

The BEST² Assessment™ is designed to give a profile of an individual’s personality in a relatively short period of time, while providing helpful insights about an individual for both employee selection and development. The test is based on the Big Five theory of personality, the most empirically supported model of personality in the world.

The assessment contains 33 statements that respondents are asked to rate in terms of how descriptive the statement is of them. The statements correspond to three core traits that all human beings share to some degree. Two traits, Neuroticism and Conscientiousness, are not measured by the BEST² Assessment™.

BEST scale	Low High	Big Five Trait Name
Outgoing vs Reserved	Reserved Outgoing	Extraversion
Task vs. People	Task People	Agreeableness
Big Picture vs. Concrete	Concrete. Big Picture	Openness

The combination of these scales is used to produce unique customized narrative reports that have implications for both leadership/coaching style and decision-making style. The style format makes the report very easy for users to interpret, and is similar to other style assessments like the DiSC or the MBTI, which are very popular in the marketplace. By using the best of what the social sciences offer in regards to personality assessment, in combination with easy to use style-based reporting, the BEST² Assessment™ leverages the best of both worlds.

By taking advantage of the ample body of research on the Big Five, the BEST² Assessment™ is able to produce more meaningful interpretive reports and developmental narratives than other products typically based on a certain professional’s theory or opinion.

Validity

Content Validity

Dr. Randall H. Lucius, Ph.D. designed the instrument based on existing research of the Big Five. Dr. Lucius is a licensed Organizational Psychologist with over 20 years of experience. Dr. Lucius has advanced training in psychometrics, the study of design, administration and interpretations of quantitative tests for measuring psychological variables such as intelligence, aptitude and personality traits.

Construct Validity

Construct validity refers to the extent that the traits being measured are consistent with past research and theory. The items used for the BEST² Assessment™ are drawn from the International Personality Item Pool (IPIP; Goldberg, 1999). The IPIP is a scientific collaboration of hundreds of researchers within the domain of personality research that was formed in the 1990s. Over 600 publications exist using the IPIP items, and over 3000 items exist to date. Results from the use of the items have been compared to many other similar scales and have found sufficient convergent and divergent relationships to suggest that the items measure the constructs for which they were intended.

Reliability

Reliability is the degree to which a test is consistent in its scores or measurements. Internal consistency is the method used to test the reliability of the BEST² Assessment™, and it shows the degree to which questions within a scale measure the same thing. Coefficient alpha is the most common metric for determining internal consistency. The coefficient alphas for each of the scales on the BEST² Assessment™ all are above the commonly accepted .70 threshold, which is typically considered acceptable. These alphas were determined from the IPIP research, as well as an independent sample for each scale drawn and measured by Dr. Lucius (approximately 50 people per scale).

Legal Issues

EEO/ADEA protected groups

Differences by race, gender and age have not been studied to date for the BEST² Assessment™, but will be once enough data becomes available. However, much research with personality in general and the IPIP items has been conducted and found few, if any, differences by any of these protected groups. What few differences that have been found are small and considered inconsequential. Differential validity is not typically associated with personality measures (Mount & Barrick, 1995). Thus, adverse impact for groups protected by employment law is highly unlikely.

Conclusion

The BEST² Assessment™ is a reliable and valid instrument for measuring traits supported in the Big Five model of personality, and is particularly useful for development purposes related to understanding one’s coaching style, and decision-making style. The BEST² Assessment™ can also be used for selection purposes, provided a predictive validation study is conducted for the population of interest. Differences by race, age or gender are highly unlikely with the five-factor based measures such as the BEST² Assessment™.

