Personality Matters: Relevance and Assessment of Personality Characteristics

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ANNEX G

MEASURES OF SELF-EFFICACY

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This document is an annex to the OECD working paper entitled Personality Matters: Relevance and Assessment of Personality Characteristics, by Miloš Kankaraš. The annex contains a selection of measurement instruments designed for assessment of self-efficacy.
Sherer’s General Self-Efficacy Scale (SGSES)


Instructions

The following statements describe people’s feelings and reactions to various situations. Please read each statement carefully and describe the extent to which you agree with each statement, using a 5-point scale where 1 indicates “strongly disagree” and 5 indicates “strongly agree”.

Answer categories

1 = Strongly disagree; 2 = Disagree; 3 = Neither agree nor disagree; 4 = Agree; 5 = Strongly agree;

1. When I make plans, I am certain I can make them work.
2. One of my problems is that I cannot get down to work when I should. (R)
3. If I can’t do a job the first time I keep trying until I can.
4. When I set important goals for myself, I rarely achieve them. (R)
5. I give up on things before completing them. (R)
6. I avoid facing difficulties. (R)
7. If something looks too complicated, I will not even bother to try it. (R)
8. When I have something unpleasant to do, I stick to it until I finish it.
9. When I decide to do something new, I go right to work on it.
10. When trying to learn something new, I soon give up if I am not initially successful. (R)
11. When unexpected problems occur, I don’t handle them well. (R)
12. I avoid trying to learn new things when they look too difficult for me. (R)
13. Failure just makes me try harder.
14. I feel insecure about my ability to do things. (R)
15. I am a self-reliant person.
16. I give up easily. (R)
17. I do not seem capable of dealing with most problems that come up in life. (R)

(R = item is reverse-scored).

Originally a 14-point response scale.
The General Perceived Self-Efficacy Scale (GPSES)


Answer categories

1 = Not at all true
2 = Hardly true
3 = Moderately true
4 = Exactly true

1. I can always manage to solve difficult problems if I try hard enough.
2. If someone opposes me, I can find means and ways to get what I want.
3. I am certain that I can accomplish my goals.
4. I am confident that I could deal efficiently with unexpected events.
5. Thanks to my resourcefulness, I know how to handle unforeseen situations.
6. I can solve most problems if I invest the necessary effort.
7. I can remain calm when facing difficulties because I can rely on my coping abilities.
8. When I am confronted with a problem, I can find several solutions.
9. If I am in trouble, I can think of a good solution.
10. No matter what comes my way, I’m usually able to handle it.

Reduced version of GPSES (GPSES-6)


This scale consists of items 2, 3, 4, 5, 7, and 10 from the General Perceived Self-Efficacy Scale (see above).
General Self-Efficacy Short Scale (GSESS)


Instructions

The following statements may apply to you more or less. Please indicate for each statement to what extent it applies to you personally.

Answer categories

1 - Does not apply at all
2 - Applies only slightly
3 - Somewhat applies
4 - Fairly applies
5 - Applies completely

Items

1. In difficult situations I can rely on my skills.
2. I can deal with most problems using my own resources.
3. Even difficult and complicated tasks I can successfully resolve