

# Energy Leadership Index™

## Assessment Version 2.0

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### Reliability and Validity

The Energy Leadership Index (ELI) is a self-rated web-based survey that measures a person's core energy. The ELI consists of:

- 70 scale items corresponding with seven energy levels (61 positively keyed and 9 negatively keyed)
- 14 scale items on life satisfaction
- 11 multiple-choice demographic items

### Statistical Analysis

A series of correlational analyses were conducted using ELI assessment data from 29,717 respondents to verify the reliability and validity of the instrument as a measure of a person's energetic makeup, as defined by seven distinct levels: (1) apathy, (2) anger, (3) forgiveness, (4) compassion, (5) peace, (6) joy, and (7) absolute passion.

**Content Validity:** A principal components analysis was conducted to determine the degree to which the ten items associated with each energy level measured related concepts. All were found to be correlated with their respective levels with acceptable factor loadings between .34 and .74. In addition, the ten items loaded onto a single construct at each level. The life satisfaction items also loaded onto one construct, with factor loadings between .50 and .74.

**Internal Consistency Reliability:** A scale analysis was conducted to investigate whether the ten assessment items associated with each of the seven ELI energy levels produced consistent response patterns. The test measured the strength of the relationship between the items in a series of split-half comparisons, then averaged the results to produce one overall correlational value known as Cronbach's alpha. For each of the seven energy levels, the Cronbach's alpha was above .70 and considered statistically acceptable. A reliability test of the fourteen life satisfaction items produced a Cronbach's alpha of .88.

**Test-retest Reliability:** 258 student coaches completed the ELI assessment as part of their certification course. Three weeks later, before receiving the results of the first assessment, they were asked to complete it again to test whether the assessment would produce similar, or reliable, outcomes each time. The results verified that there was little change in the item response pattern within each energy level. The Pearson Product Moment Correlation Coefficient derived from a comparison of the two assessments was strong (.87).

**Face Validity:** The wording of each of the 70 assessment items was examined to ensure it accurately reflected concepts associated with the energy level it measured. Each item was considered acceptable.