

Project Title:

Cronbach Alpha Reliability Report – AQai[®] AQme adaptability Assessment.

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Document Version: Draft V1.0

Analysis By: Dr. Nicolas T. Deuschel

Data Sample Size: 4,849 AQme assessments

Circulated to: *This summary document can be shared with certified partners*

Approach & Methodology:

As part of our continued commitment to the highest level of efficacy and accuracy in our assessment development we run a variety of analysis work on a regular basis. Included in this process is a reliability analysis. We use Cronbach's alpha as a coefficient of reliability (or consistency).

A measure of internal consistency – how closely related a set of items are as a group. It is considered to be a measure of scale reliability.

Cronbach's alpha can be written as a function of the number of test items and the average inter-correlation among the items. Below, for conceptual purposes, the formula for the Cronbach's alpha:

$$\alpha = \frac{N\bar{c}}{\bar{v} + (N - 1)\bar{c}}$$

Here N is equal to the number of items, \bar{c} is the average inter-item covariance among the items and \bar{v} equals the average variance.

The summary and detailed results can be found in this document report.

AQai® AQme Reliability Summary:

AQ Dimension	Reliability	Result
AQ ABILITY		
Grit	0.7	Good
Mental Flexibility	0.9	Excellent
Mindset	0.8	Excellent
Resilience	0.8	Excellent
Unlearn	0.7	Good
AQ CHARACTER		
Emotional Range	0.7	Good
Extraversion	0.7	Good
Hope	0.9	Excellent
<i>Motivation Style</i>		
Play not to loose	0.7	Good
Play to win	0.8	Excellent
Thinking Style	0.7	Good
AQ ENVIRONMENT		
Company Support	0.9	Excellent
Emotional Health	0.8	Excellent
Team Support	0.8	Excellent
Work Environment	0.8	Excellent
Work Stress	0.9	Excellent
ADDITIONAL DIMENSIONS		
<i>Explore & Transform</i>	<i>0.8</i>	<i>Excellent</i>
<i>Utilize & Improve</i>	<i>0.8</i>	<i>Excellent</i>
<i>Change Readiness</i>	<i>0.8</i>	<i>Excellent</i>
<i>Task adaptability</i>	<i>0.8</i>	<i>Excellent</i>

*Results rounded to a single decimal place.

AQ Ability

Scale: Grit

Case Processing Summary			
		N	%
Cases	Valid	4846	99.9
	Excluded ^a	3	.1
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.707	5

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
29.00	14.836	3.852	5

Scale: Mental Flexibility (Paradox)

Case Processing Summary			
		N	%
Cases	Valid	4849	100.0
	Excluded ^a	0	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.868	9

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
43.50	72.124	8.493	9

Scale: AQ Mindset

Case Processing Summary			
		N	%
Cases	Valid	4846	99.9
	Excluded ^a	3	.1
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.785	6

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
31.5516	35.402	5.94992	6

Scale: Resilience

Case Processing Summary			
		N	%
Cases	Valid	4846	99.9
	Excluded ^a	3	.1
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.785	4

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
20.9067	17.189	4.14599	4

Scale: Unlearn

Case Processing Summary			
		N	%
Cases	Valid	211	4.4
	Excluded ^a	4638	95.6
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.670	5

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
26.3981	21.098	4.59325	5

Note: Unlearn coefficients are based on a reduced sample during the Beta phase

AQ Character

Scale: Emotional Range

Case Processing Summary			
		N	%
Cases	Valid	4847	100.0
	Excluded ^a	2	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.680	2

Scale: Extraversion

Case Processing Summary			
		N	%
Cases	Valid	4848	100.0
	Excluded ^a	1	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.698	2

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
9.4356	7.904	2.81138	2

Scale: Hope

Case Processing Summary			
		N	%
Cases	Valid	4846	99.9
	Excluded ^a	3	.1
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.852	6

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
32.49	30.571	5.529	6

Scale: Motivation Prevention (Play to protect)

Case Processing Summary			
		N	%
Cases	Valid	4847	100.0
	Excluded ^a	2	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.746	4

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
21.91	17.057	4.130	4

Scale: Motivation Promotion (Play to win)

Case Processing Summary			
		N	%
Cases	Valid	4847	100.0
	Excluded ^a	2	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.757	4

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
20.82	21.946	4.685	4

Scale: Thinking Style

Case Processing Summary			
		N	%
Cases	Valid	4848	100.0
	Excluded ^a	1	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.721	3

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
15.39	10.013	3.164	3

AQ Environment

Scale: Company Support

Case Processing Summary			
		N	%
Cases	Valid	4789	98.8
	Excluded ^a	60	1.2
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.860	4

Scale: Emotional Health

Case Processing Summary			
		N	%
Cases	Valid	4843	99.9
	Excluded ^a	6	.1
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.778	4

Scale: Team Support

Case Processing Summary			
		N	%
Cases	Valid	4788	98.7
	Excluded ^a	61	1.3
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.795	5

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
27.5315	29.002	5.38534	5

Scale: AQ Work Environment

Case Processing Summary			
		N	%
Cases	Valid	4846	99.9
	Excluded ^a	3	.1
	Total	4849	100.0

Reliability Statistics	
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Cronbach's Alpha	N of Items
.832	7

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
36.7218	49.391	7.02784	7

Scale: Work Stress (Overwork)

Case Processing Summary			
		N	%
Cases	Valid	4841	99.8
	Excluded ^a	8	.2
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.901	3

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
12.12	23.759	4.874	3

Additional Dimensions

Scale: Explore & Transform (Exploration)

Case Processing Summary			
		N	%
Cases	Valid	4848	100.0
	Excluded ^a	1	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.800	5

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
25.32	30.951	5.563	5

Scale: Utilize & Improve (Exploit)

Case Processing Summary			
		N	%
Cases	Valid	4849	100.0
	Excluded ^a	0	.0
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.772	5

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
24.95	26.594	5.157	5

Scale: Expected Change (Used in Change Readiness)

Case Processing Summary			
		N	%
Cases	Valid	4839	99.8
	Excluded ^a	10	.2
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.840	3

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
9.05	14.091	3.754	3

Scale: Task Adaptability

Case Processing Summary			
		N	%
Cases	Valid	4834	99.7
	Excluded ^a	15	.3
	Total	4849	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.797	3

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
16.24	8.335	2.887	3

About

Dr. Nicolas Deuschel

Assistant Professor of Management



Nicolas (Till) Deuschel is an Assistant Professor of Management in the Department of Business Administration at Universidad Carlos III de Madrid.

His research interests lie on employee effectiveness in organizations, with a specific focus on individual creativity, diversity and motivation in the workplace. Several of his research studies cover work performance in the field across multinational and entrepreneurial firms.

He holds a German degree in Mechanical Engineering, a bachelor's degree in international business administration from the Rotterdam School of Management (Erasmus University) and a master's in management from the University of Oxford (Saïd). He received his Ph.D. in Management with a concentration in Organizational Behavior & HR from IE University.

Before joining full-time academics, Nicolas worked as a consultant with McKinsey & Co. (London) and Roland Berger Strategy Consultants (Zurich) on projects for global clients based in Europe. He also worked as a member of the extended leadership team in the financial services industry as global HR Strategy Vice President for Swiss Re (Global Fortune 500).

EDUCATION

- Ph.D. in Management (Organizational Behavior & HR concentration) from IE University (Spain)
- M.Sc. in Management Research from the University of Oxford, Saïd Business School (UK)
- B.Sc. in International Business Administration from RSM Erasmus University (The Netherlands)