

U.S. Army:
Identification of Measures of Stress Adaptability
Project Date: 1995 - 1999

Description

The military as well as civilian organizations are facing major changes that are having a significant impact on the nature of work. These occupational and organizational changes require workers to be adaptable to operate effectively in uncertain and changing situations. PDRI has applied an innovative approach to the development of adaptability predictors and criteria. In Phase I of this project, PDRI conducted an extensive literature review and identified eight adaptability dimensions (e.g., handling emergency or crisis situations, dealing effectively with unpredictable or changing work situations, displaying cultural adaptability) and 29 individual attributes (e.g., risk-taking, self-efficacy, ability to generate creative ideas) that underlie effectiveness in these dimensions. In Phase II, PDRI has been granted additional funding to validate new, innovative measures specifically targeted to predict the eight adaptability measures. In Phase II, PDRI developed several tools, including:

- Job Adaptability Inventory (JAI) that is used to describe the different types of adaptability required on a given job;
- Situational Judgment Test of Adaptive Behavior (SJTAB) that is designed to assess respondents' job effectiveness in situations that require adaptability and their motivation to adapt;
- Personal Style Inventory and three Experience Inventories which are biodata inventories designed to assess individual differences and previous experiences with situations like those described in the adaptability dimensions; and
- Adaptability performance ratings.

We conducted a large-scale concurrent criterion-related validation study to demonstrate that scores on the different predictor instruments are empirically related to adaptive performance. The revised SJTAB, Personal Style Inventory, and the experience inventories were administered to 549 soldiers. In addition, supervisors of about 300 of the soldiers who participated in the testing sessions provided performance ratings. We analyzed the different predictor and performance data to estimate validities.

Results

Donovan, M. A., Pulakos, E. D., & Arad, S. (1998). *The development and analysis of the job adaptability inventory* (Institute Report #313). Minneapolis: Personnel Decisions Research Institutes, Inc.

Pulakos, E. D., Arad, S., Plamondon, K., & Kiechel, K. L. (1997). Examining the feasibility of developing measures of stress adaptability (Institute Report #288). Minneapolis: Personnel Decisions Research Institutes, Inc.