

AD-A079 211

ADJUTANT GENERAL'S OFFICE (ARMY) WASHINGTON DC
CONSTRUCTION OF AN EXPERIMENTAL SELF-DESCRIPTION QUESTIONNAIRE --ETC(U)
AUG 61 A KATZ
AGO-HFRB-RM-61-11

F/G 5/9

UNCLASSIFIED

NL

| OF |
AD-
A079211

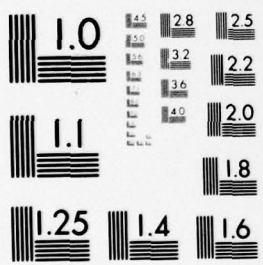


END
DATE
FILMED
2-80
DDC

OF

79211

ADA 079211



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

NO. FILE COPY

UNCLASSIFIED INFORMATION
Approved for public release
Distribution is unlimited

ADA 079211

NO. 111-111

SEARCHED INDEXED
SERIALIZED FILED
FBI - NEW YORK

Army Project Number
2L95-60-001

Combat Selection c-21

⑨ memo.
Research Memorandum 61-11

⑥ CONSTRUCTION OF AN EXPERIMENTAL SELF-DESCRIPTION QUESTIONNAIRE FOR COMBAT,

⑩ Aaron/Katz

Louis P. Willemin, Task Leader

⑬ 97

⑭ AGO-HFRB-RM-61-11

003 650

Submitted by

E. Kenneth Karcher, Jr.
Chief, Behavioral Evaluation Research Laboratory

⑪ Aug 1961

| | |
|---------------------|-------------------------------------|
| Accession For | |
| NTIS GMA&I | <input checked="" type="checkbox"/> |
| DDC TAB | <input type="checkbox"/> |
| Unannounced | <input type="checkbox"/> |
| Justification | <input type="checkbox"/> |
| By _____ | |
| Distribution/ _____ | |
| Availability Codes | |
| Dist | Avail and/or special |
| A | |

~~This document is intended for use only by the Adjutant General, AGTL, and is not available for distribution.~~

003 650

slr

CONSTRUCTION OF AN EXPERIMENTAL SELF-DESCRIPTION QUESTIONNAIRE FOR COMBAT

BACKGROUND

By 1949 the Army Classification Battery (ACB) tests and aptitude area composites had been implemented as an effective means for assigning enlisted men to Army technical, common specialty, and support jobs. The early classification battery, however, was not as effective in providing measures predictive of combat potential. As a result of research conducted since 1949, including Korean combat studies, two new measures were developed and introduced into the ACB for inclusion in two new aptitude areas for classification to the combat arms (Willemin and Karcher, 1958). These measures are the Classification Inventory, a component of the Infantry Combat Aptitude Area (IN), and the General Information Test, a component of the Artillery, Armor and Engineer Combat Aptitude Area (AE). The Classification Inventory is a personality questionnaire using the most valid items from two Korean combat studies conducted by HFRB and HumPRO. The General Information Test measures interests through sampling knowledge of masculine-type outdoor activities obtainable through participation rather than through the role of spectator. The success obtained increased the hope that further improvement in the predictability of combat performance could be achieved by measuring additional aspects of personality.

THE SELF-DESCRIPTION QUESTIONNAIRE

↙ This report describes the construction and content of an experimental self-description personality instrument designed to predict combat performance. The Self-Description Questionnaire (SDQ) consists of two booklets, Part 1 (PT 3687) and Part 2 (PT 3688), each containing 165 items. The items were constructed or selected on the basis of specific rationales developed by a research psychologist of the Human Factors Research Branch to reflect personality characteristics judged to be related to combat performance. ↗ The rationales have been grouped under major headings describing the general content areas.

Personal Maturity

Social Responsibility

1. Effective Interpersonal Relations. Persons who have the ability to get along with others, to achieve an effective relationship with the group, to show leadership when needed, and to have the courage to stand by their convictions in taking a necessary but unpopular position are more likely

to be able in the combat situation to maintain good relations with others and at the same time do what they think is right than are those lacking in these qualities.

2. Freedom from Self-Centered Orientation. Individuals who are relatively free from concern with themselves (either with their problems or with strong ego demands) will find it less difficult to become absorbed in the group's objectives than will individuals who have a great deal of self-concern.

