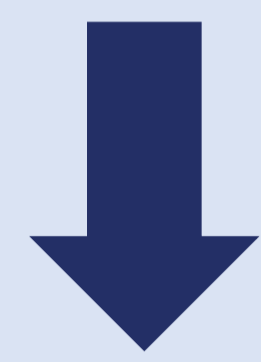


Development of a Questionnaire for Assessing Job-Relevant, Dynamic Personal Factors

1. Background

Personal factors have a high impact in the context of realising achievement potential, abilities and competencies in the transition process from school to work.



They have a high relevance for resource-based assessment in vocational rehabilitation settings.

2. Research Objective

Development of a self-assessment questionnaire for measuring job-relevant, dynamic personal factors

- ❖ Valid and resource-based assessment of personality aspects
- ❖ Involvement of adolescents with cognitive and language limitations in the assessment process
- ❖ Relation to adolescents' living environment
- ❖ Using specific item material and situations

3. Methodological Approach

Item Construction

Your classmates are unkind to someone.
You would like to help.



I can do that



I can't do that

Example: Social Self-Efficacy

- ❖ Low level of abstraction
- ❖ Specific situation in relation to the living environment of adolescents
- ❖ Picture-based item construction
- ❖ Simple language

Questionnaire and Scales

9 scales with 67 items

Perseverance and discipline, desire for control, emotional stability, achievement motivation, impulsiveness, neatness, performance-related self-efficacy, sociability, social self-efficacy

Sample

N=312 adolescents and young adults from inclusively denoted secondary schools and institutes of professional apprenticeship

4. Results

Internal consistency and reliability:

$\alpha=.50$ (impulsiveness) - $\alpha=.79$ (desire for control)

- Items of one scale vary more than those in general personality questionnaires with abstract formulations, due to the relationship to different specific situations
- High variance between items on one scale
- Evaluation of participants' ratings shows high acceptance of the questionnaire

5. Discussion

- ❖ Opportunity to describe personality as a personal factor in the context of icf-based assessment and to derive possible resources and benefit factors
- ❖ The questionnaire can be used for the target group: adolescents with cognitive and language limitations in vocational rehabilitation settings
- ❖ Developing a form for foreign assessment is necessary for using the questionnaire in counselling settings → acceleration of the dialogue between client and counsellor (change of perspective)