

Technical Manual and Statistical Properties for Realise2

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Technical Manual and Statistical Properties for Realise2

What is Realise2?

Realise2 is an online strengths assessment and development tool. Realise2 invites users to rate 60 different attributes according to the three dimensions of energy, performance and use. The ratings for each of these attributes across the three different dimensions are then combined in different ways, according to CAPP's proprietary scoring algorithms, to determine whether an attribute is classified as a Realised Strength, an Unrealised Strength, a Learned Behaviour, or a Weakness.

Upon completion of Realise2, users receive a Profile Report, which details up to seven of each of Realised and Unrealised Strengths, up to four Learned Behaviours, and up to three Weaknesses. Users can also select which Realised and Unrealised Strengths they want to prioritize for development, which are then included in the bespoke Development Report. Users can also build their own personalized action plans, using the Personal Development Plan template and online email reminder system that is included within Realise2.

What are Strengths and How Can We Best Assess Them?

Many of us will be accustomed to thinking of strengths as “the things that we are good at.” More accurately, though, we can think of strengths as *“the things that we are good at and that give us energy when we are using them.”*

From this description of strengths - *“the things that we are good at and that give us energy when we are using them”* - we can see that there are three core parts to any strength: **performance** - how good we are at doing something; **energy** - how much energy we get from doing it; and **use** - how often we get to do it. For something to be a strength, each of these three elements - energy, performance, and use - must be present.

How Did We Identify and Decide the Strengths to Include in Realise2?

Our work at CAPP is about understanding high performance in people, so we are always looking for people who do things exceptionally well. When we see someone doing something exceptionally well, we ask them questions to find out more about what they're doing and to really understand it. We call this *strengthspotting*, which as the name suggests, is about spotting the strengths that people have.

We have been strengthspotting for many years, collating our observations and refining the descriptions and definitions that we have for particular attributes. We are always looking to add new strengths to our database of over one hundred and fifty different strengths, which we then research and investigate further. This is an ongoing process, because as is explained in *Average to A+*, strengths are evolved adaptations - they are ways of us learning how to deal with our environment, and because environments are always changing over time, so strengths are evolving over time too.

Having examined well in excess of one hundred different strengths, we were able to identify those strengths which gave the broadest and most representative basis for assessing strengths in the general population. Ultimately these were the 60 strengths that we decided to include in Realise2.

These decisions were taken primarily by a conceptual mapping conducted by Professor Alex Linley and Dr. Janet Willars, with subsequent input and validation from the wider CAPP team. In this conceptual mapping, we were looking to establish which strengths clustered together from our experience of working with people who had those strengths, and which strengths could be subsumed under other strengths in a hierarchical fashion. We also made reference to the five strengths families in which the 60 Realise2 strengths can be grouped at a higher order level. Our conceptual approach to selecting the strengths to include in Realise2 was adopted because we were driven by strengths theory, and the question of which strengths most extensively but parsimoniously represented what we had observed in the general population over the course of our 100+ collective years of experience in working with strengths across assessment and development contexts.

Realise2 Item Development and Validation

Items were developed based on our observations of how the strengths were described by people who exemplified that strength in their lives. Item developers were all strengths experts as described below, having collectively more than 100 years of experience working in the strengths field. Items were reviewed collectively by the development team, and amendments made by agreement and consensus. Final items were subject to data collection and analysis as reported below, with the indicators for each attribute being selected for final inclusion on the basis of their conceptual and statistical properties.

The reliability data for Realise2 is reported below for internal consistency reliability and test-retest reliability. Validity studies have been conducted to date with measures of personality, social desirability, and organisational citizenship behaviours, all of which are reported below. Numerous other validity studies are ongoing.

Development of the Realise2 Strengths Families

We also clustered the strengths on a conceptual basis into “strengths families.” These strengths families were developed conceptually to allow the clustering of Realise2 strengths in five groupings that capture the broad range of human activity and interaction, namely Being, Communicating, Motivating, Relating and Thinking. There are 14 Strengths of Being, 8 Strengths of Communicating, 13 Strengths of Motivating, 11 Strengths of Relating, and 14 Strengths of Thinking.

The fourteen Strengths of Being are: Authenticity, Centred, Courage, Curiosity, Gratitude, Humility, Legacy, Mission, Moral Compass, Personal Responsibility, Pride, Self-awareness, Service, and Unconditionality.

The eight Strengths of Communicating are: Counterpoint, Explainer, Feedback, Humour, Listener, Narrator, Scribe, and Spotlight.

The thirteen Strengths of Motivating are: Action, Adventure, Bounceback, Catalyst, Change Agent, Competitive, Drive, Efficacy, Growth, Improver, Persistence, Resilience, and Work Ethic.

The eleven Strengths of Relating are: Compassion, Connector, Emotional Awareness, Empathic Connection, Enabler, Equality, Esteem Builder, Personalisation, Persuasion, Rapport Builder, and Relationship Deepener.

The fourteen Strengths of Thinking are: Adherence, Creativity, Detail, Incubator, Innovation, Judgement, Optimism, Order, Planful, Prevention, Reconfiguration, Resolver, Strategic Awareness, and Time Optimizer.

Who Developed Realise2?

Realise2 was developed by the CAPP team, including our Chartered Psychologists and Chartered Occupational Psychologists who are qualified with the British Psychological Society Certificate in Occupational Testing Level A and B, and our resident strengths and positive psychology experts, including Professor Alex Linley, Dr. Janet Willars, and Dr. Robert Biswas-Diener, with Martin Stairs and Nicky Garcea. Across the team we have more than 100 years of experience in working with strengths, all of which fed into the design and development of Realise2. Additional contributions and inputs were made by CAPP team members Dominic Carter, Jenny Fox Eades, Reena Govindji, Dr. Jonathan Hill, Gural Minhas and Emma Trenier. The infrastructure development for Realise2 was managed by Tony Andrews, IT Manager. Additional expert advice and opinion was provided by Susan Harrington, Chartered Occupational Psychologist at the University of Leicester, and Dr. Alex Wood at the University of Manchester.

Professor Alex Linley is a leading international authority on positive psychology and strengths, and the Founding Director of CAPP. He is the author of over 120 research papers and has edited or written six books, including *Positive Psychology in Practice* (Wiley, 2004), the *Oxford Handbook of Positive Psychology and Work* (Oxford University Press, 2009), and *Average to A+: Realising Strengths in Yourself and Others* (CAPP Press, 2008). He served as an Associate Editor for the *Journal of Positive Psychology* (2005-2009) and for the *Encyclopedia of Positive Psychology* (Blackwell, 2008), to which, amongst others, he contributed the entries on *strengths (personality)* and *strengths perspective (positive psychology)*.

Dr. Janet Willars is a Consulting Strengths Specialist with CAPP, and has been involved in the work of strength-based organisations for the last 12 years, across the financial services, retail, and service industries. Janet has a wealth of experience in developing and conducting strength-based interviews, and is believed to be the most experienced strengths interviewer in Europe, having conducted more than 23,000 hours of strengths interviewing. Janet's work with CAPP is typically concerned with facilitating focus groups to identify the key strengths of talented individuals, and developing interview and assessment strategies to allow the recruitment and retention of talent.

Dr. Robert Biswas-Diener is known as “the Indiana Jones of Positive Psychology” for his research on happiness and strengths with populations as diverse as the Inughuit in Greenland, the Amish in Pennsylvania, the Maasai in Kenya, and prostitutes and slum dwellers in Kolkata, India. Robert is a Programme Director with CAPP and the author of more than 30 research papers and two books, *Positive Psychology Coaching: Putting the Science of Happiness to Work for Your Clients* (Wiley, 2007), and *Happiness: Unlocking the Mysteries of Psychological Wealth* (Blackwell, 2008), which was winner of the 2008 PROSE award for academic writing in psychology.

Martin Stairs is a Chartered Occupational Psychologist and specialist in occupational assessment, leadership development, and employee engagement. Martin enjoys drawing on a wide spectrum of research and expertise to develop and deliver best-practice approaches that benefit people and organisations. Throughout his career Martin has led the design and delivery of numerous assignments including employee engagement surveys, job analysis and competency development work, the design and delivery of talent management programmes, and the design and delivery of HR system audit and evaluation processes. Martin also has a particular interest in enhancing realism in assessment through the effective deployment of IT-led solutions.

Nicky Garcea is a Chartered Occupational Psychologist and Consulting Director of CAPP. Her particular areas of expertise include strengths-based selection and recruitment, leadership development and performance management. At CAPP, Nicky is involved in taking a whole system approach to business issues, working with the CAPP team to develop approaches to a variety of projects including strengths-based role profiling, assessment centre design, and manager and leadership development. Nicky served as a co-editor of the *Oxford Handbook of Positive Psychology and Work*, published by Oxford University Press in 2009.

1. Realise2 Reliability Data

The initial item pool was tested on a pilot sample of over 100 working adults in order to test for comprehensibility and item internal consistency reliability for each strength. These results are reported in Table 1 below. With a single exception (Incubator $\alpha = .68$), all Cronbach's alphas exceeded 0.70, even though only three items were included. This is impressive, since typically lower numbers of items mitigate against internal consistency reliabilities exceeding the standard criterion for "good" internal consistency reliability of $\alpha > .70$. The mean Cronbach's alpha across the 60 Realise2 attribute item groupings was $\alpha = .82$.

Test-retest reliabilities were calculated on a sample of 132 adults, and for each individual item (energy, performance, use), for each attribute (the 60 attributes of Realise2), were statistically significant at $p < .001$. For single item test-retest correlations, this is impressive. Taking the three items for energy, performance and use as a whole for each attribute, the test-retest correlations range from $r = .634$ to $r = .802$, all statistically significant at $p < .001$. An average of 62.9% for each attribute remained consistent in its Realise2 category over the test-retest period of one-week (see Table 1). Given that a move of a single point in the Realise2 attribute ratings can shift a response into a different category, and that there are three ratings made for each attribute, this level of stability indicates that Realise2 is a stable and reliable assessment tool, but is also capable of detecting dynamic changes, as it is explicitly designed to do.

