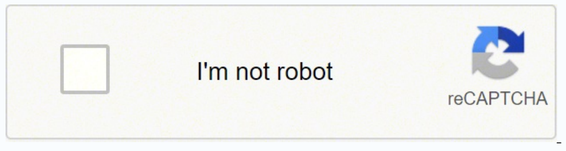

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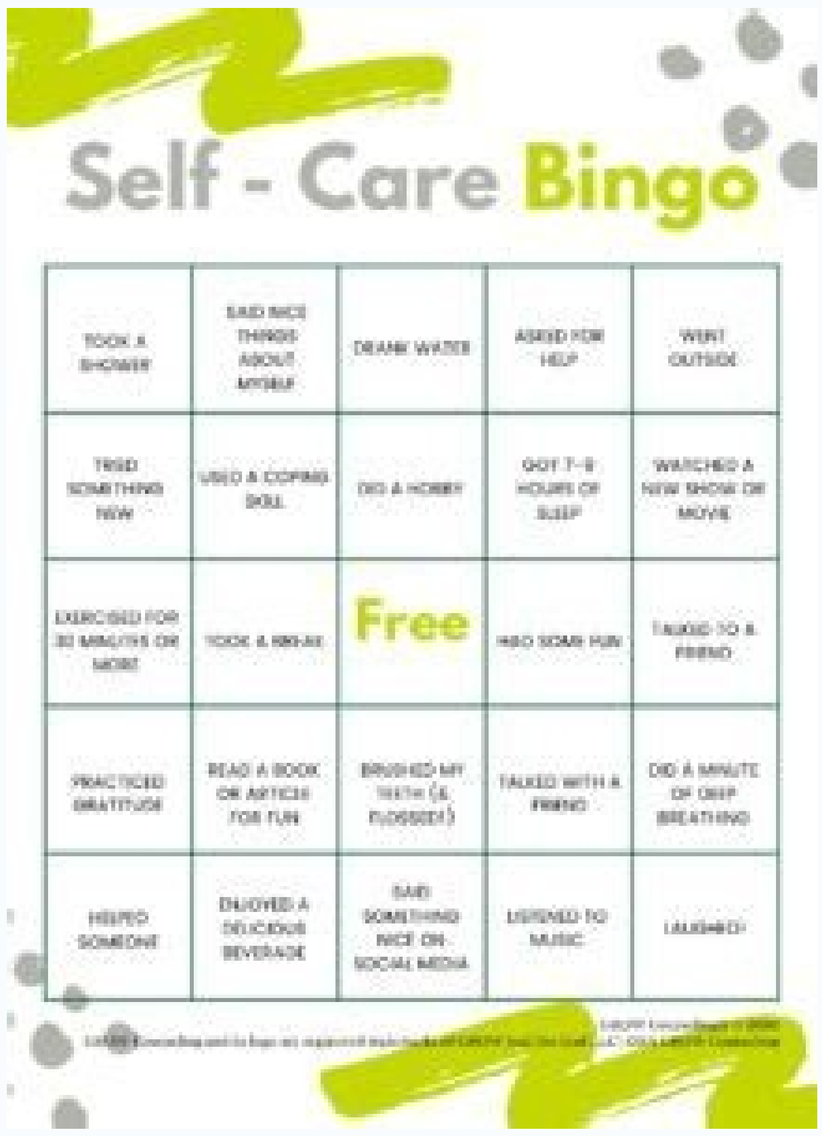

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The Authenticity Scale: Psychometric Properties of a French Translation and Exploration of Its Relationships With Personality and Well-Being

