

Predictive Validity of the Inspire Resilience Scale as Selection Instrument

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Over the past years, a group of defence organisations (NLD, BEL, SWE, FIN, GER) and the Dutch police have collaborated in the European Defence Agency project INSPIRE (Improving Military Selection: Psychological Resilience Screening) to develop and test the Inspire Resilience Scale (IRS), an instrument that aims to assess the psychological resilience potential of candidates in selection. In this presentation, the final results of a longitudinal predictive validity study will be presented.

The IRS was submitted in the selection phase (T0) of five participating organisations. Criterion data about performance and health were collected in the second half of the first training year (T1; between 6 and 12 months after the selection). The total sample consisted of 11404 applicants at T0; at T1 the sample consisted of 726 remaining trainees. The predictor measure, the IRS, consists of six scales measuring individual determinants of resilience: coping diversity, emotional stability, optimism, self-efficacy, social competence, and self-reflection. The criterion measure for performance consisted of a 6-item self-assessment and a similar 6-item instructor-assessment. Health was measured using the GHQ-12.

The results showed that the overall IRS score significantly predicted the criterion measures with bivariate correlations between the IRS and the criteria around or above .20. Differences were found in predictive validity between participating organisations and between trainee functions (officer cadets vs. infantry/paratrooper recruits). Overall, the IRS proved to be a valid instrument to assess resilience potential in candidates for high-risk professions. Use of the IRS may therefore contribute to training success and reduction of health problems.