Spectrum®
Personality Survey

SPS 130 Factbook

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Contents

Overview

SPS 130 is based on a comprehensive framework of individual differences that influences human behaviour. Our comprehensive research, building on an already existing knowledge base, links personality with dispositional motivation and adaptive styles to provide a dynamic and comprehensive picture of personality that informs insightful and impactful individual development. SPS 130 and its companion SPS Max can both map to the big five personality traits.
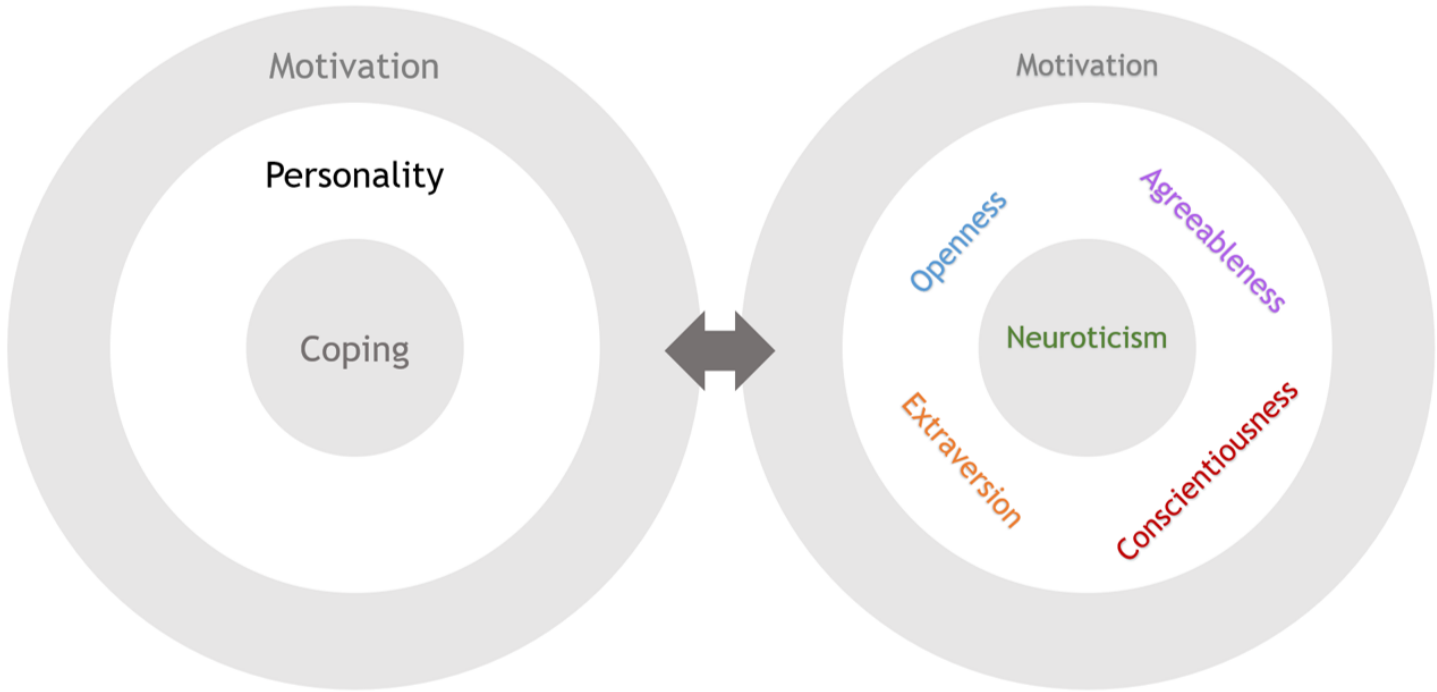
SPS 130 is a standardised and thoroughly researched personality instrument based on modern and pioneering research on trait personality.

Key Facts	
Item number:	130
Item types:	Free rating / Likert
Completion time:	20 to 30 minutes
Parallel form:	Yes
Clinical use:	No
Occupational development:	Yes
Occupational selection:	Yes (Occupational Scales)

Scientific but not Academic
SPS 130 offers a range of validated scales, all needed to measure various practically useful themes. While most big five instruments arrive at scales only through factor analysis, SPS includes criterion scales as well to offer truly insightful analysis.

