

CHAPTER 9 FRIENDSHIP AND LOVE

EXERCISE 9.1 Self-Assessment: Social Avoidance and Distress Scale

INSTRUCTIONS

The statements below inquire about your personal reactions to a variety of situations. Consider each statement carefully. Then indicate whether the statement is true or false in regard to your typical behavior. Record your responses (T or F) in the space provided on the left.

The Scale

- _____ 1. I feel relaxed even in unfamiliar social situations.
- _____ 2. I try to avoid situations that force me to be very sociable.
- _____ 3. It is easy for me to relax when I am with strangers.
- _____ 4. I have no particular desire to avoid people.
- _____ 5. I often find social occasions upsetting.
- _____ 6. I usually feel calm and comfortable at social occasions.
- _____ 7. I am usually at ease when talking to someone of the opposite sex.
- _____ 8. I try to avoid talking to people unless I know them well.
- _____ 9. If the chance comes to meet new people, I often take it.
- _____ 10. I often feel nervous or tense in casual get-togethers in which both sexes are present.
- _____ 11. I am usually nervous with people unless I know them well.
- _____ 12. I usually feel relaxed when I am with a group of people.
- _____ 13. I often want to get away from people.
- _____ 14. I usually feel uncomfortable when I am in a group of people I don't know.
- _____ 15. I usually feel relaxed when I meet someone for the first time.
- _____ 16. Being introduced to people makes me tense and nervous.
- _____ 17. Even though a room is full of strangers, I may enter it anyway.
- _____ 18. I would avoid walking up and joining a large group of people.
- _____ 19. When my superiors want to talk with me, I talk willingly.
- _____ 20. I often feel on edge when I am with a group of people.
- _____ 21. I tend to withdraw from people.
- _____ 22. I don't mind talking to people at parties or social gatherings.
- _____ 23. I am seldom at ease in a large group of people.
- _____ 24. I often think up excuses in order to avoid social engagements.
- _____ 25. I sometimes take the responsibility for introducing people to each other.

- _____ 26. I try to avoid formal social occasions.
- _____ 27. I usually go to whatever social engagements I have.
- _____ 28. I find it easy to relax with other people.

Scoring the Scale

The scoring key is reproduced below. Circle your true or false response each time it corresponds to the keyed response below. Add up the number of responses you circle, and this total is your score on the Social Avoidance and Distress (SAD) Scale. Record your score below.

1. False	8. True	15. False	22. False
2. True	9. False	16. True	23. True
3. False	10. True	17. False	24. True
4. False	11. True	18. True	25. False
5. True	12. False	19. False	26. True
6. False	13. True	20. True	27. False
7. False	14. True	21. True	28. False

My Score _____

What the Scale Measures

As its name implies, this scale measures avoidance and distress in social interactions. David Watson and Ronald Friend (1969) developed the scale to assess the extent to which individuals experience discomfort, fear, and anxiety in social situations and the extent to which they therefore try to evade many kinds of social encounters. To check the validity of the scale, they used it to predict subjects' social behavior in experimentally contrived situations. As projected, they found that people who scored high on the SAD Scale were less willing than low scorers to participate in a group discussion. The high scorers also reported anticipating more anxiety about their participation in the discussion than the low scorers. Additionally, Watson and Friend found a strong negative correlation ($-.76$) between the SAD and a measure of affiliation drive (the need to seek the company of others).

Interpreting Your Score

Our norms are based on data collected by Watson and Friend (1969) on over 200 university students.

Norms

High score:	16-28
Intermediate score:	6-15
Low score:	0-5

Source: From Watson, D. L., & Friend, R. (1969). Measure of social-evaluative anxiety. *Journal of Consulting and Clinical Psychology*, 33, 448-457. Table 1, p. 450 (adapted). Copyright © 1969 by the American Psychological Association. Adapted with permission of the publisher and David Watson. No further reproduction or distribution is permitted without written permission from the American Psychological Association.

