

FOCUS: RELIABILITY & VALIDITY RESEARCH RESULTS

Samples Used	Sample size
College and University students	2,788
Working adults	2,469
High School students	2,314

Statistical Methods Used

Item-scale correlations and item-factor analyses were calculated for all samples.

Reliability Measures: Two measures of reliability were computed, one for internal reliability (Alpha coefficient), and one for stability (test-retest).

Validity Measures: Content Validity and Construct Validity were assessed for all sets of items.

Content validity was established by (1) examining the "face validity" of items (2) reviewing the theoretical models and methods used to develop the items, and (3) item-scale correlations. Construct validity was established by comparing the results of the factor analysis across the 3 different samples. The essential question was, did the factor structure remain the same across the three different population samples i.e., (1) College and University Students, (2) Working Adults, and (3) High School Students

Results of Statistical Analysis

Interest Inventory Items on the Focus Main Menu: The original pool of items consisted of 75 questions. Item-scale correlations and item-factor analyses were calculated for each of the 3 population samples. The results yielded 6 factor scales with 6 items per scale. A content validity analysis showed the factors to be equivalent to the Holland RIASEC type factors. All items had factor analysis loadings above .67 on their respective factors. Two measures of reliability were computed, one for internal reliability (Alpha coefficient), and one for stability (test-retest). The reliability coefficients for all items reached or exceeded .85. Close inspection of the factor structure across the 3 samples gives support to the construct validity

Personality and Life Values Items on the Focus Main Menu

The original pool of items consisted of 82 items. Item-scale correlations and item-factor analyses were calculated for each of the 3 population samples. The results yielded 4 factor scales with 10 items per scale. A content validity analysis showed the factors to approximate the key scales described in the Myers-Briggs Type Indicator inventory and in C. G. Jung's theories of Psychological Types. All items had factor analysis loadings above .68 on their respective factors. Two measures of reliability were computed, one for internal reliability (Alpha coefficient), and one for stability (test-retest). The reliability coefficients for all items reached or exceeded .86. Close inspection of the factor structure across the 3 samples gives support to the construct validity

Leisure Activities Items on the Focus Main Menu: The original pool of items consisted of 78 questions. Item-scale correlations and item-factor analyses were calculated for each of the 3 population samples. The results yielded 6 factor scales with 6 items per scale. A content validity analysis showed the factors to be equivalent to Holland's six RIASEC type factors and to 6 of the 7 scales used in Campbell's Interest And Skill Survey. All items had factor analysis loadings above .66 on their respective factors. Two measures of reliability were computed, one for internal reliability (Alpha coefficient), and one for stability (test-retest). The reliability coefficients for all items reached or exceeded .85. Close inspection of the factor structure across the 3 samples gives support to the construct validity.

Skills Inventory Items on the Focus Menu: The skills used are drawn from the US Department of Labor's skills lists found on their website O*NET Online (<http://online.onetcenter.org/>). Validity and reliability studies were conducted by and available through the US Department of Labor.