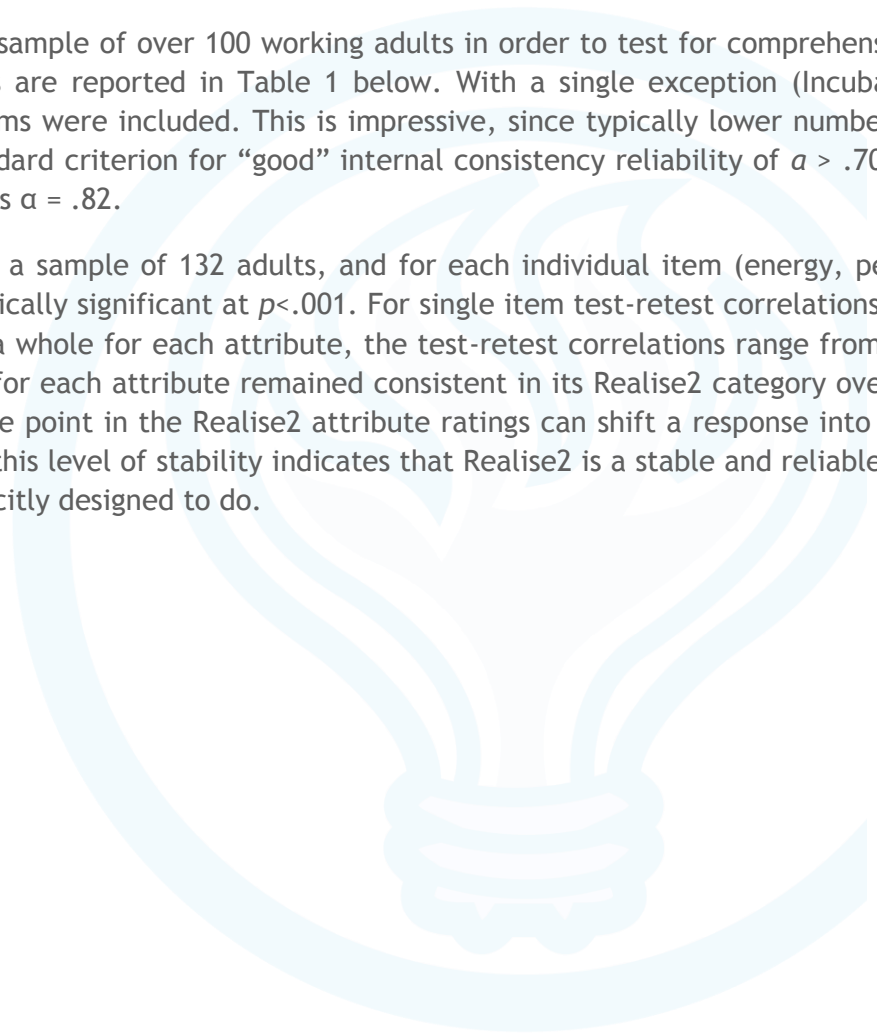


Table 1. Realise2 Reliability Data

Realise2 Attribute	Item Development Alpha	Energy Item Test-retest	Performance Item Test-retest	Use Item Test-retest	Subscale Test-retest	% Category Consistency Test-retest
1. Action	.84	.409**	.566**	.529**	.677**	57.1
2. Adherence	.80	.447**	.511**	.527**	.689**	64.7
3. Adventure	.79	.470**	.567**	.641**	.717**	56.4
4. Authenticity	.81	.557**	.615**	.565**	.737**	61.7
5. Bounceback	.90	.438**	.691**	.618**	.740**	61.7
6. Catalyst	.87	.552**	.659**	.593**	.756**	54.1
7. Centred	.80	.503**	.624**	.663**	.758**	57.9
8. Change Agent	.82	.607**	.718**	.647**	.771**	63.9
9. Compassion	.82	.470**	.459**	.660**	.684**	56.4
10. Competitive	.85	.563**	.632**	.709**	.802**	49.6
11. Connector	.86	.555**	.624**	.607**	.751**	57.1
12. Counterpoint	.77	.485**	.459**	.609**	.688**	59.4
13. Courage	.85	.437**	.574**	.488**	.676**	56.4

14. Creativity	.88	.443**	.594**	.703**	.793**	59.4
15. Curiosity	.85	.495**	.509**	.603**	.684**	66.9
16. Detail	.84	.510**	.476**	.547**	.659**	75.2
17. Drive	.84	.492**	.682**	.587**	.756**	59.4
18. Efficacy	.83	.367**	.679**	.481**	.720**	57.9
19. Emotional Awareness	.79	.563**	.660**	.668**	.741**	63.2
20. Empathic Connection	.85	.331**	.620**	.660**	.747**	63.9
21. Enabler	.77	.608**	.494**	.523**	.719**	61.7
22. Equality	.82	.547**	.604**	.551**	.762**	75.2
23. Esteem Builder	.81	.539**	.578**	.616**	.772**	60.9
24. Explainer	.89	.555**	.597**	.531**	.706**	59.4
25. Feedback	.83	.522**	.423**	.485**	.687**	60.9
26. Gratitude	.87	.559**	.532**	.535**	.721**	66.9
27. Growth	.77	.570**	.607**	.589**	.715**	62.4
28. Humility	.76	.478**	.495**	.506**	.683**	66.9
29. Humour	.86	.393**	.685**	.592**	.703**	63.2
30. Improver	.86	.472**	.592**	.602**	.684**	64.7
31. Incubator	.68	.643**	.596**	.510**	.691**	70.7

32. Innovation	.80	.625**	.565**	.603**	.746**	66.2
33. Judgement	.79	.466**	.540**	.621**	.719**	59.4
34. Legacy	.87	.481**	.513**	.556**	.678**	61.7
35. Listener	.76	.556**	.603**	.580**	.746**	69.9
36. Mission	.74	.564**	.500**	.477**	.678**	59.4
37. Moral Compass	.82	.456**	.509**	.499**	.634**	61.7
38. Narrator	.84	.624**	.667**	.627**	.793**	66.9
39. Optimism	.87	.578**	.534**	.631**	.716**	63.2
40. Order	.75	.554**	.699**	.617**	.753**	71.4
41. Persistence	.79	.470**	.624**	.611**	.752**	56.4
42. Personal Responsibility	.87	.506**	.380**	.565**	.646**	65.4
43. Personalisation	.78	.502**	.482**	.723**	.757**	65.4
44. Persuasion	.74	.510**	.534**	.513**	.719**	51.9
45. Planful	.90	.489**	.551**	.564**	.705**	63.9
46. Prevention	.89	.470**	.352**	.543**	.658**	60.2
47. Pride	.75	.445**	.391**	.605**	.689**	63.9
48. Rapport Builder	.81	.655**	.465**	.726**	.780**	66.9
49. Reconfiguration	.89	.434**	.305**	.519**	.663**	63.2

50. Relationship Deepener	.79	.485**	.325**	.659**	.743**	69.2
51. Resilience	.89	.579**	.394**	.645**	.744**	65.4
52. Resolver	.73	.498**	.344**	.580**	.642**	58.6
53. Scribe	.81	.724**	.627**	.740**	.658**	71.4
54. Self-Awareness	.84	.553**	.535**	.517**	.723**	67.7
55. Service	.82	.439**	.445**	.627**	.710**	63.9
56. Spotlight	.84	.728**	.467**	.561**	.790**	67.7
57. Strategic Awareness	.80	.520**	.358**	.628**	.727**	66.9
58. Time Optimizer	.81	.560**	.239**	.645**	.749**	54.9
59. Unconditionality	.77	.653**	.302**	.578**	.764**	71.4
60. Work Ethic	.80	.547**	.105**	.675**	.759**	66.9

Table 1 Note. N = 100-107 for item development alpha data. N = 132 for test-retest data. ** Correlation is significant at the $p < 0.001$ level.

2. Realise2 Attributes - Energy Rating Intercorrelations

For the current study examining intercorrelations between the energy ratings for each of the 60 Realise2 attributes, Realise2 was completed by 6,783 people (2579 men, 3367 women, 837 undisclosed), with a mean age of 44.43 years (SD = 11.1 years). Participants were typically married (45%) or single (21%) and from a white, British background (74%). Participants were primarily employed (82%), 3.4% were self employed, and 1.4% were students, while 12% did not indicate their occupational status.

Table 2. Realise2 Attributes - Energy Rating Intercorrelations

Realise2 Attributes - Energy ratings	Action	Adherence	Adventure	Authenticity	Bounceback	Catalyst
1. Action	-					
2. Adherence	.035	-				
3. Adventure	.117	-.157	-			
4. Authenticity	.076	-.008	.172	-		
5. Bounceback	.140	.051	.176	.121	-	
6. Catalyst	.133	-.031	.229	.113	.134	-
7. Centred	.089	-.009	.223	.173	.251	.118
8. Change Agent	.137	-.121	.354	.107	.155	.294

9. Compassion	.068	.107	.025	.103	.095	.120
10. Competitive	.102	.037	.191	.175	.152	.090
11. Connector	.122	-.022	.212	.097	.148	.317
12. Counterpoint	.055	-.150	.204	.239	.071	.149
13. Courage	.096	-.144	.506	.169	.139	.141
14. Creativity	.127	-.106	.198	.118	.162	.233
15. Curiosity	.062	.017	.113	.055	.086	.113
16. Detail	.000	.271	-.088	.042	-.008	-.049
17. Drive	.175	.070	.134	.113	.220	.180
18. Efficacy	.127	-.047	.304	.235	.235	.196
19. Emotional Awareness	.038	.022	.075	.079	.084	.152
20. Empathic Connection	.027	.068	.101	.060	.101	.134
21. Enabler	.140	-.066	.171	.089	.166	.331
22. Equality	.026	.134	.026	.172	.060	.127
23. Esteem Builder	.112	-.057	.124	.073	.149	.234
24. Explainer	.078	.072	.042	.037	.082	.125
25. Feedback	.085	.009	.190	.151	.122	.211
26. Gratitude	.059	.084	.015	.072	.159	.077

27. Growth	.070	.037	.177	.112	.169	.150
28. Humility	.099	.049	.091	.095	.089	.184
29. Humour	.050	-.013	.111	.135	.085	.104
30. Improver	.138	-.060	.143	.120	.186	.202
31. Incubator	-.053	.053	.084	.138	.059	.038
32. Innovation	.090	-.102	.149	.099	.151	.210
33. Judgement	.279	-.091	.195	.151	.105	.141
34. Legacy	.060	.024	.101	.100	.145	.196
35. Listener	.041	.122	.084	.059	.077	.157
36. Mission	.092	.012	.075	.103	.153	.074
37. Moral Compass	.102	.027	.079	.287	.110	.070
38. Narrator	.055	-.074	.152	.121	.047	.133
39. Optimism	.113	-.006	.195	.074	.227	.156
40. Order	.133	.235	-.041	.021	.103	.099
41. Persistence	.137	.079	.170	.194	.259	.166
42. Personal Responsibility	.167	.047	.197	.176	.166	.152
43. Personalisation	.059	.013	.090	.083	.075	.151
44. Persuasion	.091	-.103	.217	.258	.134	.183

45. Planful	.045	.315	-.070	.029	.123	.068
46. Prevention	.124	.035	.086	.127	.136	.131
47. Pride	.139	.112	.093	.122	.230	.127
48. Rapport Builder	.087	-.053	.403	.146	.159	.231
49. Reconfiguration	.102	.076	.125	.093	.135	.219
50. Relationship Deepener	.082	.080	.077	.108	.155	.178
51. Resilience	.106	.025	.203	.136	.399	.109
52. Resolver	.124	.032	.145	.102	.181	.105
53. Scribe	.027	.024	.059	.081	.066	.064
54. Self-Awareness	.009	.038	.135	.117	.107	.070
55. Service	.095	.173	.007	.017	.079	.150
56. Spotlight	.128	-.107	.333	.210	.112	.214
57. Strategic Awareness	.017	-.007	.111	.108	.045	.126
58. Time Optimizer	.208	.027	.129	.070	.160	.105
59. Unconditionality	.022	.073	.051	.095	.088	.076
60. Work Ethic	.065	.120	.121	.066	.096	.090

Realise2 Attributes - Energy ratings	Centred	Change Agent	Compassion	Competitive	Connector	Counterpoint
7. Centred	-					
8. Change Agent	.145	-				
9. Compassion	.078	.046	-			
10. Competitive	.108	.133	-.016	-		
11. Connector	.113	.194	.217	.050	-	
12. Counterpoint	.160	.217	.057	.096	.149	-
13. Courage	.232	.221	.013	.224	.160	.176
14. Creativity	.114	.327	.021	.144	.146	.237
15. Curiosity	.080	.164	.041	.008	.082	.127
16. Detail	-.001	-.034	.020	.054	-.090	-.030
17. Drive	.129	.195	.097	.184	.139	.060
18. Efficacy	.338	.203	.055	.217	.165	.202
19. Emotional Awareness	.115	.076	.360	-.067	.278	.111
20. Empathic Connection	.137	.131	.210	-.040	.198	.134
21. Enabler	.148	.243	.172	.079	.260	.145
22. Equality	.086	.079	.236	-.045	.116	.085