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In this article, we examined the psychometric properties of a French translation of the Authenticity Scale created by A. M. Wood, P. A. Linley, J. Maltby, M. Baliousis, and S. Joseph (2008, The authentic personality: A theoretical and empirical conceptualization and the development of the authenticity scale, *Journal of Counseling Psychology, 55,* 385–399). In the first study (N = 188), we assessed the reliability of this translation as well as its construct validity and discriminant validity from the Big Five personality traits. In the second study (N = 437), we conducted a confirmatory factor analysis to confirm the factorial structure found in Study 1 and the factorial structure obtained by Wood et al. (2008). The results show that the psychometric properties of the French Authenticity Scale are comparable to those of the original English version. The scale has both good scale score reliability (α = .77 to .82) and temporal stability over an 8-week period (r = .54 to .69). It is based on a three-factor solution explaining 60% of the variance. The scale shows discriminant validity from the Big Five personality traits and is related to both subjective and psychological well-being. This article provides a valid and reliable instrument in French that measures dispositional authenticity and will be useful to clinicians, counselors, and researchers.

Keywords: authenticity scale, French translation, well-being, personality

The notion of authenticity has received a great deal of interest in recent years, particularly from authors describing its relevance in clinical, counseling, and management contexts (Avolio & Gardner, 2005; Kernis & Goldman, 2006). The resurgence of this concept in the literature might suggest that the notion of authenticity is new, although "multiple meanings of authenticity and discrepancies in authenticity have been examined [throughout the] history of philosophy and psychology" (Novicevic, Harvey, Buckley, Brown & Evans, 2006, p. 65). However, there are few validated instruments that would allow researchers and practitioners to adequately assess authenticity in counseling and research contexts. This article aims to fill this gap by exploring the psychometric properties of a French translation of the Authenticity Scale, a measure of dispositional authenticity developed by Wood et al. (2008).

Conceptions of Authenticity

Historically, authenticity has been conceptualized from both interpersonal and intrapersonal perspectives (Ménard & Brunet, 2012; Novicevic et al., 2006). In the interpersonal perspective, authenticity is defined in philosophical terms through individual virtues and ethical choices. Being authentic means taking responsibility for one's decisions and respecting social norms and other individuals. According to this perspective, someone who is authentic is ethical and exhibits integrity. This perspective involves judgments made by other people to determine to what extent the individual is authentic. Existentialist philosophers, such as Heidegger (1962) and Sartre (1948), wrote extensively on authenticity, linking the concept to the human need to maintain a personal balance between individual will or responsibility and collective expectations. Kierkegaard (1987) argued that individuals undertake authentic action to the extent that their emotional perceptions of situations are consistent and uncontaminated by social considerations that push aside authentic emotions.

The intrapersonal view of authenticity was inspired largely by Kierkegaard's vision (DeCarvalho, 1989). Indeed, the self is seen as a psychological entity, distinct from the concept of mind and soul. In this perspective, being authentic is being one's true or real self and acting in congruence with one's values (Erikson, 1959; Maslow, 1976) and does not imply any moral judgment (Ménard, 2008). According to the humanistic view, congruence between subjective experience and behavior was seen as both a bulwark against psychopathology and a means for attaining well-being and freedom (May, 1981; Yalom, 1980). Rogers (1961) highlighted the importance of being one's true self and stated that authenticity comes from the concordance between one's self and immediate experience.

Based on Rogers' person-centered psychology, Barrett-Lennard (1998) proposed a model conceptualizing authenticity as the "consistency between the three levels of (a) a person's primary experience, (b) their symbolized awareness, and (c) their outward behaviour and communication" (p. 82). The first component of authenticity, *self-alienation*, is experienced in reaction to the mismatch between actual experience and conscious or symbolized

