Addendum to
“Evaluation of ARI Leader Assessment Measures”

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**Addendum to “Evaluation of ARI Leader Assessment Measures”**

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**ABSTRACT (Maximum 200 words):**
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**SUBJECT TERMS**
- Leadership
- Leader Assessment

**LIMITATION OF ABSTRACT**
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131
Evaluation of ARI Leader Assessment Measures
Addendum to Final Report - Contract #MDA903-93-C-0005
Mathieu, John E., Klimoski, Richard J., Rouse, Cathy E., Marsh, Wendy M.

Instrument name:  Situational Judgment Test (Army Leadership Questionnaire)

Developed by:  ?

Project name:  ECQUIP
ID:  14  Lab:  LW  Instrument code:  103-LW

Variable:  leader knowledge/conceptual abilities: tacit knowledge
Project purpose:  predict NCO job performance
Target population:  NCOs
Stage of project:  collecting pilot & validation data (9/96)
Psychometrics:  in progress
Potential uses:  prediction
Stage of instrument development:  completed

Instrument name:  Confidence in Responses to Situational Judgment Test (Army Leadership Questionnaire)

Developed by:  ?

Project name:  ECQUIP
ID:  15  Lab:  LW  Instrument code:  104-LW

Variable:  attitudes and motives: self efficacy
Project purpose:  predict NCO job performance
Target population:  NCOs
Stage of project:  collecting pilot & validation data (9/96)
Psychometrics:  in progress
Potential uses:  prediction
Stage of instrument development: completed

Instrument name: Leadership Problems Inventory (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 16 Lab: LW Instrument code: 105-LW

Variable: leader skills: ability to prioritize

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Supervisor Rating Scales

Developed by: ?

Project name: ECQUIP

ID: 17 Lab: LW Instrument code: 106-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

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**Instrument name:** Structured Interview

**Developed by:** ?

**Project name:** ECQUIP

**ID:** 18  **Lab:** LW  **Instrument code:** 107-LW

**Variable:** effectiveness: general leadership and managerial performance

**Project purpose:** predict NCO job performance

**Target population:** NCOs

**Stage of project:** collecting pilot & validation data (9/96)

**Psychometrics:** in progress

**Potential uses:** prediction

**Stage of instrument development:** completed

---

**Instrument name:** Administrative Measure

**Developed by:** ?

**Project name:** ECQUIP

**ID:** 19  **Lab:** LW  **Instrument code:** 108-LW

**Variable:** effectiveness: general leadership and managerial performance

**Project purpose:** predict NCO job performance

**Target population:** NCOs

**Stage of project:** collecting pilot & validation data (9/96)

**Psychometrics:** in progress

**Potential uses:** prediction

**Stage of instrument development:** completed

---

**Instrument name:** EAS

**Developed by:** ?
**Project name:** Junior and Senior Leadership Studies  
**ID:** 20  **Lab:** LW  **Instrument code:** 109-LW

**Variable:** leader knowledge/conceptual abilities: verbal reasoning

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.93; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

---

**Instrument name:** Consequences

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies  
**ID:** 21  **Lab:** LW  **Instrument code:** 110-LW

**Variable:** leader knowledge/conceptual abilities: creative thinking capacity

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=N/A; IRR=.82

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

---

**Instrument name:** Alternate Headlines

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies  
**ID:** 22  **Lab:** LW  **Instrument code:** 111-LW

**Variable:** leader skills: writing skills
**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=N/A; IRR=.68

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Alternate Headlines

**Developed by:**?

**Project name:** Junior and Senior Leadership Studies

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**Variable:** leader skills: creative writing capacity

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=N/A; IRR=.57

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

**Developed by:**?

**Project name:** Junior and Senior Leadership Studies

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**Variable:** leader skills: oral expression

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

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Psychometrics: alpha=.70; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 25 Lab: LW Instrument code: 114-LW

Variable: leader skills: reading orientation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.67; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 26 Lab: LW Instrument code: 115-LW

Variable: personality: problem sensitivity
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.58; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed
**Instrument name:** Jackson's PRF

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 27  **Lab:** LW  **Instrument code:** 116-LW

**Variable:** personality: achievement

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.63; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** off the shelf

---

**Instrument name:** Jackson's PRF

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 28  **Lab:** LW  **Instrument code:** 117-LW

**Variable:** personality: dominance

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.67; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** off the shelf

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**Instrument name:** California Psychological Inventory

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Developed by:  

**Project name:** Junior and Senior Leadership Studies  
**ID:** 29  **Lab:** LW  **Instrument code:** 118-LW

**Variable:** personality: responsibility  
**Project purpose:** predict leadership at junior and senior level  
**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders  
**Stage of project:** advanced  
**Psychometrics:** alpha=.61; IRR=N/A  
**Potential uses:** prediction/selection  
**Stage of instrument development:** off the shelf

**Instrument name:** Background Data Factors

Developed by:  

**Project name:** Junior and Senior Leadership Studies  
**ID:** 30  **Lab:** LW  **Instrument code:** 119-LW

**Variable:** attitudes and motives: social recognition  
**Project purpose:** predict leadership at junior and senior level  
**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders  
**Stage of project:** advanced  
**Psychometrics:** alpha=.67; IRR=N/A  
**Potential uses:** prediction/selection  
**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

Developed by:  

**Project name:** Junior and Senior Leadership Studies  
**ID:** 31  **Lab:** LW  **Instrument code:** 120-LW

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Variable: attitudes and motives: social commitment
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.71; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 32 Lab: LW Instrument code: 121-LW

Variable: personality: need for affiliation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.54; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 33 Lab: LW Instrument code: 122-LW

Variable: attitudes and motives: social alienation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

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Stage of project: advanced
Psychometrics: alpha=.49; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?
Project name: Junior and Senior Leadership Studies

ID: 34 Lab: LW Instrument code: 123-LW

Variable: personality: need for approval
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.72; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Myers-Briggs

Developed by: ?
Project name: Junior and Senior Leadership Studies

ID: 35 Lab: LW Instrument code: 124-LW

Variable: personality: extroversion/introversion
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 36 Lab: LW Instrument code: 125-LW

Variable: personality: seeing/intuiting

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 37 Lab: LW Instrument code: 126-LW

Variable: personality: thinking/feeling

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf
**Instrument name:** Myers-Briggs

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 38 **Lab:** LW **Instrument code:** 127-LW

**Variable:** personality: perceiving/judging

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=N/A; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** off the shelf

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**Instrument name:** NEO Openness Scale

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 39 **Lab:** LW **Instrument code:** 128-LW

**Variable:** personality: openness

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.85; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** off the shelf

---

**Instrument name:** Block

**Developed by:** ?
**Project name:** Junior and Senior Leadership Studies

**ID:** 40  **Lab:** LW  **Instrument code:** 129-LW

**Variable:** personality: ego resiliency

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.26; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** off the shelf

**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 41  **Lab:** LW  **Instrument code:** 130-LW

**Variable:** personality: self-discipline

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.88; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 42  **Lab:** LW  **Instrument code:** 131-LW

**Variable:** personality: rigidity

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**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.66; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

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**Variable:** personality: locus of control

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.69; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

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**Variable:** personality: ego resiliency

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

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Psychometrics: alpha=.67; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies
ID: 45 Lab: LW Instrument code: 134-LW

Variable: personality: competitiveness
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.73; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies
ID: 46 Lab: LW Instrument code: 135-LW

Variable: personality: environmental engagement
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.57; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed
**Instrument name:** Organizational Scenarios

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

- **ID:** 47  **Lab:** LW  **Instrument code:** 136-LW

- **Variable:** leader skills: social judgement skills (wisdom)
- **Project purpose:** predict leadership at junior and senior level
- **Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
- **Stage of project:** advanced
- **Psychometrics:** alpha=N/A; IRR=.74
- **Potential uses:** prediction/selection
- **Stage of instrument development:** completed

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**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

- **ID:** 48  **Lab:** LW  **Instrument code:** 137-LW

- **Variable:** personality: self reflectivity
- **Project purpose:** predict leadership at junior and senior level
- **Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
- **Stage of project:** advanced
- **Psychometrics:** alpha=.74; IRR=N/A
- **Potential uses:** prediction/selection
- **Stage of instrument development:** completed

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**Instrument name:** Background Data Factors
Developed by:  

**Project name:** Junior and Senior Leadership Studies  
**ID:** 49  **Lab:** LW  **Instrument code:** 138-LW  
**Variable:** personality: insightfulness  
**Project purpose:** predict leadership at junior and senior level  
**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders  
**Stage of project:** advanced  
**Psychometrics:** alpha=.78; IRR=N/A  
**Potential uses:** prediction/selection  
**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

Developed by:  

**Project name:** Junior and Senior Leadership Studies  
**ID:** 50  **Lab:** LW  **Instrument code:** 139-LW  
**Variable:** leader knowledge/conceptual abilities: good judgement  
**Project purpose:** predict leadership at junior and senior level  
**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders  
**Stage of project:** advanced  
**Psychometrics:** alpha=.70; IRR=N/A  
**Potential uses:** prediction/selection  
**Stage of instrument development:** completed

**Instrument name:** Background Data Factors

Developed by:  

**Project name:** Junior and Senior Leadership Studies  
**ID:** 51  **Lab:** LW  **Instrument code:** 140-LW

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Variable: leader knowledge/conceptual abilities: system perceptiveness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.51; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Solution Construction Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 52  Lab: LW  Instrument code: 141-LW

Variable: leader knowledge/conceptual abilities: solution construction skills

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=.67

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Problem Solving Component Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 53  Lab: LW  Instrument code: 142-LW

