

HVP-IMX Concurrent Validity Study

2003

Conducted by:
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Summary:

Innermetrix, Inc. is a qualified member of the Robert S. Hartman Institute (the Institute) and as such an authorized distributor of the Hartman Value Profile. For proprietary business purposes Innermetrix has created its own version of the HVP by combining items from the original Hartman Value Profile (HVP I) and the research addition of the Hartman Value Profile (HVP II). **No items have been changed from the original form in which Dr. Hartman created them.** The two lists have simply been merged. In accordance with the requirements of the Institute, Innermetrix has conducted the following concurrent validity study to validate its hypothesis that such an instrument is valid for said purposes as dictated by the Institute.

The following study points to very high validity between the original Hartman Value Profile (HVP I) and the parallel instrument currently marketed by Innermetrix (HVP-IMX).

Two sets of data were used to complete this study. One group collected between 1999 and 2000 had a population of 100 respondents (group I), while the second group, collected through Innermetrix Incorporated's online system in 2003, had an equal population of 100 respondents (group II). This study was blind in the respect that no respondent demographics were recorded for either group (e.g., race, age, sex, etc.).

Per the Institute's request, the following fourteen parameters were studied:

- differentiation scores (DIF-1, DIF-2)
- intrinsic dimension scores (DIMI-1, DIMI-2)
- extrinsic dimension scores (DIME-1, DIME-2)
- systemic dimension scores (DIMS-1, DIMS-2)
- integration percents (INT%-1, INT%-2)
- dissimilarity scores (DIS-1, DIS-2)
- AI%-1, AI%-2 scores

Given the specific objectives of this study; to demonstrate statistically significance association of the HVP-IMX parallel instrument with the original HVP instrument, Pearson's Product Moment Coefficient was used to determine

statistical correlation between the two interval-level variables (HVP I and HVP-IMX). This study evaluates the probability that the measures of correlation or association obtained were not due to chance. Any probability of less than $p < .05$ points to a statistically significant association, and all comparisons listed in this report had a probability of less than $p < .05$. Of the fourteen items studied five had correlations of less than $p < .01$. This correlation is not surprising since the HVP-IMX instrument is simply a combination of the HVP original version and the HVP research edition, and both were created by Dr. Hartman himself.

Conclusion

Special thanks must be given to both Dr. Leon Pomeroy and John Austin for their extensive help in completing this research project. Both were extremely valuable to the process.

These data strongly establish a concurrent validity argument for the HVP-IMX with the HVP. It is further concluded from these findings that such lateral substitution or creation of a combinatorial instrument, of items from either Hartman's HVP 1 or HVP 2 is valid and does not significantly compromise the end results of the profile. Moreover, these empirical results also support the validity of the online testing interface developed by Innermetrix to gather respondent rankings since the data demonstrate a high level of statistical significance between both online and pencil and paper versions used.

Overall Pearson's product moment coefficient:

Differentiation Scores:

- Dif-1 ($p < .019.$)
- Dif-2 ($p < .004.$)

Intrinsic Dimension Scores:

- Dim-I 1 ($p < .009.$)
- Dim-I 2 ($p < .057.$)

Extrinsic Dimension Scores:

- Dim-E 1 ($p < .022.$)
- Dim-E 2 ($p < .022.$)

Systemic Dimension Scores:

- Dim-S 1 ($p < .007.$)
- Dim-S 2 ($p < .049.$)

Integration Percentage Scores:

- INT% 1 ($p < .026.$)
- INT% 2 ($p < .037.$)

Dissimilarity Scores:

- Dis-1 ($p < .027.$)
- Dis-2 ($p < .007.$)

Attitude Index Scores:

- AI%-1 ($p < .032.$)
- AI%-2 ($p < .001.$)

$r = 0.999992$

$t = 24.3$

$df = 26$

$p < .0001$