23. Esteem Builder	.125	.170	.266	.004	.300	.155
24. Explainer	.108	.114	.135	-.024	.121	.122
25. Feedback	.177	.167	.184	.110	.208	.132
26. Gratitude	.106	.037	.188	-.045	.166	.028
27. Growth	.132	.201	.086	.115	.174	.097
28. Humility	.078	.136	.204	-.017	.172	.075
29. Humour	.064	.088	.167	.119	.217	.133
30. Improver	.116	.285	.041	.126	.107	.200
31. Incubator	.144	.106	.116	.006	.039	.145
32. Innovation	.104	.261	.021	.127	.110	.230
33. Judgement	.162	.184	.021	.139	.076	.140
34. Legacy	.080	.194	.130	.052	.154	.130
35. Listener	.101	.103	.296	-.055	.214	.065
36. Mission	.110	.109	.129	.019	.160	.082
37. Moral Compass	.161	.096	.128	.075	.062	.180
38. Narrator	.083	.099	.071	.074	.208	.177
39. Optimism	.216	.218	.158	.047	.220	.116
40. Order	.038	.065	.061	-.008	.051	.021

41. Persistence	.194	.177	.127	.196	.108	.101
42. Personal Responsibility	.190	.207	.119	.160	.094	.102
43. Personalisation	.105	.113	.208	-.008	.182	.109
44. Persuasion	.214	.174	.057	.207	.139	.294
45. Planful	.076	.013	.097	.021	.048	.002
46. Prevention	.144	.140	.026	.108	.051	.152
47. Pride	.162	.154	.066	.137	.080	.073
48. Rapport Builder	.149	.191	.162	.137	.380	.144
49. Reconfiguration	.146	.201	.092	.068	.107	.119
50. Relationship Deepener	.086	.105	.265	.045	.309	.065
51. Resilience	.261	.154	.101	.109	.126	.091
52. Resolver	.197	.165	.057	.116	.055	.160
53. Scribe	.080	.037	.017	.030	.078	.127
54. Self-Awareness	.172	.107	.171	-.001	.147	.105
55. Service	.044	.056	.323	-.030	.198	.020
56. Spotlight	.171	.218	.052	.188	.261	.240
57. Strategic Awareness	.097	.144	.079	.017	.123	.156
58. Time Optimizer	.151	.151	.029	.095	.085	.095

59. Unconditionality	.140	.089	.248	-.079	.186	.069
60. Work Ethic	.107	.128	.095	.139	.030	.057

Realise2 Attributes - Energy ratings	Courage	Creativity	Curiosity	Detail	Drive	Efficacy
13. Courage	-					
14. Creativity	.126	-				
15. Curiosity	.048	.202	-			
16. Detail	-.080	-.016	.110	-		
17. Drive	.092	.157	.152	.038	-	
18. Efficacy	.272	.208	.097	-.028	.180	-
19. Emotional Awareness	.068	-.006	.054	-.039	.088	.069
20. Empathic Connection	.051	.051	.127	.004	.098	.077
21. Enabler	.132	.207	.095	-.046	.210	.171
22. Equality	.000	.043	.104	.106	.093	.047
23. Esteem Builder	.098	.165	.082	-.095	.122	.149
24. Explainer	.016	.176	.129	.094	.084	.088
25. Feedback	.138	.102	.049	.007	.142	.178

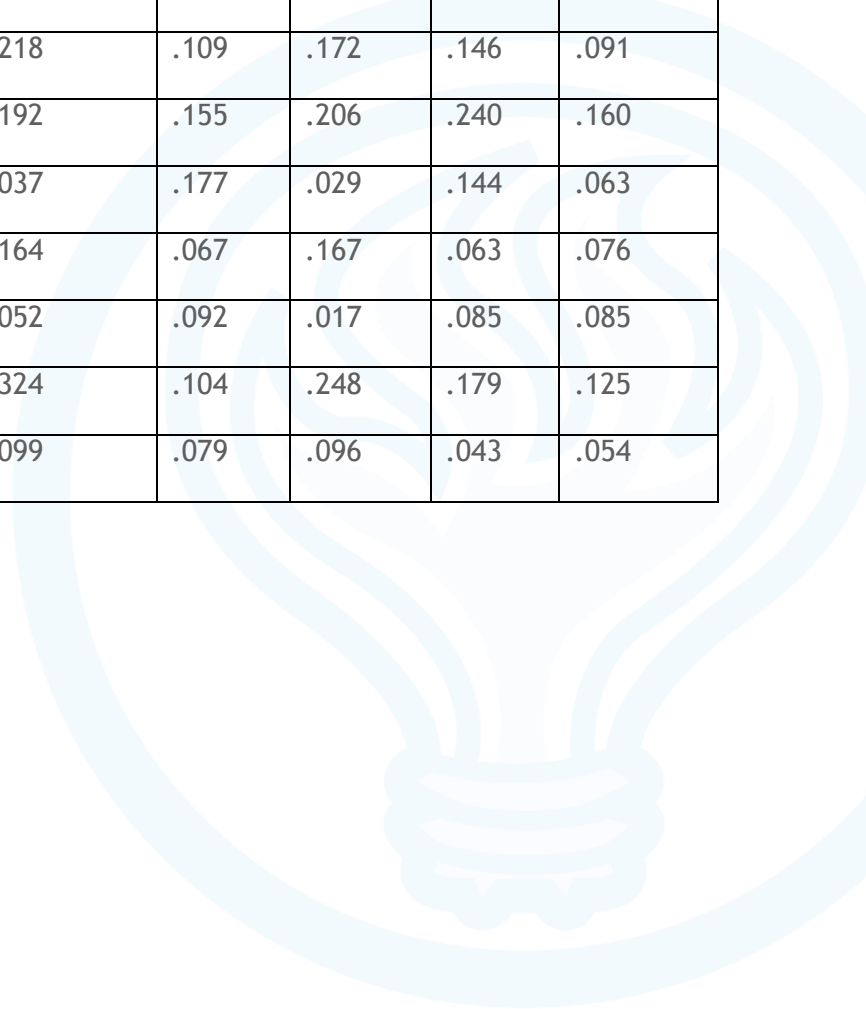
26. Gratitude	-.011	.014	.078	-.012	.153	.065
27. Growth	.111	.164	.206	-.006	.333	.186
28. Humility	.048	.087	.039	.004	.105	.075
29. Humour	.109	.095	.016	-.043	.041	.129
30. Improver	.088	.527	.176	.060	.142	.194
31. Incubator	.047	.108	.206	.091	.118	.103
32. Innovation	.098	.550	.192	-.009	.104	.187
33. Judgement	.176	.161	.027	-.033	.096	.235
34. Legacy	.056	.256	.158	.009	.174	.127
35. Listener	.038	.006	.109	.037	.132	.059
36. Mission	.045	.122	.118	-.038	.201	.088
37. Moral Compass	.059	.091	.093	.052	.114	.154
38. Narrator	.167	.127	.074	-.065	.055	.158
39. Optimism	.141	.117	.106	-.047	.219	.200
40. Order	-.061	.120	.097	.170	.203	.059
41. Persistence	.128	.173	.134	.078	.271	.237
42. Personal Responsibility	.145	.128	.098	.066	.230	.231
43. Personalisation	.067	.070	.054	-.008	.068	.096

44. Persuasion	.217	.183	.080	.001	.070	.294
45. Planful	-.055	.058	.152	.185	.187	.083
46. Prevention	.070	.212	.105	.151	.111	.151
47. Pride	.059	.166	.149	.144	.269	.209
48. Rapport Builder	.331	.103	.065	-.088	.116	.227
49. Reconfiguration	.068	.238	.128	.092	.208	.151
50. Relationship Deepener	.071	.037	.076	-.028	.180	.118
51. Resilience	.184	.108	.079	.004	.198	.218
52. Resolver	.133	.232	.142	.112	.123	.181
53. Scribe	.056	.111	.183	.149	.068	.101
54. Self-Awareness	.105	.045	.107	.001	.150	.113
55. Service	-.033	.055	.086	.070	.070	.048
56. Spotlight	.352	.170	.025	-.094	.099	.290
57. Strategic Awareness	.071	.098	.218	.036	.080	.088
58. Time Optimizer	.108	.135	.068	.038	.151	.159
59. Unconditionality	.029	.000	.079	.029	.103	.060
60. Work Ethic	.122	.079	.093	.121	.146	.112

Realise2 Attributes - Energy ratings	Emotional Awareness	Empathic Connection	Enabler	Equality	Esteem Builder	Explainer
19. Emotional Awareness	-					
20. Empathic Connection	.334	-				
21. Enabler	.188	.155	-			
22. Equality	.262	.255	.140	-		
23. Esteem Builder	.305	.191	.417	.181	-	
24. Explainer	.141	.166	.160	.161	.189	-
25. Feedback	.222	.159	.295	.161	.284	.138
26. Gratitude	.204	.165	.122	.159	.166	.103
27. Growth	.149	.132	.208	.094	.181	.063
28. Humility	.186	.194	.226	.222	.233	.152
29. Humour	.146	.049	.069	.053	.104	.080
30. Improver	.019	.068	.202	.066	.155	.197
31. Incubator	.166	.203	.059	.195	.069	.115
32. Innovation	-.016	.046	.200	.010	.146	.155
33. Judgement	.004	-.006	.121	.015	.074	.073

34. Legacy	.080	.127	.212	.156	.206	.133
35. Listener	.383	.349	.181	.251	.219	.157
36. Mission	.147	.115	.155	.133	.191	.077
37. Moral Compass	.124	.117	.095	.204	.083	.118
38. Narrator	.123	.054	.125	.060	.152	.110
39. Optimism	.212	.206	.201	.136	.209	.134
40. Order	.021	.047	.092	.113	.080	.153
41. Persistence	.062	.086	.128	.094	.095	.079
42. Personal Responsibility	.094	.110	.148	.132	.087	.099
43. Personalisation	.284	.236	.217	.205	.234	.182
44. Persuasion	.044	.038	.164	.060	.131	.099
45. Planful	.062	.118	.060	.180	.055	.137
46. Prevention	.026	.092	.129	.102	.076	.150
47. Pride	.053	.080	.154	.130	.103	.119
48. Rapport Builder	.200	.135	.177	.064	.173	.039
49. Reconfiguration	.083	.105	.187	.124	.134	.158
50. Relationship Deepener	.290	.191	.161	.151	.204	.106
51. Resilience	.106	.121	.146	.101	.118	.079

52. Resolver	.012	.074	.125	.073	.078	.131
53. Scribe	.073	.068	.064	.098	.048	.108
54. Self-Awareness	.286	.218	.109	.172	.146	.091
55. Service	.245	.192	.155	.206	.240	.160
56. Spotlight	.071	.037	.177	.029	.144	.063
57. Strategic Awareness	.121	.164	.067	.167	.063	.076
58. Time Optimizer	.045	.052	.092	.017	.085	.085
59. Unconditionality	.313	.324	.104	.248	.179	.125
60. Work Ethic	.038	.099	.079	.096	.043	.054



