

August 11, 1997

John J Carney, Vice President of Technology
International Assessment Network
7600 France Avenue South, Suite 550
Minneapolis MN 55435

Dear Mr. Carney:

Enclosed are the results of the reliability study that was completed for the Motivational Appraisal of Personal Potential (MAPP), as you requested. All three of the reliability coefficients indicate that MAPP is highly consistent over time and shows great stability in test responses. While .50 is an acceptable reliability coefficient for true score variability, the MAPP instrument exceeds standards with coefficients of .95, .90 and .71.

The test-retest reliability coefficient for worker trait outcomes is .95. The test-retest reliability coefficient for job ratings is .90. Worker trait outcomes and job ratings involve 72 outcomes in nine categories that workers, employers, and consultants use concerning the workplace: aptitude for the job; capacity for mathematical applications; capacity for usage of language; interest in job contents; relationship to data; relationship to people; relationship to things; relationship to reasoning; and temperament for the job. **The test-retest reliability coefficient for item response was .71.** This high correlation was based on people tending to give the same answer to 213 choices on 71 questions each time the test was taken. Thus 95%, 90%, or 71% of the responses reflect true score consistency.

The sample for this scientific study included 32 adults who were employed full time. The period of time between the test and the retest was typically 9 months, with approximately one-third of the people experiencing major life changes. This sample reflects typically employed people in terms of gender, age, and vocation. Their median age was 49, with ages ranging from 26 to 67 for the 20 men and from 26 to 54 for the 12 women. There are twenty-eight different professional occupations represented.

Sincerely yours,

Gail E Lorenz, Ph.D.

Enclosure