

# Development and Validation of the Integrity Express Assessment

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## INTRODUCTION

The Express Attitude Profile series was created to provide quick yet accurate assessments of job applicant attitudes in key areas. The Integrity Express assessment was designed to best approximate the content and validity of the Integrity Attitudes portion of The Reid Report® assessment in a brief, 16-item format.

## PROCEDURE

Items were selected from an extensively validated assessment, The Reid Report, for the Integrity Express assessment. The sixteen items that, in combination, proved to be the strongest predictors of employee theft and overall job performance in previous validation studies were selected to constitute the Integrity Express assessment.

## RESULTS

The validity of the Integrity Express assessment was demonstrated in three separate samples, each using a different research design and criterion measure. One sample involved a “traditional” predictive validation design in which security company employees completed the items making up the Integrity Express assessment as job applicants and were later rated by their supervisors on their job performance. In a second sample, college students, all of whom held jobs off-campus, completed a battery of questionnaires that included the Integrity Express assessment, and then were given an opportunity to either keep or return what was made to look like an accidental overpayment for their participation. In the third sample, the Integrity Express assessment scores of job applicants were correlated with two self-report criterion measures: an “integrity composite” reflecting a wide range of past theft and criminal activities and a measure of money and merchandise taken from recent employers.

The Integrity Express assessment showed substantial correlations, ranging between .27 and .42, with the criterion measures in all three samples (See Table 1). These results indicate that higher scores on the Integrity Express assessment are associated with higher levels of integrity and job performance.

In addition, Integrity Express correlates very highly with the Integrity Attitudes section of The Reid Report assessment ( $r = .84$ ). Given this very high correlation, the substantial body of validation research supporting The Reid Report assessment can be inferred to apply to the Integrity Express assessment as well.

Reliability of the Integrity Express was assessed using a diverse sample of 27,015 applicants for jobs in a variety of industries. The Integrity Express assessment produced a Cronbach’s alpha reliability coefficient of .73, indicating an acceptable level of internal consistency.

Individuals scoring in the lowest 13% of the norm sample on the Integrity Express assessment were classified as “High Risk”; those scoring above the 13th percentile were classified as “Low Risk”. The “High Risk” vs. “Low Risk” classification had no adverse impact on any ethnic group or gender.

For illustrative purposes, comparisons were made between the theft-related behavior of “Low Risk” and “High Risk” job applicants (measured via self-report). Striking differences were found between the two groups (see also Figures 1 and 2):

- Job applicants who were classified as “High Risk” by Integrity Express were nine times more likely than those classified as “Low Risk” to have taken merchandise from a recent job (11% vs. 1.2%)
- “High Risk” applicants were ten times more likely to have taken money from a recent job (3.6% vs. 0.37% of “Low Risk”)

## CONCLUSION

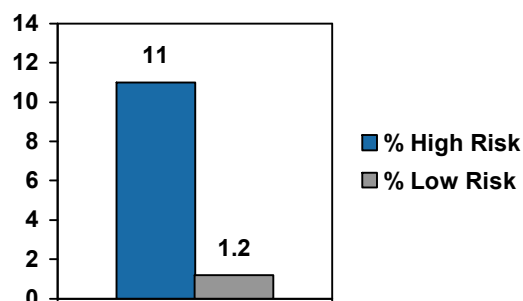
In summary, these research results indicate that the Integrity Express assessment is an effective screening tool to avoid costly hiring mistakes stemming from employees who engage in theft and other forms of counter-productivity.

**Table 1: Correlations between Integrity Express Scores and Relevant Criterion Measures in Three Samples**

Sample Criterion	Measure(s)	Correlation
Security Company Employees (N = 171)	Supervisor Ratings of Job Performance (Sum of 14 Dimensions)	.27
College Students with Off-Campus Employment (N = 104)	Observed Theft in a Laboratory Setting	.42
Job Applicants across Various Organizations (N = 20,584)	Self-Reported Integrity Composite	.40
	Self-Reported Theft from Recent Employers	.27

*Note: All correlations are statistically significant at  $p < .01$*

**Figure 1: Percentage of Applicants Who Have Taken Merchandise from Recent Jobs**



**Figure 2: Percentage of Applicants Who Have Taken Money from Recent Jobs**

