checkbox"/>	<input type="checkbox"/>
88. You feel sceptical or indifferent about your career development.	<input type="checkbox"/>	<input type="checkbox"/>
89. You are able to pull back from your work activities and engage in other types of activities.	<input type="checkbox"/>	<input type="checkbox"/>
90. You believe it is important to continue to develop your work skills.	<input type="checkbox"/>	<input type="checkbox"/>
91. You wait impatiently for breaks, weekends, vacations, and retirement.	<input type="checkbox"/>	<input type="checkbox"/>
92. You feel that you are maximizing your potential at work.	<input type="checkbox"/>	<input type="checkbox"/>
93. You feel that you are at the end of your rope, particularly at work.	<input type="checkbox"/>	<input type="checkbox"/>

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	Agree	Disagree
94. At work, you tend to bottle up your emotions, not to express yourself.	<input type="checkbox"/>	<input type="checkbox"/>
95. You can relax without much difficulty.	<input type="checkbox"/>	<input type="checkbox"/>
96. Workdays never seem to end.	<input type="checkbox"/>	<input type="checkbox"/>
97. You're the type of person who puts a lot of effort into things and then falls flat.	<input type="checkbox"/>	<input type="checkbox"/>
98. You tend to solve problems as they arise by assessing and expressing them.	<input type="checkbox"/>	<input type="checkbox"/>
99. You find that your work activities are well suited to your abilities.	<input type="checkbox"/>	<input type="checkbox"/>

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## CAREER SELF-MANAGEMENT QUESTIONNAIRE (CSQ)

Read the 19 statements below and indicate whether or not they apply to your situation by placing an "X" in the column corresponding to your opinion ("Agree" or "Disagree"). ***If you unsure, choose the response that reflects what you experience the most often.***

	Agree	Disagree
1. You have a clear understanding of the qualities you have to offer an employer (i.e., your abilities, values, interests, personal style, etc.).	<input type="checkbox"/>	<input type="checkbox"/>
2. You know the extent to which the skills and abilities that you possess are what employers are looking for.	<input type="checkbox"/>	<input type="checkbox"/>
3. You know what you need to do to reach your goals in your line of work.	<input type="checkbox"/>	<input type="checkbox"/>
4. You are aware of how current social and labor market trends may impact your career.	<input type="checkbox"/>	<input type="checkbox"/>
5. Your resume or portfolio sets you apart from other employees.	<input type="checkbox"/>	<input type="checkbox"/>
6. When you approach people with a question or concern, they usually understand your needs and help you resolve the issue.	<input type="checkbox"/>	<input type="checkbox"/>
7. You have documented your competencies and accomplishments relevant to your career.	<input type="checkbox"/>	<input type="checkbox"/>
8. You understand foreseeable changes in the labor market and act accordingly.	<input type="checkbox"/>	<input type="checkbox"/>
9. When you make plans concerning your career future, you usually can make them work.	<input type="checkbox"/>	<input type="checkbox"/>
10. You are able to communicate your needs and goals to the individuals who can help you fulfill them.	<input type="checkbox"/>	<input type="checkbox"/>
11. You know how to access and who to consult regarding information about career and training alternatives in your field.	<input type="checkbox"/>	<input type="checkbox"/>
12. You do not think much about the way your career might unfold 10 years from now.	<input type="checkbox"/>	<input type="checkbox"/>
13. When you have a work-related concern, you know who to talk to about it so that it gets resolved.	<input type="checkbox"/>	<input type="checkbox"/>
14. You are unsure of how to showcase your competencies to employers (i.e., your knowledge, skills, personal attributes, etc.).	<input type="checkbox"/>	<input type="checkbox"/>
15. Your future work or career is not that important to you right now.	<input type="checkbox"/>	<input type="checkbox"/>
16. When you encounter a concern at work, you are able to negotiate a solution with the people who are involved.	<input type="checkbox"/>	<input type="checkbox"/>



