Questionnaire pre-screen

Questionnaire (sample, anonymised) for Sample client

Reviewer	Milos Kankaras
Report date	2026-09-11
Items	75
Population	adult general population
Target languages	Montenegrin (cnr), Serbian (sr), Croatian (hr)

What this report is

Each questionnaire receives an AI first read, followed by a named expert's review.

Summary

75	60	13	2
Items screened	AI pass: keep	AI pass: revise	AI pass: cut

Measure	Value
Items with format notes (notes, not verdicts)	1
Items resembling a catalogued instrument	3
Items near-duplicate of a catalogued item	0
Translation-risk notes, Montenegrin (cnr)	7 items; 7 medium, 0 low
Translation-risk notes, Serbian (sr)	7 items; 7 medium, 0 low
Translation-risk notes, Croatian (hr)	7 items; 7 medium, 0 low

Items the AI pass called revise or cut

One row per item. The call, risk (1 to 5) and critique come from the AI first read; the suggested rewrite is a starting point for the reviewer, not a decision. Items the AI pass called keep are listed in the annex with their ratings.

Id	Call	Risk	Item	Critique	Suggested rewrite
Q43	cut	5	I notice when a colleague needs help.	construct drift: colleague helping, not client service	I notice when a client needs help. (replacement, not

Id	Call	Risk	Item	Critique	Suggested rewrite
					rewrite)
Q28	cut	4	I sleep well in busy work periods.	sleep is a health outcome; weak construct fit, many confounds	I stay calm in busy work periods. (replacement, not rewrite)
Q38	revise	4	I leave a client issue for the next shift.	assumes shift work; not applicable to most respondents	I leave client problems for someone else to handle.
Q08	revise	3	I keep the agreements I make with my team.	assumes team membership; overlaps Q06	I keep the promises I make at work.
Q09	revise	3	I hand in my work by the agreed date.	near-duplicate of Q02; 'hand in' reads school-like	I warn people early if a deadline will slip. (shifted to early warning)
Q16	revise	3	I take small items from work for myself.	admission of theft; floor effect and denial	I sometimes use work supplies for personal things.
Q18	revise	3	I let a minor rule breach pass.	ambiguous whose breach; 'breach' formal register	I bend small rules when it suits me.
Q19	revise	3	I report it when a rule is broken at work.	whistleblowing conflated with own compliance; culturally fragile	I follow work rules even when no one is checking. (own compliance now)
Q21	revise	3	I write down my work hours as they are.	assumes time recording; 'as they are' awkward	I am honest about the hours I have worked.
Q23	revise	3	Tight deadlines disturb my work.	'disturb my work' unclear: performance or comfort	My work gets worse under tight deadlines.
Q26	revise	3	I keep working well when a client is upset.	assumes client-facing role; not applicable to many	I stay effective when someone is angry at me.
Q51	revise	3	A new team leader makes my work harder.	attributes difficulty to leader; situational, not trait	I struggle to adjust to a new boss.
Q52	revise	3	I move to a new task right away.	ambiguous: task switching or promptness	I adjust quickly when my tasks change.
Q62	revise	3	I spot errors in numbers that others miss.	comparison with others; assumes numeric work	I notice small mistakes in my work.
Q65	revise	3	I follow a checklist for routine tasks.	assumes checklists exist; practice, not trait	I double-check even my routine work.

Format notes

Mechanical observations from an automated wording check: word count, reading level, conjunctions, negations, absolutes, and review prompts for group-loaded or locale-specific content. These are notes, not verdicts. They carry no weight in any call above; the check's own verdict is not used in this report.

Id	Words	Flesch	Note
Q10	11	80.3	stem carries one negation ('no'); check whether it is a covert reverse item (low)

Keying: 42 positively keyed, 33 reverse-keyed (reverse share 44%); ok.

Provenance

Each item was compared with the item texts of 699 catalogued instruments held locally. A hit names the instrument, its licence class and its citation; no catalogued item is quoted. Licence class is a research judgement, not legal advice.

No.	Instrument	Licence class	Items (match, similarity)
1	Behavioral, Emotional, and Social Skills Inventory (BESSI)	open with attribution	Q63 (resembles, 0.68); Q65 (resembles, 0.67)
2	IPIP-NEO (300-item) (IPIP-NEO-300)	public-domain / open	Q75 (resembles, 0.64)

1. Soto, C. J., Napolitano, C. M., Sewell, M. N., Yoon, H. J., & Roberts, B. W. (2022). An integrative framework for conceptualizing and assessing social, emotional, and behavioral skills: The BESSI. Journal of Personality and Social Psychology, 123(1), 192-222. https://doi.org/10.1037/pspp0000401

2. Goldberg, L. R. (1999). A broad-bandwidth, public-domain personality inventory measuring the lower-level facets of several five-factor models. Personality Psychology in Europe, 7, 7-28. https://ipip.ori.org

Translation risk

Prompts for the translator, per target language: idioms and phrasal verbs, locale-specific referents, comparison groups, gender agreement on predicate adjectives, address form, examples and conditionals, and technical terms with or without a settled rendering. They are not a translation and not a guarantee of equivalence.