Low Stake items
Asking high-stakes and close-to-the-context questions are most prone to distortion and faking because they are transparent. Hence, SPS 130 focuses on questions that are transparent and overt but too low-stake to be prone to faking.
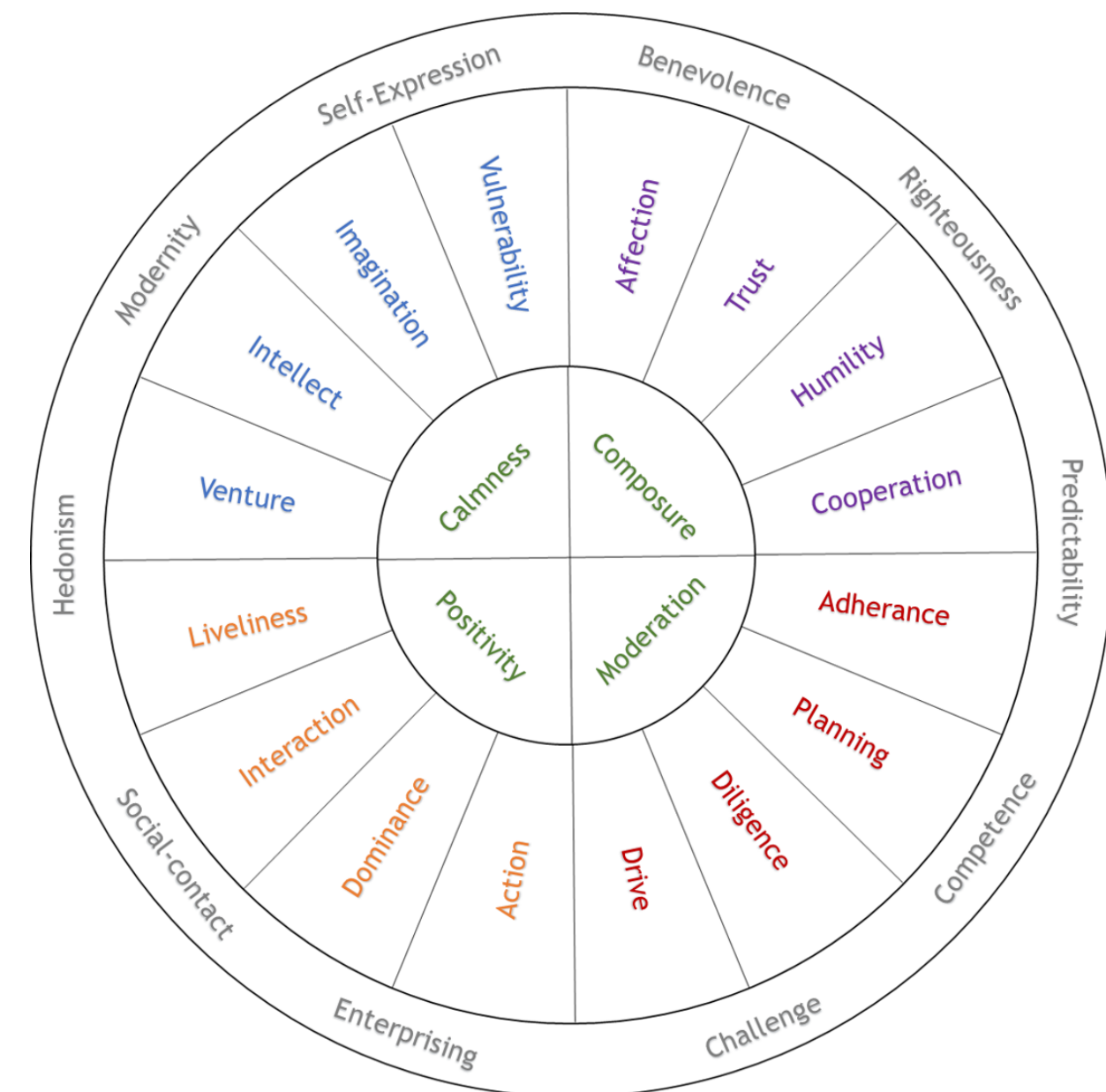
Advanced distortion detection
SPS130 is equipped with 5 scales that inform practitioners about distortion detection. Each of these scales can be used for a more nuanced understanding of a client's response.

Criterion-Referenced Occupational Scales
Our complex regression equations and insights from multi-dimensional item response models help us predict specific work competencies and also predict the strength of these predictions making it easier to use these for high stakes applications like employee hiring and promotion.

