



Employment Hope Scale (EHS-21)

	Strongly disagree				Neutral				Strongly agree		
	0	1	2	3	4	5	6	7	8	9	10
Self-worth	1. Thinking about working, I feel confident about myself.										
	3. When working or looking for a job, I am respectful towards who I am.										
	4. I am worthy of working in a good job										
Perceived capability	5. I am capable of working in a good job.										
	6. I have the strength to overcome any obstacles when it comes to working.										
	8. I am good at doing anything in the job if I set my mind to it.										
Futuristic self-motivation	9. I feel positive about how I will do in my future job situation.										
	11. I am going to be working in a career job.										
	12. I will be in a better position in my future job than where I am now.										
	13. I am able to tell myself to take steps toward reaching career goals.										
	14. I am committed to reaching my career goals.										
	15. I feel energized when I think about future achievement with my job.										
Utilization of skills and resources	16. I am willing to give my best effort to reach my career goals										
	17. I am aware of what my skills are to be employed in a good job.										
	18. I am aware of what my resources are to be employed in a good job.										
	19. I am able to utilize my skills to move toward career goals.										
Goal orientation	20. I am able to utilize my resources to move toward career goals.										
	21. I am on the road toward my career goals.										
	22. I am in the process of moving forward toward reaching my goals.										
	23. Even if I am not able to achieve my financial goals right away, I will find a way to get there.										
	24. My current path will take me to where I need to be in my career.										



Short Employment Hope Scale (EHS-14)

	Strongly disagree				Neutral				Strongly agree			
	0	1	2	3	4	5	6	7	8	9	10	
Psychological empowerment	3. When working or looking for a job, I am respectful towards who I am.											
	4. I am worthy of working in a good job.											
	5. I am capable of working in a good job.											
	6. I have the strength to overcome any obstacles when it comes to working.											
Futuristic self-motivation	11. I am going to be working in a career job.											
	15. I feel energized when I think about future achievement with my job.											
Utilization of skills and resources	17. I am aware of what my skills are to be employed in a good job.											
	18. I am aware of what my resources are to be employed in a good job.											
	19. I am able to utilize my skills to move toward career goals.											
	20. I am able to utilize my resources to move toward career goals.											
Goal orientation	21. I am on the road toward my career goals.											
	22. I am in the process of moving forward toward reaching my goals.											
	23. Even if I am not able to achieve my financial goals right away, I will find a way to get there.											
	24. My current path will take me to where I need to be in my career.											

Hong, P.Y.P., Polanin, J.R., & Pigott, T.D. (2012). Validation of the employment hope scale: Measuring psychological self-sufficiency among low-income jobseekers. *Research on Social Work Practice, 22*, 323-332.

Hong, P.Y.P. & Choi, S. (2013). The employment hope scale: Measuring an empowerment pathway to employment success. *International Journal of Psychology Research, 8*, 173-189.

Hong, P.Y.P., Choi, S., & Polanin, J.R. (2014). A multi-sample confirmatory factor analysis of the Short Employment Hope Scale (EHS-14) among low-income jobseekers. *Journal of Social Service Research, 40*, 339-352.

Hong, P.Y.P., Song, I., Choi, S., & Park, J.H. (2016). A cross-national validation of the Employment Hope Scale in the U.S. and South Korea. *Social Work Research, 40*, 41-51.



Perceived Employment Barriers Scale (PEBS)

		Not a barrier		Neutral		Strong barrier
		1	2	3	4	5
Physical & mental health	10.	Drug / alcohol addiction				
	11.	Domestic violence				
	12.	Physical disabilities				
	13.	Mental illness				
Labor market exclusion	15.	Lack of work clothing				
	16.	No jobs in the community				
	17.	No jobs that match my skills / training				
Child care	6.	Child care				
	18.	Being a single parent				
	19.	Need to take care of young children				
Human capital	1.	Having less than high school education				
	2.	Work limiting health conditions (illness / injury)				
	3.	Lack of adequate job skills				
	4.	Lack of job experience				
	8.	Lack of information about jobs				
Soft skills	22.	Problems with getting to job on time				
	23.	Lack of confidence				
	24.	Lack of support system				
	25.	Lack of coping skills for daily struggles				
	26.	Anger management				

Hong, P.Y.P., Polanin, J.R., & Key, W. (2014). Development of the perceived employment barrier scale (PEBS): An empowerment perspective. *Journal of Community Psychology*, 42, 689-706.

Hong, P.Y.P., Song, I., Choi, S., & Park, J.H. (In Press). Comparison of perceived employment barriers among low-income jobseekers in the United States and South Korea. *International Social Work*.



