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6 CONSTRUCTION OF THE
COMBAT SELF-DESCRIPTION BLANK, COMBIB-1 (DOL-2), PT 3275.
A-3-288-41.

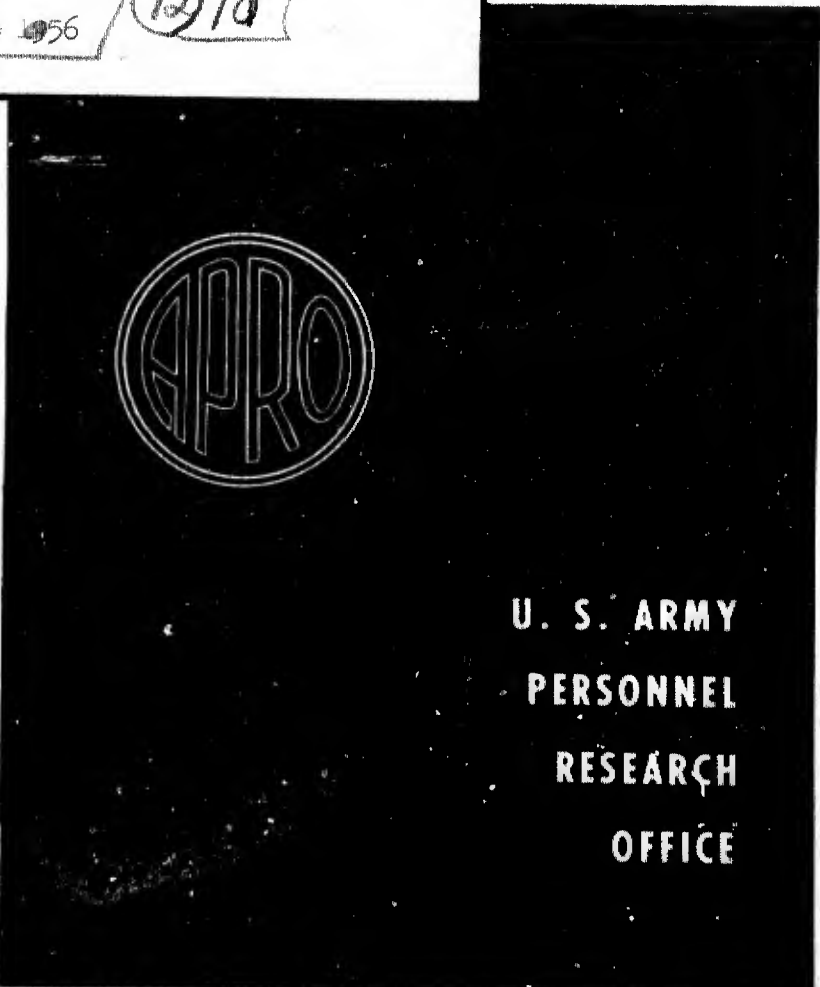
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CONSTRUCTION OF THE
COMBAT SELF-DESCRIPTION BLANK, COMBIB-1 (DOL-2), PT 3203

I. INTRODUCTION

An eight-year program of research has been established to answer two paramount questions on officer leadership:

1. Who should receive commissions as Army Officers?
2. Into what areas of assignment should these newly commissioned officers be placed?

Implicitly, selection involves the identification of three types of officers:

1. Candidates who would be equally successful in any assignment.
2. Candidates who would be more successful in some assignments than they would be in other assignments.
3. Candidates who would be unsatisfactory in any assignment.

Branch Program A-3-288-40 is concerned with one aspect of this selection problem: the construction of personality and situational tests which will predict success in particular leadership areas. The current project dealt with the construction of a personality test to predict success in the combat leadership area.

Combat leaders (Infantry, Artillery, and Armor officers) must have, not only the requisite knowledge and skills, but also the personality characteristics necessary for effective leadership. It was hypothesized in this study that the effective tactical officer does have a personality pattern (as indicated by his responses to items of personality, interests, and personal history) which differentiates him from the less effective tactical officer and from officers primarily successful in other military specialties.

The purpose of this study was to construct an experimental instrument which would correlate with success as a tactical officer and which would differentiate between combat and noncombat leaders. Such an instrument is eventually to be used as an aid in selecting, from the Army officer candidate population (OCS, ROTC, USMA), those individuals who possess the greatest potentiality for success in tactical leadership.