Montenegrin (cnr)

Id	Level	Kind	Note
Q01	medium	idiom	'take on' is an English idiom or phrasal verb; render the behaviour, not the figure
Q03	medium	idiom	'count on' is an English idiom or phrasal verb; render the behaviour, not the figure
Q05	medium	idiom	'put off' is an English idiom or phrasal verb; render the behaviour, not the figure
Q07	medium	idiom	'lose track of' is an English idiom or phrasal verb; render the behaviour, not the figure

Id	Level	Kind	Note
Q12	medium	idiom	'bend a rule' is an English idiom or phrasal verb; render the behaviour, not the figure
Q36	medium	gender agreement	'I am busy': a predicate adjective or participle takes a gendered form in Montenegrin; prefer a verb or a gender-neutral construction
Q67	medium	gender agreement	'I am asked': a predicate adjective or participle takes a gendered form in Montenegrin; prefer a verb or a gender-neutral construction

Serbian (sr)

Id	Level	Kind	Note
Q01	medium	idiom	'take on' is an English idiom or phrasal verb; render the behaviour, not the figure
Q03	medium	idiom	'count on' is an English idiom or phrasal verb; render the behaviour, not the figure
Q05	medium	idiom	'put off' is an English idiom or phrasal verb; render the behaviour, not the figure
Q07	medium	idiom	'lose track of' is an English idiom or phrasal verb; render the behaviour, not the figure
Q12	medium	idiom	'bend a rule' is an English idiom or phrasal verb; render the behaviour, not the figure
Q36	medium	gender agreement	'I am busy': a predicate adjective or participle takes a gendered form in Serbian; prefer a verb or a gender-neutral construction
Q67	medium	gender agreement	'I am asked': a predicate adjective or participle takes a gendered form in Serbian; prefer a verb or a gender-neutral construction

Croatian (hr)

Id	Level	Kind	Note
Q01	medium	idiom	'take on' is an English idiom or phrasal verb; render the behaviour, not the figure
Q03	medium	idiom	'count on' is an English idiom or phrasal verb; render the behaviour, not the figure
Q05	medium	idiom	'put off' is an English idiom or phrasal verb; render the behaviour, not the figure
Q07	medium	idiom	'lose track of' is an English idiom or phrasal verb; render the behaviour, not the figure
Q12	medium	idiom	'bend a rule' is an English idiom or phrasal verb; render the behaviour, not the figure
Q36	medium	gender agreement	'I am busy': a predicate adjective or participle takes a gendered form in Croatian; prefer a verb or a gender-neutral construction

Id	Level	Kind	Note
Q67	medium	gender agreement	'I am asked': a predicate adjective or participle takes a gendered form in Croatian; prefer a verb or a gender-neutral construction

Limitations

It does not predict item statistics.

It does not simulate respondents and does not predict a response distribution.

It does not replace a pilot, cognitive interviews or a psychometric analysis of real responses.

The format notes are mechanical observations about wording (length, reading level, conjunctions, negations, absolutes, review prompts). They are notes, not verdicts, and carry no weight in any call.

The provenance check reports resemblance to catalogued instruments by name, licence class and citation. It quotes no catalogued item and is not a legal opinion.

The translation-risk notes are prompts for the translator, not a translation and not a guarantee of equivalence.

Reviewer's sign-off

This report is my expert review of the questionnaire; the AI pass was its first read. I have read every item, including those the AI pass called keep.

Reviewed by: Milos Kankaras

Specimen: a client report carries the reviewer's dated signature here.

Annex: all items with AI-pass ratings

Id	Construct	Keying	Call	Risk	Extremity	Critique
Q01	Scale A	+	keep	1	4	high social desirability; ceiling likely
Q02	Scale A	+	keep	1	4	clear but desirable; ceiling likely
Q03	Scale A	+	keep	2	4	asks respondent to infer others' view; 'do my part' vague
Q04	Scale A	-	keep	2	3	none
Q05	Scale A	-	keep	1	2	none
Q06	Scale A	+	keep	2	4	near-duplicate of Q08; ceiling likely
Q07	Scale A	-	keep	2	3	none
Q08	Scale A	+	revise	3	4	assumes team membership; overlaps Q06

