



Validation study

Investigating the relationship between cdaq and the occupational personality questionnaire

Date of study: June 2006

The aim of this study was to investigate the relationship between cdaq and another well known measure of personality, the Occupational Personality Questionnaire (OPQ). This research was therefore a construct validation study to identify how cdaq relates to the dimensions measured by OPQ.

Method

Respondents completed both tools online as part of a research project. The normative version of the OPQ was used. All respondents received feedback on their personality profiles with either face to face, or using the automated feedback reports. The sample comprised 104 individuals from both the UK general population sample and graduates who had completed OPQ for their personal development.

Results

To explore the relationships between the two tools; Pearson's correlations were calculated. The most prominent correlations ($p < .01$) are summarised in the table on page 2.

By way of explanation and guidance, the table shows that the cdaq metaprogramme dimension 'Accept – Evaluate' is negatively related to the OPQ dimensions 'Trusting' and 'Outgoing' (as denoted by the negative sign in front of the correlation coefficient which appears in the table). This means that someone who describes themselves as 'Accepting' when completing cdaq is also likely to be described as more 'Trusting' and 'Outgoing' by OPQ. Overall, the analysis demonstrates a fair degree of consistency between our expectations and the relationships identified. This research provides positive evidence for the construct validity of cdaq.

cdaq dimension	OPQ dimension	Correlation
Internal-External	Competitive	-.30**
People orientation-Activity orientation	Affiliative	-.34**
	Caring	-.41**
	Data Rational	.47**
	Behavioural	-.36**
	Conventional	.28**
Possibility-Reality	Persuasive	-.28**
	Out going	-.27**
	Data rational	.36**
	Evaluative	.27**
	Conventional	.50**
	Innovative	-.30**
	Variety seeking	-.27**
	Detail conscious	.38**
	Conscientious	.32**
Optimistic	-.31**	
Same-Difference	Conventional	-.55**
	Innovative	.26**
	Variety Seeking	.31**
	Detail Conscious	-.33**
	Optimistic	.33**
	Achieving	.33**
Options-Procedures	Decisive	.31**
	Conventional	.42**
	Innovative	-.34**
	Variety Seeking	-.37**
	Conscientious	.30**
Accept-Evaluate	Outgoing	-.32**
	Trusting	-.50**
Active-Reflective	Outgoing	-.31**
	Vigorous	-.31**
	Decisive	-.33**
Global-Detail	Conventional	.30**
	Detail Conscious	.32**
	Conscientious	.34**
	Decisive	-.30**
	Relaxed	-.26**
Closure-Non Closure	Conscientious	-.29**

Significant relationships between cdaq and OPQ dimensions