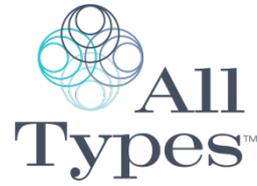


TeamSHIFT™

All Types Research Report



Overview of this Research Report

TeamSHIFT provides teams with a collective experience to better work together. The TeamSHIFT experience includes a personality assessment based on the AllTypes assessment, for which this report provides validation research.

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Introduction to All Types

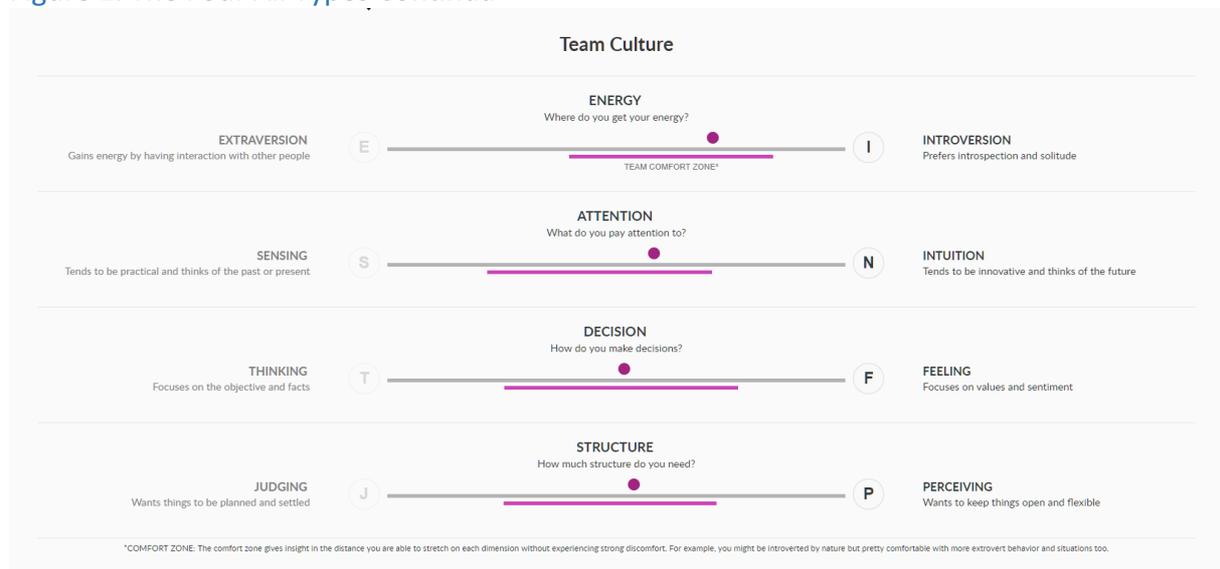
The All Types™ assessment uses categories originated by Swiss psychiatrist Carl Jung in the 1920s. His typological theory was further popularized in the 1940s by Isabel Briggs Myers and Katherine Briggs, in the 1950s by David Keirsey, and, more recently, by Linda Berens and others. Today, the All Types assessment combines Jung’s insights with contemporary psychological measurement and theory. It has been woven into the TeamSHIFT experience as a starting point to help team members better understand themselves and their colleagues, and foster meaningful discussions to better work together.

The All Types assessment measures four continua, as shown in Table 1 and Figure 1.

Table 1. The Four All Types Continua

Continua		Definition
Extraversion/Introversion	E/I	E: Directs energy toward the outside world; Is sociable and talkative I: Directs energy toward the internal world; Is reserved and reflective
Sensing/Intuition	S/N	S: Concrete thinker; practical N: Abstract thinker; imaginative
Thinking/Feeling	T/F	T: Focuses on logic and objectivity; Tough-minded F: Focuses on personal values and compassion; Tender-minded
Judging/Perceiving	J/P	J: Has a high need for closure; Structured and scheduled P: Has a high need for openness; Unstructured and adaptable

Figure 1. The Four All Types Continua



Item Administration and Scoring

Respondents are shown two statements on either end of a continuum and are asked to choose the position on the line that best describes them.

