



## SELF-EFFICACY SCALE FOR WORK ADJUSTMENT

**Source:** The items are from the 10-item Self-Efficacy for Work Adjustment

**Reference:** Schwarzer, R., & Jerusalem, M. (1995). Generalized Self-Efficacy scale. In J. Weinman, S. Wright, & M. Johnston, *Measures in health psychology: A user's portfolio. Causal and control beliefs* (pp. 35-37). Windsor, UK: NFER-NELSON.

**Scale Description:** A 10-item general self-efficacy scale where respondents are asked to report how confident they are in their ability to manage challenges associated with the work environment.

### Scoring and Algorithm

**Note:** For each assessment, there is a scoring algorithm leading to one of three acuity ranges: Low, Moderate, or High. The logic for the user receiving specific feedback is included in the algorithms below.

The items are scored 1-4 as described below; total score is sum of all 10 items, possible range 10-40.

Not at all True = 1  
Somewhat True = 2  
Moderately True = 3  
Very True = 4

### Algorithm

Total = 35-40 High Work Self-Efficacy Feedback  
Total = 25-34 Moderate Work Self-Efficacy Feedback  
Total = 10- 24 Low Work Self-Efficacy

**The Work Self-Efficacy Scale**

Please indicate the degree to which you believe each of the statements below are true about you as they relate to your WORK ENVIRONMENT. Use the following scale.

1	2	3	4
Not at all True	Hardly True	Moderately True	Exactly True

1. I can always manage to solve difficult problems if I try hard enough.
2. If someone opposes me, I can find the means and ways to get what I want.
3. It is easy for me to stick to my aims and 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 usually find several solutions.
9. If I am in trouble, I can usually think of a solution.
10. I can usually handle whatever comes my way.

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