

## 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 his or her responsibilities on his or her previous job.

During the interview, the applicant distorted his or her answers based on my comments or reactions.

The applicant inflated the fit between his or her values and goals and the values and goals of the organisation

The applicant made up stories about his or her 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, he or she borrowed the work experience of other people and made them sound like his or her own.

The applicant tried to avoid discussions of job tasks that he or she was 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 his or her work history.

The applicant tried to express the same attitudes and opinions that he or she assumed I might have.

The applicant exaggerated his or her positive comments about the organisation.

**TOTAL Score**

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