

TABLE 1  
A SYNTHETIC MULTITRAIT-MULTIMETHOD MATRIX

	Traits	Method 1			Method 2			Method 3		
		A <sub>1</sub>	B <sub>1</sub>	C <sub>1</sub>	A <sub>2</sub>	B <sub>2</sub>	C <sub>2</sub>	A <sub>3</sub>	B <sub>3</sub>	C <sub>3</sub>
Method 1	A <sub>1</sub>	(.89)								
	B <sub>1</sub>	.51	(.89)							
	C <sub>1</sub>	.38	.37	(.76)						
Method 2	A <sub>2</sub>	.57	.22	.09	(.93)					
	B <sub>2</sub>	.22	.57	.10	.68	(.94)				
	C <sub>2</sub>	.11	.11	.46	.59	.58	(.84)			
Method 3	A <sub>3</sub>	.56	.22	.11	.67	.42	.33	(.94)		
	B <sub>3</sub>	.23	.58	.12	.43	.66	.34	.67	(.92)	
	C <sub>3</sub>	.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.

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