The personal inventory technique of measuring personality has been used quite effectively by the Army, and, consequently, much information is available on the statistical characteristics of personality items. It was presumed that those items which had selected enlisted combat leaders would prove valid, in general, for selecting officer combat leaders, and furthermore, that such items would not predict as successfully in noncombat leadership areas. The problem in constructing a Combat Biographical Information Blank (COMBIB) was reduced, essentially, to collecting a pool of items which had known validity for a combat-type criterion or which differentiated tactical and nontactical groups.

II. INSTRUMENT PREPARATION

A. SOURCE OF ITEMS

Pools of BIB items which had proved valid for leaders, particularly in the Combat Arms, were selected from PRB and other military sources. These were supplemented by items modified from commercial tests and by items which were constructed specifically for this study. Table 1 shows the specific sources (from PRB, HumRRO, commercial, OSS, and originally constructed materials) that were examined for self-description items. PRB and HumRRO sources, in which item-validity data were available, provided the bulk of the items selected for the experimental COMBIB. As shown in the second column of Table 1, these items tapped numerous aspects of personality, including the more conventional items on vocational interests, personal background data, and general traits and behavior. Other factors (such as attitude toward work conditions, interests in outdoor activities, and expressed interests in specific military duties) were also judged to be important for officer leadership. To measure these factors, items were culled from commercial tests, OSS studies, or were originally constructed.

B. SELECTION OF ITEMS

There was no officer combat criterion available for any of the items from these sources. The items from published PRB tests were chosen on the basis of keyed responses for an enlisted combat or maneuver criterion (See the fourth column of Table 1). In the case of PT 2462, leadership ratings at technical and combat OCS's served as a criterion; in this instance those items which differentiated between the two OCS groups were included in the experimental blank. In all other instances (where item statistics were available), the item to be selected had to have a preference value between .15 and .85 and a correlation coefficient of .10 or better with the external criterion.

Test items from the HumRRO sources--on which item statistics were also available--were selected if they proved significant in any two of the following three samples (1):

1. HumRRO - using all cases, and a correlation coefficient uncorrected for extreme groups
2. PRB Sample 1 - half the cases of the HumRRO sample using only native white Americans and correcting the coefficient for extreme groups
3. PRB Sample 2 - the other half of these cases with a corrected coefficient

A pool of 346 items, which had been found to predict success in combat-type situations, were culled from the previously validated PRB and HumRRO tests. Other sources were then examined for the purpose of discovering constellations of items which attempted to tap personality areas not quite covered by the primary sources. For example, although many items in the PRB and HumRRO tests related to vocational interests and indirectly to working conditions, it was judged by PRB technicians that the Survey of Work Conditions, a form prepared by OSS, may differentiate the combat

leader from other leaders. It was assumed that the officer candidate who is least disturbed by adverse work conditions would prove to be the best combat officer.

In a similar manner, commercial tests suggested additional personality areas to be explored. As a result, item concepts from three tests, Allport-Vernon Study of Values, Personality Analysis Test, and the Behavior Maturity Blank were incorporated into the experimental COMBIB to test the hypothesis that the combat leader exhibits a more aggressive and individualistic personality, that he is less desirous of routine and orderly activities, and that he tends to be more socially and emotionally spontaneous than his fellow officers.

Two, relatively new groups of items were specifically constructed for the COMBIB: items (matched pairs) on leisure-time activities and on preference for military duties. These were designed to test the hypothesis that combat officers would prefer vigorous and outdoor activities and that expressed interests in combat duties would identify the good combat officer. These combat duties were obtained from descriptions of commissioned officers' duty MOS's (SR 605-105-5) and combined with noncombat activities from the same source.

III. PREPARATION OF COMBIB-1, PT 3203

The total pool of 528 items developed from all the sources were examined by three personnel research technicians. Repetitious items were eliminated, numerous editorial changes made, and, in many instances, the original format of the item was modified. Items inappropriate for an officer population were excluded. Item statistics, where available, were reexamined; additional items were eliminated because of less adequate p-values or small correlations with criterion. The 298 items which finally emerged were agreed upon by the three technicians. These final items were arranged in a logical sequence (according to type and format) for test administration.

