

Answer each of the questions using the following scale:

- 5. Strongly agree
- 4. Agree
- 3. Not sure
- 2. Disagree
- 1. Strongly disagree

1. Did you ever think about taking money from where you worked, but not go through with it?

1 2 3 4 5

2. Have you ever borrowed something from work without telling anyone?

1 2 3 4 5

3. There are times I've been provoked into a fistfight.

1 2 3 4 5

4. Is it okay to get around the law if you don't break it?

1 2 3 4 5

5. I've had fellow employees show me how to take things from where I work.

1 2 3 4 5

6. I will usually take someone up on a dare.

1 2 3 4 5

7. I've always driven insured vehicles.

1 2 3 4 5

8. If you were sent an extra item with an order, would you send it back?

1 2 3 4 5

9. Would you say everyone is a little dishonest?

1 2 3 4 5

10. Most supervisors treat their employees fairly.

1 2 3 4 5

11. I worry about getting hurt at work.

1 2 3 4 5

12. People say that I'm a workaholic.

1 2 3 4 5

13. I like to plan things carefully ahead of time.

1 2 3 4 5

14. Have you found a way a dishonest person in your job could take things from work?

1 2 3 4 5

15. I often act quickly without stopping to think things through.

1 2 3 4 5

16. It doesn't bother me what other people think.

1 2 3 4 5

17. I have friends who are a little dishonest.

1 2 3 4 5

18. I am not a thrill seeker.

1 2 3 4 5

19. I have had my driver's license revoked.

1 2 3 4 5

20. Are you too honest to steal?

1 2 3 4 5

21. Do most employees take small items from work?

1 2 3 4 5

22. Do most employees get along well with their supervisors?

1 2 3 4 5

23. I'm lucky to avoid having accidents.

1 2 3 4 5

24. I always finish what I start.

1 2 3 4 5

25. I make sure everything is in its place before leaving home.

1 2 3 4 5

Scoring

Determine your average score for each category by entering your response to each survey item below, as follows. In blanks that say *regular score*, simply enter your response for that item. If your response was a 4, place a 4 in the *regular score* blank. In blanks that say *reverse score**, subtract your response from 6 and enter the result. So, if your response was a 4, place a 2 ($6 - 4 = 2$) in the *reverse score** blank. Total your scores, and then compute your average score for each section.

Antisocial Behavior

1. regular score _____
2. regular score _____
3. regular score _____
4. regular score _____
5. regular score _____
6. regular score _____
7. *reverse score* _____ *
8. *reverse score* _____ *
14. regular score _____
15. regular score _____
16. regular score _____
17. regular score _____
18. *reverse score* _____ *
19. regular score _____
20. *reverse score* _____ *

TOTAL = _____ \div 15 = _____ (your average for Antisocial Behavior)

Orderliness/Diligence

12. regular score _____
13. regular score _____
24. regular score _____
25. regular score _____

TOTAL = _____ \div 4 = _____ (your average for Orderliness/Diligence)

Positive Outlook

9. *reverse score* _____ *
10. regular score _____
11. *reverse score* _____ *
21. *reverse score* _____ *
22. regular score _____
23. regular score _____

TOTAL = _____ \div 6 = _____ (your average for Positive Outlook)

Interpreting the Score

Here is what your score means.

The total inventory is composed of three subscales that measure antisocial behavior, orderliness/diligence, and positive outlook. The range for the antisocial scale is 1 to 65, with an average score being 32. The range for orderliness and diligence is smaller, 1 to 20, with average scores falling around 10. And the range for positive outlook is 1–30, with an average at 15.

