Test-Retest Reliability

The test-retest study completed by Dr. Gerdes includes 282 respondents. Sixty-four respondents originally took the Kolbe A™ Index between 1991 and 1995 (11 – 15 years ago); fifty-five of the respondents completed their first Kolbe A Index between 1996 and 1998 (8-10) years ago; fifty-one respondents received their first result between 1999 and 2001 (5 – 7 years ago); sixty respondents took the Index between 2002 and 2004; finally, fifty-two respondents had taken the Index some time in 2005 or 2006.

Percentage of Population with 0 – 2 Point Change by Action Mode

| Time Intervals	Fact Finder	Follow Thru	Quick Start	Implementor
Overall N = 282	96%	96%	92%	97%
11-15 years n = 64	95%	95%	88%	94%
8-10 years n = 55	96%	95%	91%	96%
5-7 years n = 51	94%	96%	96%	96%
2-4 years n = 60	100%	95%	92%	100%
0-1 years n = 52	94%	100%	94%	96%

N = number of participants in the sample

Respondents' first Kolbe A result were compared with a second result. The second Index results were collected between January and April 2006. Statistical evaluation strongly indicated that point changes between 0 to 2, in any given mode, were not "practically meaningful." In other words, a person's Kolbe result was considered consistent as long as it was within 0 to 2 points of their original score in any given mode. The above table indicates the percentage of each sample that fell between a 0 to 2 point change.

The above results confirm that the Kolbe A Index is high in test-retest reliability. As one of the very few behavioral science instruments to have been applied and studied with the same subject group for up to 15 years, it has stood the test of time with remarkable consistency.
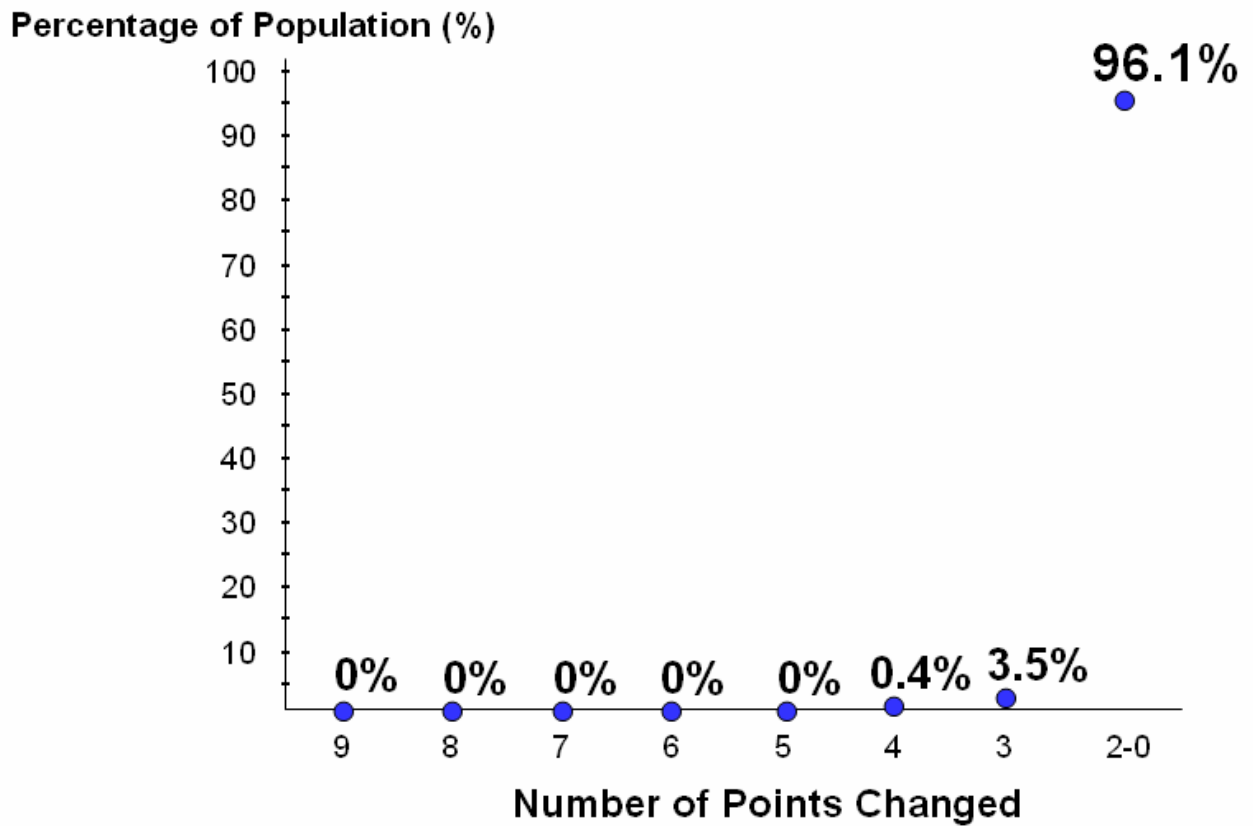
These results strongly suggest that the index is measuring unchanging traits.

