



### Introduction

Unlike the typical background self-report form, it is possible to consider the reliability and the validity of the PCBS empirically as well as in terms of its content validity. Overall, we have found high levels of reliability for the PCBS. The primary validation evidence for the use of the PCBS is the process by which it was developed and the review of the survey by the chief or other knowledgeable personnel from the individual department.

### Reliability of the PCBS

Reliability for the scales is high, ranging from .79 to .88 for one group administration (see below). (The maximum possible reliability is 1.0. The maximum is never achieved for areas such as those measured by the PCBS.)

**Table. Reliability of the PCBS Scales**

| <u>Red Flag Area</u>                             | <u>Reliability</u> |
|--------------------------------------------------|--------------------|
| Risk Taking                                      | .88                |
| Relationships with Coworkers, Friends and Family | .82                |
| Unusual Finances                                 | .82                |
| Relationships with Teachers and Supervisors      | .79                |
| Work Habits                                      | .87                |
| Dishonest and Criminal Behavior                  | .86                |
| Substance Abuse                                  | .86                |
| Fighting and Arguing                             | .85                |

### Validity of Specific Red Flag Questions

The legitimacy of using certain self-reported candidate background information for personnel selection is self-evident. Individual departments may reasonably screen out candidates reporting such extreme behaviors. It is up to the individual departments to decide which red flag admissions are sufficient to screen out candidates from further consideration.

One city in Ohio using both the PCBS and a polygraph examination in their hiring process reported that the red flags listed by the PCBS for individual candidates also were detected by their polygraph screening.