

[Access the online scale here](#)

Interview Faking Rating Scale

Applicant's Name _____
Interviewer's Name _____
Position Applied for _____
Date of Interview _____

Instructions: Immediately after completing an applicant interview, the interviewer should rate the following 11 items, using their best judgment of the applicant's responses to the interview, on the following five-point rating scale:

1 - To no extent | 2 - To a little extent | 3 - To a moderate extent | 4 - To a considerable extent | 5 - To a very great extent

The applicant exaggerated their responsibilities on their previous job.	
During the interview, the applicant distorted their answers based on my comments or reactions.	
The applicant inflated the fit between their values and goals and the values and goals of the organisation.	
The applicant made up stories about their work experience that were well developed and logical.	
The applicant made up measurable outcomes of performed tasks.	
When the applicant did not have a good answer, they borrowed the work experience of others and made them sound like their own.	
The applicant tried to avoid discussions of job tasks that they were not able to do.	
When asked directly, the applicant could not identify any problems in past jobs.	
The applicant tried to suppress any connection to negative events in their work history.	
The applicant tried to express the same attitudes and opinions that they assumed I might have.	
The applicant exaggerated their positive comments about the organisation.	
TOTAL Score	

Any score of 30 or above should raise serious question about the validity of the interview.