Table 2 shows the item finally selected from each of the source tests, and the corresponding item numbers in the experimental form. For example, Items 33, 36, 56, and 43 of the Allport-Vernon Study of Values were used to construct the four-choice personality items numbered 23, 24, 25, and 26 respectively in Section I; Items 28, 44, and 66 of PT 2717 were combined in constructing the single Item 117 in Section IV of the COMBIB-1.

Of the 298 items: 22 deal with personal history, 84 relate to work interests and conditions, and 192 measure various aspects of the personality.

PERSONNEL

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Acting Project Director:	Alexander R. Robbins
Acting Statistical Adviser:	Walter A. Klieger

REFERENCES

Publications of the Personnel Research Branch, Personnel Research and Procedures Division, The Adjutant General's Office, Department of the Army.

1. Technical Research Report 1093. Prediction of the combat proficiency of infantrymen. July 1955.

Table 1

SOURCES OF SELF-DESCRIPTION ITEMS

<u>Source and Test</u>	<u>Type of Test</u>	<u>No. of Items Selected</u>	<u>Selection Basis</u>
A. Personnel Research Branch			
1. PT 2401 (PI)	interests and personality	2	r's and p's, Korean combat EM
2. CRT 210 (LSDB-E)	interests and personality	23	r's and p's, NCO Leaders Course peer rating
3. PT 2717 (ASDB-I)	life history and personality	17	r's and p's, Infantry maneuver EM
4. PT 2718 (ASDB-II)	interests and personality	7	r's and p's, Infantry maneuver EM
5. PT 2822 (SDB)	life history and personality	15	r's and p's, Korean combat EM
6. PT 2462 (OCB-4)	life history, interests, and personality	54	r's and p's, Tech vs. Combat OCS's
B. Human Resources Research Office (HumERO)			
75			
1. Strong Vocational Interest Blank for Men (SVIB)	vocational interests	15	HumERO and PRB Fighter Keys
2. Military Interest Blank (MIB)	vocational interests	17	HumERO and PRB Fighter Keys
3. Barron Inventory of Personal Philosophy (IPP)	attitudes toward society	2	HumERO and PRB Fighter Keys
4. California Psychological Inventory (CPI)	personality: general	8	HumERO and PRB Fighter Keys
5. Minnesota Multiphasic Personality Inventory (MMPI)	personality: pathological characteristics	11	HumERO and PRB Fighter Keys
6. Self Other Concept Test (SOCT)	personality: self confidence and self esteem	11	HumERO and PRB Fighter Keys
7. The 16 Personality Factor Test (16PF)	personality: general	5	HumERO and PRB Fighter Keys
8. Life History (LH)	personal background and past	6	HumERO and PRB Fighter Keys

11
 11
 5
 6

personality: self confidence and self esteem
 personality: general
 personal background and past experience

6. Self Other Concept Test (SOCON)
 7. The 16 Personality Factor Test (16PF)
 8. Life History (LF)

HUMERO and PAB Fighter Keys
 HUMERO and PAB Fighter Keys
 HUMERO and PAB Fighter Keys

24

C. Commercial Tests

10
 11
 3

attitudes towards institutions
 personality: control of self and environment
 social and emotional maturation

1. Allport - Vernon Study of Values (1931 edition)
 2. Personality Analysis Test. Copyright 1941 by Runner and Seaver, Iowa City, Iowa
 3. Behavior Maturity Blank. Copyright 1939 by Walter Joel. The Gutenberg Press, Los Angeles, California

judgment: combat officers are more individualistic and aggressive but less esthetic and scientific
 judgment: combat officers desire less orderly and routine existence
 judgment: combat officers are socially and emotionally less mature

20

D. Office Strategic Services (OSS)

20

attitude towards various working conditions

1. Work Condition Survey. Assessment of Man. Rhinehart, 1947

judgment: combat officer is better able to work under adverse work conditions

55

E. Originally Constructed

21
 32
 2

interest in active sports and outdoor activities
 military duties and tasks: items based on SR 603-103-5 (Officer Personnel MDS's)

1. "Leisure Time Activities"
 2. "Military Duties Inventory"
 3. Miscellaneous

judgment: combat officer tends to engage in vigorous activities
 judgment: combat officers express interests directly related to combat activities
 judgment