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	Agree	Disagree
17. You have specific goals for what you want your career to become in the future.	<input type="checkbox"/>	<input type="checkbox"/>
18. You have difficulty describing the value of your competencies (i.e., your knowledge, skills, attributes, experiences, etc.).	<input type="checkbox"/>	<input type="checkbox"/>
19. You are systematically trying to improve the skills you need for success in your career.	<input type="checkbox"/>	<input type="checkbox"/>

**Now we would like some information about you.**

Gender: Male  Female

Age: 20-24  30-34  40-44  50-54  60-64   
25-29  35-39  45-49  55-59  65-69

Job Title: \_\_\_\_\_

Group: Bilan de compétences  Career Conversations  Career GPS

ID number (if known): \_\_\_\_\_

**Thank you for completing this survey**

Source : Developed by the CRWG for the project.

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## MEASURING SELF-ESTEEM

This questionnaire is designed to measure how you feel about yourself. It is not a test, so there are no right or wrong answers.

	Never	Some of the time				Always		
	1	2	3	4	5	6	7	
1. I feel that people would <i>not</i> like me if they really knew me well.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
2. I feel that others do things much better than I do.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
3. I feel that I am an attractive person.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
4. I feel confident in my ability to deal with other people.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
5. I feel that I am likely to fail at things I do.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
6. I feel that people really like to talk with me.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
7. I feel that I am a very competent person.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
8. When I am with other people I feel that they are glad I am with them.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
9. I feel that I make a good impression on others.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
10. I feel confident that I can begin new relationships if I want to.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
11. I feel that I am ugly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
12. I feel that I am a boring person.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	
13. I feel very nervous when I am with strangers.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	7 <input type="radio"/>	

	Never		Some of the time			Always	
	1	2	3	4	5	6	7
14. I feel confident in my ability to learn new things.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I feel good about myself.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I feel ashamed about myself.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I feel inferior to other people.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I feel that my friends find me interesting.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I feel that I have a good sense of humor.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I get angry at myself over the way I am.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I feel relaxed meeting new people.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I feel that other people are smarter than myself.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. I do <i>not</i> like myself.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. I feel confident in my ability to cope with difficult situations.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. I feel that I am <i>not</i> very likable.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. My friends value me a lot.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. I am afraid I will appear stupid to others.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. I feel that I am an okay person.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. I feel that I can count on myself to manage things well.	1	2	3	4	5	6	7
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never			Some of the time				Always	
	1	2	3	4	5	6	7		
30. I wish I could just disappear when I am around other people.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
31. I feel embarrassed to let others hear my ideas.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
32. I feel that I am a nice person.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
33. I feel that if I could be more like other people then I would feel better about myself.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
34. I feel that I get pushed around more than others.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
35. I feel that people like me.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
36. I feel that people have a good time when they are with me.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
37. I feel confident that I can do well in whatever I do.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
38. I trust the competence of others more than I trust my own abilities.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
39. I feel that I mess things up.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>
40. I wish that I were someone else.	1	2	3	4	5	6	7	<input type="radio"/>	<input type="radio"/>

Source : Nugent, W.R. et Thomas, J.W. (1993). *Validation of a clinical measure of self-esteem. Research on Social Work Practice*, 3, 191-207.

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## MEASURING PERSONAL EFFICACY

	Totally disagree	Somewhat disagree	Slightly disagree	Slightly agree	Somewhat agree	Totally agree
	1	2	3	4	5	6
1. You believe you have the ability to perform the tasks assigned to you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. You believe that, with your knowledge and skills, you can perform the main tasks associated with your position.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. You can deal effectively with unforeseen events that could prevent you from carrying out your duties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. You believe you are capable of dealing effectively with various situations relating to your work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. You are able to identify the skills that you have developed so far.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. You are able to describe the skills that you have developed so far.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. You are satisfied with the development of your skills so far.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. You have the information you need to make a decision about the development of your skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. You can identify major obstacles to the development of your skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. You believe you can overcome those obstacles to the development of your skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. You have a concrete action plan for the development of your skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. You are certain that you will achieve your skill development objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Source : Michaud, G. et Savard, R. (2008). *Sentiment d'efficacité personnelle pour le Bilan de compétences*. Manuscrit inédit. Sherbrooke : Université de Sherbrooke.

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