Variable: leader knowledge/conceptual abilities: problem solving component

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A; IRR=.82
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Creative Problem Solving

Developed by: ?
Project name: Junior and Senior Leadership Studies
ID: 54 Lab: LW Instrument code: 143-LW
Variable: leader knowledge/conceptual abilities: creative problem solving
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A; IRR=.82
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?
Project name: Junior and Senior Leadership Studies
ID: 55 Lab: LW Instrument code: 144-LW
Variable: leader behaviors: troubleshooting
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.75; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 56 Lab: LW Instrument code: 145-LW

Variable: leader behaviors: planning under ambiguity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.64; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 57 Lab: LW Instrument code: 146-LW

Variable: leader behaviors: monitors

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.54; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed
Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 58 Lab: LW Instrument code: 147-LW

Variable: leader behaviors: information gathering

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.52; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 59 Lab: LW Instrument code: 148-LW

Variable: leader knowledge: selection of solutions components

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.60; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?
**Project name:** Junior and Senior Leadership Studies

**ID:** 60  **Lab:** LW  **Instrument code:** 149-LW

**Variable:** leader skills: interpersonal perceptiveness

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.86; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 61  **Lab:** LW  **Instrument code:** 150-LW

**Variable:** leader skills: social adroitness

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.56; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Background Data Factors

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 62  **Lab:** LW  **Instrument code:** 151-LW

**Variable:** leader skills: harmony facilitation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.56; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?
Project name: Junior and Senior Leadership Studies
ID: 63  Lab: LW  Instrument code: 152-LW
Variable: personality: behavioral flexibility
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.62; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Task Sort

Developed by: ?
Project name: Junior and Senior Leadership Studies
ID: 64  Lab: LW  Instrument code: 153-LW
Variable: individual resource variables: leader expertise
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A; IRR=0.56
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Task Sort

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 65 Lab: LW Instrument code: 154-LW

Variable: leader knowledge/conceptual abilities: understanding leadership as problem
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A; IRR=0.91
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: General Intelligence

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 66 Lab: LW Instrument code: 155-LW

Variable: leader knowledge/conceptual abilities: general intelligence
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=0.88-0.94; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed
**Instrument name:** Creativity and Divergent Thinking

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

*ID:* 67  *Lab:* LW  *Instrument code:* 156-LW

**Variable:** leader knowledge/conceptual abilities: creativity and divergent thinking

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** IRR=.62-.83

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Cognitive Complexity

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

*ID:* 68  *Lab:* LW  *Instrument code:* 157-LW

**Variable:** leader knowledge/conceptual abilities: cognitive complexity

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.38, IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Achievement Motive
Developed by:  

**Project name:**  Junior and Senior Leadership Studies  

**ID:** 69  
**Lab:** LW  
**Instrument code:** 158-LW  

**Variable:**  leader knowledge/conceptual abilities: general intelligence/ Attitudes and  

**Project purpose:**  predict leadership at junior and senior level  

**Target population:**  1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders  

**Stage of project:**  advanced  

**Psychometrics:**  alpha=.60; IRR=N/A  

**Potential uses:**  prediction/selection  

**Stage of instrument development:**  completed  

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**Instrument name:**  Need for Dominance  

Developed by:  

**Project name:**  Junior and Senior Leadership Studies  

**ID:** 70  
**Lab:** LW  
**Instrument code:** 159-LW  

**Variable:**  personality: need for dominance  

**Project purpose:**  predict leadership at junior and senior level  

**Target population:**  1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders  

**Stage of project:**  advanced  

**Psychometrics:**  alpha=.82; IRR=N/A  

**Potential uses:**  prediction/selection  

**Stage of instrument development:**  completed  

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**Instrument name:**  

Developed by:  

**Project name:**  Junior and Senior Leadership Studies  

**ID:** 71  
**Lab:** LW  
**Instrument code:** 160-LW  

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Variable: personality: openness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.80; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 72 Lab: LW Instrument code: 161-LW

Variable: personality: rigidity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.70; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 73 Lab: LW Instrument code: 162-LW

Variable: personality: consideration

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.69; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 74 Lab: LW Instrument code: 163-LW

Variable: personality: tolerance for stress
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.86; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 75 Lab: LW Instrument code: 164-LW

Variable: leader knowledge/conceptual abilities: creative problem solving
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A; IRR=.62-.79
Potential uses: prediction/selection
**Stage of instrument development:** completed

**Instrument name:**

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 76  **Lab:** LW  **Instrument code:** 165-LW

**Variable:** leader knowledge/conceptual abilities: solution definition

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=N/A; IRR=.63-.73

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Interactional Competencies

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 77  **Lab:** LW  **Instrument code:** 166-LW

**Variable:** personality: behavioral flexibility

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.70; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed
**Instrument name:** Interactional Competencies

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 78  **Lab:** LW  **Instrument code:** 167-LW

**Variable:** leader skills: interpersonal skills

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.58; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Social Reasoning Skills

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 79  **Lab:** LW  **Instrument code:** 168-LW

**Variable:** leader skills: social perceptiveness

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.84; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Social Judgment Skills

**Developed by:** ?

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**Project name:** Junior and Senior Leadership Studies

**ID:** 80  **Lab:** LW  **Instrument code:** 169-LW

**Variable:** individual resource variables: wisdom

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** IRR=.55-.69

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

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**Instrument name:** Social Judgment Skills

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 81  **Lab:** LW  **Instrument code:** 170-LW

**Variable:** leader knowledge/conceptual abilities: good judgement under certainty

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.46; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

---

**Instrument name:** Social Judgment Skills

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

**ID:** 82  **Lab:** LW  **Instrument code:** 171-LW

**Variable:** leader knowledge/conceptual abilities: systems perceptiveness

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**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.74; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** General Leadership Performance (GLP)

**Developed by:** ?

**Project name:** Junior and Senior Leadership Studies

| ID: 83 | Lab: LW | Instrument code: 172-LW |

**Variable:** effectiveness: general leadership performance

**Project purpose:** predict leadership at junior and senior level

**Target population:** 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

**Stage of project:** advanced

**Psychometrics:** alpha=.78; IRR=N/A

**Potential uses:** prediction/selection

**Stage of instrument development:** completed

**Instrument name:** Cadet Performance Report (CPR)

**Developed by:** U.S. Military Academy

**Project name:** Leadership Behavior Rating System

| ID: 84 | Lab: TT | Instrument code: 43-TT |

**Variable:** attitudes and motives: duty motivation

**Project purpose:** evaluation and development of leadership behaviors

**Target population:** West Point Cadets

**Stage of project:** construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 85 Lab: TT Instrument code: 44-TT

Variable: leader behaviors: team work

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 86 Lab: TT Instrument code: 45-TT

Variable: leader behaviors: consideration for others

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

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Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 87 Lab: TT Instrument code: 46-TT

Variable: leader behaviors: planning and organizing

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 88 Lab: TT Instrument code: 47-TT

Variable: leader behaviors: supervising

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)
**Project name:** Leadership Behavior Rating System  

**ID:** 89  
**Lab:** TT  
**Instrument code:** 48-TT

**Variable:** leader knowledge/conceptual abilities: decision making  

**Project purpose:** evaluation and development of leadership behaviors  

**Target population:** West Point Cadets  

**Stage of project:** construct validity  

**Psychometrics:** correlations between raters (peer, subordinate, supervisor)  

**Potential uses:** evaluation and development  

**Stage of instrument development:** completed

---

**Instrument name:** Cadet Performance Report (CPR)  

**Developed by:** U.S. Military Academy  

**Project name:** Leadership Behavior Rating System  

**ID:** 90  
**Lab:** TT  
**Instrument code:** 49-TT

**Variable:** individual resource variables: military bearing  

**Project purpose:** evaluation and development of leadership behaviors  

**Target population:** West Point Cadets  

**Stage of project:** construct validity  

**Psychometrics:** correlations between raters (peer, subordinate, supervisor)  

**Potential uses:** evaluation and development  

**Stage of instrument development:** completed

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**Instrument name:** Cadet Performance Report (CPR)  

**Developed by:** U.S. Military Academy  

**Project name:** Leadership Behavior Rating System  

**ID:** 91  
**Lab:** TT  
**Instrument code:** 50-TT
Variable: leader behaviors: influencing others

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 92  Lab: TT  Instrument code: 51-TT

Variable: attitudes and motives: professional ethics

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 93  Lab: TT  Instrument code: 52-TT

Variable: leader behaviors: delegating

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

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Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System
ID: 94 Lab: TT Instrument code: 53-TT
Variable: leader behaviors: developing subordinates
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System
ID: 95 Lab: TT Instrument code: 54-TT
Variable: leader skills: oral/written communication
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Military Scenarios

Developed by: ?

Project name: MRI Exercises

\[ \text{ID: 96  Lab: TT  Instrument code: 55-TT} \]

Variable: leader knowledge/conceptual abilities: problem construction

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Problem Solving Processes Inventory

Developed by: ?

Project name: MRI Exercises

\[ \text{ID: 97  Lab: TT  Instrument code: 56-TT} \]

Variable: leader knowledge/conceptual abilities: problem solving processes

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

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Instrument name: Organizational Scenarios

Developed by: ?

