

# The Employee Rational and Irrational Beliefs Scale: Preliminary Validation

OANA ALEXANDRA GAVIȚA<sup>1</sup>

TEODORA DUȚĂ<sup>2</sup>

## **Abstract**

One to five of the adult working population was found to present some type of mental health problem at any given time, with documented impact of their employability, employee performance and quality of life. Irrational and rational cognitions/beliefs represent evaluative cognitive structures, consistently associated with distress and psychopathology; in contrast, rational thinking is considered important for emotional resiliency. We conducted a study in order to preliminary validate the Employee Rational and Irrational Beliefs Scale (E-RIBS), a new self-report measure for identifying irrational and rational cognitions relevant for employees. Results show a three-factor solution for the E-RIBS, with an irrational beliefs subscale, a global evaluation subscale, and a rational beliefs subscale. The E-RIBS displayed adequate internal consistencies and concurrent validity.

## **Keywords**

rational and irrational cognitions/beliefs, employees cognitions, emotional distress, workplace emotion-regulation