Key Features

SPS 130 reports various personality scales like other instruments. But it also offers a more dynamic understanding of these scales via its interaction with adaptive styles and dispositional motivations. The image below offers a range of these scales along with its placement in the integrated framework.
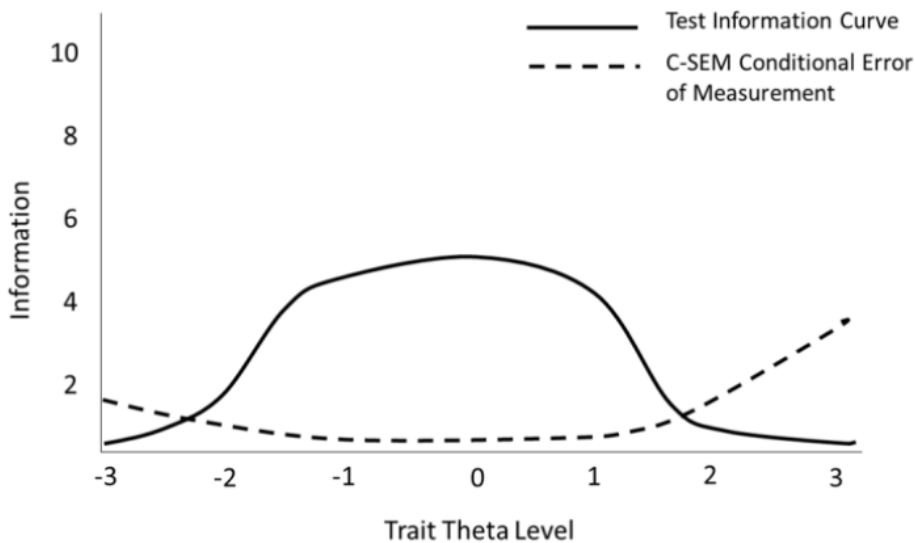
Reliability

SPS 130, being modelled using 2PL multidimensional IRT, offers deeper insights on scale's reliability from maximum information and estimation standpoint. Our models have also helped us create scales that are optimised for both meaningful scale content as well as the standard error of measurement.

We have run multiple studies to estimate the reliability of our scales. Internal consistency, test-retest and parallel form reliability have all been established. Conservative and maximum estimates of the standard errors of measurement are also calculated and provided for practitioners' information and scrutiny.

SPS 130 works off advanced reliability models which provide the most nuanced estimates of reliability with as little as 4 items to each scale and an as low a response time as 20 - 30 minutes.

Reliability Estimates

	Range	Average
Cronbach's Alpha:	0.81 - 0.68	0.72
Inter-item correlation:	0.51 - 0.32	0.41
Test-retest reliability:	0.88 - 0.64	0.78
Parallel form realiability:	0.95 - 0.88	0.86
Standard Error of Measurement (in Sten):	0.69 - 1.06	0.88

Validity

SPS 130 and its extended scales have been used to predict and covary with various psychological constructs of interest. Two types of validity studies were carried out - concurrent validity and criterion validity. Factorial validity was established through unidimensionality while studying reliability.

Concurrent validity was established by correlating SPS130 with NEOPI, Jungian Type Indicator, ONET's Interest Profiler, PID-BF clinical scales, Culture Fair(IQ) and IPIP Circumplex. Detailed correlation matrices are provided in the manual.

With respect to external or criterion-referenced validity, a list of prominent constructs have been provided and their adjusted R2 have been reported for your reference. Each one of these studies has been done with apriori hypotheses. While samples and their composition may vary, these findings can be broadly seen as evidence of validity. We however reserve genralisation as over optimistic. These R2 adj values are attenuated for rater unreliability where applicable.

SPS 130 was designed to measure folk patterns that are known to impact general life outcomes to sub-clinical challenges and adjustment issues. This approach is highly validation centric.

Criterion Validity Evidence

	R2 Adj	Sample
Emotional Intelligence:	0.26	n=189 (first line managers)
Happiness:	0.32	n=110 (students)
Occupational Performance:	0.20	n=60 (mid-level managers)
Mindfulness:	0.21	n=110 (students)
Interpersonal Satisfaction:	0.34	n=189 (first line managers)
Leadership Effectiveness	0.15	n=87 (senior managers)

Sample Report

SPS 130 offers various reports and an option of customising them as needed for a particular context. Snapshots of the profile report are provided here.