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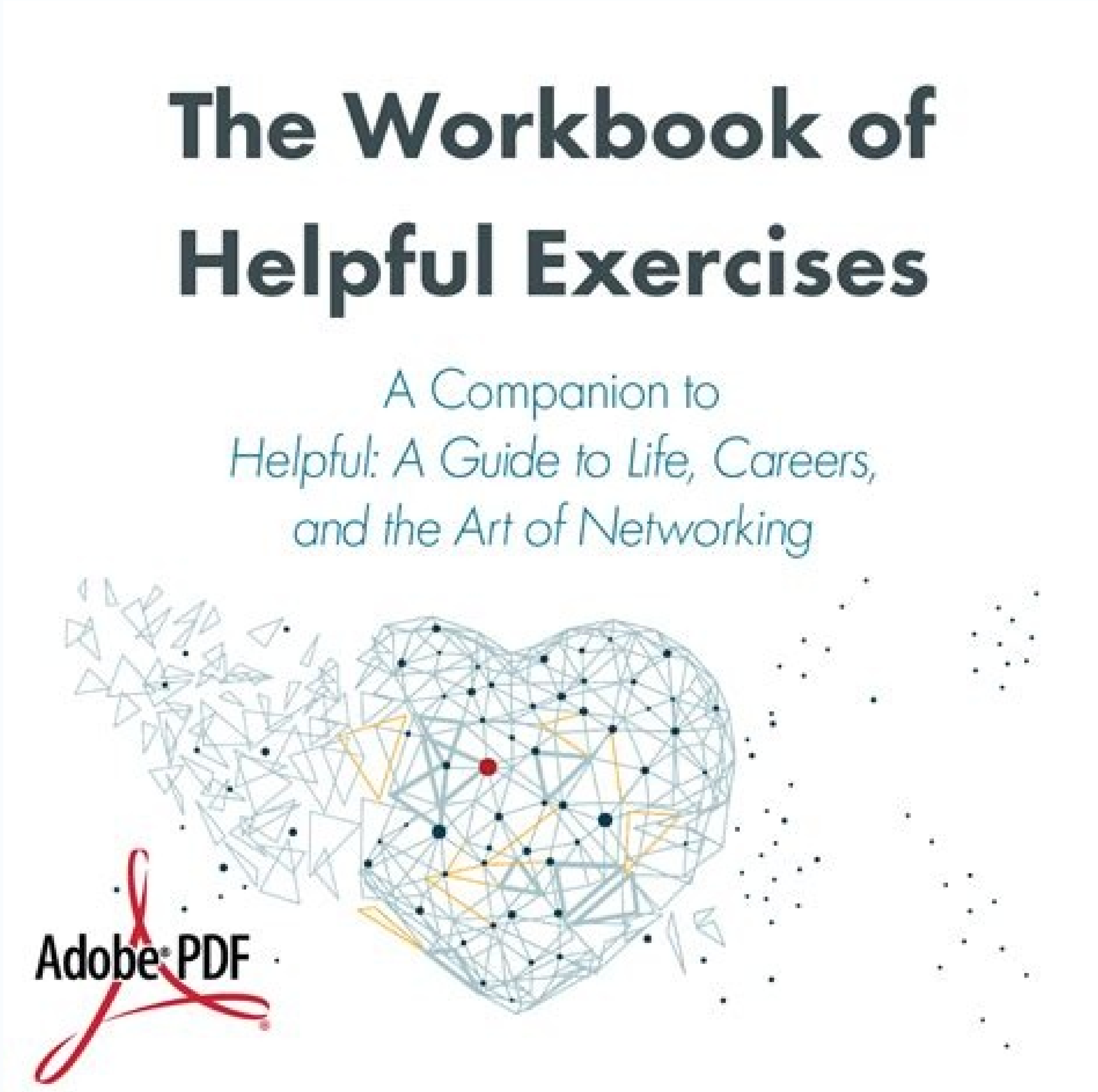

