

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.

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This working paper has been authorised by Andreas Schleicher, Director of the Directorate for Education and Skills, OECD.

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Sherer's General Self-Efficacy Scale (SGSES)

Source: Adapted from Sherer, M. et al. (1982), "The Self-Efficacy Scale: Construction and validation", *Psychological Reports*, Vol. 51/2, pp. 663-671.

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-point¹ 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).

¹ Originally a 14-point response scale.

The General Perceived Self-Efficacy Scale (GPSES)

Source: Schwarzer, R. and M. Jerusalem (1995), “Generalized Self-Efficacy scale”, in J. Weinman, S. Wright and M. Johnston (eds.), *Measures in Health Psychology: A User's Portfolio. Causal and Control Beliefs*, NFER-NELSON, Windsor, pp. 35-37, <http://userpage.fu-berlin.de/health/engscal.htm>.

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)

Source: Romppel, M. et al. (2013), “A short form of the General Self-Efficacy Scale (GSE-6): Development, psychometric properties and validity in an intercultural non-clinical sample and a sample of patients at risk for heart failure”, *GMS Psycho-Social-Medicine*, Vol. 10, Doc01, <https://dx.doi.org/10.3205/psm000091>.

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)

Source: Beierlein C, et al., (2013), “Kurzsкала zur Erfassung allgemeiner Selbstwirksamkeitserwartungen (ASKU)” (Short scale for measuring self-efficacy beliefs (ASKU), *Methoden, Daten, Analysen*, Vol. 7/2, pp. 251-78, <http://doi.org/10.12758/mda.2013.014>.

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