Realise2 Attributes - Energy ratings	Feedback	Gratitude	Growth	Humility	Humour	Improver
25. Feedback	-					
26. Gratitude	.087	-				
27. Growth	.188	.195	-			
28. Humility	.181	.139	.042	-		
29. Humour	.113	.102	.051	.075	-	
30. Improver	.102	.041	.133	.098	.041	-
31. Incubator	.122	.137	.227	.064	.003	.107
32. Innovation	.069	.027	.137	.058	.087	.468
33. Judgement	.121	.001	.046	.094	.097	.154
34. Legacy	.086	.149	.146	.157	.049	.241
35. Listener	.197	.198	.172	.241	.095	.027
36. Mission	.094	.288	.274	.070	.065	.117
37. Moral Compass	.140	.107	.107	.126	.061	.114
38. Narrator	.096	.083	.073	.053	.268	.084
39. Optimism	.179	.317	.242	.172	.120	.122
40. Order	.040	.083	.095	.076	-.028	.163

41. Persistence	.137	.089	.183	.096	.051	.166
42. Personal Responsibility	.175	.058	.159	.155	.052	.151
43. Personalisation	.221	.118	.087	.186	.063	.070
44. Persuasion	.157	-.030	.069	.041	.136	.182
45. Planful	.062	.125	.119	.089	-.020	.097
46. Prevention	.076	.020	.013	.111	-.008	.253
47. Pride	.127	.086	.197	.113	.019	.200
48. Rapport Builder	.214	.126	.180	.101	.253	.059
49. Reconfiguration	.154	.036	.135	.116	.004	.245
50. Relationship Deepener	.159	.232	.189	.165	.190	.059
51. Resilience	.141	.155	.208	.120	.055	.121
52. Resolver	.073	-.028	.040	.077	.014	.257
53. Scribe	.073	.066	.125	.008	.094	.094
54. Self-Awareness	.172	.218	.334	.067	.062	.037
55. Service	.129	.166	.062	.235	.091	.062
56. Spotlight	.177	.025	.118	.057	.258	.144
57. Strategic Awareness	.076	.114	.115	.078	.082	.087
58. Time Optimizer	.052	.042	.079	.082	.032	.143

59. Unconditionality	.141	.194	.094	.212	.102	.011
60. Work Ethic	.094	-.010	.091	.106	-.004	.087

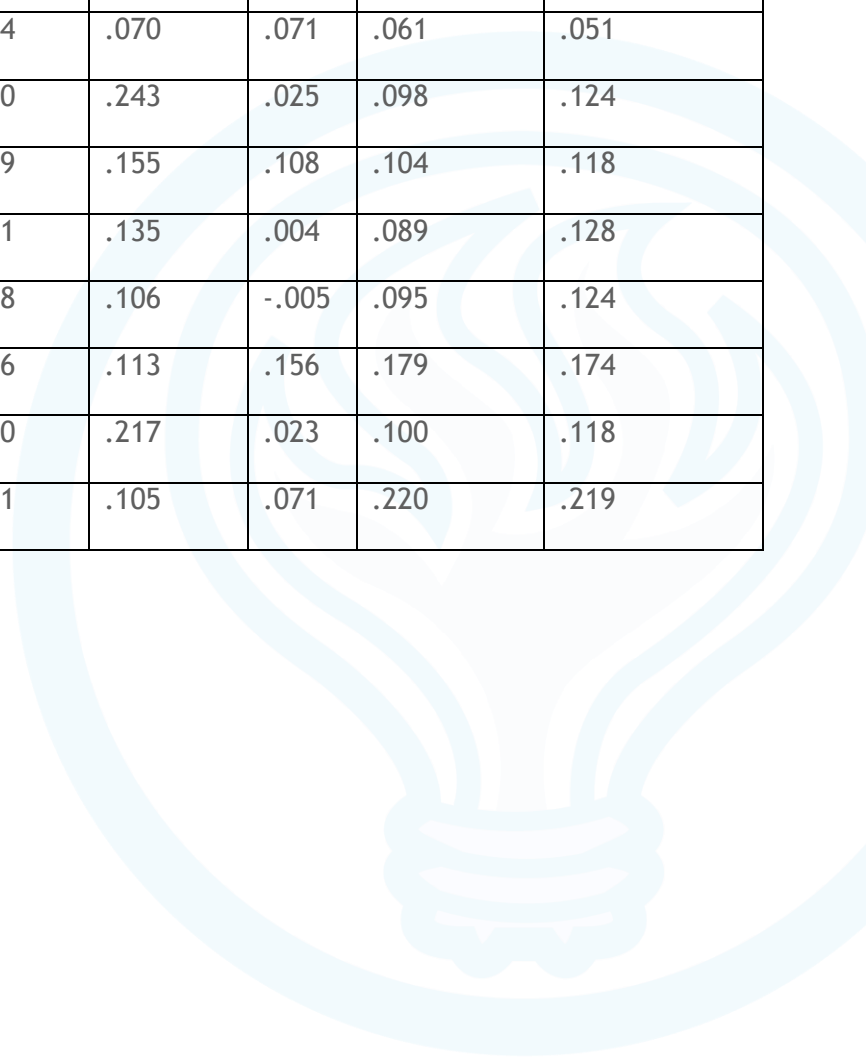


Realise2 Attributes - Energy ratings	Incubator	Innovation	Judgement	Legacy	Listener	Mission
31. Incubator	-					
32. Innovation	.099	-				
33. Judgement	-.019	.151	-			
34. Legacy	.121	.261	.048	-		
35. Listener	.184	-.020	-.010	.084	-	
36. Mission	.176	.115	.007	.237	.106	-
37. Moral Compass	.190	.054	.154	.106	.115	.133
38. Narrator	.054	.124	.096	.098	.065	.102
39. Optimism	.148	.095	.113	.113	.232	.173
40. Order	.047	.106	.034	.112	.041	.075
41. Persistence	.136	.139	.114	.155	.124	.111
42. Personal Responsibility	.124	.091	.177	.124	.136	.076
43. Personalisation	.111	.035	.087	.094	.232	.098
44. Persuasion	.086	.183	.196	.102	-.005	.045
45. Planful	.159	.041	-.066	.147	.125	.107
46. Prevention	.091	.193	.146	.141	.037	.046

47. Pride	.108	.144	.076	.176	.079	.140
48. Rapport Builder	.055	.085	.111	.076	.176	.108
49. Reconfiguration	.123	.204	.117	.140	.089	.050
50. Relationship Deepener	.096	.037	.063	.141	.256	.184
51. Resilience	.139	.082	.103	.107	.123	.122
52. Resolver	.066	.239	.161	.149	.036	.030
53. Scribe	.185	.128	.042	.098	.055	.119
54. Self-Awareness	.317	.023	.005	.070	.239	.204
55. Service	.078	.040	-.026	.157	.262	.118
56. Spotlight	.006	.149	.192	.077	.037	.072
57. Strategic Awareness	.237	.094	.069	.137	.135	.146
58. Time Optimizer	.016	.132	.183	.086	.046	.074
59. Unconditionality	.146	-.014	.024	.104	.324	.119
60. Work Ethic	.133	.060	.069	.069	.102	-.011

Realise2 Attributes - Energy ratings	Moral Compass	Narrator	Optimism	Order	Persistence	Personal Responsibility
37. Moral Compass	-					
38. Narrator	.082	-				
39. Optimism	.129	.092	-			
40. Order	.056	-.012	.044	-		
41. Persistence	.141	.036	.171	.103	-	
42. Personal Responsibility	.214	.047	.172	.120	.276	-
43. Personalisation	.161	.075	.168	.036	.094	.130
44. Persuasion	.156	.186	.060	.019	.144	.147
45. Planful	.094	-.007	.087	.321	.153	.116
46. Prevention	.111	.026	.063	.153	.165	.175
47. Pride	.160	.013	.122	.228	.237	.255
48. Rapport Builder	.062	.213	.209	-.017	.132	.120
49. Reconfiguration	.120	.032	.115	.289	.173	.192
50. Relationship Deepener	.124	.112	.197	.087	.158	.131
51. Resilience	.109	.040	.283	.049	.273	.191

52. Resolver	.124	.052	.071	.116	.243	.209
53. Scribe	.098	.164	.070	.071	.061	.051
54. Self-Awareness	.163	.100	.243	.025	.098	.124
55. Service	.072	.059	.155	.108	.104	.118
56. Spotlight	.076	.301	.135	.004	.089	.128
57. Strategic Awareness	.128	.068	.106	-.005	.095	.124
58. Time Optimizer	.064	.056	.113	.156	.179	.174
59. Unconditionality	.143	.040	.217	.023	.100	.118
60. Work Ethic	.064	.001	.105	.071	.220	.219



Realise2 Attributes - Energy ratings	Personalisation	Persuasion	Planful	Prevention	Pride	Rapport Builder
43. Personalisation	-					
44. Persuasion	.095	-				
45. Planful	.058	.017	-			
46. Prevention	.085	.175	.167	-		
47. Pride	.090	.128	.239	.187	-	
48. Rapport Builder	.139	.133	-.005	.005	.045	-
49. Reconfiguration	.100	.139	.173	.200	.187	.069
50. Relationship Deepener	.177	.073	.122	.061	.149	.255
51. Resilience	.113	.099	.091	.119	.153	.175
52. Resolver	.070	.190	.131	.261	.223	.056
53. Scribe	.016	.119	.140	.078	.118	.076
54. Self-Awareness	.156	.043	.076	.019	.088	.166
55. Service	.157	-.009	.148	.056	.118	.100
56. Spotlight	.089	.264	-.018	.053	.082	.388
57. Strategic Awareness	.095	.128	.054	.081	.067	.126
58. Time Optimizer	.088	.120	.071	.140	.199	.067

59. Unconditionality	.235	-.016	.076	.030	.069	.143
60. Work Ethic	.076	.083	.105	.103	.200	.070



Realise2 Attributes - Energy ratings	Reconfiguration	Relationship Deepener	Resilience	Resolver	Scribe	Self- Awareness
49. Reconfiguration	-					
50. Relationship Deepener	.082	-				
51. Resilience	.128	.129	-			
52. Resolver	.188	.058	.175	-		
53. Scribe	.063	.066	.055	.080	-	
54. Self-Awareness	.083	.191	.207	.015	.124	-
55. Service	.087	.220	.077	.073	.034	.075
56. Spotlight	.075	.126	.101	.087	.126	.073
57. Strategic Awareness	.082	.099	.099	.086	.145	.138
58. Time Optimizer	.158	.065	.155	.199	.048	.027
59. Unconditionality	.069	.223	.138	.026	.023	.187
60. Work Ethic	.145	.046	.165	.150	.047	.074

