

## Psychometrics At a Glance

The tables below summarize reliability and confirmatory factor analyses performed on the data from a range of organizations.

Cronbach's alphas range from 0.942 to 0.966 indicating 'excellent' reliability (internal consistency) observed in the data. Factor analyses explain between 65.9% and 80.9% of the variance in the data confirming the validity of the survey content.

### Means, Reliability Alphas, and Variance Explained in Confirmatory Factor Analysis

	Valid N	Cronbach's Alpha	% Variance Explained	N of Factors	N of Items	Mean	Std. Deviation
Performance: Excellence	643	0.947	68.2	1	10	3.06	0.863
Performance: Personal and Organizational Integrity	612	0.942	65.9	1	10	3.28	0.870
Performance: Communication, Collaboration, Teamwork	618	0.943	66.3	1	10	3.19	0.854
Performance: Growth Mindset, Stress Management, Well-Being	590	0.953	70.4	1	10	3.04	0.842
Leadership: Communication to Clarify and Reinforce Expectations	567	0.959	78.0	1	8	3.11	1.020
Leadership: Skill Development, Professional Growth, and Well-Being	521	0.961	78.5	1	8	2.93	1.062
Leadership: Accountability through Support & Challenge	525	0.955	76.0	1	8	3.15	1.075
Leadership: Promoting Confidence, Initiative, and Optimal Performance Mindset	527	0.966	80.9	1	8	2.99	1.067