Id	Construct	Keying	Call	Risk	Extremity	Critique
Q09	Scale A	+	revise	3	4	near-duplicate of Q02; 'hand in' reads school-like
Q10	Scale B	+	keep	2	4	strong social desirability; ceiling likely
Q11	Scale B	+	keep	2	3	'set steps' assumes procedural work
Q12	Scale B	-	keep	1	2	none
Q13	Scale B	-	keep	1	2	none
Q14	Scale B	+	keep	2	4	'report' to whom unclear; desirability high
Q15	Scale B	+	keep	2	1	'work tools' ambiguous (phone, laptop); good spread expected
Q16	Scale B	-	revise	3	5	admission of theft; floor effect and denial
Q17	Scale B	+	keep	2	4	assumes data-handling rules exist; ceiling likely
Q18	Scale B	-	revise	3	2	ambiguous whose breach; 'breach' formal register
Q19	Scale B	+	revise	3	3	whistleblowing conflated with own compliance; culturally fragile
Q20	Scale B	-	keep	2	3	impression-management admission; some denial
Q21	Scale B	+	revise	3	4	assumes time recording; 'as they are' awkward
Q22	Scale C	+	keep	1	3	none
Q23	Scale C	-	revise	3	2	'disturb my work' unclear: performance or comfort
Q24	Scale C	+	keep	2	3	'think well' vague
Q25	Scale C	-	keep	1	2	none
Q26	Scale C	+	revise	3	3	assumes client-facing role; not applicable to many
Q27	Scale C	-	keep	2	2	measures mood, not performance under pressure
Q28	Scale C	+	cut	4	2	sleep is a health outcome; weak construct fit, many confounds
Q29	Scale C	-	keep	2	2	normal tension endorsed by resilient people too
Q30	Scale C	+	keep	2	3	'judged' loaded; 'evaluated' clearer
Q31	Scale C	-	keep	2	2	conflict differs from workload pressure; slight drift
Q32	Scale C	+	keep	1	3	none
Q33	Scale C	-	keep	2	1	rumination, common and spread; fine
Q34	Scale D	+	keep	2	4	assumes clients; 'really' loaded

Id	Construct	Keying	Call	Risk	Extremity	Critique
Q35	Scale D	+	keep	2	4	desirable; ceiling likely
Q36	Scale D	-	keep	2	2	assumes phone contact
Q37	Scale D	+	keep	2	3	'fix' assumes support role; referent vague
Q38	Scale D	-	revise	4	3	assumes shift work; not applicable to most respondents
Q39	Scale D	+	keep	2	3	none
Q40	Scale D	-	keep	1	2	none
Q41	Scale D	+	keep	2	3	none
Q42	Scale D	-	keep	2	2	no timeframe; how long is 'wait'
Q43	Scale D	+	cut	5	4	construct drift: colleague helping, not client service
Q44	Scale D	+	keep	1	3	none
Q45	Scale D	-	keep	2	2	escalation can be appropriate; ambiguous keying
Q46	Scale E	+	keep	1	4	desirable; ceiling likely
Q47	Scale E	-	keep	2	2	'upsets' strong; some floor
Q48	Scale E	+	keep	2	3	self-rated ability; desirability
Q49	Scale E	-	keep	1	1	none
Q50	Scale E	+	keep	1	3	none
Q51	Scale E	-	revise	3	2	attributes difficulty to leader; situational, not trait
Q52	Scale E	+	revise	3	3	ambiguous: task switching or promptness
Q53	Scale E	-	keep	2	2	none
Q54	Scale E	+	keep	2	3	'style' vague
Q55	Scale E	-	keep	2	2	none
Q56	Scale E	+	keep	2	3	none
Q57	Scale E	-	keep	2	2	none
Q58	Scale F	+	keep	1	4	desirable; ceiling likely
Q59	Scale F	-	keep	1	2	none
Q60	Scale F	+	keep	2	3	narrow behaviour; acceptable
Q61	Scale F	-	keep	2	2	condition 'when quickly' near universal
Q62	Scale F	+	revise	3	3	comparison with others; assumes numeric work
Q63	Scale F	+	keep	2	3	'records' vague
Q64	Scale F	-	keep	2	2	'typing errors' narrow
Q65	Scale F	+	revise	3	2	assumes checklists exist; practice, not trait

Id	Construct	Keying	Call	Risk	Extremity	Critique
Q66	Scale F	-	keep	2	2	affect not behaviour; slight drift
Q67	Scale G	+	keep	2	3	'a task' vague
Q68	Scale G	-	keep	2	2	'orders' military register; 'instructions' better
Q69	Scale G	+	keep	2	4	desirable; ceiling likely
Q70	Scale G	+	keep	1	3	none
Q71	Scale G	-	keep	2	2	assumes management above respondent
Q72	Scale G	+	keep	1	2	none
Q73	Scale G	-	keep	1	1	none
Q74	Scale G	+	keep	2	4	desirable; ceiling likely
Q75	Scale G	-	keep	2	2	assumes meetings; acceptable