Project name: MRI Exercises

ID: 98  Lab: TT  Instrument code: 57-TT

Variable: leader skills: social judgement skills

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name:

ID: 99  Lab: TT  Instrument code: 58-TT

Variable: leader skills: alternate headlines (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Consequences

Developed by: ?
**Project name:**

**ID:** 100  
**Lab:** TT  
**Instrument code:** 59-TT

**Variable:** leader knowledge/conceptual abilities: consequences (?) 

**Project purpose:** evaluation and development of leadership behaviors

**Target population:** West Point Cadets and unit leaders

**Stage of project:** construct validity/generalization to other samples

**Psychometrics:** ?

**Potential uses:** predictor of leadership

**Stage of instrument development:** completed

**Instrument name:** Leader Performance Rating Form (criteria only)

**Developed by:** TT lab

**Project name:**

**ID:** 101  
**Lab:** TT  
**Instrument code:** 60-TT

**Variable:** effectiveness: exclusively rating criteria

**Project purpose:** evaluation and development of leadership behaviors

**Target population:** West Point Cadets and unit leaders

**Stage of project:** construct validity/generalization to other samples

**Psychometrics:** ?

**Potential uses:** predictor of leadership

**Stage of instrument development:** completed

**Instrument name:** Logic Problems

**Developed by:** ?

**Project name:**

**ID:** 102  
**Lab:** TT  
**Instrument code:** 61-TT

**Variable:** leader knowledge/conceptual abilities: logic problems (?)

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**Project purpose:** evaluation and development of leadership behaviors

**Target population:** West Point Cadets and unit leaders

**Stage of project:** construct validity/generalization to other samples

**Psychometrics:** ?

**Potential uses:** predictor of leadership

**Stage of instrument development:** completed

**Instrument name:** Mental Rotation Test (MRT)

**Developed by:** ?

**Project name:**

\[
\begin{align*}
\text{ID:} & \quad 103 & \text{Lab:} & \quad TT & \text{Instrument code:} & \quad 62-TT \\
\text{Variable:} & \quad \text{leader knowledge/conceptual abilities: MRT (mental flexibility)} \\
\text{Project purpose:} & \quad \text{evaluation and development of leadership behaviors} \\
\text{Target population:} & \quad \text{West Point Cadets and unit leaders} \\
\text{Stage of project:} & \quad \text{construct validity/generalization to other samples} \\
\text{Psychometrics:} & \quad ? \\
\text{Potential uses:} & \quad \text{predictor of leadership} \\
\text{Stage of instrument development:} & \quad \text{completed}
\end{align*}
\]

**Instrument name:** Multifactor Leadership Questionnaire (MLQ)

**Developed by:** Bass & Avolio

**Project name:** MLQ

\[
\begin{align*}
\text{ID:} & \quad 104 & \text{Lab:} & \quad TT & \text{Instrument code:} & \quad 10-TT \\
\text{Variable:} & \quad \text{leader behaviors: charisma} & \text{One of four transformational/transactional} \\
\text{Project purpose:} & \quad \text{evaluation and development of leadership behaviors} \\
\text{Target population:} & \quad \text{West Point Cadets, Tacs and Unit leaders} \\
\text{Stage of project:} & \quad \text{construct validity/generalization to other samples}
\end{align*}
\]
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 105 Lab: TT Instrument code: 11-TT

Variable: leader behaviors: inspirational motivation (One of four transformational
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 106 Lab: TT Instrument code: 12-TT

Variable: leader behaviors: intellectual stimulation (One of four transformational/t
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed
**Instrument name:** Multifactor Leadership Questionnaire (MLQ)

**Developed by:** Bass & Avolio

**Project name:** MLQ

**ID:** 107  **Lab:** TT  **Instrument code:** 13-TT

**Variable:** leader behaviors: individualized consideration  
(One of four transform

**Project purpose:** evaluation and development of leadership behaviors

**Target population:** West Point Cadets, Tacs and Unit leaders

**Stage of project:** construct validity/generalization to other samples

**Psychometrics:** ? for sample

**Potential uses:** assessment and development

**Stage of instrument development:** completed

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**Instrument name:** Multifactor Leadership Questionnaire (MLQ)

**Developed by:** Bass & Avolio

**Project name:** MLQ

**ID:** 108  **Lab:** TT  **Instrument code:** 14-TT

**Variable:** effectiveness: effectiveness  
(Not part of theory, built in criteria)

**Project purpose:** evaluation and development of leadership behaviors

**Target population:** West Point Cadets, Tacs and Unit leaders

**Stage of project:** construct validity/generalization to other samples

**Psychometrics:** ? for sample

**Potential uses:** assessment and development

**Stage of instrument development:** completed

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**Instrument name:** Multifactor Leadership Questionnaire (MLQ)

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Developed by:  Bass & Avolio

Project name:  MLQ

ID:  109  Lab:  TT  Instrument code:  15-TT

Variable:  attitudes and motives: extra effort  (Not part of theory, built in criteria)

Project purpose:  evaluation and development of leadership behaviors

Target population:  West Point Cadets, Tacs and Unit leaders

Stage of project:  construct validity/generalization to other samples

Psychometrics:  ? for sample

Potential uses:  assessment and development

Stage of instrument development:  completed

Instrument name:  Multifactor Leadership Questionnaire (MLQ)

Developed by:  Bass & Avolio

Project name:  MLQ

ID:  110  Lab:  TT  Instrument code:  16-TT

Variable:  effectiveness: satisfaction  (Not part of theory, built in criteria)

Project purpose:  evaluation and development of leadership behaviors

Target population:  West Point Cadets, Tacs and Unit leaders

Stage of project:  construct validity/generalization to other samples

Psychometrics:  ? for sample

Potential uses:  assessment and development

Stage of instrument development:  completed

Instrument name:  Multifactor Leadership Questionnaire (MLQ)

Developed by:  Bass & Avolio

Project name:  MLQ

ID:  111  Lab:  TT  Instrument code:  17-TT
Variable: leader behaviors: management by exception active/passive

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 112 Lab: TT Instrument code: 18-TT

Variable: leader behaviors: laissez-faire

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 113 Lab: TT Instrument code: 19-TT

Variable: leader behaviors: contingent reward

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Breadth of Perspective Interview

Developed by: Lahey et al. (1988); Robert Kegan

Project name: Subject-Object Interview (SOI)

ID: 114 Lab: TT Instrument code: 20-TT

Variable: leader knowledge/conceptual abilities: breadth of perspective
Project purpose: finds structure in way individuals make meaning of experiences
Target population: West Point Cadets, Tacs
Stage of project: replication
Psychometrics:
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 115 Lab: TT Instrument code: 21-TT

Variable: leader knowledge/conceptual abilities: work capacity level
Project purpose: finds structure in way individuals make meaning of experiences
Target population: West Point Cadets, Tacs
Stage of project: replication
Psychometrics:
Potential uses: assessment and development
Stage of instrument development:  completed

**Instrument name:**  Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

**Developed by:**  Stamp (1986)

**Project name:**  Subject-Object Interview (SOI)

**ID:**  117  **Lab:**  TT  **Instrument code:**  22-TT

**Variable:**  leader knowledge/conceptual abilities: concept formation task

**Project purpose:**  finds structure in way individuals make meaning of experiences

**Target population:**  West Point Cadets, Tacs

**Stage of project:**  replication

**Psychometrics:**

**Potential uses:**  assessment and development

**Stage of instrument development:**  completed

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**Instrument name:**  Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

**Developed by:**  Stamp (1986)

**Project name:**  Subject-Object Interview (SOI)

**ID:**  118  **Lab:**  TT  **Instrument code:**  23-TT

**Variable:**  individual resource variable: work history

**Project purpose:**  finds structure in way individuals make meaning of experiences

**Target population:**  West Point Cadets, Tacs

**Stage of project:**  replication

**Psychometrics:**

**Potential uses:**  assessment and development

**Stage of instrument development:**  completed
Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 119 Lab: TT Instrument code: 24-TT

Variable: leader knowledge/conceptual abilities: assertive processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 120 Lab: TT Instrument code: 25-TT

Variable: leader knowledge/conceptual abilities: serial processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)
Project name: Subject-Object Interview (SOI)

ID: 121 Lab: TT Instrument code: 26-TT

Variable: leader knowledge/conceptual abilities: cumulative processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 122 Lab: TT Instrument code: 27-TT

Variable: leader knowledge/conceptual abilities: parallel processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Instructor ratings

Developed by: ?

