



Reliability/Validity Report

Instrument:
Personal Profile System®

Language:
Lithuanian

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This Report Was Prepared By:

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The *Personal Profile System*[®] (PPS) is a measure of interpersonal behavior among normal people, which reflects respondents' perceptions of their own feelings and behavior across four dimensions--Dominance (D), Influence (I), Supportiveness (formerly Steadiness; S), and Conscientiousness (C). For the purpose of examining the validity and reliability of the PPS in Lithuanian, data from a sample of 852 respondents was obtained. This is the second data collection on the Lithuanian Word Version PPS.

I. Summary

Based on the data analysis, the current version of the Lithuanian PPS is acceptable for use. All four scales have acceptable reliability. In addition, the response form is valid with well-distributed item ratings, and scale inter-correlations that support the DiSC[®] model as well as the validity of each individual scale.

II. Details of Analysis

A. Sample Size and Demographic Composition

The sample size of 852 exceeded the minimum of 792 required to analyze PPS data. However, a sample size of 401 was analyzed due to the number of variables needed for a complete analysis. In the future, we will not run data unless the minimum sample size is met. As seen in Appendix 1, the sample was well distributed across all demographic variables.

B. Reliability

In determining whether the translated response form is acceptable for use, we first need to examine the reliability of its scales. Reliability indicates whether a scale is measuring a construct (i.e., a concept such as conscientiousness) *consistently*. Reliabilities are determined using Cronbach's alpha coefficient (which is a function of the average correlation among all possible item pairs and the number of items on a scale). Scale reliabilities must be equal to or greater than .70 in order for a scale to be acceptable for use. As shown in Appendix 2, the reliabilities of all four scales (most minus least) are above the .70 cutoff. In other words, the Lithuanian PPS is a reliable DiSC instrument.

C. Validity

The next step in determining whether the translated response form is acceptable for use is assessing the validity of its scales. Validity is whether a scale measures *what it is said to measure*.

- 1) The first method used to assess the validity of the scales is examining the distribution of item responses. Often, certain items on a response form are either rejected or accepted by too many participants. Although it is common

that in most data sets at least one or two items will be deemed as “popular” or “unpopular”, it is important to recognize when too many items fall under either of these two categories. Items that are accepted or rejected by the majority of the sample population provide information on the sample population as a whole, but little meaningful information on individual respondents. In the Lithuanian data set, all items have acceptable distributions.

- 2) The second method we use to assess validity is to examine scale inter-correlations. The DiSC[®] model predicts a strong correlation between D and S and I and C. However, if the correlation between two scales is within .08 of the scales’ reliabilities or higher, then the scales are actually measuring only one construct rather than the two they are designed to measure. As seen in Appendix 2, the correlation (most minus least) between D and S (-.67) and between I and C (-.62) are significantly less than .08 of the scales’ reliabilities supporting both the existence of the DiSC model and the validity of the individual scales
- 3) The third method we use to assess scale validity is factor analysis. Factor analysis provides information on which items are highly correlated and thus, group together to form a scale. Factor analysis supports the existence of the DiSC model in a Lithuanian population. It also demonstrates that for each dimension items are grouping together to form a valid scale.

