Criminal History Disclosure Self Efficacy Scale

INSTRUCTIONS: If you would like this completed scale returned to you while ensuring these results are anonymous, complete the anonymity code.

Anonymity Code: ____ ____ ____ ____

1) <u>First</u> letter of your mother's <u>first</u> name
2) <u>Last</u> letter of your mother's <u>last</u> name
3) First digit of your social security number
4) Last digit of your social security number

For each of the following statements, circle one number that indicates the degree to which you agree or disagree. If you neither agree nor disagree with a statement, circle "3" (Unsure).

		Strongly Disagree	Mostly Disagree	Unsure	Mostly Agree	Strongly Agree
1	I am certain that I can discuss my criminal history with a potential employer	1	2	3	4	5
2	I feel confident telling someone I work for that I have a criminal history	1	2	3	4	5
3	I am certain that I could disclose my criminal history to a new employer even if they did not ask	1	2	3	4	5
4	I am confident about disclosing my criminal history with coworkers	1	2	3	4	5
5	I am certain that I would lie about my criminal history if asked on an application	5	4	3	2	1
6	I am certain that I would lie about my criminal history if asked during an interview	5	4	3	2	1
7	I am certain that I can disclose my criminal history in an interview even if I am nervous	1	2	3	4	5
8	I am certain that I can disclose my criminal history in an interview if I feel I am overqualified for the job	1	2	3	4	5
9	I am certain that I can disclose my criminal history in an interview if the job pays more money than I am used to making	1	2	3	4	5
		Strongly Disagree	Mostly Disagree	Unsure	Mostly Agree	Strongly Agree

Demographics

A. Gender: ✓ all that apply...Female ☐   Male ☐   Trans ☐

B. Race: ✓ all that apply...
African American or Black ☐   Asian ☐   American Indian ☐   Alaska Native ☐
Native Hawaiian/Other Pacific Islander ☐   Caucasian/White ☐
Other: _____ ☐

C. Are you Hispanic or Latino? .... Yes ☐   No ☐

D. Age .... _____ or Not sure ☐

E. Current marital status: ✓ only one ....
Single ☐ Separated ☐ Divorced ☐ Widowed ☐ Cohabitating ☐ Married ☐

F. Highest grade of school: ✓ only one. ....
Elementary school (grades 1-6) ☐
Middle school (grades 7-9) ☐
High school (grades 10-12) ☐
Some technical/vocational school ☐
Technical/vocational diploma/certificate ☐
2-year college degree ☐   4-year college degree ☐
Some graduate school ☐   Master's or professional degree ☐
Doctorate ☐

G. In what area is your highest degree? ✓ only one..
Criminal justice ☐   Social Work ☐ Counseling ☐
Education ☐   Psychology, sociology or other social science ☐
Other: _____

H. How long have you been employed and check the field? ✓ only one..........._____ _____
Months   Years
Criminal/juvenile justice ☐   Human services (counseling, etc.) ☐   Other: _____

I. Current job title: _____ _____ _____
Months   Years

J. I am in recovery from alcohol or other drug use..........................Yes ☐   No ☐   Don't know ☐

K. I am in recovery from a mental health condition. ....Yes ☐   No ☐   Don't know ☐

L. I am in recovery from a physical health condition. ....Yes ☐   No ☐   Don't know ☐

M. I have been convicted of one or more: ✓ all that apply .... Misdemeanor ☐   Felony ☐

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Callahan, S., Peterson, A., Jason, L. A., Beasley, C & Cavers, M. (2016, Chapter 3). Criminal History Disclosure Self Efficacy Scale development. *Substance abuse and aftercare*. Nova Science.

Record the number you circled for each item in the corresponding space below. Then, sum each column of numbers at the bottom of each column.

#1:		
#2:		#7:
#3:	#5:	#8:
#4:	#6:	#9:
Total =	Total =	Total =
Divide by 4 =	Divide by 2 =	Divide by 3 =
Personal Disclosure: Ability to disclose criminal history to specific individuals in employment settings	*Disclosure Fear*: Tendency to avoid disclosing one's criminal history in employment settings	*Situational Disclosure*: Ability to disclose criminal history in specific situations

Interpreting Your Results

1. The highest average score(s) suggests your current comfort or discomfort level with disclosing your criminal history.

2. Lower scores on each subscale are associated with decreases in the likelihood of employment.

3. Taken together, the three factors assess an individual's readiness for employment searching while identifying areas of needed skill development for entering the workforce.

Personal Development Goal:

High scores on all three scales suggests an ability to explain the nature of your criminal history along with the strengths and the lessons learned that enhance your ability to be a good employee and perform an assigned job.