Project name: Instructor ratings

ID: 123 Lab: TT Instrument code: 28-TT

Variable: effectiveness: strategic thinking skills; officer potential; peer popularity
Project purpose: convergent discriminative validity of SOI
Target population: West Point Cadets, Tacs
Stage of project: replication
Psychometrics:
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Battalion Command Tacit Knowledge

Developed by: Leader Development Research Unit
Project name: Tacit Knowledge for Military Leadership (TKMLI)
ID: 124 Lab: TT Instrument code: 29-TT
Variable: leader behaviors: communicating a vision; establishing climate or develop
Project purpose: application of tacit knowledge to leader development
Target population: West Point Cadets, Unit Leaders
Stage of project: profile development study for norms to use in validation study
Psychometrics:
Potential uses: leader development and training the trainer
Stage of instrument development: completed

Instrument name: Company Commander Tacit Knowledge

Developed by: Leader Development Research Unit
Project name: Tacit Knowledge for Military Leadership (TKMLI)
ID: 129 Lab: TT Instrument code: 34-TT
Variable: leader behaviors: caring for soldiers through task completion; prioritizing
Project purpose: application of tacit knowledge to leader development
Target population: West Point Cadets, Unit Leaders
Stage of project: profile development study for norms used in validation study

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Psychometrics:

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: Platoon Leader Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 134  Lab: TT  Instrument code: 39-TT

Variable: attitudes and motives: acquiring confidence in interpersonal skills; defining

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms used in validation study

Psychometrics: in progress

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf  LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 138  Lab: TT  Instrument code: 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed
**Instrument name:** LBDQ subscale

**Developed by:** Off the shelf LBDQ XII

**Project name:** Measuring Leadership, Motivation and Cohesion among US Army Soldiers

**ID:** 139  **Lab:** TT  **Instrument code:** 178-FM

**Variable:** leader behaviors: upward influence

**Project purpose:** measure leadership to improve performance in army units

**Target population:** Units

**Stage of project:** prediction of unit performance

**Psychometrics:**

**Potential uses:** determine and predict small group effectiveness through enhancement of

**Stage of instrument development:** completed

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**Instrument name:** LBDQ subscale

**Developed by:** Off the shelf LBDQ XII

**Project name:** Measuring Leadership, Motivation and Cohesion among US Army Soldiers

**ID:** 140  **Lab:** TT  **Instrument code:** 178-FM

**Variable:** leader behaviors: upward influence

**Project purpose:** measure leadership to improve performance in army units

**Target population:** Units

**Stage of project:** prediction of unit performance

**Psychometrics:**

**Potential uses:** determine and predict small group effectiveness through enhancement of

**Stage of instrument development:** completed

---

**Instrument name:** LBDQ subscale

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Developed by: Off the shelf  LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf  LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf  LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of

Stage of instrument development: completed

Instrument name: LBDQ subscale
Variable: leader behaviors: upward influence
Project purpose: measure leadership to improve performance in army units
Target population: Units
Stage of project: prediction of unit performance
Psychometrics:
Potential uses: determine and predict small group effectiveness through enhancement of 1
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?
Project name: Leader Performance Measurement
ID: 144 Lab: TT/PT Instrument code: 179-PT
Variable: leader behaviors: planning
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?
Project name: Leader Performance Measurement
ID: 145 Lab: TT/PT Instrument code: 180-PT
Variable: leader knowledge/conceptual abilities: decision making
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant

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Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement
ID: 146  Lab: TT/PT  Instrument code: 181-PT
Variable: leader behaviors: innovation
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement
ID: 147  Lab: TT/PT  Instrument code: 182-PT
Variable: followers: trust in subordinate
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 148  Lab: TT/PT  Instrument code: 183-PT

Variable: leader skills: communication
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 149  Lab: TT/PT  Instrument code: 184-PT

Variable: leader behaviors: teaching/counseling
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed
Instrument name: OC Mission Level Cards

Developed by:  

Project name: Leader Performance Measurement

ID: 150  Lab: TT/PT  Instrument code: 185-PT

Variable: personality: boldness

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

---

Instrument name: OC Mission Level Cards

Developed by:  

Project name: Leader Performance Measurement

ID: 151  Lab: TT/PT  Instrument code: 186-PT

Variable: leader behaviors: soldiers/team development

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

---

Instrument name: OC Mission Level Cards

Developed by:  

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Project name: Leader Performance Measurement

ID: 152  Lab: TT/PT  Instrument code: 187-PT

Variable: leader behaviors: supervision
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed

Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 153  Lab: TT/PT  Instrument code: 188-PT

Variable: personality: flexibility
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed

Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 154  Lab: TT/PT  Instrument code: 189-PT

Variable: leader behaviors: motivate subordinate
**Project purpose:** identify leadership performance

**Target population:** Platoon Leader; Platoon Sergeant

**Stage of project:** Completed

**Psychometrics:**

**Potential uses:** leader development system

**Stage of instrument development:** completed

**Instrument name:** OC Mission Level Cards

**Developed by:** ?

**Project name:** Leader Performance Measurement

**ID:** 155  **Lab:** TT/PT  **Instrument code:** 190-PT

**Variable:** attitudes and motives: initiative

**Project purpose:** identify leadership performance

**Target population:** Platoon Leader; Platoon Sergeant

**Stage of project:** Completed

**Psychometrics:**

**Potential uses:** leader development system

**Stage of instrument development:** completed

**Instrument name:** OC Mission Level Cards

**Developed by:** ?

**Project name:** Leader Performance Measurement

**ID:** 156  **Lab:** TT/PT  **Instrument code:** 191-PT

**Variable:** leader skills: technical/tactical

**Project purpose:** identify leadership performance

**Target population:** Platoon Leader; Platoon Sergeant

**Stage of project:** Completed
Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 162 Lab: TT/PT Instrument code: 192-PT

Variable: effectiveness: task outcomes

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 163 Lab: TT/PT Instrument code: 193-PT

Variable: effectiveness: adherence to procedure

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed
Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement
ID: 164 Lab: TT/PT Instrument code: 194-PT

Variable: effectiveness: performance
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: Attribute Identification

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge
ID: 165 Lab: SH Instrument code: 63-SH

Variable: leader skills: attribute identification
Project purpose: estimate level of tactical domain knowledge
Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel
Stage of project: instrument development
Psychometrics:
Potential uses: assessment of ability to apply factual and procedural knowledge
Stage of instrument development: analyzing protocols

Instrument name: Relationship Identification
Developed by:  Halpin

Project name:  Critical Thinking/Tactical Knowledge

ID:  166  Lab:  SH  Instrument code:  64-SH

Variable:  leader skills: relationship identification
Project purpose:  estimate level of tactical domain knowledge
Target population:  Army CA and CS officers; rank: lieutenant through lieutenant-colonel
Stage of project:  instrument development
Psychometrics:
Potential uses:  assessment of ability to apply factual and procedural knowledge
Stage of instrument development:  analyzing protocols

Instrument name:  Free Association

Developed by:  Halpin

Project name:  Critical Thinking/Tactical Knowledge


Variable:  leader skills: free association
Project purpose:  estimate level of tactical domain knowledge
Target population:  Army CA and CS officers; rank: lieutenant through lieutenant-colonel
Stage of project:  instrument development
Psychometrics:
Potential uses:  assessment of ability to apply factual and procedural knowledge
Stage of instrument development:  analyzing protocols

Instrument name:  Varwars

Developed by:  Halpin

Project name:  Varwars

ID:  168  Lab:  SH  Instrument code:  66-SH

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Variable: training and development: leader behavior

Project purpose: leadership and group decision making

Target population: Combined Arms and Services Staff School; Army Management Staff Colle

Stage of project: in use

Psychometrics:

Potential uses: training and development

Stage of instrument development: in use

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 169 Lab: SH Instrument code: 67-SH

Variable: leader knowledge/conceptual abilities: political sensibility

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 170 Lab: SH Instrument code: 68-SH

Variable: leader knowledge/conceptual abilities: long term perspective

Project purpose: assessment inventory

Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory
ID: 171 Lab: SH Instrument code: 69-SH
Variable: leader knowledge/conceptual abilities: quick study perspective
Project purpose: assessment inventory
Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory
ID: 172 Lab: SH Instrument code: 70-SH
Variable: leader knowledge/conceptual abilities: complex understanding
Project purpose: assessment inventory
Target population:
Stage of project:
Psychometrics:
Potential uses: assessment

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Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 173 Lab: SH Instrument code: 71-SH

Variable: leader knowledge/conceptual abilities: conceptual flexibility

Project purpose: assessment inventory

Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 174 Lab: SH Instrument code: 72-SH

Variable: leader behaviors: empowering subordinates

Project purpose: assessment inventory

Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:
Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 175  Lab: SH  Instrument code: 73-SH

Variable: attitudes and motives: strong work ethic

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 176  Lab: SH  Instrument code: 74-SH

Variable: attitudes and motives: personal objectivity

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF
Project name: Strategic Leader Development Inventory

ID: 177  Lab: SH  Instrument code: 75-SH

Variable: operational environment: team performance facilities

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 178  Lab: SH  Instrument code: 76-SH

Variable: attitudes and motives: personal toughness

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 179  Lab: SH  Instrument code: 77-SH

Variable: leader skill: technical incompetence
Project purpose: assessment inventory
Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory
ID: 180  Lab: SH  Instrument code: 78-SH
Variable: attitudes and motives: explosive/abusive
Project purpose: assessment inventory
Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory
ID: 181  Lab: SH  Instrument code: 79-SH
Variable: attitudes and motives: arrogant/self-serving/unethical
Project purpose: assessment inventory
Target population:
Stage of project:

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Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory
ID: 182 Lab: SH Instrument code: 80-SH
Variable: leader behaviors: rigid/micro-management
Project purpose: assessment inventory
Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory
ID: 183 Lab: SH Instrument code: 81-SH
Variable: leader behaviors: inaccessible
Project purpose: assessment inventory
Target population:
Stage of project:
Psychometrics:
Potential uses: assessment
Stage of instrument development:

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Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 184 Lab: SH Instrument code: 82-SH

Variable: leader behaviors: interpersonal focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.37; Spearman=.68

Potential uses: assessing leadership potential

Stage of instrument development:

---

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 185 Lab: SH Instrument code: 83-SH

Variable: leader behaviors: team focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.40; Spearman=.71

Potential uses: assessing leadership potential

Stage of instrument development:

---

Instrument name: Supervisory Skills

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Developed by: Halpin

**Project name:** Leader Azimuth Check  
**ID:** 186  **Lab:** SH  **Instrument code:** 84-SH

**Variable:** leader behaviors: mission focus  
**Project purpose:** self-development through diagnostic feedback  
**Target population:** captains  
**Stage of project:**

**Psychometrics:** Alpha=.42; Spearman=.69  
**Potential uses:** assessing leadership potential  
**Stage of instrument development:**

