



Test Review ***Quintax®*** ***(QUIN)***

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Quintax® (QUIN)

Reviewers:

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GENERAL INFORMATION AND DESCRIPTION OF THE INSTRUMENT

Test Name: Quintax®

Authors of the original test:

S. Robertson and D. Wilkie

Local test distributor / publisher:

Stuart Robertson and Associates

Date of Publication of Current Review/Edition: 2003

Date of Publication of the Original Test: 1998

Date of Current Review: 2003

ISBN: 1854335324

General Description of Test: Quintax is a self-report personality assessment intended to tap the Big-5 structure of personality, with a Social Desirability scale. It is quick to complete – 72 items, with a six-point response scale (agree-disagree etc.).

The five scales, with the labels used for the two poles, are:

Extraversion (Introvert v Extravert)

Criticality (Personable v Logical)

Organisation (Adaptable v Structured)

Intellectual Focus (Grounded v Theoretical)

Emotional Involvement (Calm v Volatile)

It is designed for use in occupational settings: selection, development, workshops etc. It uses a two-part carbon-backed answer sheet to permit rapid and easy scoring. Though it employs the usual Sten score system it is unusual because a Type methodology can be used as an alternative method of reporting profiles (using the bipolar labels set out above). It provides Type Descriptor leaflets for 32 types. A narrative report writer is available for PCs, which also calculates Belbin's Team Roles.

Classification

Content Domains:

Personality – Trait
Personality – Type

Intended or main area(s) of Use:

Work and Occupational
Counselling, Advice, Guidance, and Career Choice

Intended mode of use (conditions under which the instrument was standardised and validated):

Supervised and controlled administration. Test administration under the control of a qualified administrator or proctor

Description of the populations for which the test is intended:

General working population and managerial population.

Number of scales and brief description of the variable or variables measured by the test:

6. Five scales and social desirability. The five scales with the labels used for the two poles are:–

Extraversion (Introvert v Extravert)
Criticality (Personable v Logical)
Organisation (Adaptable v Structured)
Intellectual Focus (Grounded v Theoretical)
Emotional Involvement (Calm v Volatile)

Items format:

Likert ratings

Number of test items:

72 (12 per scale)

Administration modes:

- Supervised Group administration
- Internet based

Response mode:

Paper and pencil
On–line

Time:

- Preparation and Set Up: 15 minutes
- Test taker briefing, presenting instructions and items: 15 minutes
- Time allowed for answering test items: Untimed but generally 15–20 minutes
- Scoring Analysis: 10 minutes (instantaneous via Internet)

- De-briefing: Approximately 30 minutes
- Feedback: Approximately 60 minutes.

Different forms of the test:

Narrative software is available (see report).

Measurement and Scoring

Scoring procedure for the test:

Simple manual scoring key-clerical skills only required
Automated for web based administration.

Scores:

Quintax has been available for administration, scoring and report generation via the internet since October 2002. An intranet version of the on-line site became available in September 2003.

Score transformation for standard scores:

- Normalised – scores obtained by use of normalisation look-up table

Scales Used:

Standard scores:

- Sten scores. Belbin team role fit stens are provided.

Computer-Generated Reports

Are computer generated reports available with the instrument?:

- Yes

Do distributors offer a service to correct and/or develop computer generated reports?:

- Yes

<i>Brief description of Reports..</i>	
<i>Media:</i>	• Text only
<i>Complexity:</i>	• Medium
<i>Report Structure:</i>	• Scales (= factors in Quintax) are covered within thematically organised sections e.g. 'Relationships with Others'.
<i>Sensitivity to context:</i>	• One version for all contexts
<i>Clinical-actuarial:</i>	• Based on clinical judgement of group of experts
<i>Modifiability:</i>	• Unlimited modification

Degree of 'finish':	• Publication quality
Transparency:	• Clear linkage between constructs, scores and text
Style and tone:	• Descriptive third-party reports readable by test users and respondents.
Intended recipients:	• Qualified test users

Supply Condition and Costs

Documentation provided by the distributor as part of the test package:

User manual
 Technical (psychometric) manual

Methods of publication:

Paper
 Live Internet (test runs in a web browser)

Start-up costs:

