

SELF-MONITOR SCALE

Directions: The following statements concern your personal reactions to a number of different situations. No two statements are alike, so consider each statement carefully before answering. If a statement is TRUE or MOSTLY TRUE as applied to you, mark a "T". If a statement is FALSE or MOSTLY FALSE as applied to you, mark an "F".

-
- ___ 1. I find it hard to imitate the behavior of other people.
 - ___ 2. My behavior is usually an expression of my true inner feelings, attitudes, and beliefs.
 - ___ 3. At parties and social gatherings, I do not attempt to do or say things others will like.
 - ___ 4. I can only argue for ideas which I already believe.
 - ___ 5. I can make impromptu speeches even on topics about which I have almost no information.
 - ___ 6. I guess I put on a show to impress or entertain others.
 - ___ 7. When I am uncertain how to act in a social situation, I look to the behavior of others for cues.
 - ___ 8. I would probably make a good actor.
 - ___ 9. I rarely seek the advice of my friends to choose movies, books, or music.
 - ___ 10. I sometimes appear to others to be experiencing deeper emotions than I actually am.
 - ___ 11. I laugh more when I watch a comedy with others than when alone.
 - ___ 12. In a group of people I am rarely the center of attention.
 - ___ 13. In different situations and with different people, I often act like very different persons.
 - ___ 14. I am not particularly good at making other people like me.
 - ___ 15. Even if I am not enjoying myself, I often pretend to be having a good time.
 - ___ 16. I'm not always the person I appear to be.
 - ___ 17. I would not change my opinions (or the way I do things) in order to please someone or win their favor.
 - ___ 18. I have considered being an entertainer.

- ___19. In order to get along and be liked, I tend to be what people expect me to be rather than anything else.
- ___20. I have never been good at games like charades or improvisational acting.
- ___21. I have trouble changing my behavior to suit different people and situations.
- ___22. At a party I let others keep the jokes and stories going.
- ___23. I feel a bit awkward in company and do not show up quite as well as I should.
- ___24. I can look anyone in the eye and tell a lie with a straight face (if for the right end or result).
- ___25. I may deceive people by being friendly when I really dislike them.

Scoring: Circle your answers on the following items: 1, 2, 3, 4, 9, 12, 14, 17, 20, 21, 22, and 23.

Give yourself 1 point for each of those **circled** items on which you answered **FALSE**.

On the **uncircled** items, give yourself 1 point for each answer of **TRUE**.

Total the points: this is your **“self-monitor”** score.

SCORE: ____

Average score: 22	17-25 -- very high	(76-100 %-ile)
	13-16 -- high	(51-75 %-ile)
	9-12 -- low	(26-50 %-ile)
	0-8 -- very low	(0-25 %-ile)

10-14 score -- Mid-range (characteristics of both “high” and “low”)

40% of the population score **13 or higher**

60% of the population score **12 or lower**

“IMPRESSION MANAGEMENT” -- HIGH AND LOW DIFFERENCES

People vary widely in the degree to which they control their self-presentation, both in their personal lives and their work. Some people self-monitor more often--and with greater skill--than others. But everyone does some self-monitoring. And some people report that they are high self-monitors at work and low self-monitors at home. In general, the differences are noted below.

High Self-Monitors

- * Actively invest time and effort in attempting to “read” others; they tend to be accurate in identifying deception in others.
- * Tend to communicate less about their private attitudes, feelings and dispositions.
- * Often emerge as leaders in groups and organizations; many trial lawyers and politicians are high self-monitors.
- * Suffer little or no shyness. Soon after meeting another person, they take an active and sometimes controlling role in the conversation.
- * Are very aware of their nonverbal behavior and the nonverbal behavior of others.

Low Self-Monitors

- * Tend to accept the behavior of others at face value.
- * Have a firmer, more single-minded idea of what “self” means. They value and strive for a congruence between “who they are” and “what they do” and regard their actions as faithful reflections on how they feel and think.
- * Are less concerned with social and interpersonal “rules” of behavioral appropriateness; are less attentive to the expression of others, and manage their self-presentation to a lesser extent.
- * Self-presentation is generated from within by their life experiences, rather than modeled and tailored to fit situations.
- * Tend to behave as “who they really are” rather than “who others want them to be.”

IMPLICATIONS OF SELF-MONITOR SCORES

Your score on the "Self-Monitor Test" not necessarily conclusive about your style and habits. Any "self-report" instrument is open to semantic problems and subjective judgment calls. However, to the degree that you think your score is a reasonably accurate reflection of your style, the following are possible implications.

Low Self-Monitor (Score: 0-9)

1. Your ongoing communication behavior accurately reflects how you actually think or feel at the moment, regardless of the results in terms of others' perceptions of you.
2. May need to mobilize consciously your self-monitoring in situations where others will act on their perceptions of you.

Mid-Range Self-Monitor (Score: 10-14)

1. You routinely use self-monitoring in situations where you believe it is essential that the impressions others have of you is what you intend.
2. May find self-monitoring for long periods of time stressful and even exhausting--need times to relax impression management and "be yourself" without fear of consequences.
3. You have a track record of successfully using self-monitoring and view it as appropriate in some settings.

High Self-Monitor (Score: 15-25)

1. You have found significant rewards for being a high self-monitor and have the skills to use it continuously almost without conscious thought.
2. May need to identify situations where it is necessary to communicate your thoughts and feelings candidly, regardless of how others may interpret or respond to it.
3. Should differentiate between work-related self-monitoring and interpersonal relationship communication in which impression management may not be a useful goal.