

Supplemental Figure 1. Justice Involved Mock Interview Rating Scale (J-MIRS) Item: Discuss Prior Conviction

This category is the primary index of the participant's ability to effectively discuss prior conviction during a job interview. Consider whether the participant engages in a well-timed discussion that clearly addresses their previous convictions and *stipulations*. Higher scores will reflect confidence, self-reflection, and being straightforward. Participants will lose points for ineffectively articulating justice experience and inability to take responsibility for their involvement.

*Note: Participants will NOT LOSE POINTS if they fail to discuss prior convictions but will be coded as missing. *****

Item 2 – Communication Skills (discuss prior conviction) –

Excellent		Average		Poor
• Takes ownership of record		• Lacks confidence	• Refuses to discuss criminal history	
• Confident, straightforward		• Talks around issue without being direct	• Displaces blame	
• Frame going to prison as an opportunity to change		• Example(s) of change lacks detail	• Overly detailed about offense or time in prison	
• Provides examples on how they've changed		• Poor timing to disclose (interrupts interviewer)		
Comments:				
5	4	3	2	1