

Occupational Identity Scale

Item	Rating	Criteria	Additional Rater Notes
Has personal goals and projects	4	<input type="checkbox"/> Goals/personal projects challenge/extend/require effort. <input type="checkbox"/> Feels energized/excited about future goals/personal projects.	
	3	<input type="checkbox"/> Goals/personal projects fit strengths/limitations. <input type="checkbox"/> Enough desire for future to overcome doubt/ challenges. <input type="checkbox"/> Motivated to work on goals/personal projects.	
	2	<input type="checkbox"/> Goals/anticipated projects under/over estimate abilities. <input type="checkbox"/> Not very motivated to work on goals/personal projects. <input type="checkbox"/> Difficulty thinking about goals/personal projects/future. <input type="checkbox"/> Limited commitment/ excitement/motivation.	
	1	<input type="checkbox"/> Cannot identify goals/personal projects. <input type="checkbox"/> Personal goals/desired projects are unattainable given abilities. <input type="checkbox"/> Goals bear little/no relationship to strengths/limitations. <input type="checkbox"/> Lacks commitment or motivation to the future. <input type="checkbox"/> Unmotivated due to conflicting/excessive goals/ personal projects.	
Identifies a desired occupational lifestyle	4	<input type="checkbox"/> Extremely committed to a particular lifestyle. <input type="checkbox"/> Strong feelings about how to live life. <input type="checkbox"/> Identifies a strongly preferred lifestyle. <input type="checkbox"/> Identifies one or more very meaningful occupations. <input type="checkbox"/> Clear idea of priorities for structuring/filling time.	
	3	<input type="checkbox"/> Identifies a desired lifestyle with some misgivings/dissatisfaction. <input type="checkbox"/> Adequate idea of priorities for structuring/filling time. <input type="checkbox"/> Identifies one or more occupations which are somewhat important/ meaningful. <input type="checkbox"/> Basically happy with current occupational lifestyle.	
	2	<input type="checkbox"/> Trouble identifying desired occupational lifestyle. <input type="checkbox"/> Major misgivings/dissatisfaction with chosen occupational lifestyle. <input type="checkbox"/> Difficulty identifying how to structure/ fill time. <input type="checkbox"/> Trouble identifying/lost enthusiasm for meaningful occupations.	
	1	<input type="checkbox"/> Extremely unhappy with lifestyle/routines. <input type="checkbox"/> Cannot identify a future meaningful lifestyle. <input type="checkbox"/> Cannot identify occupations that excite/fulfill. <input type="checkbox"/> Cannot envision how to structure/fill time.	
Expects success	4	<input type="checkbox"/> Extremely confident about overcoming obstacles/limitations/failures. <input type="checkbox"/> Looks forward to challenges. <input type="checkbox"/> Strong belief in personal effectiveness. <input type="checkbox"/> Feels in control of where life is headed. <input type="checkbox"/> Accepts circumstances beyond control without discouragement.	
	3	<input type="checkbox"/> Maintains adequate confidence about overcoming obstacles/limitations/ failures. <input type="checkbox"/> Faces challenges with hope for success. <input type="checkbox"/> Expects success in a number of areas. <input type="checkbox"/> Adequate belief in personal effectiveness.	
	2	<input type="checkbox"/> Doubts ability to control self/ face obstacles/limitations/failures. <input type="checkbox"/> Feels uncertain about prospects for success. <input type="checkbox"/> Difficulty sustaining confidence about overcoming obstacles/limitations/ failures. <input type="checkbox"/> Easily discouraged when faced with challenges.	
	1	<input type="checkbox"/> Pessimistic view of own potential to perform. <input type="checkbox"/> Feels helpless. <input type="checkbox"/> Feels unable to control self. <input type="checkbox"/> Feels helpless in the ability to influence outcomes. <input type="checkbox"/> Gives up in the face of obstacles/limitations/failures.	

Key: 4 = Exceptionally competent occupational functioning, 3 = Appropriate, satisfactory occupational functioning, 2= Some occupational functioning problems, 1= Extreme occupational functioning problems

Occupational Identity Scale (continued)