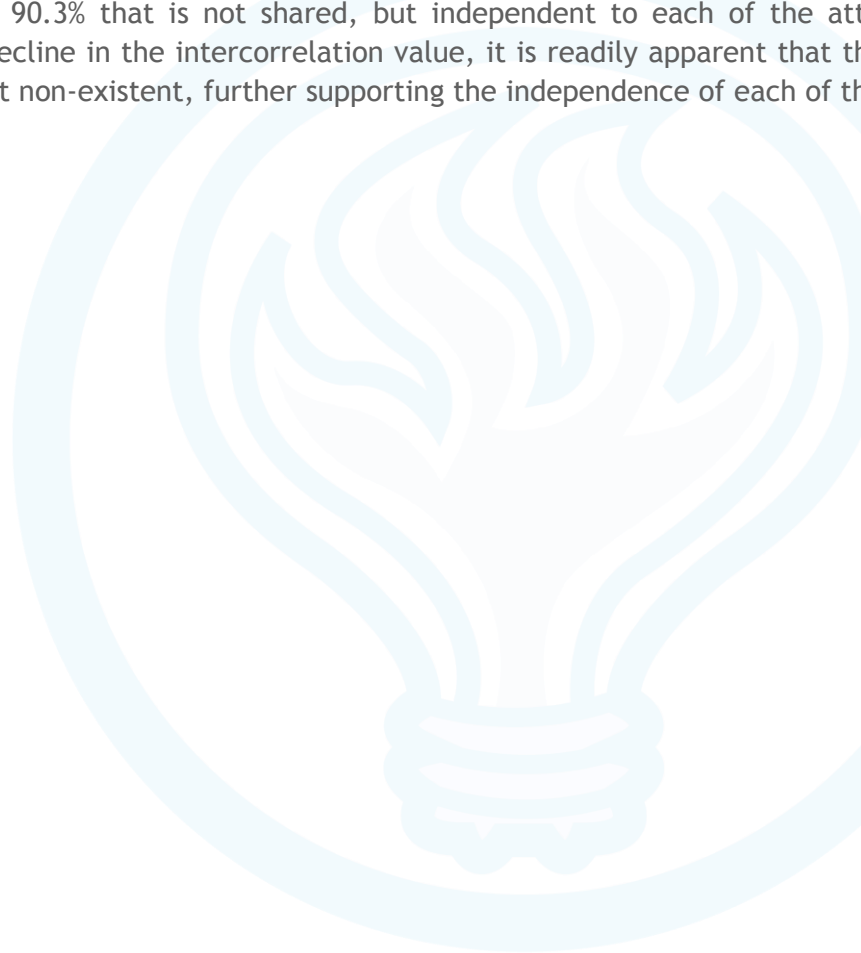
Realise2 Attributes - Energy ratings	Service	Spotlight	Strategic Awareness	Time Optimizer	Unconditionality	Work Ethic
55. Service	-					
56. Spotlight	.025	-				
57. Strategic Awareness	.071	.090	-			
58. Time Optimizer	.065	.106	.020	-		
59. Unconditionality	.200	.009	.119	.030	-	
60. Work Ethic	.114	.047	.061	.203	.061	-

Table 2 Note. N=6,783. Correlation values less than 0.023 are non-significant. Correlation values of 0.024-0.028 are significant at $p < .05$. Correlation values of 0.029-0.040 are significant at $p < .01$. Correlation values of 0.041 and above are significant at $p < .001$.

The statistical significance levels in Table 2 should be interpreted with caution, given that the sample size of 6,783 provides huge statistical power. Instead, one should pay attention to the actual correlation values, which can themselves be interpreted as effect sizes. Cohen (1992) describes effect sizes of 0.1-0.23 as small, of 0.24-0.36 as medium, and 0.37 or above as large. For the current results, only six correlations (from a 60x60 intercorrelation matrix) demonstrate large effect sizes, and the vast majority, as can be observed above, demonstrate small effect sizes or lower.

The highest observed intercorrelations (above $r = .50$) were between Creativity and Innovation (.550), Creativity and Innovation (.527), and Adventure and Courage (.506). Correlations above $r = 0.40$ included those between Improver and Innovation (.468) and Enabler and Esteem Builder (.417). Other correlations that Cohen (1992) would consider as having a large effect size (above $r = .37$), or being at the higher end of a medium effect size ($r = 0.24 - 0.36$) were those between Emotional Awareness and Listener (.383), Compassion and Emotional Awareness (.360), Courage and Spotlight (.352), Growth and Self-Awareness (.334), Courage and Rapport Builder (.331), Empathic Connection and Unconditionality (.324), and Emotional Awareness and Unconditionality (.313). In every case, the positive associations are clearly interpretable and meaningful at a conceptual and statistical level.

Overall, these intercorrelations and their effect sizes clearly indicate that the Realise2 attributes are conceptually and statistically independent, with only a handful of larger associations, which in any event are fully interpretable and meaningful. Notably, the shared variance between Creativity and Innovation is $r^2 = .30$, indicating 30% shared variance and 70% that is not shared, but independent to each of the attributes. By contrast, the shared variance between Emotional Awareness and Unconditionality, the smallest of the larger correlations reported above, is $r^2 = .097$, indicating 9.7% shared variance and 90.3% that is not shared, but independent to each of the attributes. Recognising that the shared variance declines substantially with each decline in the intercorrelation value, it is readily apparent that the shared variance between the other Realise2 attributes is extremely small, if not non-existent, further supporting the independence of each of the individual attributes.



3. Validity with Personality Measures

Mini-IPIP

The Mini-IPIP is a 20-item short form of the 50-item International Personality Item Pool. Goldberg (1999) originally developed a five-factor model measuring the big five personality dimensions within trait psychology. This short measure assesses an individual's extraversion, agreeableness, conscientiousness, neuroticism and openness to experience.

Donnellan, Oswald, Baird and Lucas (2006) created the 20 item inventory as they felt a “slightly longer measure of the Big Five would be more practically useful than the [ten-item] TIPI” (p. 193). The authors aimed to produce scales that are “efficient predictors of meaningful outcomes in psychological research.” Donnellan et al. suggested that to shorten the 50 item IPIP-FFM, would be best due to its wide public availability and free cost. The resulting 20 item Mini-IPIP assesses the personality factors of extraversion, agreeableness, conscientiousness, neuroticism and openness with 20 items, four per factor. There are 11 items that are negatively worded and 9 positively worded.

The Mini-IPIP has acceptable alpha scores all above .60 for the five personality dimensions. When correlating the Mini-IPIP scales, research found that they tapped nearly the same Big Five facet content as the original 50 item International Personality Item Pool. Test-retest correlations of the Mini-IPIP demonstrated high correlations in the short term (.62 to .87) and longer term (.68 to .86).

In the current study, the Mini-IPIP was completed by 264 people (117 men, 144 women), with a mean age of 43.27 years (SD = 11.71 years). Participants were typically married (49%) or single (23%) and from a white, British background (93%), and the vast majority were employed (93%). In terms of education, participants were educated up to the age of 16 years (18%), up to the age of 18 years (30%), to degree level (28%), to Masters degree level (11%), or held a professional qualification (11%).

Observed alphas, means and standard deviations were: Extraversion $\alpha = .84$, $M = 10.68$, $SD = 3.62$; Agreeableness $\alpha = .82$, $M = 14.58$, $SD = 3.14$; Conscientiousness $\alpha = .65$, $M = 14.11$, $SD = 2.68$; Neuroticism $\alpha = .74$, $M = 11.34$, $SD = 3.10$; Openness $\alpha = .76$, $M = 14.08$, $SD = 3.01$. The observed range was 4-20 for each of the five subscales.

Table 3. Validity with the Mini-IPIP Personality Measure

Realise2 Attribute - Energy rating	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness
1. Action	-.048	.219***	.110	-.053	.145*
2. Adherence	.071	.240***	.131*	-.091	.003
3. Adventure	.304***	.013	.076	-.324***	.159**
4. Authenticity	.147*	.245***	.105	-.149*	.159**
5. Bounceback	.041	.289***	.079	-.128*	.265***
6. Catalyst	.035	.246***	.077	-.132*	.184**
7. Centred	.122*	.188**	.205***	-.219***	.138
8. Change Agent	.233***	.137*	.072	-.186**	.261***
9. Compassion	.027	.340***	.110	-.063	.070
10. Competitive	.154*	-.032	.123*	-.162**	-.040
11. Connector	.171**	.391**	.144*	-.145**	.237***
12. Counterpoint	.101	.207***	.123*	-.121*	.202***
13. Courage	.265***	-.017	.015	-.210***	.075

14. Creativity	.021	.218***	.075	-.086	.312***
15. Curiosity	-.046	.245***	.154*	-.125*	.231***
16. Detail	.049	.106	.165**	-.078	-.010
17. Drive	.082	.291**	.193**	-.139*	.181**
18. Efficacy	.178**	.198***	.098	-.214***	.197***
19. Emotional Awareness	.167**	.457***	.086	-.216***	.086
20. Empathic Connection	.164**	.331***	.071	-.136*	.157*
21. Enabler	.106	.264***	.177**	-.148*	.095
22. Equality	.090	.322***	.068	-.139*	.195***
23. Esteem Builder	.063	.391***	.137*	-.121*	.133*
24. Explainer	.098	.284***	.083	-.232***	.156*
25. Feedback	.057	.159**	.139*	-.148*	.041
26. Gratitude	.107	.419***	.166**	-.119	.119
27. Growth	.210***	.197***	.189**	-.236***	.090
28. Humility	.092	.317**	.152*	-.122*	.176**
29. Humour	.099	.251***	.124*	-.053	.171**
30. Improver	.112	.338***	.178**	-.058	.250***
31. Incubator	.167**	.195***	.184**	-.187**	.194**

32. Innovation	.035	.269***	.151*	-.092	.282***
33. Judgement	.195***	.164**	.059	-.097	.256***
34. Legacy	.067	.316***	.107	-.017	.248***
35. Listener	.115	.362***	.152*	-.133*	.149*
36. Mission	.041	.338***	.233***	-.050	.267***
37. Moral Compass	.167**	.231***	.151**	-.157*	.117
38. Narrator	.293***	.206***	.057	-.024	.195***
39. Optimism	.109	.343***	.165**	-.211***	.157*
40. Order	.032	.330***	.254***	-.144*	.121*
41. Persistence	.082	.217***	.209***	-.092	.086
42. Personal Responsibility	.069	.196***	.167**	-.238***	.081
43. Personalisation	.153*	.242***	.176**	-.192**	.097
44. Persuasion	.190**	.173**	.118	-.257***	.261***
45. Planful	.007	.263***	.119	-.065	.012
46. Prevention	.089	.097	.138*	-.237***	.215***
47. Pride	.097	.202***	.248***	-.181**	.245***
48. Rapport Builder	.421***	.205***	.098	-.226***	.178**
49. Reconfiguration	.164**	.291***	.143*	-.180**	.217***

50. Relationship Deepener	.131*	.397***	.139*	-.129*	.208***
51. Resilience	.064	.237***	.080	-.111	.159**
52. Resolver	.148*	.179**	.128*	-.124*	.300***
53. Scribe	.188**	.157*	.197***	-.119	.467***
54. Self-Awareness	.104	.220***	.107	-.154*	.151*
55. Service	.122*	.383***	.179**	-.189**	.262***
56. Spotlight	.460***	.068	.049	-.198***	.154*
57. Strategic Awareness	.064	.344***	.119	-.077	.188**
58. Time Optimizer	.048	.076	.088	-.016	.183**
59. Unconditionality	.146*	.309***	.136*	-.186**	.028
60. Work Ethic	.125*	-.124*	.058	.036	-.089

Table 3 Note. N=264. *** Correlation is significant at the $p < 0.001$ level. **Correlation is significant at the $p < 0.01$ level. *Correlation is significant at the $p < 0.05$ level.

