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Title: Reliability of the Leading Dimensions Profile (LDP)

Author: Dr. Kizzy Parks; Dr. R. Douglas Waldo, SPHR

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Summary

The Leading Dimensions Profile (LDP) utilizes a framework that includes two primary factors and ten supporting characteristics to convey personality dimensions that reveal how individuals influence, lead, and interact with others. The two primary factors produce an overall profile or style, based on the interaction of *Achievement Drive* and *Relational Drive*, while the ten supporting characteristics include:

- Achieving Dimensions
 - *Work Intensity*
 - *Assertiveness*
 - *Uncertainty Avoidance*
 - *Adaptability*
 - *Perception*
- Relating Dimensions
 - *Status Motivation*
 - *Affiliation*
 - *Consideration*
 - *Openness*
 - *Self-Protection*

The LDP dimensions were analyzed for reliability using two methods: Cronbach's Alpha and Test-Retest correlation analyses. For the Alpha test of reliability, a sample of 759 participants took the LDP's primary factors while a sample of 400 participants took the LDP's supporting dimensions between 2009 and 2010. The Test-Retest reliability study was based on a sample of 49 participants who had responded to LDP items during two administrations in 2010, with an average time of 11 weeks between administrations.

Findings

The following table shows the Cronbach Alpha statistics derived from the first study:

LDP Dimensions	Cronbach's Alpha
<i>Achievement Drive</i>	.84
Achieving Dimensions	
<i>Work Intensity</i>	.79
<i>Assertiveness</i>	.77
<i>Uncertainty Avoidance</i>	.83
<i>Adaptability</i>	.68
<i>Perception</i>	.74
<i>Relational Drive</i>	.80
Relating Dimensions	
<i>Status Motivation</i>	.73
<i>Affiliation</i>	.77
<i>Consideration</i>	.82
<i>Openness</i>	.83
<i>Self-Protection</i>	.66

The following table indicates the Test-Retest reliability statistics revealed in the second study. The correlation statistic listed was derived after correlating results from two time-separated (average of 11 weeks) administrations of the dimensions.

LDP Dimensions	Correlation Statistic
<i>Achievement Drive</i>	.79**
Achieving Dimensions	
<i>Work Intensity</i>	.73**
<i>Assertiveness</i>	.74**
<i>Uncertainty Avoidance</i>	.71**
<i>Adaptability</i>	.67**
<i>Perception</i>	.57**
<i>Relational Drive</i>	.76**
Relating Dimensions	
<i>Status Motivation</i>	.80**
<i>Affiliation</i>	.66**
<i>Consideration</i>	.54*
<i>Openness</i>	.82**
<i>Self-Protection</i>	.60**

Conclusion

The findings suggest:

- The primary personality factors measured by the LDP (*Achievement Drive* and *Relational Drive*) demonstrated high reliability in both studies. Given the focus of the LDP output on these primary factors, the high reliability statistics are expected.
- The reliability of the LDP's ten supporting dimensions was also observed, with moderate to high reliability demonstrated across both studies. While three of these supporting dimensions offered moderate levels of reliability, their role in providing supporting behavioral definition adds significant value to the overall assessment.

Application

The data analysis revealed that the LDP offers a reliable measure of personality style, based on its multi-dimensional framework (a "2 factor + 10 characteristics" model). Overall, users can be assured that the LDP dimensions are both reliable and appropriate for applications in the workplace, such as professional development, individual coaching, team building, recruiting, and related uses.

Contact

For more information, please contact the author at:
doug.waldo@leadingdimensions.com.