**Instrument name:** Tactical and Technical Competence

Developed by: Halpin

**Project name:** Leader Azimuth Check  
**ID:** 187  **Lab:** SH  **Instrument code:** 85-SH

**Variable:** leader knowledge/conceptual abilities: problem solving skills  
**Project purpose:** self-development through diagnostic feedback  
**Target population:** captains  
**Stage of project:**

**Psychometrics:** Alpha=.48; Spearman=.74  
**Potential uses:** assessing leadership potential  
**Stage of instrument development:**

**Instrument name:** Tactical and Technical Competence

Developed by: Halpin

**Project name:** Leader Azimuth Check  
**ID:** 188  **Lab:** SH  **Instrument code:** 86-SH
Variable: leader knowledge/conceptual abilities: knowledge

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.54; Spearman=.78

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 189 Lab: SH Instrument code: 87-SH

Variable: leader behaviors: planning/organizational skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.47; Spearman=.73

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Political Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 190 Lab: SH Instrument code: 88-SH

Variable: leader skill: political skills

Project purpose: self-development through diagnostic feedback

Target population: captains
Stage of project:

Psychometrics: Alpha= .48; Spearman= .73

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Ethics

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 191 Lab: SH Instrument code: 89-SH

Variable: attitudes and motives: ethics

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha= .51; Spearman= .76

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Communication Influence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 192 Lab: SH Instrument code: 90-SH

Variable: leader behavior: communication/ influence

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha= .45; Spearman= .71

Potential uses: assessing leadership potential
Stage of instrument development:

**Instrument name:** Social Maturity

**Developed by:** Halpin

**Project name:** Leader Azimuth Check

**ID:** 193  **Lab:** SH  **Instrument code:** 91-SH

**Variable:** individual resources: social maturity

**Project purpose:** self-development through diagnostic feedback

**Target population:** captains

**Stage of project:**

**Psychometrics:** Alpha=.42; Spearman=.69

**Potential uses:** assessing leadership potential

**Stage of instrument development:**

---

**Instrument name:** Self-centeredness

**Developed by:** Halpin

**Project name:** Leader Azimuth Check

**ID:** 194  **Lab:** SH  **Instrument code:** 92-SH

**Variable:** attitudes and motives: self centeredness

**Project purpose:** self-development through diagnostic feedback

**Target population:** captains

**Stage of project:**

**Psychometrics:** Alpha=.43; Spearman=.69

**Potential uses:** assessing leadership potential

**Stage of instrument development:**
**Instrument name:** Compulsive Behavior

**Developed by:** Halpin

**Project name:** Leader Azimuth Check

<table>
<thead>
<tr>
<th>ID</th>
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<th>Instrument code</th>
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<tr>
<td>195</td>
<td>SH</td>
<td>93-SH</td>
</tr>
</tbody>
</table>

**Variable:** personality: compulsion

**Project purpose:** self-development through diagnostic feedback

**Target population:** captains

**Stage of project:**

**Psychometrics:** Alpha=.26; Spearman=.48

**Potential uses:** assessing leadership potential

**Stage of instrument development:**

---

**Instrument name:** The Modern Sexism Scale

**Developed by:** Janet Swim et al. (1995)(JPSP, 68)

**Project name:** General Attitude Scale

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<thead>
<tr>
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<td>196</td>
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<td>94-SH</td>
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</table>

**Variable:** attitudes and motives: sexism

**Project purpose:** assess general attitudes

**Target population:** various branches of the Army and National Guard

**Stage of project:** in use

**Psychometrics:** Alpha=.75-.84 (Swim)

**Potential uses:** assess modern sexism

**Stage of instrument development:** completed

---

**Instrument name:** The Modern Racism Scale

**Developed by:** McConahay et al. (1981) (J.Conflict Resolution, 25)

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**Project name:** General Attitude Scale

*ID:* 197  *Lab:* SH  *Instrument code:* 95-SH

**Variable:** attitudes and motives: racism

**Project purpose:** assess general attitudes

**Target population:** various branches of the Army and National Guard

**Stage of project:** in use

**Psychometrics:** Alpha=.81-.86 (McConahay)

**Potential uses:** assess modern racism

**Stage of instrument development:** completed

---

**Instrument name:** ARI General Attitude Items

**Developed by:** ARI

**Project name:** General Attitude Scale

*ID:* 198  *Lab:* SH  *Instrument code:* 96-SH

**Variable:** attitudes and motives: general attitudes

**Project purpose:** assess attitudes concerning treatment of women and blacks within the arm

**Target population:** various branches of the Army and National Guard

**Stage of project:** in use

**Psychometrics:** not available

**Potential uses:** assess attitudes about leader effectiveness

**Stage of instrument development:** completed

---

**Instrument name:** Interpersonal Skills Important to Leadership

**Developed by:**

**Project name:** Self and Peer Q-Sort

*ID:* 199  *Lab:* SH  *Instrument code:* 97-SH

**Variable:** leader skill: interpersonal skill important to leadership
**Project purpose:** rating  

**Target population:**  

**Stage of project:**  

**Psychometrics:**  

**Potential uses:**  

**Stage of instrument development:**  

---  

**Instrument name:** Technical/Professional Competence  

**Developed by:**  

**Project name:** Self and Peer Q-Sort  

**ID:** 200  **Lab:** SH  

**Instrument code:** 98-SH  

**Variable:** leader skill: technical/professional competence  

**Project purpose:** rating  

**Target population:**  

**Stage of project:**  

**Psychometrics:**  

**Potential uses:**  

**Stage of instrument development:**  

---  

**Instrument name:** Learning Tactics Inventory  

**Developed by:** CCL  

**Project name:** Learning Tactics Inventory  

**ID:** 201  **Lab:** SH  

**Instrument code:** 99-SH  

**Variable:** leader knowledge/conceptual abilities: learning tactics (action, thinking, fe  

**Project purpose:** tactics used in challenging situations  

**Target population:** Combined Arms and Service Staff School - students  

**Stage of project:**
Psychometrics: Alpha=.76-.84
Potential uses: developmental
Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Creation of Context for Learning

Developed by: CCL
Project name: Prospector
ID: 202 Lab: SH Instrument code: 100-SH
Variable: operational environment: seven scales creation of context for learning
Project purpose: develop better learners
Target population: Combined Arms and Service Staff School - students
Stage of project:
Psychometrics: Alpha=.76-.89
Potential uses: developmental
Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Engagement in Opportunities to Learn

Developed by: CCL
Project name: Prospector
ID: 203 Lab: SH Instrument code: 101-SH
Variable: operational environment: 4 scales engages in opportunities
Project purpose: develop better learners
Target population: Combined Arms and Service Staff School - students
Stage of project:
Psychometrics: Alpha=.76-.89
Potential uses: developmental
Stage of instrument development: norms developed, instrument retranslation to army setting
Instrument name: Impression Management Scale

Developed by:

Project name: Impression Management
ID: 204 Lab: SH Instrument code: 102-SH

Variable: attitudes and motives: self monitoring

Project purpose:

Target population:
Stage of project:
Psychometrics:
Potential uses:
Stage of instrument development:

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces
ID: 205 Lab: PG Instrument code: 1-PG

Variable: effectiveness: performance

Project purpose: development

Target population: Special Forces Commander
Stage of project: in use
Psychometrics:
Potential uses: developmental
Stage of instrument development: completed
Developed by: PG

Project name: Special Forces
ID: 206 Lab: PG Instrument code: 2-PG

Variable: effectiveness: support
Project purpose: development
Target population: Special Forces Commander
Stage of project: in use
Psychometrics:
Potential uses: developmental
Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces
ID: 207 Lab: PG Instrument code: 3-PG

Variable: personality: integrity
Project purpose: development
Target population: Special Forces Commander
Stage of project: in use
Psychometrics:
Potential uses: developmental
Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces
ID: 208 Lab: PG Instrument code: 4-PG
Variable: operational environment: adequate supplies and equipment

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: SFQC Peer Evaluation

Developed by: PG

Project name: Special Forces

ID: 209 Lab: PG Instrument code: 5-PG

Variable: leader behaviors: planning, directing, coordination

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: SFAS Peer Ranking

Developed by: PG

Project name: Special Forces

ID: 210 Lab: PG Instrument code: 6-PG

Variable: leader behaviors: planning, directing, coordination

Project purpose: development

Target population: Special Forces Commander

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**Stage of project:** in use

**Psychometrics:**

**Potential uses:** developmental

**Stage of instrument development:** completed

**Instrument name:** Survey of Q Course Students

**Developed by:**

**Project name:** Special Forces

**ID:** 211  **Lab:** PG  **Instrument code:** 7-PG

**Variable:** personality: locus of control

**Project purpose:** predict leadership

**Target population:** Q Course students

**Stage of project:**

**Psychometrics:**

**Potential uses:** predict leadership

**Stage of instrument development:**

---

**Instrument name:** Survey of Q Course Students

**Developed by:**

**Project name:** Special Forces

**ID:** 212  **Lab:** PG  **Instrument code:** 8-PG

**Variable:** personality: Parker Adjective List

**Project purpose:** predict leadership

**Target population:** Q Course students

**Stage of project:**

**Psychometrics:**

**Potential uses:** predict leadership
Stage of instrument development:

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 213 Lab: PG Instrument code: 9-PG

Variable: personality: other biodata

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Job Involvement

Developed by:

Project name: Motivational "Contagion"

ID: 214 Lab: TT Instrument code: 195-TT

Variable: attitudes and motives: job involvement

Project purpose: examine the influence of leader job involvement on subordinates' involve