298

TOTAL NUMBER OF ITEMS

Table 2

SOURCE OF EACH COMBIB-1 ITEM

SECTION I. PERSONAL HISTORY: 22 Five-Choice Items
 PERSONALITY: 4 Four-Choice Items*

Corresponding
 Item No. in COMBIB-1

Test Source	N	Item No. in Original Test	Corresponding Item No. in COMBIB-1
PT 2462	1	20	1
HumERO: LF	4	35, 44, 34, 39	2 - 5
PT 2822	2	7, 24	6 - 7
PT 2462	1	4	8
(Constructed)	1	Original item	9
PT 2462	1	17	10
HumERO: LF	2	12, 81	11 - 12
PT 2822	4	6, 13, 21, 22	13 - 16
PT 2462	5	2, 3, 10, 24, 29	17 - 21
PT 2717	1	26	22
Study of Values	4*	33, 36, 56, 43	23 - 26

SECTION II. OCCUPATIONS: 64 Like-Indifferent-Dislike

HumERO: SVIB	15	1, 14, 21, 27, 34, 53, 63, 64, 65, 76, 105, 29, 39, 198, 200	27 - 41
HumERO: MIB	17	29, 62, 63, 83, 110, 116, 126, 205, 285, 245, 259, 297, 330, 376, 343, 345, 372	42 - 58
"Military Duties Inventory"	32	Original items	59 - 90

SECTION III. WORK CONDITIONS: 20 Five-Point Scales

OSS Work Condition Survey	20	2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 17, 18, 21, 24, 30, 37, 39, 40, 41, 42	91 - 110
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SECTION IV. PERSONALITY: 10 Preferred-Choice Quintets

PT 2717	1	29	111
PT 2717	1	31, 69	112
PT 2717	1	73	113
PT 2822	1	63, 79	114
PT 2822	1	63, 87	115
PT 2822	1	45, 65	116
PT 2717	1	25, 44, 66	117
PT 2717	1	34, 60	118
PT 2822	1	108	119

OSR Work Condition Survey

SECTION IV. PERSONALITY: 10 Preferred-Choice Quintets

PT 2717	1	29	111
PT 2717	1	31,69	112
PT 2717	1	73	113
PT 2822	1	43,79	114
PT 2822	1	63,87	115
PT 2822	1	45,65	116
PT 2717	1	26,44,66	117
PT 2717	1	34,60	118
PT 2822	1	108	119
PT 2822	1	78	120

SECTION V. PERSONALITY: 101 Yes-No

Humero: IPP	2	32,45	1 - 2
Humero: CPI	8	10,79,223,227,236,285,71,272	3 - 10
Humero: MMPI	11	41,46,160,223,309,333,423,111,174,201,394	11 - 21
PT 2401	8	269,381,427,441,504,564,567,598	22 - 29
PT 2717	11	393,396,400,436,160,233,238,370,377,379,384	30 - 40
PT 2718	5	79,97,100,274,282	41 - 45
CRT 210	3	300,332,337	46 - 48
PT 2462	14	332,336,341,349,352,357,360,366,384,417,429,437,446,449	49 - 62
Humero: SOCON	11	2,9,10,50,76,4,7,78,82,17,33	63 - 73
PT 2822	2	134,125	74 - 75
(Constructed)	1	Original item	76
Humero: 16PF	5	41,53,51,68,148	77 - 81
Personality Analysis	11	1,8,13,14,17,24,30,64,98,109,113	82 - 92
Behavior Maturity	3	2,4,17	93 - 95
Study of Values	6	3,25,2,10,16,18	96 - 101

SECTION VI. PERSONALITY: 77 Preferred-Choice Pairs

PT 2462	12	159,167,195,199,200,204,205,207,213,217,221,223	102 - 113
"Leisure Time Activities"	21	Original items	114 - 134
CRT 210	20	4,5,23,30,60,91,102,107,115,140,145,160,161,186,190,201,204,221,227,263	135 - 154
PT 2718	2	18,19	155 - 156
PT 2822	2	180,196	157 - 158
PT 2462	20	234,236,239,241,246,253,255,256,257,268,271,276,289,311,314,315,319,325,327,328	159 - 178