The highest correlations with Extraversion were for Adventure, Rapport Builder and Spotlight. The highest correlations with Agreeableness were for Emotional Awareness, Gratitude, and Relationship Deepener. The highest correlations with Conscientiousness were for Order and Pride. The highest correlations with Openness were for Scribe, Creativity and Resolver. The greatest negative correlations with Neuroticism were for Adventure, Growth and Persuasion. It is also notable that with a single exception, Work Ethic, all energy ratings for the Realise2 attributes are negatively correlated with Neuroticism. In every case, the pattern of correlations makes excellent conceptual sense. Most notably, in no cases were correlations above $r = .47$, and typically correlations were in the range of $r = 0.05 - 0.30$, suggesting very low correlations across the Realise2 energy ratings with personality dimensions. As such, there is no evidence to suggest that Realise2 is merely measuring personality dimensions through another name.

Ten Item Personality Inventory

Gosling, Rentfrow and Swann Jr. (2003) suggested that for constructs that are widely understood (e.g. extraversion), one can simply ask how “extraverted” a person is rather than describing numerous examples of behaviour. The authors suggested that although longer instruments have better psychometric properties than short instruments, as a direct approach, it may be acceptable to ask one direct question about a trait rather than “many questions about the multiple, narrow components that comprise the trait” (p. 505). This led to the development of the Ten Item Personality Inventory, which assesses the five dimensions of trait personality.

The first dimension relates to extraversion/introversion. Traits associated with this dimension relate to individual’s being sociable, gregarious, assertive, talkative and active. The second dimension relates to emotional stability. Traits associated with this dimension relate to being anxious, depressed, emotional, worried and insecure. The third dimension relates to agreeableness. If an individual is agreeable, they include being courteous, flexible, good natured, forgiving and tolerant. The fourth dimension is conscientiousness. Traits include competence, order, self discipline and deliberation. The fifth and final dimension is openness to experience. This is the active seeking of an appreciation of experiences for an individual’s own sake. Traits associated with this dimension include fantasy, feelings, actions and values (Barrick & Mount, 1991, p. 5).

Each item for the TIPI consists of two personality adjectives, separated by a comma, using the common stem “I see myself as...” Each of the ten items are rated on a 7-point scale ranging from 1 (disagree strongly) to 7 (agree strongly). Five items are reverse scored. The items are summed and a score correlated. The TIPI takes about one minute to complete. Reported Cronbach alpha reliabilities range from .40 to .73, which is acceptable for a two-item scale. Test-retest reliabilities are substantial (mean $r = .72$).

For the current study, the TIPI was completed by 1,571 people (682 men, 850 women, 39 undisclosed), with a mean age of 37.99 years (SD = 9.93 years). Participants were typically married (51%) or single (24%) and from a white, British background (92%). In terms of education, participants were educated up to the age of 16 years (17%), up to the age of 18 years (30%), to degree level (28%), to Masters degree level (11%), or held a professional qualification (12%). Ninety-two per cent of participants were in employment.

Observed alphas, means and standard deviations were: Extraversion $\alpha = .76$, $M = 8.75$, $SD = 3.01$; Agreeableness $\alpha = .49$, $M = 9.81$, $SD = 2.36$; Conscientiousness $\alpha = .60$, $M = 11.09$, $SD = 2.44$; Emotional Stability $\alpha = .67$, $M = 9.57$, $SD = 2.69$; Openness $\alpha = .59$, $M = 9.90$, $SD = 2.46$. The observed range was 0-14 for each of the five subscales.

Table 4. Validity with the Ten Item Personality Inventory

Realise2 Attribute - Energy rating	Extraversion	Agreeableness	Conscientiousness	Emotional Stability	Openness
1. Action	.110***	.007	.113***	.050*	.105***
2. Adherence	-.153***	.066**	.210***	-.034	-.201***
3. Adventure	.336***	-.027	.022	.220***	.383***
4. Authenticity	.174***	-.044	.065**	.111***	.147***
5. Bounceback	.124***	.068**	.154***	.182***	.121***
6. Catalyst	.215***	.061*	.107***	.118***	.175***
7. Centred	.130***	.052*	.096***	.276***	.173***
8. Change Agent	.237***	-.033	.044	.158***	.335***
9. Compassion	.119***	.243***	.080***	.016	.048
10. Competitive	.151***	.182***	.046	.091***	.091***
11. Connector	.349***	.130***	.029	.056*	.174***
12. Counterpoint	.179***	-.004	-.003	.117***	.224***
13. Courage	.280***	-.069**	-.014	.205***	.216***
14. Creativity	.122***	-.063**	.024	.087***	.301***

15. Curiosity	.000	.007	.063*	.031	.204***
16. Detail	-.166***	-.077**	.104***	-.076**	-.088***
17. Drive	.150***	.032	.248***	.122***	.120***
18. Efficacy	.262***	-.052	.101***	.220***	.226***
19. Emotional Awareness	.183***	.317***	.083***	.046	.113***
20. Empathic Connection	.083***	.230***	.077**	.074**	.087***
21. Enabler	.205***	.100***	.122***	.154***	.165***
22. Equality	.010	.130***	.065**	.011	.097***
23. Esteem Builder	.222***	.211***	.095***	.086***	.205***
24. Explainer	.008	.058*	.128***	.074**	.067**
25. Feedback	.169***	.095***	.092***	.155***	.157***
26. Gratitude	.112***	.245***	.068**	.115***	.092***
27. Growth	.161***	.054*	.112***	.094***	.230***
28. Humility	.149***	.163***	.117***	.108***	.091***
29. Humour	.304***	.036	-.067**	.035	.149***
30. Improver	.130***	-.037	.137***	.120***	.271***
31. Incubator	-.025	.073**	.074**	.101***	.185***
32. Innovation	.107***	-.086***	.011	.093***	.276***

33. Judgement	.170***	-.081***	.052	.135***	.148***
34. Legacy	.071**	.066**	.038	.053*	.189***
35. Listener	.110***	.283***	.129***	.080***	.110***
36. Mission	.093***	.088***	.094***	.075**	.192***
37. Moral Compass	.057*	.049	.107***	.101***	.075**
38. Narrator	.278***	.006	-.014	.089***	.193***
39. Optimism	.220***	.232***	.113***	.246***	.175***
40. Order	-.011	.018	.365***	.003	-.051*
41. Persistence	.118**	.016	.137***	.141***	.142***
42. Personal Responsibility	.135***	-.011	.183***	.182***	.151***
43. Personalisation	.117***	.137***	.056**	.093***	.092***
44. Persuasion	.184***	-.100***	.049	.140***	.139***
45. Planful	-.055*	.089***	.242***	.045	-.028
46. Prevention	.071**	-.030	.128***	.157***	.085***
47. Pride	.074**	.014	.221***	.071**	.088***
48. Rapport Builder	.424***	.100***	.039	.135***	.274***
49. Reconfiguration	.084***	-.050*	.156***	.047	.074**
50. Relationship Deepener	.176***	.176***	.131***	.073**	.095***

51. Resilience	.127***	.045	.107***	.214***	.104***
52. Resolver	.047	-.060*	.085***	.118***	.081***
53. Scribe	.036	-.012	-.005	.009	.104***
54. Self-Awareness	.127***	.132***	.050*	.125***	.191***
55. Service	.041	.199***	.135***	.021	-.005
56. Spotlight	.468***	-.043	.015	.149***	.230***
57. Strategic Awareness	.057*	.004	-.008	.063*	.151***
58. Time Optimizer	.112***	.043	.146***	.079**	.098***
59. Unconditionality	.087***	.205***	.059*	.029	.143***
60. Work Ethic	.062***	-.001	.119***	.071**	.053*

Table 4 Note. N=1571. *** Correlation is significant at the $p < 0.001$ level. **Correlation is significant at the $p < 0.01$ level. *Correlation is significant at the $p < 0.05$ level.

The highest correlations with Extraversion were for Adventure, Connector, Rapport Builder, and Spotlight. The highest correlations with Agreeableness were for Compassion, Gratitude and Listener. The highest correlations with Conscientiousness were for Adherence, Drive, Planful and Pride. The highest correlations with Openness were for Adventure, Change Agent and Creativity. The highest correlations with Emotional Stability (the positive pole of neuroticism) were for Adventure, Centred, Efficacy, Optimism, and Resilience. Again, and as with the Mini-IPIP, typically correlations were in the range of $r = 0.05 - 0.30$, suggesting very low correlations with personality dimensions. As such, there is again no evidence to suggest that Realise2 is merely measuring personality dimensions through another name.

4. Validity with Social Desirability

Social desirability has been described by Stober (1999) as a “readiness to give biased, distorted self-descriptions that portray oneself in a manner that can make a favourable impression on others” (p. 223). Stober created the Social Desirability Scale (SDS-17) to overcome limitations seen in more commonly used measures of socially desirable responding (e.g. the Marlowe-Crowne Scale, Crowne & Marlowe, 1960). Limitations of earlier work included various items being dated and consequently, relatively culture bound (e.g.) “My table manners at home are as good as when I eat out in a restaurant”. The 16-item Social Desirability Scale (misleadingly called the SDS-17) measures the tendency of an individual towards creating a socially desirable response (e.g., “I always eat a healthy diet”). Participants indicate their responses to each item using a dichotomous response choice (True / False). Six items are reverse scored. The published internal reliability (0.72) was good with research showing high internal consistency (.82).

Further validation research was carried out by Stober (2001). Research found that for convergent validity, the SDS showed correlations between .52 and .85 with other measures of social desirability (SDS correlation with the Marlowe-Crowne, $r = .74$, $p < .01$, in the 1999 study, and $r = .68$, $p < .01$, in the 2001 study), the revised Lie Scale of the Eysenck Personality Questionnaire ($r = .60$, $p < .01$; Eysenck & Eysenck, 1991), and the Sets of Four Scale ($r = .52$, $p < .01$; Borkenau & Ostendorf, 1992). Discriminant validity was indicated with non-significant correlations with neuroticism, extraversion, psychoticism, and with openness to experience as assessed by the revised Eysenck Personality Questionnaire and the NEO Five Factor Inventory (Costa & McCrae, 1993), respectively.

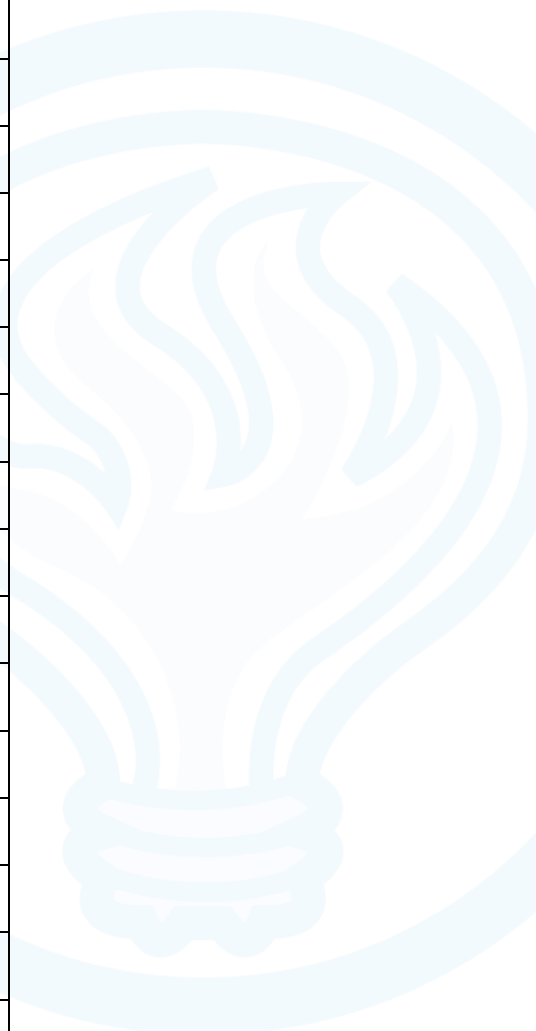
For the current study, the SDS-17 was completed by 1,028 people (429 men, 571 women), with a mean age of 39.2 years ($SD=11.1$). Participants were typically married (51%) or single (24%) and from a white, British background (91%). In terms of education, participants were educated up to the age of 16 years (16%), up to the age of 18 years (23%), to degree level (26%), to Masters degree level (16%), or held a professional qualification (14%). Eighty-two per cent of participants were employed, while 9% were students and 7% were self-employed.