Target population: secondary analysis of Army squad leaders and squad members

Stage of project: completed

Psychometrics: alpha=.78 (squad members); alpha=.74 (squad leaders); repeated measure

Potential uses: positively motivating subordinates

Stage of instrument development: completed
**Instrument name:** Officer Training Requirements Questionnaire

**Developed by:**

**Project name:** Junior Officer Training Needs

**ID:** 215  **Lab:** LW  **Instrument code:** 196-LW

**Variable:** operational environment: training needs

**Project purpose:** assess training needs of junior level officers; specifically leadership skills

**Target population:** Army officers and enlistees

**Stage of project:** completed

**Psychometrics:** Spearman rank order correlation between officers and enlistees=.68

**Potential uses:** design and development of precommissioning training programs (e.g., RO

**Stage of instrument development:** completed

---

**Instrument name:** Training and Education Appraisal Review

**Developed by:**

**Project name:** Junior Officer Training Needs

**ID:** 216  **Lab:** LW  **Instrument code:** 197-LW

**Variable:** operational environment: training needs

**Project purpose:** assess training needs of junior level officers; specifically leadership skills

**Target population:** recently commissioned officers

**Stage of project:** completed

**Psychometrics:**

**Potential uses:** design and development of precommissioning training programs (e.g., RO

**Stage of instrument development:** completed

---

**Instrument name:** Field Interview

**Developed by:**

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Instrument name: Leadership Competence

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 218  Lab: TT  Instrument code: 199-TT

Variable: leader skill: leader competence

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Leader Experience

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 219  Lab: TT  Instrument code: 200-TT

Variable: individual resource variables: leader experience/tenure
**Project purpose:** how unit conditions impact leadership competence-unit performance relat

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

**Psychometrics:** alpha range: .86-.96

**Potential uses:** assess platoon conditions and effects on leadership

**Stage of instrument development:** completed

**Instrument name:** Leader Stress with Supervisor

**Developed by:**

**Project name:** Impact of Leader Competence and Platoon Conditions on Platoon Performance

**ID:** 220  **Lab:** TT  **Instrument code:** 201-TT

**Variable:** operational environment: leader stress with supervisor

**Project purpose:** how unit conditions impact leadership competence-unit performance relat

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

**Psychometrics:** alpha range: .86-.96

**Potential uses:** assess platoon conditions and effects on leadership

**Stage of instrument development:** completed

**Instrument name:** Member Support for Leader

**Developed by:**

**Project name:** Impact of Leader Competence and Platoon Conditions on Platoon Performance

**ID:** 221  **Lab:** TT  **Instrument code:** 202-TT

**Variable:** operational environment: subordinate support of leader

**Project purpose:** how unit conditions impact leadership competence-unit performance relat

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

Page 86 of 128
Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 222 Lab: TT Instrument code: 203-TT

Variable: leader behaviors: planning
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics:

Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Soldier-Team Development

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 223 Lab: TT Instrument code: 204-TT

Variable: leader behaviors: soldier-team development
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics:

Potential uses: leadership development
Stage of instrument development: completed
**Instrument name:** Communication

**Developed by:**

**Project name:** Relationships of Leadership Competence with Leader and Unit Performance Eff

**ID:** 224  **Lab:** TT  **Instrument code:** 205-TT

**Variable:** leader behaviors: communication

**Project purpose:** examine validity and usefulness of Army leadership competencies

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

**Psychometrics:**

**Potential uses:** leadership development

**Stage of instrument development:** completed

---

**Instrument name:** Supervision

**Developed by:**

**Project name:** Relationships of Leadership Competence with Leader and Unit Performance Eff

**ID:** 225  **Lab:** TT  **Instrument code:** 206-TT

**Variable:** leader behaviors: supervision

**Project purpose:** examine validity and usefulness of Army leadership competencies

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

**Psychometrics:**

**Potential uses:** leadership development

**Stage of instrument development:** completed

---

**Instrument name:** Initiative
**Developed by:**

**Project name:** Relationships of Leadership Competence with Leader and Unit Performance Effes

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</table>

**Variable:** personality: initiative

**Project purpose:** examine validity and usefulness of Army leadership competencies

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

**Psychometrics:**

**Potential uses:** leadership development

**Stage of instrument development:** completed

---

**Instrument name:** Leadership Effectiveness

**Developed by:**

**Project name:** Relationships of Leadership Competence with Leader and Unit Performance Effes

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</table>

**Variable:** effectiveness: leadership effectiveness

**Project purpose:** examine validity and usefulness of Army leadership competencies

**Target population:** Army platoon leaders, platoon sergeants, squad leaders, squad members

**Stage of project:** completed

**Psychometrics:**

**Potential uses:** leadership development

**Stage of instrument development:** completed

---

**Instrument name:** Supervision Teaching-Training

**Developed by:**

**Project name:** Relationships of Leadership Competence with Leader and Unit Performance Effes

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</table>

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Variable: leader behaviors: supervision teaching-training  

Project purpose: examine validity and usefulness of Army leadership competencies  

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members  

Stage of project: completed  

Psychometrics: alpha: > .74  

Potential uses: leadership development  

Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effec

ID: 233  Lab: TT  Instrument code: 210-TT

Variable: leader behaviors: planning  

Project purpose: examine validity and usefulness of Army leadership competencies  

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members  

Stage of project: completed  

Psychometrics: alpha: > .74  

Potential uses: leadership development  

Stage of instrument development: completed

Instrument name: Communication

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effec

ID: 234  Lab: TT  Instrument code: 211-TT

Variable: leader behaviors: communication  

Project purpose: examine validity and usefulness of Army leadership competencies  

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

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Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Initiative

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effes
ID: 235 Lab: TT Instrument code: 212-TT

Variable: personality: initiative
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Soldier-Team Development

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effes
ID: 236 Lab: TT Instrument code: 213-TT

Variable: leader behaviors: soldier-team development
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development

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Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effec
ID: 237 Lab: TT Instrument code: 214-TT
Variable: leader behaviors: planning
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics:
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Preparation

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effec
Variable: leader behaviors: preparation
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics:
Potential uses: leadership development
Stage of instrument development: completed
Instrument name: Execution

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 239  Lab: TT  Instrument code: 216-TT

Variable: leader behaviors: execution

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Job Motivation

Developed by:

Project name: Motivation and Platoon Performance at Combat Training Centers

ID: 240  Lab: TT  Instrument code: 217-TT

Variable: attitudes and motives: job motivation

Project purpose: examine relationship between motivation and performance

Target population: all ranks

Stage of project: completed

Psychometrics: alpha: .77; motivation factor loadings (4 items): .46-.63

Potential uses: develop an instrument to monitor and assess soldier motivation; improving

Stage of instrument development: completed

Instrument name: Motivation

Developed by:
**Project name:** Motivation and Platoon Performance at Combat Training Centers

**ID:** 241  **Lab:** TT  **Instrument code:** 218-TT

**Variable:** attitudes and motives: motivation

**Project purpose:** examine relationship between motivation and performance

**Target population:** all ranks

**Stage of project:** completed

**Psychometrics:** alpha: .83; motivation factor loadings (3 items): .61-.69

**Potential uses:** develop an instrument to monitor and assess soldier motivation; improving

**Stage of instrument development:** completed

---

**Instrument name:** Horizontal Bonding-Affective

**Developed by:**

**Project name:** Combat Platoon Cohesion Questionnaire

**ID:** 242  **Lab:** TT  **Instrument code:** 219-TT

**Variable:** operational environment: horizontal bonding-affective

**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop

**Psychometrics:** alpha=.86; inter-scale corr=.28-.73; construct validity corr=.55-.68

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

---

**Instrument name:** Horizontal Bonding-Affective, Leaders

**Developed by:**

**Project name:** Combat Platoon Cohesion Questionnaire

**ID:** 243  **Lab:** TT  **Instrument code:** 220-TT

**Variable:** operational environment: horizontal bonding-affective, leaders

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**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop

**Psychometrics:** alpha=.82; inter-scale corr=.57-.85; construct validity corr=.55-.68

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

**Instrument name:** Horizontal Bonding-Instrumental

**Developed by:**

**Project name:** Combat Platoon Cohesion Questionnaire

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</table>

**Variable:** operational environment: horizontal bonding-instrumental

**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop

**Psychometrics:** alpha=.83; inter-scale corr=.31-.79; construct validity corr=.76-.86

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

**Instrument name:** Vertical Bonding-Affective

**Developed by:**

**Project name:** Combat Platoon Cohesion Questionnaire

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</table>

**Variable:** operational environment: vertical bonding-affective

**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop
**Psychometrics:** alpha=0.91; inter-scale corr=0.53-0.92; construct validity corr=0.73-0.90

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

**Instrument name:** Vertical Bonding-Instrumental

**Developed by:**

**Project name:** Combat Platoon Cohesion Questionnaire

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</table>

**Variable:** operational environment: vertical bonding-instrumental

**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop

**Psychometrics:** alpha=0.91; inter-scale corr=0.45-0.92; construct validity corr=0.68-0.91

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

**Instrument name:** Organizational Bonding-Affective, First Termer Values

**Developed by:**

**Project name:** Combat Platoon Cohesion Questionnaire

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</table>

**Variable:** operational environment: organizational bonding-affective, first termer va

**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop

**Psychometrics:** alpha=0.95; inter-scale corr=0.28-0.71

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

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Instrument name: Organizational Bonding-Affective, Leader Values

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 248 Lab: TT Instrument code: 225-TT

Variable: operational environment: organizational bonding-affective, leader values

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.95; inter-scale corr=.46-.74

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, Pride

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 249 Lab: TT Instrument code: 226-TT