Within the Fact Finder mode, 96.1 percent of the sample (N = 282) had a consistent Kolbe result (i.e., they were within the 0 to 2 point range). Only 3.9 percent or 11 people in the sample had a 3-point change. There were no point changes between 4 and 9. Random error, which pushes observed scores up or down randomly, may account for some of the 3-point changes. Random error can include things such as a person's focus or intent on any given day, the desire for a particular result, etc.
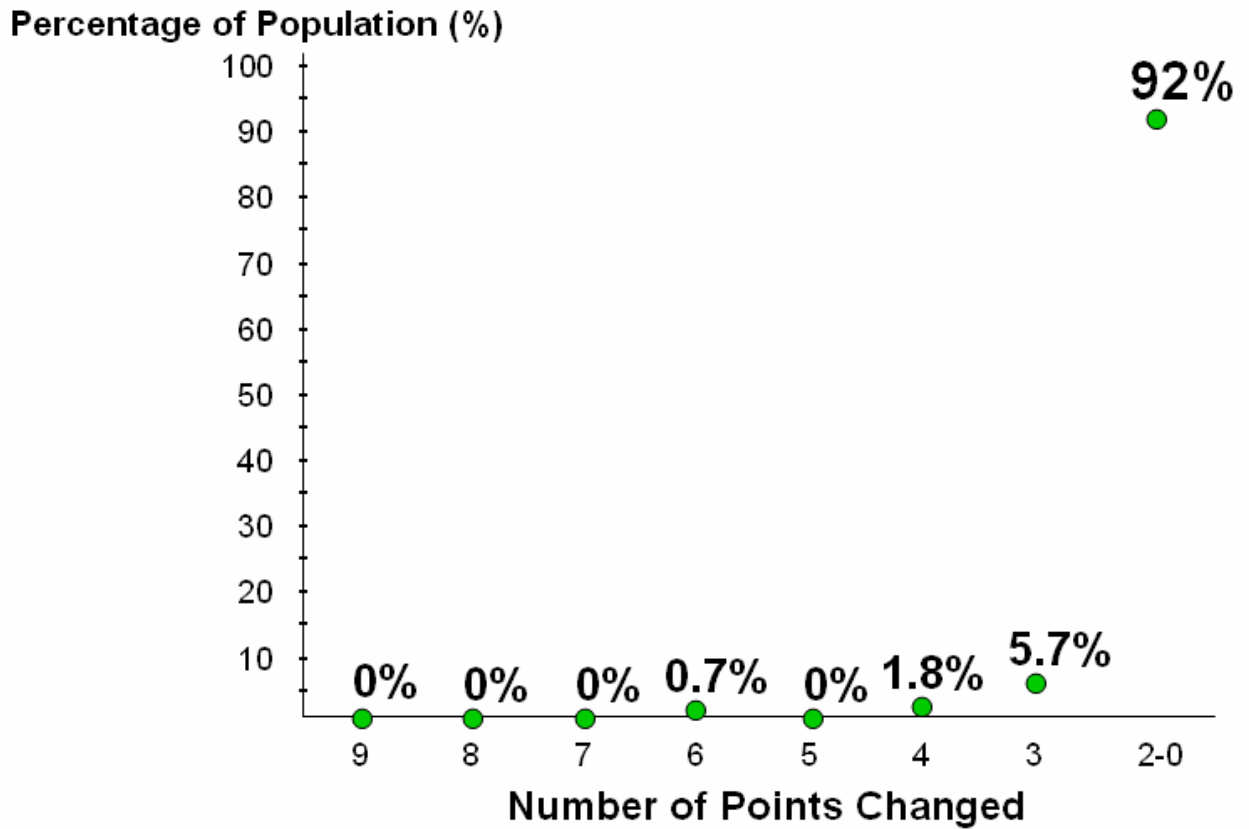
Percentage of Population (%)
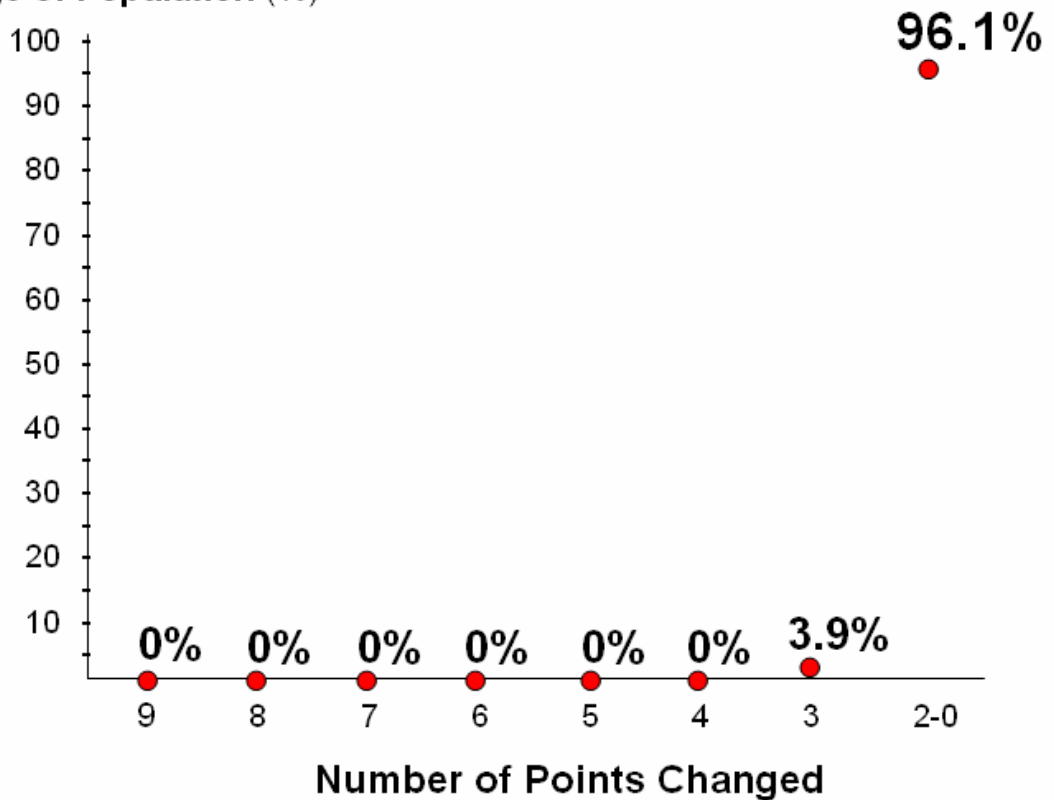
Within the Follow Thru mode, 96.1 percent of the sample (N = 282) had a consistent Kolbe result (i.e., they were within the 0 to 2 point range). Only 3.5 percent or 10 people in the sample had a 3-point change. Only 0.4 percent or 1 person in the sample had a 4-point change. There were no point changes between 5 and 9. Random error, which pushes observed scores up or down randomly, may account for some of the changes at 3-points and higher. Random error can include things such as a person's focus or intent on any given day, the desire for a particular result, etc.

