



TEST DEVELOPMENT PROJECT

Project Assignment 2

Team C

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Project Assignment 2: Item Generation

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Dimension 1: Integrity

Definition: According to the American Psychological Association, Integrity is defined as the quality of moral consistency, honesty, and truthfulness with oneself and others. Specifically, within one's profession, integrity is defined as the professional who consistently and willingly practices within the guidelines of the mission of a chosen profession under the obligation of a Code of Ethics.

Answering Instructions:

Instructions: The aim of this measure is to determine the level of **integrity** in the workplace. Please rate the following statements using the rating scale below. 1- being *strongly disagree*, 2- being *somewhat disagree*, 3- being *neither agree nor disagree*, 4- being *somewhat agree*, and 5- being *strongly agree*.

①	②	③	④	⑤
Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree

Items:

1. *I think that people who take ethical shortcuts are more likely to succeed than those that don't. (Reverse Item)*
2. I believe that copying information from a source without acknowledging the source is wrong.
3. I believe it is important to follow the law.
4. Having and upholding values and standards is an important part of my job.
5. At work, I think it is important that I keep my promises.
6. I never hesitate to express an unpopular opinion at work.
7. *It is difficult to do the right thing. (Reverse Item)*
8. I believe honesty is an integral part of my job.
9. *I am a believer in the idiom "the end justifies the means." (Reverse Item)*
10. *I believe that grey areas and loopholes exist for a reason, and that it is okay to take advantage of them if necessary. (Reverse Item)*
11. *I believe that putting my own interests ahead of others' is acceptable because people should look after themselves. (Reverse Item)*
12. I have strong beliefs that one should not lie while at work.
13. I believe that it is wrong to cheat in any situation.

14. It is wrong to steal from work.
15. Honor is more important to me than money.
16. I believe that I have a duty to make sure others do what is right.
17. I have a strong moral code.
18. I find it difficult to lie for other people.
19. *I often take shortcuts to get results. (Reverse Item)*
20. *I would do anything to succeed. (Reverse Item)*

Dimension 2: Stress Tolerance

Definition: According to the American Psychological Association (APA), stress tolerance is defined as the capacity to withstand pressures and strains and the consequent ability to function effectively and with minimal anxiety under conditions of stress.

Answering Instructions:

Instructions: The aim of this measure is to determine the level of **stress tolerance** in the workplace. Please rate the following statements using the rating scale below. 1- being *strongly disagree*, 2- being *somewhat disagree*, 3- being *neither agree nor disagree*, 4- being *somewhat agree*, and 5-being *strongly agree*.

①	②	③	④	⑤
Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree

Items:

1. *When I find myself overwhelmed, I shut down and am not able to perform daily duties. (Reverse Item)*
2. I develop strategies to help myself deal with stress.
3. I don't let stress impact my interactions with my clients.
4. I often deal with high stress situations while performing my daily duties.
5. I am motivated to work to the best of my ability in stressful situations.
6. I am able to stay calm and collected in chaotic and stressful situations.
7. *I dislike stressful situations and would avoid them if I could. (Reverse Item)*
8. *I get easily frustrated when I am under stressful situations. (Reverse Item)*
9. When I feel tension from my job, I am able to cope with it responsibly.
10. *The pressure from my everyday work life is sometimes too much. (Reverse Item)*
11. I enjoy dealing with challenging situations.
12. I am better at dealing with stress than other people.
13. I am a mentally tough person.
14. *I tend to breakdown in stressful situations (Reverse item)*
15. I am easily able to relax after a stressful day at work
16. I recover quickly from stressful situations.

References

American Psychological Association. (n.d.). *Apa dictionary of psychology*. American Psychological Association. Retrieved September 30, 2021, from <https://dictionary.apa.org/integrity>.

American Psychological Association. (n.d.). *Apa dictionary of psychology*. American Psychological Association. Retrieved September 30, 2021, from <https://dictionary.apa.org/stress-tolerance>.