3. Freedom from Feelings of Irritability. Individuals who are easily annoyed when things fail to go the way they would like them to go, or who have low frustration tolerance, will have a more difficult time in the combat situation, where frustrations are common, than will those who are not easily annoyed.

4. Interest in Accuracy of Oral Communication. Persons who can make themselves understood easily and who make certain that they are understood by others are more likely to communicate effectively with others in the combat situation when failure to communicate or when an error in getting a message across could have disastrous effects.

Personal Responsibility

1. Conscientiousness. Individuals who can be depended upon to get their work done and get it done on time, who do not have to be reminded of their responsibilities, and who can be depended upon to take on new responsibilities when the need arises are more likely to carry out their assigned duties or to take on additional duties in the combat situation than are those who do not possess these qualities.

2. Effective Work Habits Including Helping to Attain Group Goals. Individuals who are interested in and motivated towards getting their work done and who, in addition, are willing to pitch in to help the other fellow when necessary are more likely to do an effective job in the combat situation where speed may be crucial to the safety of the group and/or success of the mission.

3. Resourcefulness. Individuals who are effective in devising ways of getting a job done when there is a shortage of essential materials and who are capable and willing to do things for themselves are more likely to be able to take care of their needs in the combat situation when it is necessary to improvise or to do things for oneself.

4. Freedom from Neglectfulness. Individuals who are neglectful are more likely to endanger their own lives or the lives of other men in combat than are those who are not neglectful.

5. Economy in the Acquisition and Utilization of Objects. Persons who take care to acquire only as much as they need and who are careful in caring for the things they have are less likely to waste needed supplies and more likely to make things last as long as possible in the combat situation where shortages of essential food, clothing, and supplies may occur because of difficulties in delivering material to the combat zone.

Personal Vigor

Ego Strength

1. General Self-Confidence. Men who feel they are worthwhile as individuals, whose opinions are deserving of respect, and who are certain of their identification and roles as males are more likely to have the fortitude to withstand the stresses of combat and to believe in the rightness and eventual success of their side than are men who are lacking in these qualities.

2. Confidence in the Ability to Handle Combat and Emergencies and Liking for Related Activities. Individuals who believe they are capable of handling emergency situations--situations in which they might be injured or killed--or who do not hesitate to display aggressive behavior when attacked are more likely to take the fight to the enemy and do what is required in combat than are those who do not possess such confidence.

3. Control of Fears. Individuals who can control their fears in dangerous situations are more likely to perform their jobs in the fear-evoking combat situation than are those who are unable to control their fears.

Masculinity

1. Physical Stamina. Individuals who have good physical stamina are more likely to be able to withstand the rigors of combat than are those lacking in physical stamina.

2. Love of Outdoors. Individuals who have a preference for outdoor activities are more likely to adjust to the combat situation than are those who do not like using their muscles or roughing it out-of-doors.

3. Freedom from Fastidiousness in Requirements. Individuals who have excessive demands in the way of living conditions will find it difficult to adjust to the combat situation where their demands cannot possibly be met.

4. Job Interest in Army. Men who have displayed interest in the functioning of the Army before going into the service are more likely to identify with the Army's objectives and to work toward these objectives once they become members of the Army than are those who have not manifested interest in the Army.

Alertness

1. Attending to Visual and Auditory Phenomena. Individuals who have demonstrated keenness of vision and audition are more likely to be aware of enemy activity (exactness of location) during combat than are those who have not demonstrated these abilities.

2. Attending to Changes in Environment. Individuals who habitually pay close attention to their surroundings are likely to notice evidence of enemy presence or activities more quickly than are individuals who do not pay close attention to their surroundings.

Carelessness

Items were constructed to have the following characteristics: (1) extremely low p values and (2) unrelatedness of content from item to item. Thus, a person who endorsed more than a few of the items included in this key (in the keyed direction) would be suspect as to the care taken in answering the items of the entire instrument and would be given a personal interview. The carelessness key was used solely for purposes of identifying careless markers.