The observed Cronbach’s alpha was .807, the observed range 0-32, with a mean of 22.79 ($SD = 3.85$).

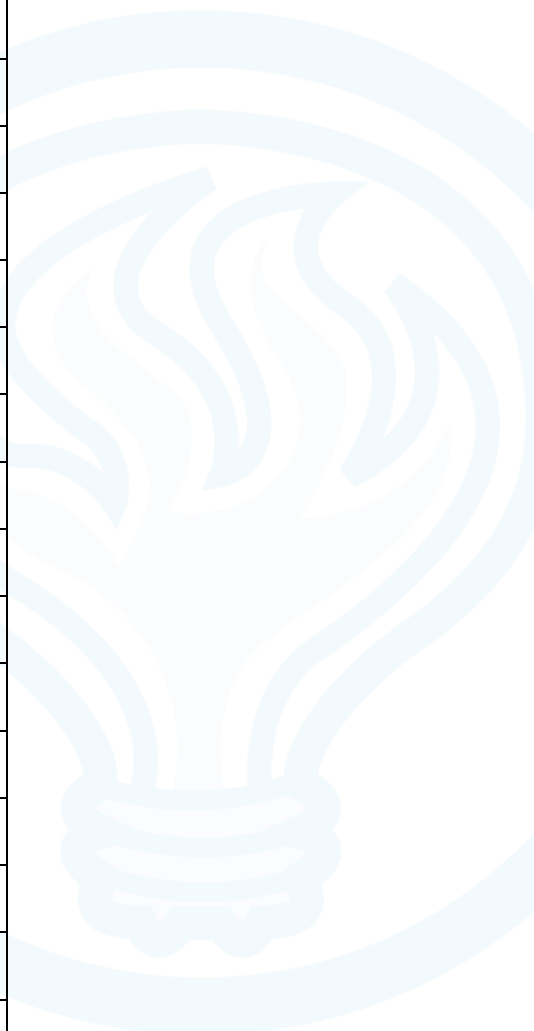
Table 5. Validity with the Social Desirability Scale-17

Realise2 Attribute - Energy rating	Social Desirability Scale
1. Action	-.012
2. Adherence	-.186***
3. Adventure	-.036
4. Authenticity	-.061
5. Bounceback	-.100***
6. Catalyst	-.057
7. Centred	-.108***
8. Change Agent	-.058
9. Compassion	-.106***
10. Competitive	-.071*
11. Connector	-.073*
12. Counterpoint	.033
13. Courage	-.032
14. Creativity	-.014
15. Curiosity	.043

16. Detail	-.072*
17. Drive	-.079*
18. Efficacy	-.009
19. Emotional Awareness	-.054
20. Empathic Connection	-.134***
21. Enabler	-.055
22. Equality	-.146***
23. Esteem Builder	.000
24. Explainer	-.085**
25. Feedback	-.073*
26. Gratitude	-.108***
27. Growth	-.035
28. Humility	-.185***
29. Humour	-.018
30. Improver	-.030
31. Incubator	-.040
32. Innovation	-.005
33. Judgement	-.012



34. Legacy	-.048
35. Listener	-.165***
36. Mission	-.030
37. Moral Compass	-.085**
38. Narrator	.074*
39. Optimism	-.135***
40. Order	-.059
41. Persistence	-.125***
42. Personal Responsibility	-.137***
43. Personalisation	-.075*
44. Persuasion	.025
45. Planful	-.145***
46. Prevention	-.109***
47. Pride	-.064*
48. Rapport Builder	-.063*
49. Reconfiguration	-.104***
50. Relationship Deepener	-.133***
51. Resilience	-.145***



52. Resolver	-.078*
53. Scribe	.025
54. Self-Awareness	-.082**
55. Service	-.143***
56. Spotlight	-.079*
57. Strategic Awareness	-.051
58. Time Optimizer	-.030
59. Unconditionality	-.130***
60. Work Ethic	-.092**

Note. *** Correlation is significant at the $p < 0.001$ level. **Correlation is significant at the $p < 0.01$ level. *Correlation is significant at the $p < 0.05$ level.

Cohen (1992) describes effect sizes of 0.1-0.23 as small, of 0.24-0.36 as medium, and 0.37 or above as large. For the current results, only three correlations exceed a correlation value of -0.15, which in itself would be considered a very small effect size. While some correlations are statistically significant, this is not surprising with such a large sample size, which delivers very high statistical power. The very small effect sizes suggest that there is little effect of social desirability on responses to the energy ratings for the 60 Realise2 attributes.

5. Validity with Organisational Citizenship Behaviours

Organizational citizenship behaviours (OCB) have been described by Organ (1988) as “behaviours of a discretionary nature that are not part of the employee’s formal role requirements, but nevertheless promote the effective functioning of the organisation” (p. 4).

Organ (1988) identified a number of conceptually distinct dimensions of citizenship behaviour including altruism, courtesy, and cheerleading. However, Podsakoff and Mackenzie (1994) identified that numerous dimensions could be placed together into one behaviour dimension. Podsakoff, Ahearne and Mackenzie (1997) expected that three of the variables, helping behaviours, sportsmanship and civic virtue, would each influence group effectiveness. Sportsmanship is a “willingness on the part of an employee to tolerate less than ideal circumstances without complaining” (p. 11). Civic virtue is behaviour that “indicates that an individual responsibly participates in, and is concerned for the life of the company”. The helping behaviour relates to a combined behaviour consisting of Organ’s (1988) altruism, courtesy, peacekeeping and some cheerleading dimensions.

This 13-item scale is a three-dimensional OCB model measuring interpersonal helping, sportsmanship and civic virtue. Seven items assess interpersonal helping, for example, “Help others out if someone falls behind with his / her work.” Three items measure civic virtue, for example, “Provide constructive suggestions about how the team or organisation can improve its effectiveness.”

Finally, three items measure sportsmanship, for example, “Always focus on what is wrong with the situation, rather than the positive side” (reverse scored). Participants indicate their responses to each item using a seven point scale ranging from 1 (strongly disagree) to 7 (strongly agree). The items are summed and averaged to produce three scores for the dimensions. Reported reliabilities range from .70 for civic virtue to .85 for interpersonal helping behaviours.

For the current study, the OCB scale was completed by 133 people (58 men, 73 women, 2 undisclosed), with a mean age of 44.4 years (SD= 11.1 years). Participants were typically married (48%) or single (24%) and from a white, British background (92%). Observed alphas, means, standard deviations and range were: Helping Behaviours $\alpha = .88$, $M = 34.15$, $SD = 5.45$, range = 19-49; Civic Virtue $\alpha = .76$, $M = 14.27$, $SD = 2.87$, range = 4-21; Sportsmanship $\alpha = .82$, $M = 10.70$, $SD = 3.70$, range = 1-28.

Table 6. Validity with Organisational Citizenship Behaviours

Realise2 Attribute - Energy Rating	Helping Behaviours	Civic Virtue	Sportsmanship
1. Action	.470***	.425***	.006
2. Adherence	.203*	.202*	-.050
3. Adventure	.462***	.540***	.031
4. Authenticity	.355***	.369***	.167
5. Bounceback	.267**	.204*	.146
6. Catalyst	.429***	.385***	.073
7. Centred	.426***	.377***	.130
8. Change Agent	.359***	.502***	.029
9. Compassion	.367***	.155	.077
10. Competitive	.186*	.231**	.021
11. Connector	.444***	.400***	.164
12. Counterpoint	.447***	.452***	.049
13. Courage	.240**	.348***	-.134
14. Creativity	.470***	.443***	.167

15. Curiosity	.290***	.313***	.103
16. Detail	.333***	.388***	.066
17. Drive	.403***	.403***	.029
18. Efficacy	.406***	.443***	.043
19. Emotional Awareness	.424***	.296***	.101
20. Empathic Connection	.334***	.350***	-.042
21. Enabler	.558***	.476***	.060
22. Equality	.402***	.409***	.095
23. Esteem Builder	.519***	.485***	.179*
24. Explainer	.398***	.345***	.077
25. Feedback	.511***	.375***	.036
26. Gratitude	.435***	.278***	.164
27. Growth	.408***	.429***	-.082
28. Humility	.394***	.323***	.058
29. Humour	.191*	.249**	-.151
30. Improver	.487***	.483***	.123
31. Incubator	.340***	.372***	-.005
32. Innovation	.477***	.456***	.178*

33. Judgement	.279***	.250**	-.046
34. Legacy	.473***	.406***	.128
35. Listener	.368***	.342***	-.073
36. Mission	.339***	.387***	.162
37. Moral Compass	.502***	.509***	.100
38. Narrator	.259**	.309***	-.228**
39. Optimism	.439***	.434***	.035
40. Order	.495***	.459***	.110
41. Persistence	.417***	.390***	-.073
42. Personal Responsibility	.471***	.444***	.022
43. Personalisation	.301***	.372***	-.205*
44. Persuasion	.438***	.465***	-.005
45. Planful	.396***	.420***	.020
46. Prevention	.568***	.545***	.057
47. Pride	.483***	.442***	.066
48. Rapport Builder	.437***	.428***	-.111
49. Reconfiguration	.376***	.309***	.024
50. Relationship Deepener	.311***	.288***	-.006

51. Resilience	.244**	.191*	-.061
52. Resolver	.521***	.460***	.097
53. Scribe	.357***	.345***	-.052
54. Self-Awareness	.364***	.333***	-.133
55. Service	.359***	.276***	-.023
56. Spotlight	.390***	.498***	-.168
57. Strategic Awareness	.367***	.384***	.050
58. Time Optimizer	.374***	.372***	-.079
59. Unconditionality	.364***	.299***	-.034
60. Work Ethic	.312***	.378***	-.204*

Table 6 Note. N=133. *** Correlation is significant at the 0.001 level. **Correlation is significant at the 0.01 level. *Correlation is significant at the 0.05 level.

There is a strong pattern of statistically significant positive associations between the energy ratings for the 60 Realise2 attributes and the Helping Behaviours and Civic Virtue subscales of the Organisational Citizenship Behaviours Scale. Notably, there were barely any significant associations with the Sportsmanship subscale. The highest correlations with the Helping subscale were for Enabler, Esteem Builder, Feedback, Prevention and Resolver. The highest correlations with the Civic Virtue subscale were for Adventure, Change Agent, Moral Compass and Prevention. Only Esteem Builder and Innovation were significantly positively correlated with the Sportsmanship subscale.

