

viaEDGE™

The Science Behind viaEDGE™

How do we know viaEDGE really measures Learning Agility? That it is valid?

- The items used in the viaEDGE assessment were crafted by five Ph.D.s trained in learning agility and psychometrics. The items were pilot tested, refined, and then pilot tested again during an 18-month period by this panel of five SME developers. This process of test construction is referred to as Content Validation.
- viaEDGE agility scores highly correlate with both LFE™ and Choices™ – established assessments that have been used for more than 10 years by Lominger and Korn/Ferry. This is called Construct Validation.
- We also had the same participants take viaEDGE along with other different talent management assessments (e.g., Decision Styles, Hogan). viaEDGE correlated with the scales it should have and didn't with the scales it shouldn't have. This is called Convergent and Discriminate Validation.

How do we know viaEDGE is reliable?

- We analyzed each scale to ensure that all of the items within each scale were highly interrelated, indicating that these items all measure the same underlying characteristic. This is referred to as Internal Consistency Reliability.
- To demonstrate that viaEDGE measures Learning Agility in a consistent or reliable manner over time, we administered the assessment to about 100 people globally at Time 1 and then readministered it again at Time 2. The individuals' scores were very similar. This demonstrates Test-Retest Reliability.

How do we know that viaEDGE scores actually relate to leader potential and performance?

- An indirect linkage... viaEDGE scores have been found to be significantly related to scores on Choices and LFE. And research has established that Choices and LFE scores are significantly related to ratings of performance and potential. Hence, it seems reasonable to generalize the findings. This is called Validity Generalization.
- A direct linkage... We have conducted several studies examining the relationship between viaEDGE scores and various outcomes. In the first study, we found that scores were highly related to performance ratings for project managers at a large, global industrial company. We also observed that scores were significantly related to bosses' rating of competencies for senior-level managers at a global consumer products firm. In addition, viaEDGE scores were related to the proximity to the CEO position and total compensation for these managers. Likewise, we found that viaEDGE scores predicted promotion rates and salary increases during a 10-year period beyond emotional intelligence for district sales managers at a global pharmaceutical corporation. As expected due to the high professional nature of the jobs, two studies found little relationship between Learning Agility and physician ratings of clinical performance at a healthcare clinic in California and between learning agility and performance evaluations for engineers at a global industrial firm. These findings demonstrate Criterion-Related Validity.
- As an ongoing research effort, we are collecting data to further validate the instrument. Specifically, we are investigating the relationships between the assessment and different competencies and performance outcomes such as overall job performance, promotion potential, derailment potential, and leadership effectiveness. We also are investigating the boundary conditions—how characteristics of the job influence the relationship between the assessment score and different types of performance outcomes.