CHAPTER 13 CAREERS AND WORK

EXERCISE 13.1 Self-Assessment: Assertive Job-Hunting Survey

INSTRUCTIONS

This inventory is designed to provide information about the way in which you look for a job. Picture yourself in each of these job-hunting situations and indicate how likely it is that you would respond in the described manner. If you have never job-hunted before, answer according to how you would try to find a job. Please record your responses in the spaces to the left of the items. Use the following key for your responses:

1	2	3	4	5	6
Very Unlikely	Somewhat Unlikely	Slightly Unlikely	Slightly Likely	Somewhat Likely	Very Likely

The Scale

- _____ 1. When asked to indicate my experiences for a position, I would mention only my paid work experience.
- _____ 2. If I heard someone talking about an interesting job opening, I'd be reluctant to ask for more information unless I knew the person.
- _____ 3. I would ask an employer who did not have an opening if he knew of other employers who might have job openings.
- _____ 4. I downplay my qualifications so that an employer won't think I'm more qualified than I really am.
- _____ 5. I would rather use an employment agency to find a job than apply to employers directly.
- _____ 6. Before an interview, I would contact an employee of the organization to learn more about that organization.
- _____ 7. I hesitate to ask questions when I'm being interviewed for a job.
- _____ 8. I avoid contacting potential employers by phone or in person because I feel they are too busy to talk with me.
- _____ 9. If an interviewer were very late for my interview, I would leave or arrange for another appointment.
- _____ 10. I believe an experienced employment counselor would have a better idea of what jobs I should apply for than I would have.
- _____ 11. If a secretary told me that a potential employer was too busy to see me, I would stop trying to contact that employer.
- _____ 12. Getting the job I want is largely a matter of luck.
- _____ 13. I'd directly contact the person for whom I would be working, rather than the personnel department of an organization.
- _____ 14. I am reluctant to ask professors or supervisors to write letters of recommendation for me.
- _____ 15. I would not apply for a job unless I had all the qualifications listed on the published job description.
- _____ 16. I would ask an employer for a second interview if I felt the first one went poorly.
- _____ 17. I am reluctant to contact an organization about employment unless I know there is a job opening.
- _____ 18. If I didn't get a job, I would call the employer and ask how I could improve my chances for a similar position.
- _____ 19. I feel uncomfortable asking friends for job leads.
- _____ 20. With the job market as tight as it is, I had better take whatever job I can get.
- _____ 21. If the personnel office refused to refer me for an interview, I would directly contact the person I wanted to work for, if I felt qualified for the position.

- _____ 22. I would rather interview with recruiters who come to the college campus than contact employers directly.
- _____ 23. If an interviewer says "I'll contact you if there are any openings," I figure there's nothing else I can do.
- _____ 24. I'd check out available job openings before deciding what kind of job I'd like to have.
- _____ 25. I am reluctant to contact someone I don't know for information about career fields in which I am interested.

Scoring the Scale

To score this scale, you have to begin by reversing your responses on 18 of the items. On these items, convert the response you entered as follows: 1 = 6, 2 = 5, 3 = 4, 4 = 3, 5 = 2, and 6 = 1. The items to be reversed are 1, 2, 4, 5, 7, 8, 10, 11, 12, 14, 15, 17, 19, 20, 22, 23, 24, and 25. After making your reversals, add up the numbers that you have recorded for the 25 items on the scale. This total is your score on the Assertive Job-Hunting Survey.

My Score _____

What the Scale Measures

Developed by Heather Becker, Susan Brown, Pat LaFitte, Mary Jo Magruder, Bob Murff, and Bill Phillips, this scale measures your job-seeking style (Becker, 1980). Some people conduct a job search in a relatively passive way—waiting for jobs to come to them. Others tend to seek jobs in a more vigorous, assertive manner. They act on their environment to procure needed information, obtain helpful contacts, and get their foot in the door at attractive companies. This scale measures your tendency to pursue jobs assertively.

Test-retest reliability for this scale is reasonable (.77 for an interval of two weeks). The scale's validity has been supported by demonstrations that subjects' scores increase as a result of training programs designed to enhance their job-hunting assertiveness. Also, those who have job-hunted before tend to score higher than those who have never job-hunted.

Interpreting Your Score

Our norms are based on a sample of college students who had applied to a university counseling center for career-planning assistance

Norms

High score:	117–150
Intermediate score:	95–116
Low score:	0–94

Source: Adapted from Becker, H., Brown, S., LaFitte, P., Magruder, M. J., Murff, B., & Phillips, B. (1980). Assertive job-hunting survey. *Measurement and Evaluation in Guidance*, (13)1, 43–48.