

TOLERANCE OF AMBIGUITY SCALE

DEVELOPED BY BUDNER (1962)

Please respond to the following statements by indicating the extent to which you agree or disagree with them. Circle the number at the right that best represents your evaluation of the item.

SA = Strongly Agree
MA = Moderately Agree
A = Agree
N = Neither Agree nor Disagree
D = Slightly Disagree
MD = Moderately Disagree
SD = Strongly Disagree

		SA	MA	A	N	D	MD	SD
1	An expert who doesn't come up with a definite answer probably doesn't know too much	1	2	3	4	5	6	7
2	I would like to live in a foreign country for awhile	1	2	3	4	5	6	7
3	There is really no such thing as a problem that can't be solved	1	2	3	4	5	6	7
4	People who fit their lives to a schedule probably miss most of the joy of living	1	2	3	4	5	6	7
5	A good job is one where what is to be done and how it is to be done are always clear	1	2	3	4	5	6	7
6	It is more fun to tackle a complicated problem than to solve a simple one	1	2	3	4	5	6	7
7	In the long run, it is possible to get more done by tackling small, simple problems rather than large and complicated ones	1	2	3	4	5	6	7
8	Often the most interesting and stimulating people are those who don't mind being different and original	1	2	3	4	5	6	7
9	What we are used to is always preferable to what is unfamiliar	1	2	3	4	5	6	7
10	People who insist upon a yes or no answer just don't know how complicated things really are	1	2	3	4	5	6	7
11	A person who leads a life in which few surprises or unexpected happenings arise really has a lot to be grateful for	1	2	3	4	5	6	7
12	Many of our most important decisions are based on insufficient information	1	2	3	4	5	6	7
13	I like parties where I know most of the people more than ones where all or most of the people are complete strangers	1	2	3	4	5	6	7
14	Teachers who hand out vague assignments given one a chance to show initiative and originality	1	2	3	4	5	6	7
15	The sooner we all acquire similar values and ideals the better	1	2	3	4	5	6	7
16	A good teacher is one who makes you wonder about your way of looking at things	1	2	3	4	5	6	7

Scoring Key for Tolerance for Ambiguity Scale

To score the instrument, the even-numbered items must be reverse-scored.

That is: 7 = 1

6 = 2

5 = 3

4 = 4

3 = 5

2 = 6

1 = 7

After reversing the even-numbered items, sum the scores for all 16 items to get your total score. This chart will help you score your tolerance for ambiguity easier.

	Copy your original score here	Reverse the even numbers	Copy new items to sum together
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			

Total: _____

High scores indicate a greater intolerance for ambiguity. A typical score falls between 44 - 48. Higher results indicate a lower intolerance for ambiguity and uncertainty than most people. This may mean that your perception of change is less favorable than average.

Adapted from: <https://view.officeapps.live.com/op/view.aspx?src=http%3A%2F%2Fincubator.legal-aid.com%2Fwp-content%2Fuploads%2F2015%2F12%2FTolerance-of-ambiguity-scale-student.doc>

Supervisor Core Module 3: Leading Change and Managing Conflict

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