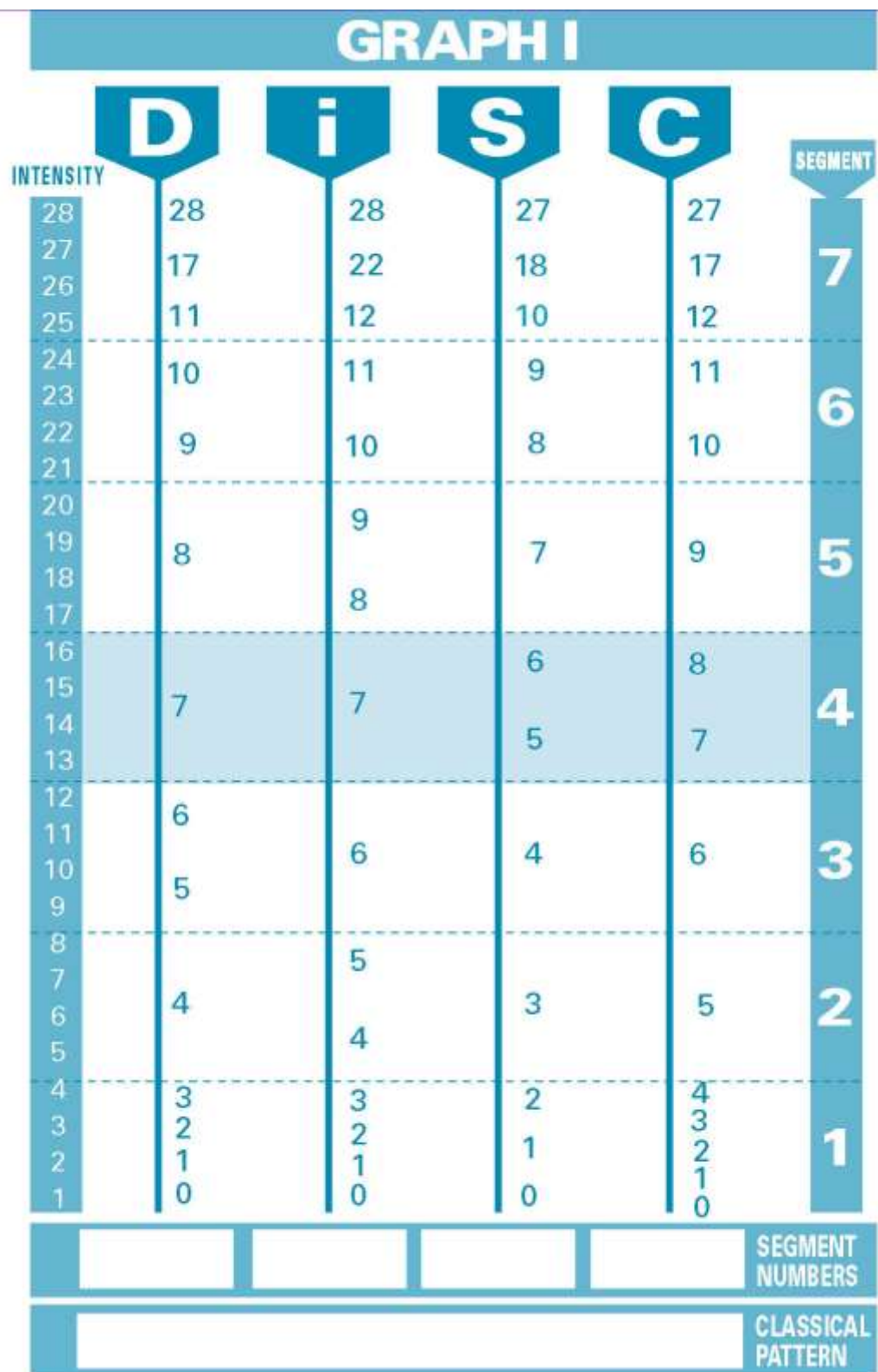
III. Next Steps

A. Item Selection

The following are the best 28 items for each respective scale in the boxed (most/least) response format. Please notice that there are some items that have been placed as N’s in the response form.
(The table has been removed from this report)

B. Graphs I, II and III

The following graphs have been normed to represent the Lithuanian population data received.



GRAPH II

	D	i	S	C	SEGMENT
INTENSITY					
28	0	0	0	0	7
27	1	1	1	1	
26	2	2	2	2	
25	3	3	3	3	
24	4	4	4	4	
23	6	3			6
22	7	4	4	4	
21					
20					5
19	8	5	5	5	
18			6		
17					4
16	9	6	7	6	
15	10				
14					3
13	11			7	
12	12	7	8	8	
11					2
10	13	8	9	9	
9	14	9	10	10	
8	15		11		1
7	16	10	12	11	
6	17	19	16	17	
5	20				1
4	28	28	27	27	
3					
2					
1					
					SEGMENT NUMBERS
					CLASSICAL PATTERN

GRAPH III

	D	i	S	C	SEGMENT
INTENSITY					
28	+28	+28	+27	+27	7
27	+16	+21	+17	+15	
26					
25	+6	+9	+7	+9	
24	+5	+8	+6	+8	
23	+4	+7	+5	+7	
22	+3	+6	+4	+6	
21	+2	+5	+3	+5	6
20					
19	+1	+4	+2	+4	
18	0	+3	+1	+3	5
17					
16	-1	+2	0	+2	4
15	-2				
14	-3	+1	-1	+1	
13					3
12	-4	0	-2	0	
11	-5	-1	-3	-1	
10	-6		-4	-2	
9	-7	-2	-5	-3	2
8	-8	-3	-6	-4	
7	-9	-4	-7	-5	
6	-10	-5	-8	-6	1
5	-11	-6	-9	-7	
4	-12	-7	-10	-8	
3	-13	-8	-11	-9	
2	-20	-17	-18	-16	
1	-28	-28	-27	-27	
					SEGMENT NUMBERS
					CLASSICAL PATTERN

Appendix 1

Scale reliabilities and inter-correlations for the four PPS scales.

Reliabilities are shown in bold along the diagonal, and the scale inter-correlations are shown within the body of the table.

Total scales (“Most” minus “Least”)

	D	I	S	C
D	.78			
I	-.11	.74		
S	-.67	-.29	.75	
C	-.44	-.62	.22	.70

Total scales (“Most”)

	D	I	S	C
D	.66			
I	-.12	.69		
S	-.55	-.30	.69	
C	-.37	-.63	.11	.61

Total scales (“Least”)

	D	I	S	C
D	.74			
I	-.22	.62		
S	-.68	-.21	.63	
C	-.43	-.48	.16	.61

