



## L&D Support International Product Review

L&D Support has developed a psychological instrument to provide insight into the possibilities and capabilities of people. The insights are used with specific focus in different markets. Profilizer is for businesses and organizations; ABC is for the unemployment and social domain market; Talent.Sense is for the education market; die.IMPULS is for the rehabilitation market; and InCheck is for the social domain and the support of refugees. The basis of all the market focused products is the L&D Profilizer Foundation. The instrument was conceived and constructed by the late Anneke Addicks (1950–2013) who devoted her entire psychology career to the development of the instrument.

Tens of thousands of people have been measured with our products in several countries. Due to the international nature of L&D Support it was determined that the independent reviews of the L&D Profilizer Foundation be conducted in accordance with standards and models of an international organization as opposed to those of specific(s) national associations.

In February 2015 a new independent review of the foundation of our products was conducted. The review was conducted in compliance with the test review model published by the internationally recognized European Association of Psychology Associations (EFPA)\* the Revised EFPA Review Model for the Description and Evaluation of Psychological and Educational Tests (Version 4.2.6). We are pleased to inform you that the reviewers found that our foundation complies with the EFPA review model and that our measurement is suitable for use in the area(s) of application.

### Validity and Reliability

Since the mid-1980s L&D Support has continuously sought to renew, innovate, and improve our products – always looking for opportunities to provide meaningful insights to support the development of people and organizations. This includes continual analysis and research into the validity, reliability, and objectivity of our products.

A Unified Framework was derived, showing the underlying structure of the instrument. The base comes from a multi-scale questionnaire. For each construct in the Framework, relevant models have been found on which the clusters and scales could be mapped. These models are on interpersonal style (leadership), working style, coping with stress, and about (core) personality. Also, direct links and empirical evidence of consistency with the Big Five personality model, openness to experience, conscientiousness, extraversion, agreeableness, neuroticism have been found.

The reliability of instruments is one of the most important psychometric characteristics. In statistics reliability is when a measurement is made several times and there is little difference between the measured values. The reliability of the Unified Framework scales has been analyzed. The internal consistencies of the scales are in the 0.63 – 0.82 range, as expressed by Cronbach's alpha with average and median values of 0.74 and 0.72 respectively.

The internal reliabilities are insensitive to demographical differences and are stable over time. The same holds for the so called standard error of measurement. This statistic is invariant over time.

Test-retest analysis shows that the L&D Profilizer Foundation is consistent when a single person is measured multiple times over a given interval. A sample was analyzed yielding correlations between 0.52 and 0.80 over an average interval of almost 300 days.

## Conclusions of EFPA Reviewers:

The reviewers found that our foundation complies with the EFPA review model and that our measurement is suitable for use in the area(s) of application. A summary of their evaluations is as follows.


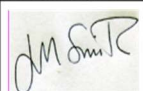

The abbreviations HK, WS and MS stand for the reviewers.

Aspect	HK	WS	MS
Quality of the explanation of the rationale	③	③③	③
Adequacy of the documentation available	③	③	③③
Quality of procedural instructions	③	③③	③③
Quality of the materials	③	③③	③③③
Quality of norms	④	④	④
Overall adequacy of reliability	③	③③	③③③
Overall adequacy of construct validity	③	③	③③
Overall adequacy of criterion related validity	③	③	③
Overall validity	③	③	③
Overall adequacy of computer generated reports	③	③	③

Meaning of rating symbols used:

Rating	Explanation
④	<b>This attribute is not applicable</b>
③	<b>Inadequate</b>
③	<b>Adequate</b>
③③	<b>Good</b>
③③③	<b>Excellent</b>

## Reviewers

Name, title	Dr. Wouter Schoonman	Name, title	Dr. John Michael Smith	Name, title	Prof dr. Hennie Kriek
Affiliation	Psy Tech industrial psychology	Affiliation	British Psychological Society	Affiliation	TTS-Top Talent Solutions Inc. and University of South Africa
Place, country	The Hague, The Netherlands	Place, country	UK	Place, country	Melbourne, Florida, USA
Date	3/18/2015 1:15:00 PM	Date	18 February, 2015	Date	16 February 2015
Signature		Signature		Signature	

## About the EFPA

EFPA is the leading Federation of National Psychology Associations. It provides a forum for European cooperation in a wide range of fields of academic training, psychology practice and research. There are 36 member associations of EFPA representing about 300,000 psychologists. The Federation has as one of its goals the integration of practice with research and the promotion of an integrated discipline of psychology. (Source: [www.efpa.eu](http://www.efpa.eu))

For additional information contact L&D Support NL ([info@LDSupport.nl](mailto:info@LDSupport.nl))