Variable: operational environment: organizational bonding-affective, pride

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.86; inter-scale corr=.51-.88

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Anomie
Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 250 Lab: TT Instrument code: 227-TT

Variable: operational environment: organizational bonding-instrumental, anomie

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.82; inter-scale corr=.50-.82

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Needs

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 251 Lab: TT Instrument code: 228-TT

Variable: operational environment: organizational bonding-instrumental, needs

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.73; inter-scale corr=.31-.67

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Goals

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 252 Lab: TT Instrument code: 229-TT

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**Variable:** operational environment: organizational bonding-instrumental, goals

**Project purpose:** improve leadership, cohesion, and commitment of platoons and companies

**Target population:** infantry combat platoon soldiers

**Stage of project:** further validation with external measures desired; abbrev. version develop

**Psychometrics:** alpha=.83; inter-scale corr=.50-.82

**Potential uses:** leader development of cohesion within small units

**Stage of instrument development:** reliability, construct validity

**Instrument name:** LEP Instructor Insights Questionnaire

**Developed by:**

**Project name:** Leadership Enrichment Program  
**ID:** 253  **Lab:** TT  **Instrument code:** 230-TT

**Variable:**

**Project purpose:** assessing the value of a cognitive skills training program

**Target population:** ROTC students and instructors

**Stage of project:** perceptions of program

**Psychometrics:**

**Potential uses:** improving officer training

**Stage of instrument development:**

**Instrument name:** LEP Student Questionnaire

**Developed by:**

**Project name:** Leadership Enrichment Program  
**ID:** 254  **Lab:** TT  **Instrument code:** 231-TT

**Variable:**

**Project purpose:**

**Target population:**

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Stage of project:
Psychometrics:
Potential uses: improving officer training
Stage of instrument development:

Instrument name: Emotional Stability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata
ID: 256  Lab: LW  Instrument code: 232-LW
Variable: personality: emotional stability
Project purpose: develop biodata indicators of attrition from training, leadership potential, a
Target population: USMA cadets
Stage of project: incremental validity
Psychometrics: higher corr with social desirability scale than bio-emotional (t=2.30)
Potential uses: indicator of attrition and leadership ability
Stage of instrument development: incremental validity

Instrument name: Dependability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata
ID: 257  Lab: LW  Instrument code: 233-LW
Variable: personality: dependability
Project purpose: develop biodata indicators of attrition from training, leadership potential, a
Target population: USMA cadets
Stage of project: incremental validity
Psychometrics: higher corr with social desirability scale than bio-dependability (t=2.34)
Potential uses: indicator of attrition and leadership ability
**Stage of instrument development:** incremental validity

**Instrument name:** Work Orientation

**Developed by:**

**Project name:** Capturing Temperament Constructs with Objective Biodata

**ID:** 258  **Lab:** LW  **Instrument code:** 234-LW

**Variable:** personality: work orientation

**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

**Psychometrics:** higher corr with social desirability scale than bio-work (t=6.12)

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity

---

**Instrument name:** Dominance

**Developed by:**

**Project name:** Capturing Temperament Constructs with Objective Biodata

**ID:** 259  **Lab:** LW  **Instrument code:** 235-LW

**Variable:** personality: dominance

**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

**Psychometrics:**

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity
**Instrument name:** Energy

**Developed by:**

**Project name:** Capturing Temperament Constructs with Objective Biodata

**ID:** 260  **Lab:** LW  **Instrument code:** 236-LW

**Variable:** personality: energy

**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

**Psychometrics:** higher corr with social desirability scale than bio-energy (t=3.51)

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity

---

**Instrument name:** Social Desirability

**Developed by:**

**Project name:** Capturing Temperament Constructs with Objective Biodata

**ID:** 261  **Lab:** LW  **Instrument code:** 237-LW

**Variable:** personality: social desirability

**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

**Psychometrics:**

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity

---

**Instrument name:** Bio-Emotional Stability

**Developed by:**
Project name: Capturing Temperament Constructs with Objective Biodata

ID: 262 Lab: LW Instrument code: 238-LW

Variable: personality: emotional stability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Dependability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 263 Lab: LW Instrument code: 239-LW

Variable: personality: dependability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Work Orientation

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 264 Lab: LW Instrument code: 240-LW

Variable: personality: work orientation

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**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

**Psychometrics:**

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity

**Instrument name:** Bio-Dominance

**Developed by:**

**Project name:** Capturing Temperament Constructs with Objective Biodata

**ID:** 265  **Lab:** LW  **Instrument code:** 241-LW

**Variable:** personality: dominance

**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

**Psychometrics:**

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity

**Instrument name:** Bio-Energy

**Developed by:**

**Project name:** Capturing Temperament Constructs with Objective Biodata

**ID:** 266  **Lab:** LW  **Instrument code:** 242-LW

**Variable:** personality: energy

**Project purpose:** develop biodata indicators of attrition from training, leadership potential, a

**Target population:** USMA cadets

**Stage of project:** incremental validity

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**Psychometrics:**

**Potential uses:** indicator of attrition and leadership ability

**Stage of instrument development:** incremental validity

**Instrument name:** Leadership/Management Behavior Survey (LMBS)

**Developed by:** Bass et al., 1975 & Avolio

**Project name:** LMBS

**ID:** 267  **Lab:** TT  **Instrument code:** 243-TT

**Variable:** leader behavior: noncontingent reward

**Project purpose:** Longitudinal study of leadership and its development on a sample of candi

**Target population:** VMI Candidate Officers

**Stage of project:** longitudinal study - psychometric properties

**Psychometrics:** Follower ratings alpha = .81

**Potential uses:** assessing the development of candidate officers

**Stage of instrument development:** completed

---

**Instrument name:** Leadership/Management Behavior Survey (LMBS)

**Developed by:** Bass et al., 1975 & Avolio

**Project name:** LMBS

**ID:** 268  **Lab:** TT  **Instrument code:** 244-TT

**Variable:** leader behavior: noncontingent punishment

**Project purpose:** Longitudinal study of leadership and its development on a sample of candi

**Target population:** VMI Candidate Officers

**Stage of project:** longitudinal study - psychometric properties

**Psychometrics:** Follower ratings alpha = .81

**Potential uses:** assessing the development of candidate officers

**Stage of instrument development:** completed
Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 269 Lab: TT Instrument code: 245-TT

Variable: leader behavior: contingent punishment

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 270 Lab: TT Instrument code: 246-TT

Variable: leader behavior: directive

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

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Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 271  Lab: TT  Instrument code: 247-TT

Variable: leader behavior: persuasive

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 272  Lab: TT  Instrument code: 248-TT

Variable: leader behavior: consultative

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 273  Lab: TT  Instrument code: 249-TT
Variable: leader behavior: participative
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS
ID: 274 Lab: TT Instrument code: 250-TT
Variable: leader behavior: delegative
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS
ID: 275 Lab: TT Instrument code: 251-TT
Variable: leader behavior: initiating structure
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers

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Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 276 Lab: TT Instrument code: 252-TT

Variable: leader behavior: general consideration

Project purpose: Longitudinal study of leadership and its development on a sample of candidi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 277 Lab: LW Instrument code: 253-LW

Variable: attitudes and motives: social recognition

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .78

Potential uses: development of army leaders

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Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 278 Lab: LW Instrument code: 254-LW

Variable: attitudes and motives: social commitment

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .73

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 279 Lab: LW Instrument code: 255-LW

Variable: attitudes and motives: affiliation need

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .53

Potential uses: development of army leaders

Stage of instrument development: completed
**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

**Project name:** BDI

**ID:** 280  **Lab:** LW  **Instrument code:** 256-LW

**Variable:** attitudes and motives: social alienation

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

**Psychometrics:** alpha = .66

**Potential uses:** development of army leaders

**Stage of instrument development:** completed

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**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

**Project name:** BDI

**ID:** 281  **Lab:** LW  **Instrument code:** 257-LW

**Variable:** personality: self-discipline

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

**Psychometrics:** alpha = .88

**Potential uses:** development of army leaders

**Stage of instrument development:** completed

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**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

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Project name: BDI

ID: 282 Lab: LW Instrument code: 258-LW

Variable: personality: rigidity

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .46

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 283 Lab: LW Instrument code: 259-LW

Variable: personality: locus of control

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .59

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 284 Lab: LW Instrument code: 260-LW

Variable: leader knowledge/conceptual abilities: reading orientation (practical intell

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**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

**Psychometrics:** alpha = .65

**Potential uses:** development of army leaders

**Stage of instrument development:** completed

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**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

**Project name:** BDI

**ID:** 285 **Lab:** LW **Instrument code:** 261-LW

**Variable:** leader knowledge/conceptual abilities: planning under ambiguity (practica

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

**Psychometrics:** alpha = .70

**Potential uses:** development of army leaders

**Stage of instrument development:** completed

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**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

**Project name:** BDI

**ID:** 286 **Lab:** LW **Instrument code:** 262-LW

**Variable:** leader knowledge/conceptual abilities: information gathering (practical int

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

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Psychometrics: alpha = .66
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI
ID: 287 Lab: LW Instrument code: 263-LW
Variable: leader knowledge/conceptual abilities: problem solving (practical intelligence)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .82
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI
ID: 288 Lab: LW Instrument code: 264-LW
Variable: leader knowledge/conceptual abilities: interpersonal perceptiveness (sociability)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .84
Potential uses: development of army leaders
Stage of instrument development: completed
Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 289 Lab: LW Instrument code: 265-LW

Variable: leader knowledge/conceptual abilities: social adroitness (social intelligence)