Users may purchase either
 1 Quintax Reference Set (User Guide, 1 each of questionnaire booklet, answer sheet, profile chart, record form; sufficient for 1 administration): £76 + VAT or
 2 Quintax Starter Pack (User Guide, 10 questionnaire booklets, 25 each of answer sheets, record forms, and profile charts; sufficient for 25 administrations): £204 + VAT

Recurrent costs:

Using either a Record Form or a Profile Chart for feedback, and assuming 10 usages per questionnaire booklet: £4.68 + VAT per person per admin. VAT is not charged on all of the elements of the above (particularly, the £0.80 per questionnaire booklet use).
 No license fees or annual charges apply.

Prices for a report generated by user installed software:

Quintax reports can be generated from the publisher's Portrait System. Price: £640 + VAT (includes 50 reports). Refresh code for 50 additional reports: £600 + VAT.

Prices for reports:

Scoring and profiling: £25 + VAT
 Portrait reports: £40 + VAT

Prices for a report generated by the Internet services:

Four reports can be generated from Quintax On-line:
 1 Record Form & Type Description: 5 units
 2 Profile Chart: 5 units
 3 Learning Style Summary: 5 units
 4 Extended narrative (Portrait report): 15 units.
 1 unit = £1.00 + VAT

Prices for other bureau services:

Prices are determined in consultation according to the job requirement.

Test-related qualifications required by the supplier of the test:

- Accreditation in general achievement testing: measures of maximum performance in attainment
- Accreditation in general personality and assessment: measures of typical behaviour, attitudes and preferences
- Accreditation in general ability and aptitude testing: measures of maximum performance in relation to potential for attainment

Professional qualifications required for use of the test:

- None

Evaluation of Test Materials

Key to symbols:

★	Inadequate
★★	No longer used
★★★	Adequate/Reasonable
★★★★	Good
★★★★★	Excellent
[N.r.i.o.r]	(for updates only) Item was not rated in original review

Quality of the explanation of the rationale, the presentation and the quality of information provided:

★★★★★

Overall rating of the Quality of the explanation of the rationale:	★★★★★
i) Theoretical foundations of the constructs:	★★★★★
ii) Test development procedure:	★★★★★
iii) Thoroughness of the item analyses and item analysis model:	N.r.i.o.r.
iv) Explanation of content validity:	★★★★★
v) Summary of relevant research:	★★★★★
Adequacy of documentation available to the user (user and technical manuals, norm supplements etc):	★★★★★
i) Rationale:	★★★★★

ii) Development:	★★★★★
iii) Standardisation:	★★★★★
iv) Norms:	★★★★
v) Reliability:	★★★★
vi) Validity:	★★★★
Quality of the Procedural instructions provided for the user:	★★★★★
i) For test administration:	★★★★★
ii) For test scoring, norming etc:	★★★★★
iii) For interpretation and reporting:	★★★★★
iv) For providing feedback and debriefing test takers and others:	★★★★★
v) For providing good practice issues on fairness and bias:	★★★★
vi) Restrictions on use:	★★★★★
vii) References and supporting materials:	★★★★★
Quality of the materials:	★★★★★
i) General quality of test materials (test booklets, answer sheets, test objects, software, etc):	★★★★★
ii) Test quality of the local adaptation (if the test has been translated and adapted into the local language):	N/A
iii) Ease with which the test taker can understand the task:	★★★★
iv) Ease with which responses or answers can be made by the test taker:	★★★★★
v) Quality of the items:	★★★★★

Reviewer's comments on the documentation (comment on rationale, design, test development and acceptability):

Quintax is well designed and printed and easily scored. Profile charts are printed on light board with a clear layout and a good level of information. There are full descriptions of personality at each pole of the five scales with an introduction to typology on reverse side. A12-item Social Desirability scale is integral to the instrument. The Type Descriptor leaflets present very clear syntheses.

Rationale: The manual gives a very sound coverage of the development of the instrument and its rationale that is based on well founded research. Quintax is a measure based on the Big Five theory of personality and its items are derived rationally from the Big Five theory.

The type taxonomy is based on the poles of the five traits.

Acceptability: Good: the questionnaire has an occupational tone that would be acceptable to managers and those taking the test.

