

REACH BRIEFING

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REACH Consulting Services (RCS) and the OrgDev Institute (ODI) collaborated to study the test-retest reliability of psychometric scales measured by the REACH Profile. That is, researchers analyzed the extent to which participants' responses were similar from one attempt to the next. Test-retest reliability is an important consideration when evaluating the stability and consistency with which the assessment measures personality styles within the REACH framework.

- ODI gathered responses from 131 participants who had completed the REACH Profile on two occasions. These assessments were completed as part of separate training events with an average elapsed time of 81 days between assessments.
- The REACH Profile is designed to convey a psychometric assessment of preferences and tendencies among four distinct profiles: Counselor, Coach, Driver and Advisor. These profiles emerge from the interaction of two aggregated styles and their respective dimensions: Relating and Achieving. Of the 131 participants, 107 (82%) scored within the same profile between the two assessments, as reflected in the table below.

1 st Attempt	2 nd Attempt			
	Counselor	Coach	Driver	Advisor
Counselor	32	3	0	2
Coach	3	30	7	2
Driver	1	1	19	1
Advisor	0	0	4	26

On their second assessment, 98% of participants reported either the same profile or the profile immediately adjacent to their original profile. Only three of the 131 participants reported a profile that was diagonally opposite from their original profile. For example, only one participant who scored as a lower-right Driver profile later scored as an upper-left Counselor profile.

- When focusing on the 38 participants whose scores appeared in the corners of the REACH Profiles Matrix on their first assessment, 89% remained within the same profile, as reflected in the table below.

1 st Attempt	2 nd Attempt			
	Counselor	Coach	Driver	Advisor
Counselor	9	1	0	0
Coach	0	6	1	0
Driver	0	0	7	1
Advisor	0	0	1	12

- The primary means of demonstrating test-retest reliability is to report correlation between scores across the two assessments. The following table reveals the correlation between scales for all time periods, with an average elapsed time of 81 days (n=131).

Scale	r=	Scale	r=
Relating Style	.87**	Achieving Style	.88**
Affiliation	.77**	Intensity	.72**
Consideration	.81**	Assertiveness	.84**
Openness	.82**	Risk Tolerance	.80**
Status Motivation	.71**	Adaptability	.85**
Self-protection	.78**	Decision-making	.78**

** 99% Confidence Level

With a range in correlation coefficients of .71 to .88, it is clear that participants' responses are strongly related and stable over time.

- The following table reveals the percentage of participants scoring within the same reported scale label between the two assessments (for example, a participant reported "guarded" rather than "expressive" within the Relating Style on both assessments).

Scale	%	Scale	%
Relating Style	90%	Achieving Style	89%
Affiliation	84%	Intensity	81%
Consideration	85%	Assertiveness	85%
Openness	81%	Risk Tolerance	85%
Status Motivation	78%	Adaptability	88%
Self-protection	86%	Decision-making	81%

- For the entire sample (n=131), the average absolute differences between participants' scores were 12.76% and 10.70% for Relating Style and Achieving Style, respectively.
- The following tables reveal the correlation between scales over specific time periods:

0-30 days (n=40)

Scale	r=	Scale	r=
Relating Style	.86**	Achieving Style	.84**
Affiliation	.79**	Intensity	.69**
Consideration	.77**	Assertiveness	.85**
Openness	.83**	Risk Tolerance	.68**
Status Motivation	.50**	Adaptability	.74**
Self-protection	.80**	Decision-making	.83**

** 99% Confidence Level

31-60 days (n=41)

Scale	r=	Scale	r=
Relating Style	.87**	Achieving Style	.91**
Affiliation	.78**	Intensity	.80**
Consideration	.82**	Assertiveness	.85**
Openness	.78**	Risk Tolerance	.86**
Status Motivation	.77**	Adaptability	.94**
Self-protection	.80**	Decision-making	.79**

** 99% Confidence Level

61-90 days (n=22)

Scale	r=	Scale	r=
Relating Style	.95**	Achieving Style	.86**
Affiliation	.86**	Intensity	.62**
Consideration	.89**	Assertiveness	.78**
Openness	.96**	Risk Tolerance	.80**
Status Motivation	.85**	Adaptability	.91**
Self-protection	.81**	Decision-making	.81**

** 99% Confidence Level

90-365 days (n=26)

Scale	r=	Scale	r=
Relating Style	.80**	Achieving Style	.92**
Affiliation	.66**	Intensity	.71**
Consideration	.85**	Assertiveness	.82**
Openness	.80**	Risk Tolerance	.91**
Status Motivation	.77**	Adaptability	.78**
Self-protection	.65**	Decision-making	.64**

** 99% Confidence Level

The analysis reported herein supports assertions of strong test-retest reliability and internal validity for the REACH Profile's psychometric scales. Practically speaking, approximately 82-89% of participants would be expected to report similar styles when completing the REACH Profile on multiple occasions. In summary, these findings suggest the personality scales can be considered representative and stable over time, contributing significant utility within recruitment, training, development and coaching applications.

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