

The Development and Validation of the Detail Express Scale

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The Detail Express scale was developed to help provide employers with a quick measure of a candidate's attitudes toward job-related accuracy through attention to detail. Specifically, the scale helps measure the extent to which a candidate acts to minimize errors and attain complete accuracy by taking an organized approach to work assignments. The scale also helps measure a candidate's ability to develop systematic methods or procedures for structuring work tasks and information.

DEVELOPMENT OF THE DETAIL EXPRESS SCALE

The 12-item Detail Express scale was created using assessment items from a validated measure of Attention to Detail. To simplify the Express scale for IVR administration, the response categories from the original scale were collapsed from six choices (Strongly Agree, Moderately Agree, Slightly Agree, Slightly Disagree, Moderately Disagree, Strongly Disagree) to a four-choice format (Strongly Agree, Slightly Agree, Slightly Disagree, Strongly Disagree) on the Express scale. Specifically, the slightly and moderately agree response options were collapsed to create the slightly agree option and the slightly and moderately disagree options were collapsed to create the slightly disagree option on the Express scale. The decision to collapse the response options in this way was made after analyses were completed comparing the distributions of the original scale and the Express scale. A sample of 8,616 retail candidates was used in the analysis which compared the skewness (degree of asymmetry in a distribution) and kurtosis (the relative peakedness or flatness of a distribution compared to the normal distribution) of the original and Express scale distributions. The results of the analysis, presented in Table 1, indicate that the two distributions are relatively similar.

Table 1. Comparison of Detail Scale Distributions

Scale	Skewness	Kurtosis
Attention to Detail (original scale)	- 0.55	- 0.22
Detail Express	- 0.36	- 0.49

A correlation was also computed between the original measure and the Express scale to determine the degree of similarity between the scales. The resulting coefficient ($r = .98$) indicates the Express scale is comparable to the original measure.

RELIABILITY ANALYSIS

Cronbach's coefficient alpha was computed in order to assess the internal consistency of the Attention to Detail measures. Table 2 provides the alpha values for the original Attention to Detail scale as well as the Express version of the scale. The Detail Express scale produced an alpha reliability coefficient of .72, while the original scale reliability coefficient was .70. These results indicate that the internal consistency of the Detail Express scale is similar to that of the original scale.

Table 2. Reliability of Detail Measures

Scale	Sample N	# of Items	Alpha
Attention to Detail (original scale)	8,616	12	.70
Detail Express	8,616	12	.72

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) COMPLIANCE

The potential for the Detail Express scale to adversely impact protected groups (i.e., racial minorities and women) was assessed using the Equal Employment Opportunity Commission's (EEOC's) four-fifths rule. This rule states that the proportion of protected group members that are successful in obtaining a given score must be at least 80% (4/5) of the proportion of non-protected group members obtaining the same score. The proportions of protected and non-protected groups reaching a percentile score of 12 on the Detail Express scale were used as thresholds in the analysis. This scale standard is the recommended cut score set on the Detail Express scale when used in the selection process. Results of the analysis, presented in Table 3, indicate that the Express scale does not adversely impact any protected group. That is, all of the passing rates of the protected groups are greater than 80% of the passing rates of the base groups.

Table 3. Detail Express EEOC Analysis

Race	N	Percentage Successful	EEOC Ratio	Compliance Met?
White	4,107	94%		
African American	2,175	93%	.99	YES
Hispanic	1,485	89%	.95	YES
Native American	98	91%	.97	YES
Asian	353	86%	.92	YES
Gender	N	Percentage Successful	EEOC Ratio	Compliance Met?
Male	6,595	92%		
Female	1,985	92%	1.00	YES

VALIDATION OF THE DETAIL EXPRESS SCALE

The validity of the Detail Express scale was documented by a concurrent, criterion-related validation study. The study was conducted using 309 employees at a large government organization.

Correlations were computed between employee scores on the Detail Express scale and managerial ratings of performance. Specifically, managers were asked to rate employee performance on the following job-related dimensions of applied thinking:

- **Attention to Detail** – Acting to minimize errors and attain accuracy by taking an organized approach to work assignments.
- **Information Management** – Demonstrating the ability and desire to gather, evaluate, organize and maintain information in a systematic fashion.
- **Problem Solving** – Demonstrating the capacity to apply problem solving strategies in purposeful ways.
- **Reading Comprehension** – Demonstrating the ability to understand, interpret and learn from written materials.
- **Training Readiness** – Demonstrating the ability and willingness to learn in a training setting.

Managers provided ratings on the dimensions using a 7-point rating scale ranging from Clearly Unacceptable Performance to Clearly Excellent Performance.

The results of the correlational analysis (Table 4) indicate that the Detail Express scale was effective in predicting managerial ratings of performance in the sample. These results indicate that high scorers on the Detail Express scale are more likely to be seen by their managers as organized, systematic and accurate in their work than low scorers on the scale.

Table 4. Correlations between Detail Express Scale Scores and Performance Ratings

Performance Ratings	N	r
Attention to Detail	297	.17**
Information Management	303	.14*
Problem Solving	285	.12*
Reading Comprehension	295	.12*
Training Readiness	302	.14*

CONCLUSION

The results described above indicate that high scorers on the Detail Express scale are more likely to demonstrate attitudes and behaviors that are associated with good performance on the job. The combination of significant validity coefficients, acceptable reliability and freedom from adverse impact indicate that the Detail Express scale can serve as a valuable screening tool in the selection process.