

Title: A Validation Study of an Interpersonal Communication Skills Instrument

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Our study's purpose was to assess the validity of the recently developed Interpersonal Communication Skills Inventory (ICSI). Employers have identified interpersonal communication as a valuable skill for students entering the workforce with the Bachelor's degree in psychology (Naufel et al., 2018). The ICSI measures elements of conversational efficacy such as initiating a conversation, engaging in a balanced conversation (Riggio et al., 2003; Meng & Oi, 2018), and displaying appropriate non-verbal behavior (Preston, 2005). The study's null hypothesis was that the ICSI is not a valid measure communication measure. Rejection of the null hypothesis would, therefore, support the ICSI's validity. This study used three different validating procedures. In procedure I participants completed the ICSI and several published scales known to measure different aspects of interpersonal communication. In Procedure II pairs of friends completed the ICSI for themselves and how they thought their friend would answer the ICSI. Procedure III involved assigning participants to role play a situation in which they just had met a stranger during a social networking event; they were asked to demonstrate how they would initiate, sustain, and conclude a 6-minute conversation with a confederate posing as a stranger. The data analyses involved computing and interpreting Pearson correlations between the measures used in each procedure. High positive correlations between measures used in each of the three procedures served as evidence supporting the ICSI's validity. Plans are to add a scale to the ICSI designed to assess ability to tactfully end conversations.

References

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