Percentage of Population (%)

96.1%

100	
90	
80	
70	
60	
50	
40	
30	
20	
10	

0%   0%   0%   0%   0%   0.4% 3.5%

9   8   7   6   5   4   3   2-0

Number of Points Changed

Within the Quick Start mode, 92 percent of the sample (N = 282) had a consistent Kolbe result (i.e., they were within the 0 to 2 point range). Only 5.7 percent or 16 people in the sample had a 3-point change. Only 1.8 percent or 5 people in the sample had a 4-point change. There were no point changes of 5. Only 0.7 or 2 people had a 6-point change. There were no point changes between 7 and 9. Random error, which pushes observed scores up or down randomly, may account for some of the changes at 3-points and higher. Random error can include things such as a person's focus or intent on any given day, the desire for a particular result, etc.

Percentage of Population (%)

Number of Points Changed	Percentage
9	0%
8	0%
7	0%
6	0.7%
5	0%
4	1.8%
3	5.7%
2-0	92%

Number of Points Changed

Within the Implementor mode, 97 percent of the sample (N = 282) had a consistent Kolbe result (i.e., they were within the 0 to 2 point range). Only 2.5 percent or 7 people in the sample had a 3-point change. Only 0.7 percent or 2 people in the sample had a 4-point change. Only 0.4 or 1 person had a 5-point change. There were no point changes between 6 and 9. Random error, which pushes observed scores up or down randomly, may account for some of the changes at 3-points and higher. Random error can include things such as a person's focus or intent on any given day, the desire for a particular result, etc.

Percentage of Population (%)

97%

100	
90	
80	
70	
60	
50	
40	
30	
20	
10	0% 0% 0% 0% 0.4% 0.7% 2.5%
	9 8 7 6 5 4 3 2-0

Number of Points Changed