

Expert Review – Summary: Quality criteria of the Power-Potential-Profile®

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This text represents the summary of the full review.

You can download the full review (in german) from the website

www.powerpotentialprofile.de.

Summary

Quality criteria study based on 2543 participants

We conducted several studies on behalf of flow consulting gmbh to survey the quality criteria of the Power-Potential-Profile® tool. These studies were conducted in the years 2005 and 2006. A total of 2543 participants took part; the majority of participants was made up of managers from several organizations, but also students with previous professional experience.

Multidimensional tool with JPP, ARP, FSL

The Power-Potential-Profile® is a multimodal and multidimensional measurement tool for the areas personality, attitude and for leadership and sales competencies. It includes four psychometric test tools.

The JPP (Jungian Personality Profile) measures personal stability factors, which result from C.G. Jung's theory of psychological types.

The ARP (Authority, Responsibility, Power) (now known as MDA) measures the attitude of a person towards the areas of Authority and Responsibility.

The FSL (Future Skills for Leadership) measures competence fields that are critical for managers. The FSS (Future Skills for Sales) measures competence fields that are critical for sales representatives. This study entails three of the four tools: JPP, ARP and FSL.

Objectivity

A standardised online application, including an automatically generated and standardised application manual supplied per email assures the objectivity of the tools.

Quality Assurance

A strict selection of consultants and an intense licensing process, including on-the-job coaching of the consultant during the application, as well as a regular exchange of experiences between the consultants, provides the assurance of quality throughout the application of the Power-Potential-Profile®. The consultant commits to attend the regular quality assurance meetings. In addition advanced Power-Potential-Profile® training is conducted during these meeting. This assures the application quality of this tool.

Structure of Factors, Reliability and Validity of the JPP

As an instrument for personality profiling or description, based on the theories of C.G. Jung the JPP tool displays between very good and good results in all compiled areas and is to be fully recommended.

The retest reliability is between .76 and .88.

Structure of Factors, Reliability and Validity of the ARP

The ARP tool displays between good and satisfactory results. Four factors display good results one factor is critical (Social Factor). The retest reliability is between .56 and .75, in the social factor this value is .44. The research as to validity however shows good results. Subject to these results, flow consulting gmbh decided to rework the ARP. A new tool was designed, the MDA tool (Matrix for the Development of Attitude), which equally depicts the factors Authority and Responsibility. Our research provided the foundation for this rework or development of this tool. The MDA will be researched in a follow-up study.

Structure of Factors, Reliability and Validity of the FSL

The FSL displays good results. Compared to a well-structured, elaborate assessment centre, approximately the same results can be attained in a fraction of the time. The internal consistency (Cronbach Alpha) is between .61 and .81. Over and above this, our research provided important stimuli for the consultants that apply the FSL tool. Firstly, the content of two of the factors (conflict moderation and motivation) are closely related. Secondly, the factor capacity for teamwork is more than likely not relevant for the leadership competencies of a person. These findings help the consultants to contemplate seriously the interpretation of the results as well as the appraisal session. This result prompted flow consulting gmbh to exclude a few items from the FSL or to re-phrase them. The six factors represented here will be enhanced by a seventh factor (Goal Orientation) in the next edition. We will research the coherence of the seventh factor in a follow-up study.

Application in Personnel Development

The combination of the three tools (JPP, ARP/MDA, FSL) proves to be conclusive. The application of the Power-Potential-Profile® aiming for Personnel Development (i.e. coaching, training, team development, carrier consulting etc.) can be fully recommended. flow consulting gmbh explicitly points out that this tool should not be used for personnel selection. We assent to this recommendation. The strengths of the Power-Potential-Profile® are best utilized in a direct dialogue with a consultant. For the purpose of personnel development, the consultants therefore have a wide spectrum, high quality instrument at their disposal.

Development

The results of this study enabled flow consulting gmbh to advance the Power-Potential-Profile® on a solid base. As an alternative to the ARP, the MDA has been developed; the FSL was expanded to seven factors. The redeveloped version of the Power-Potential-Profile® will be available from the 01.March 2007 (2. Edition).

We will continue to accompany this development with further scientific studies.

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The concept of contents, test construction, items, questionnaires, assessment scripts, the text and graphic displays as well as the construction of the online-application-system are subject to copyright. Copyright infringement is liable to prosecution.

We received all information necessary for research and the right to conduct scientific research from flow consulting gmbh.

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The full version of this review in german can be downloaded via the internet platform www.powerpotentialprofile.de

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