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .79

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 290 Lab: LW Instrument code: 266-LW

Variable: leader knowledge/conceptual abilities: harmony facilitation (social intelligence)

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .65

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)
Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 291 Lab: LW Instrument code: 267-LW

Variable: leader knowledge/conceptual abilities: behavioral flexibility (social intelli

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .50

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 292 Lab: LW Instrument code: 268-LW

Variable: leader knowledge/conceptual abilities: insightfulness (social judgment)

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .48

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 293 Lab: LW Instrument code: 269-LW

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**Variable:** leader knowledge/conceptual abilities: self-reflectivity (social judgment)

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

**Psychometrics:** alpha = .74

**Potential uses:** development of army leaders

**Stage of instrument development:** completed

**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

**Project name:** BDI

**ID:** 294  **Lab:** LW  **Instrument code:** 270-LW

**Variable:** leader knowledge/conceptual abilities: good judgment (social judgment)

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants

**Stage of project:** construct validation

**Psychometrics:** alpha = .61

**Potential uses:** development of army leaders

**Stage of instrument development:** completed

**Instrument name:** Background Data Inventory (BDI)

**Developed by:** ARI Research Note 86-244 (Mumford et al., 1986)

**Project name:** BDI

**ID:** 295  **Lab:** LW  **Instrument code:** 271-LW

**Variable:** leader knowledge/conceptual abilities: systems perceptiveness (social jud

**Project purpose:** Replication to establish construct validity and generalizability

**Target population:** battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .54
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence
ID: 296 Lab: LW Instrument code: 272-LW

Variable: Leader knowledge/conceptual ability: verbal comprehension
Project purpose: Validation study on cognitive abilities of leaders
Target population: N/A
Stage of project: validation study
Psychometrics: mean 2.42
Potential uses: assess cognitive abilities of leaders
Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence
ID: 297 Lab: LW Instrument code: 273-LW

Variable: Leader knowledge/conceptual ability: written comprehension
Project purpose: Validation study on cognitive abilities of leaders
Target population: N/A
Stage of project: validation study
Psychometrics: mean above 2.5
Potential uses: assess cognitive abilities of leaders

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Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 298  Lab: LW  Instrument code: 274-LW

Variable: Leader knowledge/conceptual ability: verbal expression

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 299  Lab: LW  Instrument code: 275-LW

Variable: Leader knowledge/conceptual ability: written expression

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 2.21

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents
**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)

**Project name:** Critical Incidence

*ID:* 300  *Lab:* LW  *Instrument code:* 276-LW

**Variable:** Leader knowledge/conceptual ability: definition of the problem

**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study

**Psychometrics:** mean above 2.5

**Potential uses:** assess cognitive abilities of leaders

**Stage of instrument development:** development of incidents

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**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)

**Project name:** Critical Incidence

*ID:* 301  *Lab:* LW  *Instrument code:* 277-LW

**Variable:** Leader knowledge/conceptual ability: fluency of ideas

**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study

**Psychometrics:** mean above 2.5

**Potential uses:** assess cognitive abilities of leaders

**Stage of instrument development:** development of incidents

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**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)
**Project name:** Critical Incidence

**ID:** 302  **Lab:** LW  **Instrument code:** 278-LW

**Variable:** Leader knowledge/conceptual ability: originality

**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study

**Psychometrics:** mean above 2.5

**Potential uses:** assess cognitive abilities of leaders

**Stage of instrument development:** development of incidents

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**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)

**Project name:** Critical Incidence

**ID:** 303  **Lab:** LW  **Instrument code:** 279-LW

**Variable:** Leader knowledge/conceptual ability: problem anticipation

**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study

**Psychometrics:** mean above 2.5

**Potential uses:** assess cognitive abilities of leaders

**Stage of instrument development:** development of incidents

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**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)

**Project name:** Critical Incidence

**ID:** 304  **Lab:** LW  **Instrument code:** 280-LW

**Variable:** Leader knowledge/conceptual ability: deductive reasoning

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**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study

**Psychometrics:** mean above 2.5

**Potential uses:** assess cognitive abilities of leaders

**Stage of instrument development:** development of incidents

**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)

**Project name:** Critical Incidence

**ID:** 305  **Lab:** LW  **Instrument code:** 281-LW

**Variable:** Leader knowledge/conceptual ability: inductive reasoning

**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study

**Psychometrics:** mean above 2.5

**Potential uses:** assess cognitive abilities of leaders

**Stage of instrument development:** development of incidents

**Instrument name:** Critical Incidents

**Developed by:** MRI report 91-1 (Mumford et al., 1991)

**Project name:** Critical Incidence

**ID:** 306  **Lab:** LW  **Instrument code:** 282-LW

**Variable:** Leader knowledge/conceptual ability: information ordering

**Project purpose:** Validation study on cognitive abilities of leaders

**Target population:** N/A

**Stage of project:** validation study
Psychometrics: mean 1.79
Potential uses: assess cognitive abilities of leaders
Stage of instrument development: development of incidents

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)
Project name: Problem Solving Tasks
ID: 308 Lab: LW Instrument code: 283-LW
Variable: Leader knowledge/conceptual ability: problem construction
Project purpose: Assess leader problem skills
Target population: undergraduate students
Stage of project: incremental validity
Psychometrics: IRR range from .68 to .75
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)
Project name: Problem Solving Tasks
ID: 309 Lab: LW Instrument code: 284-LW
Variable: Leader knowledge/conceptual ability: information encoding
Project purpose: Assess leader problem skills
Target population: undergraduate students
Stage of project: incremental validity
Psychometrics: IRR range from .68 to .75
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

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**Instrument name:** Problem Solving Tasks

**Developed by:** MRI report 93-2 (Mumford et al., 1993)

**Project name:** Problem Solving Tasks

**ID:** 310  **Lab:** LW  **Instrument code:** 285-LW

**Variable:** Leader knowledge/conceptual ability: category search

**Project purpose:** Assess leader problem skills

**Target population:** undergraduate students

**Stage of project:** incremental validity

**Psychometrics:** IRR range from .68 to .75

**Potential uses:** assess leader problem solving skills

**Stage of instrument development:** completed

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**Instrument name:** Problem Solving Tasks

**Developed by:** MRI report 93-2 (Mumford et al., 1993)

**Project name:** Problem Solving Tasks

**ID:** 311  **Lab:** LW  **Instrument code:** 286-LW

**Variable:** Leader knowledge/conceptual ability: category combination

**Project purpose:** Assess leader problem skills

**Target population:** undergraduate students

**Stage of project:** incremental validity

**Psychometrics:** IRR range from .68 to .75

**Potential uses:** assess leader problem solving skills

**Stage of instrument development:** completed

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**Instrument name:** Problem Solving Tasks

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Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 313 Lab: LW Instrument code: 287-LW

Variable: Leader knowledge/conceptual ability: wisdom

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 314 Lab: LW Instrument code: 288-LW

Variable: Leader knowledge/conceptual ability: solution construction

Project purpose: assess problem solving leadership skills

Target population: Army civilian leaders from lower, middle, and upper leadership levels

Stage of project: incremental validity

Psychometrics: IRR .68

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 315 Lab: LW Instrument code: 289-LW

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Variable: Leader knowledge/conceptual ability: social judgement skills
Project purpose: assess problem solving leadership skills
Target population: Army civilian leaders from lower, middle, and upper leadership levels
Stage of project: incremental validity
Psychometrics: IRR .69
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1 (Zaccaro et al., 1997)
Project name: Constructed Response Exercises
ID: 316 Lab: LW Instrument code: 290-LW
Variable: Leader knowledge/conceptual ability: creative problem solving
Project purpose: assess problem solving leadership skills
Target population: Army civilian leaders from lower, middle, and upper leadership levels
Stage of project: incremental validity
Psychometrics: IRR .70
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)
Project name: Mental Models
ID: 317 Lab: LW Instrument code: 291-LW
Variable: leader knowledge/conceptual ability: accuracy
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students

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**Stage of project:** development of generic measure of leader mental models

**Psychometrics:** Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w

**Potential uses:** assess mental models

**Stage of instrument development:** development of instruments

**Instrument name:** Mental Models

**Developed by:** MRI report 95-3 (Zaccaro et al., 1995)

**Project name:** Mental Models

| **ID:** | 318 | **Lab:** | LW | **Instrument code:** | 291-LW |

**Variable:** leader knowledge/conceptual ability: breadth

**Project purpose:** assess team, organization and vision mental models of leaders

**Target population:** 2nd level Lieutenant to colonel, undergraduate students

**Stage of project:** development of generic measure of leader mental models

**Psychometrics:** Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w

**Potential uses:** assess mental models

**Stage of instrument development:** development of instruments

**Instrument name:** Mental Models

**Developed by:** MRI report 95-3 (Zaccaro et al., 1995)

**Project name:** Mental Models

| **ID:** | 319 | **Lab:** | LW | **Instrument code:** | 291-LW |

**Variable:** leader knowledge/conceptual ability: depth

**Project purpose:** assess team, organization and vision mental models of leaders

**Target population:** 2nd level Lieutenant to colonel, undergraduate students

**Stage of project:** development of generic measure of leader mental models

**Psychometrics:** Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w

**Potential uses:** assess mental models
Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 320 Lab: LW Instrument code: 291-LW

Variable: leader knowledge/conceptual ability: organization of mental models

Project purpose: assess team, organization and vision mental models of leaders

Target population: 2nd level Lieutenant to colonel, undergraduate students

Stage of project: development of generic measure of leader mental models

Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w

Potential uses: assess mental models

Stage of instrument development: development of instruments