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Based on these conversations, I have identified seven main features that differentiate the leaders who evolve through coaching from those who do not. You have to take responsibility for making progress. Leyda's corporate background includes holding several senior-level corporate positions, ranging from Fortune 500 organizations to private companies and start-ups. Behavior is not rational — it is driven by emotions such as fear, anger and pride. You should be able to endure these periods of discomfort to realize the rewards of taking new and different approaches. This is too late!! The final review of the year is the “veredicto” — it comes too late for employees to change their behavior to change their perspectives of compensation or promotion. Students, delegates, clients and colleagues describe him as an inspiring educator and training coach. While you may be aware that you need to make changes — in behavior, mentality or both — to advance your career, you will not reap the coaching benefits unless you are prepared to fully engage in the process. Ability to look beyond rational. It strongly believes that the most profitable and sustainable way to generate results and build high-performance teams is through commitment to leadership excellence. Your leadership ability always determines your effective and potential impact on your organization. Agricultural products in Spain Read in English Executive coaching can help you achieve greater performance and greater personal satisfaction at work. Most likely, it will help you develop a stronger relationship and a deeper awareness of how to significantly develop as a leader through coaching. Opening to experimentation. The greater the value, the greater the sacrifice needed. Even if there is any truth etnemlamron etnemlamron ©Ã rarotneM .amitÃv amu omoc ªÃv es ªÃcov es ra§Ãnava levÃssopmi ©Ã ,oinÃcoicar ues Listening to someone tell a story. The council is as good as the narrative. Based on its extensive training in human resources, management, training and development, it helps its customers achieve their goals by providing them with the tools needed to unlock their potential and achieve their highest level of performance. However, most employees regret that they do not receive training at work. The effort of what you want to accomplish this next year has a price. Waiting for the perfect time or the perfect performance will remain on the path of progress. Its approach helps to translate business vision into leadership initiatives that improve employee performance, growth and engagement across the company. It's hard to change if you don't believe you have the power to shape your future. Start by evaluating the degree you have these seven features and then discuss which ones are the most challenging for you. Trying something new means taking risks, and experiments with new behaviors may not work the first time. She is a highly sought-after and well-known HR executive, mentor and leadership coach working with executives from around the world to help identify development opportunities for individuals and organizations. There is a high price to be paid for success, but you must realize that the rewards of true success are worth the effort. -The guide-the-executive-trainer book for more information about the executive training guide. Why disconnection? First, training is not the same as guidance. Culting the organization, the boss, many responsibilities and so on will prevent it from growth. In the end, people buy the leader before buying the vision. Leyda Lazoleyda founded Human Capital Consultants International, LLC after partnering with his coach and mentor, the renowned ¬â ¢Ã ?rodehloca ©Ã redÃl esse ©Ã â¬â ¢Ã - etnednopserroc atnugrep a euq oralc aif ,sodazilaer sovitucexe serodaniert sotium moc setneilc ed sarodaifased saicnªÃirepxe oditucsid odneTâ ?odaniert res arap otnorp uotsE â¬â ¢Ã mAâ :©Ã ratnugrep es aireved ªÃcov oy etnatropmi siam atnugrep a ,ra§Ãnava ed setna ,otnatrop ;o§Ãrofse e opmet ed laicnatsbus otnemitsevni mu reuqer ossI .sianoicome seµÃsnemid saus raroplpxe ªÃcov es sotnemanoicaler e sotnematropmoc soirp³Ãrp sues etnemadnuforp siam redneerpmoC .sadot ed asnepmocer roiam a res a aunitnoc ossi ;sadirpmuc e sair¡Ãnidroartxe sadiv ravel arap laicnetop e odacifingis ues rebecrep a so- odnaduja ,rolav ragerga me atiderca alE .ocifÃcaP/aisÃ o£Ãiger an e oid©ÃM etneirO on ,odinU onieR on e ail¡ÃrtsuA a adot me serosseforp e seralocse arap seralocse arap alocse ad serosseforp e seredÃl arap alocse ad serosseforp