Norms, Validity & Reliability

Evaluation of technical information:

★★★

Norms or reference group information:

<i>Overall adequacy:</i>	★★★★
i) Appropriateness for local use, whether local or international norms:	★★★
ii) Appropriateness for intended applications:	★★★★
iii) Sample sizes:	★★★★
iv) Procedures used in sample selection:	Representative of population
v) Quality of information provided about minority/protected group differences, effects of age, gender etc:	★★★

Reviewers' comments about the norms:

Based on a total of 681. There are tables for total sample plus tables for the sample by sex, age, managers and professionals (total and by sex), other workers, and students. Some of these norm tables are based on smaller subsamples – as small as 115.

Validity:

<i>Overall adequacy:</i>	★★★
<i>Construct Validity (overall adequacy):</i>	★★★★
i) Designs used:	Correlations with other instruments and performance criteria
ii) Sample sizes:	★★★★
iii) Procedure of sample selection:	Incidental
iv) Median and range of the correlations between the test and other similar tests:	★★★

v) Quality of instruments as criteria or markers:	★★★★
vi) Differential Item Functioning (DIF) analyses:	N/A
Criterion-related validity: overall adequacy:	0 stars
i) Description of the criteria used and characteristics of the populations:	Currently being developed
ii) Sample sizes:	0 stars
iii) Procedure of Sample selection:	No information is supplied
iv) Median and range of the correlations between the test and criteria:	0 stars

Reviewers' comments about validity:

Content validity: The five scales are a good fit to Big-5 theory. The items have been well chosen and have an occupational focus. A top-down method of test construction was used to keep scales and items firmly in the intended domain. A clearer statement of which items belong to which scales would be welcome.

Concurrent and predictive validity: The authors argue that as Quintax is derived from Big-5 theory, and can be shown to relate closely to established Big-5 measures, they 'would expect that the criterion-related validity evidence supporting these in occupational prediction would generalise' to Quintax. No specific criterion validity studies are yet available, though in the 'Work in Progress' appendix a planned study is described using 80 managers.

Construct validity: A sizable section is devoted to establishing the construct validity of Quintax, based on studies in which Quintax scores are correlated with other Big-5 measures, namely, Orpheus, NEO, 16PF5, ASE's BSI, as well as Raven's Advanced Progressive Matrices.

Four of the Quintax scales behave as predicted, but their Criticality scale does not relate as strongly as predicted, suggesting some looseness in the domain actually tapped by that scale. In addition there were rather more unpredicted sizable correlations than one would have wished.

Inter-scale inter-correlations are well examined. These correlations are satisfactory. The Social Desirability scale is typically correlated highly with two of the personality scales: positively with Conscientiousness and negatively with Emotionality.

General comments on validity: The measure is based on Big-5 theory, and because it correlates well with well established Big-5 measures, it is assumed that it will share the criterion validity of those measures. Independent validity studies of Quintax are required to establish this.

Reliability:

Overall adequacy:	★★★★
i) Data provided about reliability:	Standard error of measurement given for a number of different groups.

Internal consistency:	
i) Sample size:	★★★★
ii) Median of coefficients:	★★★★
Test retest stability:	
i) Sample size:	★★★
ii) Median of coefficients:	★★★★
Equivalence reliability:	
i) Sample size:	N/A
ii) Median of coefficients:	N/A

Reviewers' comments on Reliability (comment on confidence intervals for reliability coefficients and provide Spearman Brown equivalents for a 30-item scale):

The scale consistency is well documented. The authors make a strong case for being content with relatively low consistency coefficients in such short scales, as their primary aim was more to achieve good sampling of the domain than scale purity. Criticality is the scale with the lowest consistency and this is consistent with the heterogeneous content of its questions.

Test-retest study data are a late but welcome addition. It consists of one small study of 55 managers with a time interval averaging eight weeks. Further studies on a larger and more representative sample would strengthen these findings.

Quality of Computer-Generated Reports

Overall adequacy of computer-generated reports:	★★★★
i) Scope or coverage:	★★★★
ii) Reliability:	★★★★
iii) Relevance or Validity:	★★★★
iv) Fairness, or freedom from systematic bias:	★★★★
v) Acceptability:	★★★★
vi) Practicality:	★★★★
vii) Length-number of printed pages:	Typically 7

viii) Length index (number of pages (including composite and derived scales) divided by number of scales), multiplied by 10 and expressed as an integer:	12
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Reviewers' comments on the quality of computer generated reports:

The Quintax PC based Narrative Report Generator sets a standard for the industry. It produces excellent results.

