



TEST DEVELOPMENT PROJECT

Project Assignment 3-2

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 survey is to understand your behavior 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 who do not. (Reverse Item)*
2. I believe it is wrong to copy information from a source without acknowledging it.
3. I believe it is important to follow the law in any situation.
4. Upholding values and standards is an important part of my job.
5. At work, I believe it is important that I keep my promises.
6. I never hesitate to stand up for an ethical opinion, even if it is unpopular.
7. *It is difficult to do the right thing. (Reverse Item)*
8. I believe honesty is an integral part of my job.
9. *I believe that if a desired result is so important, any method can be used to achieve it. (Reverse Item)*
10. *I believe that putting my own interests ahead of others' is acceptable. (Reverse Item)*
11. I have strong beliefs that one should not lie at work.
12. I believe that it is wrong to cheat in any situation.
13. *It is okay to steal from work if it is a minor theft. (Reverse Item)*
14. Honor is more important to me than money.
15. I cannot overlook coworkers who do what is wrong.

16. I have a strong moral code.
17. I find it difficult to lie on behalf of other people.
18. *I often look for loopholes when it comes to getting results. (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 survey is to understand your behavior 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 am not able to perform daily duties. (Reverse Item)*
2. I develop strategies to help myself deal with stress.
3. I do not let stress impact my interactions with my clients.
4. I am often successful in performing my daily duties when under high-stress situations.
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 stressful situations.
7. *I avoid stressful situations at all costs. (Reverse Item)*
8. *I get easily frustrated when I am in stressful situations. (Reverse Item)*
9. When I feel tension from my job, I am able to cope with it responsibly in the workplace.
10. *The pressure from my everyday work life is sometimes too much. (Reverse Item)*
11. I believe that I am better at dealing with stress compared to other people.
12. I am a mentally tough person when it comes to stressful situations.
13. *I tend to break down in stressful situations. (Reverse item)*
14. I believe I am able to manage my anxiety when I have a stressful day at work.
15. 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>.