Item	Rating	Criteria	Additional Rater Notes
Accepts responsibility	4	<input type="checkbox"/> Accepts reasonable responsibility for personal actions. <input type="checkbox"/> Seeks/uses feedback for self-improvement.	
	3	<input type="checkbox"/> Accepts responsibility for most personal actions. <input type="checkbox"/> Not overly self-blaming or critical. <input type="checkbox"/> Can use feedback to modify strategies.	
	2	<input type="checkbox"/> Tends to avoid taking responsibility for personal actions. <input type="checkbox"/> Blames others/circumstances for personal failures. <input type="checkbox"/> Overly self-critical. <input type="checkbox"/> Tends to deny/get overwhelmed by feedback.	
	1	<input type="checkbox"/> Takes little/no responsibility for personal failure. <input type="checkbox"/> Chronically self-deprecating. <input type="checkbox"/> Avoids/cannot use feedback effectively. <input type="checkbox"/> Chronically uses others/circumstances to avoid responsibilities.	
Appraises abilities and limitations	4	<input type="checkbox"/> Readily recognizes/accepts limitations while emphasizing assets. <input type="checkbox"/> Readily acknowledges how abilities can compensate for limitations. <input type="checkbox"/> Realistically assesses own abilities in choosing occupational/applying efforts.	
	3	<input type="checkbox"/> Recognizes some limitations. <input type="checkbox"/> Reasonable tendency to over/under estimate abilities. <input type="checkbox"/> Adequate knowledge of abilities/limitations for choosing appropriate occupation/applying effort.	
	2	<input type="checkbox"/> Over/under estimates own abilities leading to inappropriate occupations. <input type="checkbox"/> Difficulty recognizing/compensating for limitations with abilities.	
	1	<input type="checkbox"/> Fails to realistically estimate own abilities. <input type="checkbox"/> Difficulty recognizing/compensating for limitations with abilities.	
Has commitments and values	4	<input type="checkbox"/> Strong sense of what is important in life shapes/directs choices. <input type="checkbox"/> Commitments give strong sense of purpose/direction. <input type="checkbox"/> Clear personal standards for living life result in positive self-regard.	
	3	<input type="checkbox"/> Identifies some values which influence occupational choices. <input type="checkbox"/> Adequate commitment to a direction and purpose in life. <input type="checkbox"/> Personal standards/principles result in adequate self regard.	
	2	<input type="checkbox"/> Conflicting values limit occupational choices. <input type="checkbox"/> Uncertain about life's purpose and direction. <input type="checkbox"/> Holds values not shared by one's social group(s)/society.	
	1	<input type="checkbox"/> Alienated/lacks commitments and occupational choices. <input type="checkbox"/> Cannot find investment/sense of purpose and direction in life. <input type="checkbox"/> Cannot identify with social group(s)/societal values. <input type="checkbox"/> Holds values that are deviant/at odds with social group(s)/society.	
Recognizes identity and obligations	4	<input type="checkbox"/> Sees self in a range of roles. <input type="checkbox"/> Has strong sense of identity emanating from roles. <input type="checkbox"/> Strongly committed to roles.	
	3	<input type="checkbox"/> Sees self in one or more roles. <input type="checkbox"/> Draws adequate identity from roles. <input type="checkbox"/> Committed to roles.	
	2	<input type="checkbox"/> Difficulty seeing self in one or more roles. <input type="checkbox"/> Marginally committed to roles. <input type="checkbox"/> Difficulty identifying responsibilities of role(s) despite wanting the roles. <input type="checkbox"/> Weak role identity.	
	1	<input type="checkbox"/> Does not identify with any occupational role. <input type="checkbox"/> Identifies with deviant role. <input type="checkbox"/> Lacks role commitment.	

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Occupational Identity Scale (continued)

Item	Rating	Criteria	Additional Rater Notes
Has interests	4	<input type="checkbox"/> Strongly attracted to one or more occupational activity(ies) that motivate(s) choices. <input type="checkbox"/> Interests enhance abilities/opportunities.	
	3	<input type="checkbox"/> Adequate interest to guide choices. <input type="checkbox"/> Attracted to occupations that correspond to abilities/opportunities.	
	2	<input type="checkbox"/> Difficulty identifying interests. <input type="checkbox"/> Limited attraction to any occupation that correspond to abilities. <input type="checkbox"/> Interests do not correspond well with skills/opportunities.	
	1	<input type="checkbox"/> Unable to identify interests. <input type="checkbox"/> Interests have no relationship to skills/opportunities for involvement in interests.	
Felt effective (past)	4	<input type="checkbox"/> Strong sense of personal responsibility. <input type="checkbox"/> Expected success in challenging situations.	
	3	<input type="checkbox"/> Felt adequate with responsibility when it was given. <input type="checkbox"/> Was hopeful of success in challenging situations.	
	2	<input type="checkbox"/> Felt inadequate with responsibility when it was given. <input type="checkbox"/> Became discouraged when facing challenging situations.	
	1	<input type="checkbox"/> Lacked a sense of responsibility. <input type="checkbox"/> Felt hopeless.	
Found meaning and satisfaction in lifestyle (past)	4	<input type="checkbox"/> Was extremely happy with past lifestyles. <input type="checkbox"/> Found strong satisfaction/meaning in life. <input type="checkbox"/> Had a strong occupational identity.	
	3	<input type="checkbox"/> Was generally happy with life roles but had things s/he wanted to change. <input type="checkbox"/> Had a number of meaningful/satisfying occupational experiences.	
	2	<input type="checkbox"/> Was somewhat unhappy with life roles. <input type="checkbox"/> Had some difficulty identifying interests. <input type="checkbox"/> Had difficulty finding satisfaction/meaning in life.	
	1	<input type="checkbox"/> Was extremely unhappy with lifestyle/ life roles. <input type="checkbox"/> Was unable to identify interests. <input type="checkbox"/> Was unable to find meaning in life.	
Made occupational choices (past)	4	<input type="checkbox"/> Has been very committed to/ energized by a meaningful life story. <input type="checkbox"/> Made excellent occupational choices for pursuing own life story. <input type="checkbox"/> Past occupational choices were realistically achievable.	
	3	<input type="checkbox"/> Was adequately motivated by a meaningful life story. <input type="checkbox"/> Made adequate occupational choices pursuing own life story.	
	2	<input type="checkbox"/> Had difficulty identifying/ committing to a life story. <input type="checkbox"/> Made occupational choices that interfered with pursuit of life story. <input type="checkbox"/> Life story led to negative occupational choices.	
	1	<input type="checkbox"/> Life story was not motivating (e.g. tragic, portrayed self as a victim). <input type="checkbox"/> Was unable to envision a life story. <input type="checkbox"/> Avoided/ made very poor occupational choices.	

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