FINAL EVALUATION

Evaluative report of the test:

Quintax has good norms, construct validity and reliability. The absence of direct information on criterion validity is very surprising. A very strong case could be made that any instrument that cannot yet be shown to have either concurrent or predictive validity is not ready for the market and it is premature to publish it, however sound its development and construction. There is good evidence however that the authors and publishers are committed to on-going technical development and it is expected that this will be forthcoming.

Technically, most of the scales of Quintax are sound although the Criticality scale seems to have some problems.

The Quintax PC based Narrative Report Generator sets a standard for the industry. It produces excellent results.

Taken as a whole this instrument impresses with the thoroughness of its development and the professional standard of the materials. Many of the instrument's features are simply excellent. The authors are clearly well versed in the necessary technical skills for the development of a properly grounded psychometric measure and appear to take seriously the responsibility of putting yet another personality measure in the hands of the HR manager. Quintax is a very sound, well developed instrument with a good research-based underpinning. The presentation of the materials is pleasing. The 72-item questionnaire is of an appropriate length for easy administration. The user's guide is easy to follow and has strong sections on administration and the feedback of the results.

The advice on feedback is some of the best available. The manual also contains guidance on how Quintax can be used to greatest effect in selection. The authors present a formal procedure for matching profiles to jobs. They give a Qualification Grid that guides the matching process.

The main weakness of the Quintax questionnaire stems from one of its main strengths, namely its newness. Despite the 17 pages of the user guide devoted to information on validity, there have been no sound, convincing studies of predictive, or even concurrent, criterion-related validity. The validity data are obscured by extensive coverage of previous validation studies with other Big-5 measures. It could be that the best possible 'gloss' is being put on the paucity of data. These concerns will be easily overcome by the publication of subsequent validation studies. There is good evidence that the authors and publishers are committed to ongoing technical development and responding to developments in the world of testing, for example an Internet based administration is currently being designed and piloted.

Conclusions:

Taken as a whole this instrument impresses with the thoroughness of its development and the professional standard of the materials. Quintax is a very sound, well developed instrument with a good research-based underpinning. The presentation of the materials is pleasing. Many of the instrument's features are simply excellent: the user's guide is easy to follow and has strong sections on administration and the feedback of

the results, the advice on feedback is some of the best available, the manual also contains guidance on how Quintax can be used to greatest. These concerns will be easily overcome by the publication of subsequent validation studies. There is good evidence that the authors and publishers are committed to on-going technical development.

Recommendations:

- Suitable for use in the area(s) of application defined by the distributor, by test users who meet the distributor's specific qualifications requirements

Notes, references and bibliography:

There were not requested in the original review.

SUMMARY EVALUATION OF THE TEST

Content Domains:

Personality – Trait
 Personality – Type

Intended or main area(s) of Use:

Work and Occupational
 Counselling, Advice, Guidance, and Career Choice

Intended mode of use (conditions under which the instrument was standardised and validated):

Supervised and controlled administration. Test administration under the control of a qualified administrator or proctor

Test Description:

<i>Test Name:</i>	Quintax®
<i>Local test distributor / publisher:</i>	Stuart Robertson and Associates
<i>Date of Current Review:</i>	2003
<i>Date of Publication of Current Review/Edition:</i>	2003
<i>Constructs Measured:</i>	(5) Extraversion Criticality Organisation Intellectual Focus Emotional Involvement
<i>Administration Mode:</i>	Supervised Group administration Internet based
<i>Response Mode:</i>	Paper and pencil On-line

Instrument Evaluation:

Characteristics	Evaluation
Quality of Documentation	★★★★
Quality of Materials	★★★★
Norms and reference groups	★★★★
Construct validity	★★★★
Criterion-related validity	0 stars
Reliability-overall	★★★
Number of Computer-Generated Reports	

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Debug mode: **0 (none), 1 (basic), 2 (advanced), 999 (edit)