TABLE 1

A Synthetic Multitrait-Multimethod Matrix

		Method 1			Method 2			Method 3		
	Traits	A_1	B_1	C_1	A_2	B_2	C_2	A_3	B_3	C_3
	A_1	(.89)								
Method 1	B_1	.51	(.89)							
	C_1	.38	.37	(.76)						
	A_2	*.57*	.22	.09	(.93)					
Method 2	B_2	.22	*.57*	.10	.68	(.94)				
	C_2	.11	.11	*.46*	.59	.58	(.84)			
	A_3	*.56*	.22	.11	*.67*	.42	.33	(.94)		
Method 3	B_3	.23	*.58*	.12	.43	*.66*	.34	.67	(.92)	
	C_3	.11	.11	*.45*	.34	.32	*.58*	.58	.60	(.85)

Note.—The validity diagonals are the three sets of italicized values. The reliability diagonals are the three sets of values in parentheses. Each heterotrait-monomethod triangle is enclosed by a solid line. Each heterotrait-heteromethod triangle is enclosed by a broken line.