Assessment Title

Self-Awareness Individual Differences Inventory (SAID-I)

Assessment Description

Understanding foundational personality traits is an important aspect of individualized leadership training and development. The Self-Awareness Individual Differences Inventory (SAID-I) is a measure of 12 personal characteristics relevant to the day-to-day interactions and activities of Army leaders.

Who is the Army audience?

The SAID-I is appropriate for all Army leaders to include officers, warrant officers, enlisted, and civilian leaders. This assessment is part of the Personal area of Project Athena.

How does the Army benefit?

The SAID-I aims at helping develop self-awareness of one's natural strengths, allowing for improved leadership abilities through increased situational adaptation and self-development over time. The SAID-I was developed specifically for and by the Army. Further, by keeping the design and modification of the instrument in-house, there is assurance that the model remains based on existing leadership standards and immediate and changing Army needs. 2023 revisions to the SAID-I includes experimental scales aimed at measuring self-awareness, empathy, and a leadership growth mindset, to further increase the utility of this instrument for Army leader development.

What kind of feedback do students receive?

Individuals completing the SAID-I receive a detailed written feedback report that provides information on their assessed personality characteristics as they relate to four general areas: interaction with others, approach to duty/work, drive for success, and dealing with challenges. This feedback informs leaders about their personal characteristics and can be used in moment-to-moment decisions about how they work and interact with others. Further, feedback includes written guidance detailing the relevance of their different personality characteristics. Specifically, this assessment and corresponding feedback can be used to enhance one's leadership abilities. Lastly, leaders receive feedback on the validity of their results based on the time taken and social desirability scores. Individuals who complete the assessment too quickly or receive a high social desirability score are encouraged to retake the assessment. This information can increase the validity of individuals' feedback from the SAID-I and other assessments by encouraging thoughtful, honest responding.

Most of the leaders who took the SAID-I during its initial rollout to BOLC and CCC found it to be useful. Of those leaders who took the SAID-I during BOLC, 68% reported that it helped them identify their strengths, 65% reported that it helped them identify their developmental needs, and 59% felt it was relevant to their development as a leader. Of those who took the SAID-I during CCC, 73% reported that it helped them identify their strengths, 73% reported that it helped them identify their developmental needs, and 67% felt it was relevant to their development as a leader.

Why can the Army rely on this assessment?

The SAID-I was developed specifically by the Army for the Project Athena battery of assessments using existing measures from a global set of existing personality items. The benefits of using an instrument that contains military relevant items enhance Army users' motivation to perform well and improves perceptions of utility, relevance, and validity of the instrument. The instrument draws from scales such as the International Personality Item Pool (IPIP) and the Marlowe-Crowne Social Desirability Scale (MCSDS). SAID-I measures of Team Orientation, Mental Toughness, and Intellectual Curiosity have been improved in response to internal factor analyses. The personal characteristics measured by the SAID-I demonstrate significant statistical relationships with numerous leadership behaviors and skills among the commissioned and non-commissioned officers measured to date. Similar relationships are expected to be found among warrant officers and Army civilian leaders.

Fact Sheet Supporting Information and Sources

The psychometric properties of the scales from which the SAID-I was developed surpass acceptable levels for reliability and validity. There is not information currently available on the psychometric properties of the SAID-I since it is a new instrument. It is expected, however, that the reliability and validity of the assessment should be

comparable to that obtained for the instruments from which test items have been drawn. Descriptions of the psychometric properties of the item sources for the SAID-I follow below.

Psychometrics—Reliability

For test reliability (i.e., how consistently a construct is measured by an assessment), the measures used to construct the SAID-I have good to acceptable levels of reliability. Reliability estimates for constructs developed through use of IPIP scale items are reported to be within acceptable to very good ranges (0.69 to 0.88) ("Reliability and Validity", n.d.). For the MCSDS, a Kuder-Richardson internal consistency reliability estimate of 0.88 has been demonstrated (Crowne & Marlowe, 1960). Also, a test-retest correlation of .89 was reported at an interval of one month.

ORIGINAL ASSESSMENT	INTERNAL CONSISTENCY [B]
International Personality Item Pool (IPIP)	0.69–0.88
Marlowe-Crowne Social Desirability Scale (MCSDS)	0.88

Psychometrics—Validity

For test validity (i.e., the degree to which the assessment measures what it was designed to measure), the measures used to construct the SAID-I exhibit good relationships with similar tests. Convergent validity for the MCSDS was demonstrated through correlation with the Marlowe-Crowne Social Desirability Scale (correlation = 0.33; Crowne & Marlowe, 1960). Criterion validity (i.e., how well the measure predicts concrete outcomes) is suggested by observed correlations between SAID-I personal characteristics and multi-source leadership behavior assessments (e.g., Leader 360).

ORIGINAL ASSESSMENT	CONVERGENT VALIDITY CORRELATIONS [A]
International Personality Item Pool (IPIP)	Not Available
Marlowe-Crowne Social Desirability Scale (MCSDS)	0.33

Though information on convergent validity is not available, IPIP items used to assess personality dimensions of the Neuroticism, Extroversion, Openness Personality Inventory, Revised (NEO-PI-R) demonstrated a matching factor structure for the measure.

Notes

A: Validity Metric–Correlation Categories: Poor ($r < .10$), Acceptable ($r = 0.11–0.30$), and Excellent ($r = 0.31–1.0$)

B: Reliability Metric–Cronbach's Alphas: Poor (0.5–0.6), Questionable (0.6–0.7), Acceptable (0.7–0.8), Good (0.8–0.9), and Excellent (> 0.9)

References

Crowne, D. P., & Marlowe, D. (1960). A new scale of social desirability independent of psychopathology. *Journal of Consulting Psychology*, 24(4) 349–354. doi: 10.1037/h0047358.

"Reliability and Validity of IPIP Scales" accessed at https://ipip.ori.org/ReliabilityValidity.htm