IDENTIFICATION OF RATIONALE KEYS

The number of items in each key as well as the key identifications are presented in Table 1. All items are original, except for 29 which were adapted, with some modifications, from experiential combat items of the Personal Inventory (DA PT 2401). None of these 29 items appears in the Classification Inventory (CI). Twenty-six of the 29 items (14 in Part 1 of the SDQ; 12 in Part 2) are included in the "Confidence in the Ability to Handle Combat and Emergencies and Liking for Related Activities" key. Three of the 29 items (1 in Part 1 of the SDQ; 2 in Part 2) are

Table 1

IDENTIFICATION OF RATIONALE KEYS IN THE SELF-DESCRIPTION
QUESTIONNAIRE, PT 3687 AND PT 3688

| Content Area | SDQ, Part 1 PT 3687 | | SDQ, Part 2 PT 3688 | |
|---|------------------------|------------|------------------------|------------|
| | No. of Items | TX Key | No. of Items | TX Key |
| PERSONAL MATURITY | | | | |
| <u>Social Responsibility</u> | | | | |
| 1. Effective Interpersonal Relations | 13 | 413 | 17 | 434 |
| 2. Freedom from Self-Centered Orientation | 5 | 421 | 4 | 442 |
| 3. Freedom from Feelings of Irritability | 5 | 414 | 5 | 435 |
| 4. Interest in Accuracy of Oral Communi- cation | 5 | 430 | 5 | 451 |
| <u>Personal Responsibility</u> | | | | |
| 1. Conscientiousness | 16 | 427 | 16 | 448 |
| 2. Effective Work Habits Including Helping to Attain Group Goals | 8 | 428 | 10 | 449 |
| 3. Resourcefulness | 5 | 426 | 5 | 447 |
| 4. Freedom from Neglectfulness | 10 | 429 | 11 | 450 |
| 5. Economy in the Acquisition and Utilization of Objects | 5 | 431 | 5 | 452 |
| PERSONAL VIGOR | | | | |
| <u>Ego Strength</u> | | | | |
| 1. General Self-Confidence | 13 | 442 | 13 | 443 |
| 2. Confidence in the Ability to Handle Combat and Emergencies and Liking for Related Activities | 28 | 423 | 25 | 444 |
| 3. Control of Fears | 6 | 420 | 5 | 441 |
| <u>Masculinity</u> | | | | |
| 1. Physical Stamina | 7 | 419 | 7 | 440 |
| 2. Love of Outdoors | 6 | 418 | 5 | 439 |
| 3. Freedom from Fastidiousness in Requirements | 6 | 415 | 5 | 436 |
| 4. Job Interest in Army | 6 | 425 | 5 | 446 |
| <u>Alertness</u> | | | | |
| 1. Attending to Visual and Auditory Phenomena | 5 | 417 | 5 | 438 |
| 2. Attending to Changes in Environment | 6 | 416 | 7 | 437 |
| <u>Carelessness^a</u> | | | | |
| | 10 | 412 | 10 | 433 |
| TOTAL SCORE^a | 155 | 411 | 155 | 432 |

^aThe Carelessness Key was not included in the total score. For purposes of possible use in a factor analysis study, this key was reversed and designated as the Carefulness Key (Part 1, TX 487; Part 2, TX 488).

included in the "Effective Interpersonal Relations" key. Identification of the numbers for the 29 items in the SDQ and in the Personal Inventory is presented in the Appendix. The manual for administering the SDQ is PT 3689. It is planned to administer both booklets of the SDQ to a sample of 1,000 Infantry trainees at Ft. Benning, Georgia in the fall of 1961 (Combat Selection Task c-21) for purposes of developing a new Combat Selection Battery.

REFERENCE

Willemin, Louis P. and Karcher, E. Kenneth, Jr. Development of combat aptitude areas. Human Factors Research Branch Technical Research Report 1110. January 1958.

APPENDIX

IDENTIFICATION BY ITEM NUMBER FOR SDQ ITEMS TAKEN FROM
THE PERSONAL INVENTORY, DA PT 2401

SDQ: Part 1

Source: DA PT 2401

| | |
|-----|-----|
| 24 | 543 |
| 29 | 581 |
| 34 | 541 |
| 49 | 572 |
| 55 | 551 |
| 61 | 593 |
| 68 | 548 |
| 78 | 545 |
| 94 | 582 |
| 98 | 584 |
| 107 | 585 |
| 116 | 587 |
| 128 | 552 |
| 145 | 577 |
| 158 | 554 |

SDQ: Part 2

| | |
|-----|-----|
| 18 | 553 |
| 34 | 546 |
| 39 | 542 |
| 45 | 590 |
| 52 | 550 |
| 59 | 583 |
| 68 | 595 |
| 81 | 549 |
| 113 | 597 |
| 129 | 547 |
| 133 | 544 |
| 142 | 589 |
| 155 | 555 |
| 164 | 575 |
