Week 7 Worksheet

This week we have been making the link between our observed score and some behaviour of interest that we are treating our scale as a proxy for.

We link the score to the behaviour through validity evidence that we find in the literature. In todays workshop we will be using fake data to determine whether a score is related to criterion and using this information to make statements about people with the test takers profile.

# The Dataset

First a little about the dataset.

The dataset is entirely fake – I have simulated the data so that I can show different types of relation. Please do not use this for any part of the assignment.

## Variables

### Personality

We have 5 personality variables. So there is no doubt, I have named this scale ‘Dr Oli’s Personality Inventory Scale Is for Demonstration Only’ (DOPISIDO). It has five factors:

* Dormaus
  + Attribute of being low energy and sedate
* Openness to Criticism
  + Willingness to engage with feedback
* Perfectionism
  + Quality of having a strong attention to detail
* Inner-thinking
  + Attribute of preferring ones own counsel
* Sagacity
  + Attribute of showing good judgement

### Behaviour

The managers of the participants who completed the DOPISDO survey have been asked to rate how likely each person is to do the following:

* Sleeping on the job
  + Has been found of hiding at work to take naps
* Lateness
  + Is late both to work and meetings
* Team work
  + Is a team player and contributing to group activities
* Innovativeness
  + Is able to find novel solutions to problems
* Messiness
  + Area inhabited is in a constant disarray

You have been handed a person’s DOPISDO profile and have been asked about likely behaviours for someone with a similar profile:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Dormaus | Open to Crit | Perfectionist | Inner-thinking | Sagacity |
| 6 | 5 | 3 | 4 | 5 |

Using the Following Reliability Scores let’s fine the persons range for the Sagacity dimension

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Dormaus | Open to Crit | Perfectionist | Inner-thinking | Sagacity |
| Alpha | 0.86 | 0.77 | 0.83 | 0.9 | 0.75 |

Raw Score= 5; SD = 1.05; Norm Mean = 5.02