Respondents are first presented with 68 statements, each of which measures one of the four continua. The variance among item responses within each of these scales is then calculated.

Validation Samples

Two samples were used in the current assessment of the All Types™ instrument's validity. Sample 1 included 817 participants in a beta test of The Five Behaviors™ with All Types program. Participants were from a variety of industries and partook in the program with their intact work team. Participants took the All Types assessment as pre-work for the program and were shown their results during the course of the program. The demographics of this sample are shown in Table 3.

Sample 2 consisted of 728 participants recruited to take a battery of assessments. These respondents were paid for their participation and took all assessments online. There were two rounds of test-taking. In the first round, participants took the All Types assessment and the MBTI® assessment. In the second round, two weeks later, participants took the All Types assessment again, the NEO™-PI assessment, and the Everything DiSC Workplace® assessment. The demographics of this sample are shown in Table 3.

Table 3. Demographics for Sample 1 and Sample 2

	Sample 1	Sample 2
	%	%
Gender		
Female	55	51
Male	45	49
Heritage		
African	9	8
Asian	5	4
Caucasian	75	80
Hispanic	6	5
Native American	1	1
Two or more of the above	2	2
Other	3	0
Education		
College Graduate	34	50
Graduate/Professional Degree	42	21
High School Graduate	6	8
Some College	13	16
Some High School	1	1
Technical/Trade School	5	4
Age		
18–25	-	2
26–30	-	8
31–35	-	13
36–40	-	12
41–45	-	13
46–50	-	15
51–55	-	18
56–60	-	19
61–65	-	1
N	817	728

Reliability

Internal Reliability

Internal consistency evaluates the degree of correlation among questions that profess to measure the same thing. That is, each of the eight scales in the DiSC® model is measured using a series of different items. Researchers recognize that if all of the items on a given scale are in fact measuring the same construct, they should all correlate with each other to

some degree. In other words, all of the items on a scale should be consistent with each other. A statistic called Cronbach's alpha is used to evaluate internal consistency. Alpha coefficients were calculated for two samples. As described earlier, one sample had 728 respondents and one had 817 respondents. The scales on the All Types™ instruments demonstrate good-to-excellent internal consistency, as shown by the alpha values listed in

Table 4. All reliabilities are well above .70, with a median of .865 (N = 728) and .91 (N = 817).

Scale	# Items	Cronbach's Alpha	
		N = 817*	N = 728**
E/I	10	.93	.94
S/N	12	.88	.87
T/F	11	.92	.86
J/P	10	.90	.85

*Sample 1; **Sample 2

Test-Retest Reliability

Stability refers to the assessment's ability to yield the same measurements over a period of time. This is generally tested by having the same people complete the assessment twice, with a suitable time interval between the two measurements (the so-called test-retest.) The results are then compared to determine how strongly they relate to each other (or correlate). If the traits being measured are considered to be stable, a reliable assessment should produce results that are quite similar between two different administrations.

Stability can be quantified in the form of a reliability coefficient, the correlation between group members' initial scores on an instrument and their subsequent scores. Test-retest reliability coefficients generally range between 0 and +1. The closer that a correlation coefficient is to +1, the more stable the instrument is considered to be. Researchers generally use the following guidelines to help them interpret these test-retest reliability coefficients: coefficients above .70 are considered acceptable, and coefficients above .80 are considered very good (Streiner, 2003).

A sample of 728 respondents took the All Types™ assessment twice over a two-week period. Test-retest correlations for the four All Types scales are shown in Table 5.

Table 5. Test-Retest Coefficients for the All Types Scales

Scale	# Items	<i>r</i>
E/I	10	.93
S/N	12	.88
T/F	11	.88
J/P	10	.87

N = 728; Data is from Sample 2.