EHS. After reading some statements about employment, please rank the following by circling a number on a scale of 0 to 10, where 0 indicates strong disagreement to the statement, 10 indicates strong agreement, and 5 indicates neutral.

Strongly disagree					Neutral					Strongly agree
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1. Thinking about working, I feel confident about myself.

0 1 2 3 4 5 6 7 8 9 10

2. I feel that I am good enough for any jobs out there.

0 1 2 3 4 5 6 7 8 9 10

3. When working or looking for a job, I am respectful towards who I am.

0 1 2 3 4 5 6 7 8 9 10

4. I am worthy of working in a good job.

0 1 2 3 4 5 6 7 8 9 10

5. I am capable of working in a good job.

0 1 2 3 4 5 6 7 8 9 10

6. I have the strength to overcome any obstacles when it comes to working.

0 1 2 3 4 5 6 7 8 9 10

7. I can work in any job I want.

0 1 2 3 4 5 6 7 8 9 10

8. I am good at doing anything in the job if I set my mind to it.

0 1 2 3 4 5 6 7 8 9 10

9. I feel positive about how I will do in my future job situation.

0 1 2 3 4 5 6 7 8 9 10

10. I don't worry about falling behind bills in my future job.

0 1 2 3 4 5 6 7 8 9 10

11. I am going to be working in a career job.

0 1 2 3 4 5 6 7 8 9 10

12. I will be in a better position in my future job than where I am now.

0 1 2 3 4 5 6 7 8 9 10



Strongly disagree					Neutral					Strongly agree
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13. I am able to tell myself to take steps toward reaching career goals.

0 1 2 3 4 5 6 7 8 9 10

14. I am committed to reaching my career goals.

0 1 2 3 4 5 6 7 8 9 10

15. I feel energized when I think about future achievement with my job.

0 1 2 3 4 5 6 7 8 9 10

16. I am willing to give my best effort to reach my career goals.

0 1 2 3 4 5 6 7 8 9 10

17. I am aware of what my skills are to be employed in a good job.

0 1 2 3 4 5 6 7 8 9 10

18. I am aware of what my resources are to be employed in a good job.

0 1 2 3 4 5 6 7 8 9 10

19. I am able to utilize my skills to move toward career goals.

0 1 2 3 4 5 6 7 8 9 10

20. I am able to utilize my resources to move toward career goals.

0 1 2 3 4 5 6 7 8 9 10

21. I am on the road toward my career goals.

0 1 2 3 4 5 6 7 8 9 10

22. I am in the process of moving forward toward reaching my goals.

0 1 2 3 4 5 6 7 8 9 10

23. Even if I am not able to achieve my financial goals right away, I will find a way to get there.

0 1 2 3 4 5 6 7 8 9 10

24. My current path will take me to where I need to be in my career.

0 1 2 3 4 5 6 7 8 9 10



PEBS. After reading some statements about employment, please rank the following by circling a number on a scale of 1 to 5 according to how each item affects your securing a job. 1=Not a barrier and 5=Strong barrier.

	Not a barrier		Neutral		Strong barrier
1. Having less than high school education	1	2	3	4	5
2. Work limiting health conditions (illness / injury)	1	2	3	4	5
3. Lack of adequate job skills	1	2	3	4	5
4. Lack of job experience	1	2	3	4	5
5. Transportation	1	2	3	4	5
6. Child care	1	2	3	4	5
7. Racial discrimination	1	2	3	4	5
8. Lack of information about jobs	1	2	3	4	5
9. Lack of stable housing	1	2	3	4	5
10. Drug / alcohol addiction	1	2	3	4	5
11. Domestic violence	1	2	3	4	5
12. Physical disabilities	1	2	3	4	5
13. Mental illness	1	2	3	4	5
14. Fear of rejection	1	2	3	4	5



Not a barrier		Neutral		Strong barrier
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15.	Lack of work clothing	1	2	3	4	5
16.	No jobs in the community	1	2	3	4	5
17.	No jobs that match my skills / training	1	2	3	4	5
18.	Being a single parent	1	2	3	4	5
19.	Need to take care of young children	1	2	3	4	5
20.	Cannot speak English very well	1	2	3	4	5
21.	Cannot read or write very well	1	2	3	4	5
22.	Problems with getting to job on time	1	2	3	4	5
23.	Lack of confidence	1	2	3	4	5
24.	Lack of support system	1	2	3	4	5
25.	Lack of coping skills for daily struggles	1	2	3	4	5
26.	Anger management	1	2	3	4	5
27.	Past criminal record	1	2	3	4	5