



SCIENCE BEHIND THE Inclusive Behaviors InventorySM



The Inclusive Behaviors Inventory (IBI) along with all Aperian Global assessments, has undergone rigorous psychometric analysis. Research results for the IBI are based on input from an initial test group of approximately 1,000 survey respondents that included representative samples of people from different genders, age groups, organizational functions, and educational backgrounds.



RELIABILITY

Psychometric testing of the IBI provided positive results on standard measures of reliability. Three of the IBI dimensions meet or exceed the ideal criterion of 0.7 in terms of internal consistency reliability, and two of the dimensions are in the acceptable range of greater than 0.5. Continuous upgrading of survey items is likely to further strengthen these scores.



VALIDITY

The five IBI survey dimensions and 30 items are grounded in extensive research as well as input from experts in the field, and meet the criteria for Construct Validity and Face Validity. As we gather more data, we will be conducting further testing on both Concurrent and Predictive Validity.



ONGOING TESTING

We continue to review data from the IBI periodically for reliability and validity, and update the survey items based on the results of these tests.