

RELIABILITY & VALIDITY QUICK GUIDE

A quick guide explaining the reliability
and validity of our assessments



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RELIABILITY & VALIDITY

The design of Clevry assessments took into account the following:

Relevance of the scales

Items must relate to the scale they set out to measure.

Heterogeneity

Scales must be sufficiently different from each other.

Differentiation

Different individuals must be likely to respond distinctly to scales.

Social desirability

Scales susceptible to faking were excluded.

Avoidance of bias

Content that may adversely affect certain groups.

Ambiguity

Unclear content or language.

Scale gradation

Scales must ensure the same levels of differentiation around the middle and at both ends.

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After an initial design phase, which considered the above criteria, the scales that emerged were piloted, and quantitative item analysis was performed.

The result of this was 46, rationally derived scales, each with 6 items that measured each construct in a valid and reliable way.

Reliability & Validity of Personality Assessment & Ability Tests

The reliability of each scale within the personality questionnaire was calculated using a measure of internal consistency.

All scales were found to have high reliabilities. Ability test questions were also found to have high internal consistency.

Norm groups (a comparison group of previous respondents) were set up, which we continue to update regularly. These dictate how a candidate's responses are scored.

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Before appearing in a report, the raw scores are compared against a norm group and adjusted.

This means that what you see in reports can reliably and accurately be compared between candidates.

The construct validity (the extent two different scales measure the same construct) for personality questionnaire was tested against the Business Personality indicator, the CPI, and the 16PF. Further studies were then done to establish criterion-related validity.

To review the exact numbers regarding reliability and validity of the tests please visit the Help Centre section of our website or alternatively drop us a line and one of the team would be happy to provide you with more detail.

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TO SUCCEED**

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