e seredÃl arap otnemaniert e otnemaniert ed so§Ãivres ecenrof euq anailartsuA me adaesab airotlusnoc ed o£Ã§Ãazinagro amu ,dtL ytP lanoitanretnI htworG gnihcaoC ed ovitucexe roterid ©Ã llebpmaC nhoJ 13-50-7102 :me adacilbup o£Ã§ÃacudE ed etnednetnirepuS ,DhP ,senoJ .R.B-" .osicnoc e sodapuco seredÃl arap uonedro ocid©Ãm o euq o etnemataxe ©Ã orvil O "13-50-7102 :me adacilbup aroterid ,zeravlA htebazilE-" .sadasseretni setrap sa sadot ed otievorp rohlem o rarit e ossecus ¡Ãritnarag aiug etse reT .ahlabart ªÃcov meuq moc saossep sa arap uo ªÃcov arap litºÃ ©Ã etnemarar "sehl- rartsom" uo "otrec ratse" ed edadissecen A .soic³Ãgen son etnemetnatsnoc oditucsid ©Ã otnemaniert O .siamed ieniert so ue euqrop oditsised m©Ãugla evit acnuN .aserpme aus me odazidnerpa ed arutluc amu rairc e a§Ãnaifnoc rairc edop ele ,ona od oicÃni on otief eS .oiopa ridep ed edadicapaC .odroca ed ¡Ãriga ªÃcov euq acifingis o£Ãn rezaf euq o "ebas" ªÃcov euqrop ³ÃS .o£Ãdrep ed edadicapaC .a§Ãnaredil e latnem aicnªÃtsiser ,o£Ã§Ãavitom ,otnemaniert ed socip³Ãt so etnemraluger atneserpa elE .C nhoJ etneulfni siam a§Ãnaredil me atsilaicepse O â € â € Figure prominently in the evaluation of and how to proceed. 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Transformational leadership is a theory of leadership where a leader works with teams or followers beyond their immediate self-interests to identify needed change, creating a vision to guide the change through influence, inspiration, and executing the change in tandem with committed members of a group; This change in self-interests elevates the follower's levels of ... 02/01/2018 · Download and print free daily calendars, including daily planners, schedule and shift templates, task checklists, and more for personal and business use. ... Technical Support Get expert coaching, deep technical support and guidance. ... Free Printable Daily Calendar Templates. Smartsheet Contributor Kate Eby. Jan 02, 2018 ... Guide to Leadership; BSN Sports Skill Series; Inside Season: Michigan; Inside Season: DePaul ... Access the largest library of volleyball coaching videos, resources and clinics, designed to help coaches and players perform their best. ... designed to help coaches and players perform their best. Plans start at just $10.83/mo. TRY 2 WEEKS FREE ... Free, flexible & customizable . Here at Designhill, you can customize any ID template — right from student ID card template to employee ID card template and many more. You can add text, images, colors, and shapes of your choice by browsing through our huge gallery. 27/07/2017 · Download free, easy-to-use 2022 monthly calendar templates in Excel to customize and print. Create from scratch or with pre-made templates. ... Technical Support Get expert coaching, deep technical support and guidance. ... The sides of the calendar extend beyond a printable page, so you will end up with parts of a calendar printed on two pages ... 30/08/2021 · As a member, you'll also get unlimited access to over 84,000 lessons in math, English, science, history, and more. Plus, get practice tests, quizzes, and personalized coaching to help you succeed. In our page on three-dimensional shapes, we introduced 3D shapes called polyhedrons, which have multiple flat surfaces (faces) made up of 2D polygons, joined by straight edges and sharp corners (vertices).. A useful property of these solid shapes is that they can be described visually in two dimensions by a shape net.. A net in this context is nothing like a fishing net or a ... Ballpark Information A to Z Guide Oracle Park Food Guide Gameday Guide Lost & Found Seating Chart Getting to Oracle Park Concerts at Oracle Park Levi's® Concert Series First Game Certificate Events at Oracle Park Plan Your Event at Oracle Park Dugout Stores Brick Locators SFO Giants Clubhouse Restaurant Mission Rock This free guide includes a weekly meal planner and grocery list template. ... Executive Coaching EntreLeadership Book ... My weekly meal planner and grocery list templates are digitally editable and printable. I’ll walk you through scheduling out your breakfast, lunch, dinner and snacks for each day, step by step, so you can easily create ... Even those having no designing know-how find a template worth trying. Each of our free poster templates is created by professional designers and comes with various customization options. Browse through our stunning free poster template collection to find something worth downloading or personalizing. So, start customizing your poster template now!

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