



TEST DEVELOPMENT PROJECT

Project Assignment 1

Team C

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Project Assignment 1: Test plan development

Tasks:

1. Test Developed:

- a. Personality Test with a 5-point Likert scale and the cumulative model of scoring
- b. Position: General Internal Medicine Physicians

2. Five Dimensions and Definitions:

- a. Attention to Detail — Job requires being careful about detail and thorough in completing work tasks.
- b. Integrity — Job requires being honest and ethical.
- c. Dependability — Job requires being reliable, responsible, and dependable, and fulfilling obligations.
- d. Stress Tolerance — Job requires accepting criticism and dealing calmly and effectively with high stress situations.
- e. Concern for Others — Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.

3. Reasoning:

- a. Attention to detail
 - i. Paying attention to details when completing tasks is a work style in O*Net for the General Internal Medicine Physician.
- b. Integrity
 - i. According to the *Code of Medical Ethics Opinion 1.1.7* by the AMA (American Medical Association), General Internal Medicine Physicians are expected to uphold the ethical norms of their profession. This includes and is not limited to fidelity to patients and respect for patient self-determination.
 - ii. According to Huber (2020), honesty and fairness were character strengths for medical professionals in both cross-sectional and longitudinal investigations.
- c. Dependability
 - i. Dependability is a work style in O*Net for the General Internal Medicine Physician.
- d. Stress Tolerance
 - i. The changing nature and complexity of the healthcare environment leads to increasing levels of stress. General Internal Medicine Physicians must handle how stress levels impact their attitudes and behaviors to provide quality care to patients (Rosenstein, 2017).
- e. Concern for Others
 - i. Concern for others when performing tasks is a work style in O*Net for the General Internal Medicine Physician.

4. Final Two dimensions

Integrity and stress tolerance were chosen as the two dimensions because there is more prevalent research available.

5. Reference List

Huber, A., Strecker, C., Kachel, T., Höge, T., & Höfer, S. (2020). Character strengths profiles in medical professionals and their impact on well-being. *Frontiers in psychology, 11*.

Physician exercise of conscience. American Medical Association. (n.d.). Retrieved September 15, 2021, from <https://www.ama-assn.org/delivering-care/ethics/physician-exercise-conscience>.

Rosenstein, A. (2017). The impact of stress, burnout, and personality on physician attitudes and behaviors that impact patient care. *Psychology and Behavioral Science International Journal, 3*, 1-3.

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