These data suggest that the All Types™ scales are stable over repeated administrations. Consequently, test takers and test administrators should, on average, expect no more than small changes when the instrument is taken at different times. As the period between administrations increases, however, the divergent results of these administrations will become more and more noticeable.

Validity

When researchers assess the validity of an assessment, they are asking, “Does the instrument measure what it proposes to measure?” If, for instance, a scale proposes to measure a tendency toward abstract thinking, researchers would evaluate this claim, often using a variety of different methods.

Respondent Judgments of Fit

One very simple method for assessing the quality of the All Types assessment is to ask respondents how well they feel that the results of the assessment fit them.

Participants in a series of workshops took the All Types assessments and were debriefed of their results in the workshop. After the workshop, an anonymous online survey asked the participants two questions about their results.

The first question asked was, "Rate the overall fit of your individual Types feedback in the profile?" Responses are shown in Table 6. Excellent to good fit was reported by 94% of participants.

Table 6. Participant Ratings of Fit

Excellent Fit	43%
Good Fit	51%
OK Fit	7%
Poor Fit	0%
Very Poor Fit	0%

N=184

The second question asked was, "How does the fit of the All Types assessment compare to the fit of other Jungian-based Types assessments you've taken in the past?" Responses are shown in Table 7. Fifty-three percent of participants reported similar fit, while 45% of participants reported a better fit.

Table 7. Comparison to Other Jungian Assessments

Much Better	12%
Better	33%
About the Same	53%
Worse	2%
Much Worse	0%

N=123

Correlations with Outside Assessments

Researchers also evaluate the validity of an assessment by correlated results with other assessments that measure similar constructs. This is often referred to as a form of construct validity.

The MBTI®

The Myers-Briggs Type Indicator® (MBTI, Myers et al., 1998) is the most well-known measure of Jungian type. Form M of the assessment uses 93 self-assessed items to measure the four dichotomies. The instrument produces a four-letter type code and an indicator of preference clarity for each preference.

Participants in Sample 2 were asked to take the MBTI® Form M. Preference clarity indexes (pci) were transformed into continuous variables. For example, a participant with an extraverted preference and a pci of 20 was assigned an E/I score of -20. A participant with an introverted preference and a pci of 15 was assigned an E/I score of 15. The MBTI manual does caution that the use of pci data will produce less variance than the use of theta generated scores. This decreased variance, in turn, may create range restriction. Because the present research, however, is focused on the information received by classroom participants, the standardized pci data was used. Note that the All Types™ data used in these analyses were also standardized plotting scores, where extreme scores beyond a certain cut-off were limited. As such, the same issues of range restrictions may reduce the magnitude of correlations.

Table 8 shows the correlations between the All Types assessment and the MBTI Form M. Results demonstrate high correlations between all scales proposing to measure similar constructs.

Table 8. Correlations Among All Types and MBTI Data

MBTI	All Types			
	E/I	S/N	T/F	J/P
E/I	.89	-.23	-.20	-.15
S/N	-.18	.83	.31	.48
T/F	-.09	.32	.82	.26
J/P	-.21	.49	.28	.80

N = 678; Data is from Sample 2. The MBTI pci were used for this analysis.

Summary of the All Types™ Assessment Evaluation

- Estimates of both internal and test-retest reliability fall in the excellent range. The median Cronbach's alphas were .91 and .865 for Samples 1 and 2, respectively. The median test-retest reliability was .88.
- Ninety-four percent of participants indicated that the results were a good to excellent fit. No participants indicated that their results were a poor to very poor fit. Further, 53% of respondents felt that the fit was as good as results from previous Jungian assessments, while 45% thought the fit was superior.
- Analyses indicated strong correlations among the All Types scales and the MBTI pci. Correlations for scales measuring the same construct ranged from .80 to .89, with a median of .825.