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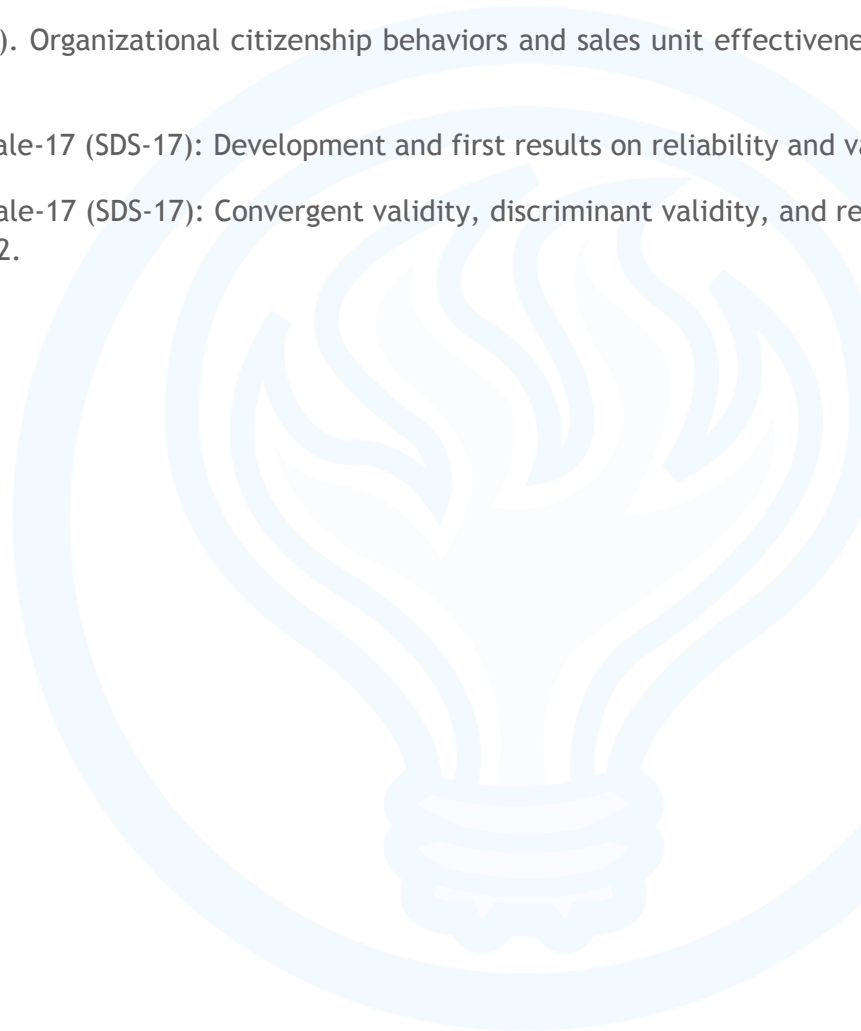
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Appendix 1: Realise2 Strengths Dictionary

This dictionary provides the names and descriptions of the strengths included in Realise2, CAPP's online strengths assessment and development tool.

Action

People strong in Action feel compelled to act immediately and decisively.

Adherence

People strong in Adherence like to follow processes, operating firmly within rules and guidelines.

Adventure

People strong in Adventure like to take risks and stretch themselves outside their comfort zone.

Authenticity

People strong in Authenticity are always true to themselves, even in the face of pressure from others.

Bounceback

People strong in Bounceback use setbacks as springboards to go on and achieve even more.

Catalyst

People strong in Catalyst motivate and inspire others to make things happen.

Centred

People strong in Centred have an inner composure and self-assurance, whatever the situation.

Change Agent

People strong in Change Agent are constantly involved with change, advocating for change and making it happen.

Compassion

People strong in Compassion really care about others, doing all they can to help.

Competitive

People strong in Competitive are constantly competing to win.

Connector

People strong in Connector make connections between people, instinctively making links and introductions.

Counterpoint

People strong in Counterpoint always bring a different viewpoint to others - whatever the situation or context.

Courage

People strong in Courage overcome their fears and do what they want to do in spite of them.

Creativity

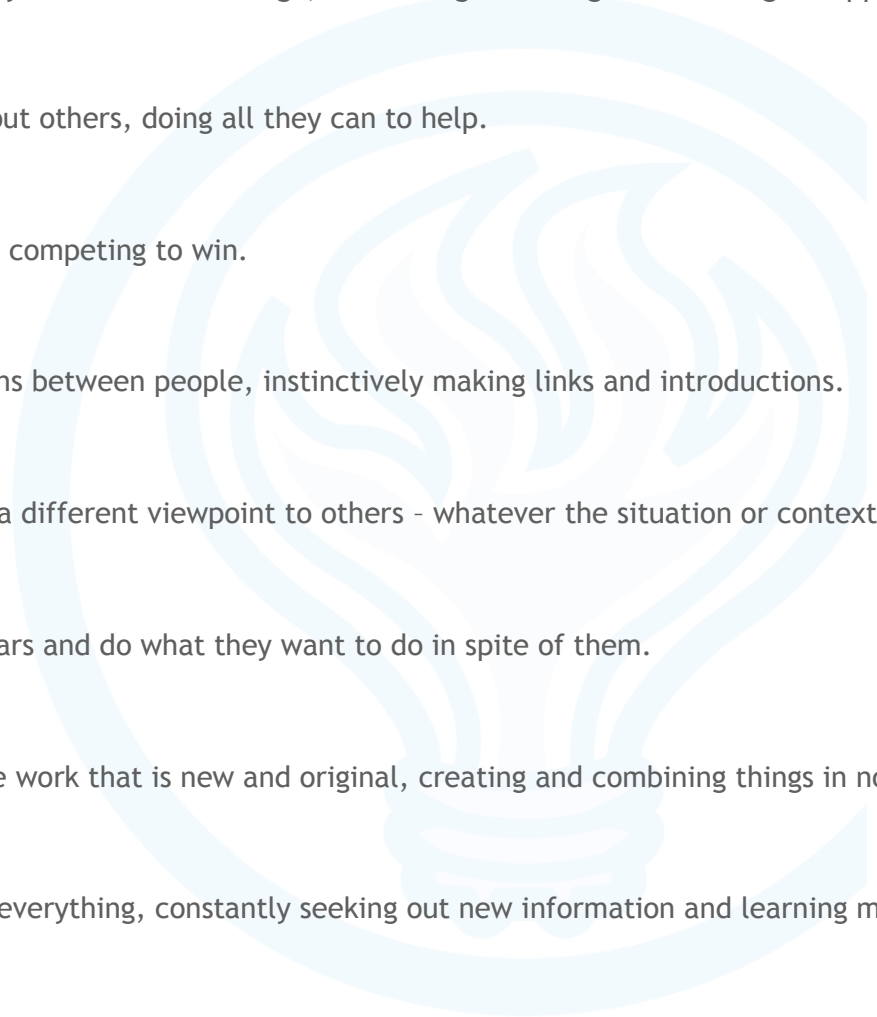
People strong in Creativity strive to produce work that is new and original, creating and combining things in novel and imaginative ways.

Curiosity

People strong in Curiosity are interested in everything, constantly seeking out new information and learning more.

Detail

People strong in Detail naturally focus on the small things that others easily miss, ensuring that everything is accurate and error-free.



Drive

People strong in Drive are self-motivated and push themselves hard to achieve what they want out of life.

Efficacy

People strong in Efficacy are very confident in their own abilities, having a sure belief that they can achieve their goals.

Emotional Awareness

People strong in Emotional Awareness are acutely aware of the emotions and feelings of others.

Empathic Connection

People strong in Empathic Connection feel connected to others through their ability to sense and understand what other people are feeling.

Enabler

People strong in Enabler create the conditions for people to grow and develop for themselves.

Equality

People strong in Equality ensure that everyone is treated equally.

Esteem Builder

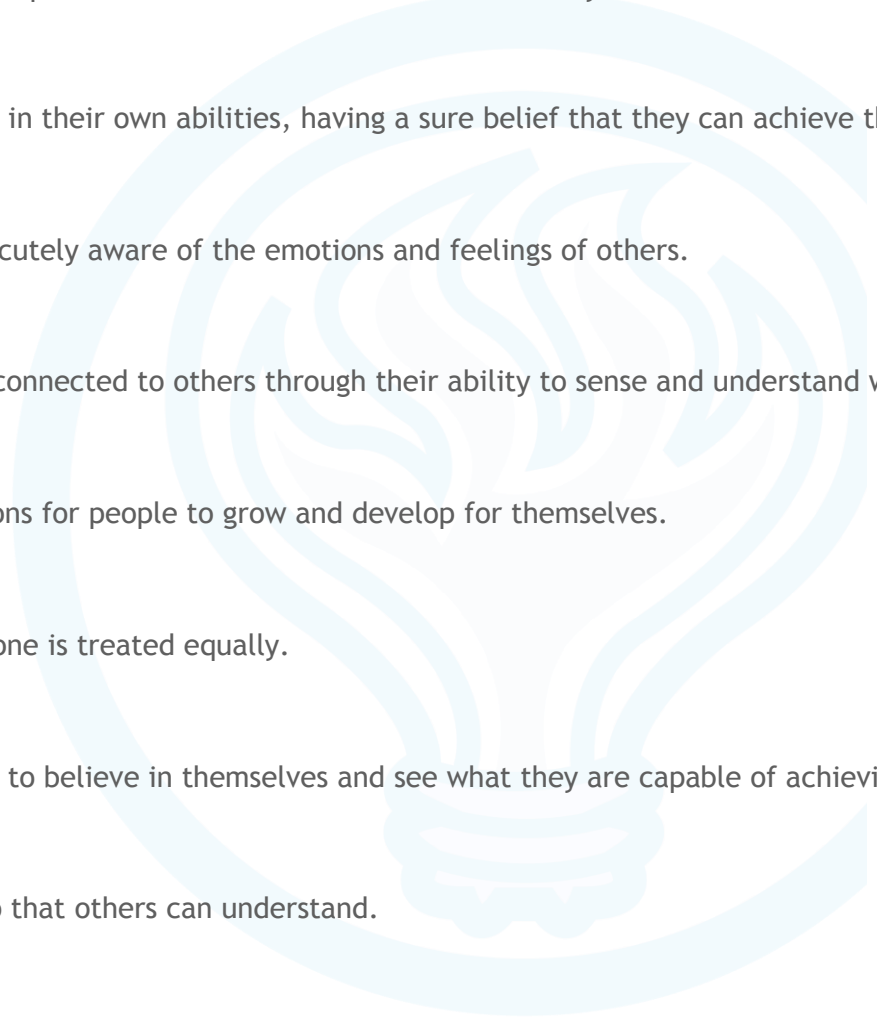
People strong in Esteem Builder help others to believe in themselves and see what they are capable of achieving.

Explainer

People strong in Explainer simplify things so that others can understand.

Feedback

People strong in Feedback provide fair and accurate feedback to others to help them develop.



Gratitude

People strong in Gratitude are constantly thankful for the positive things in their lives.

Growth

People strong in Growth are always looking for ways to grow and develop, whatever they are doing.

Humility

People strong in Humility are happy to stay in the background, preferring others to be recognised and to take credit for their contributions.

Humour

People strong in Humour see the funny side of almost everything that happens - and make a joke of it.

Improver

People strong in Improver constantly look for better ways of doing things, for how things can be improved.

Incubator

People strong in Incubator love to think deeply about things over time, pondering and reflecting to arrive at the best conclusion.

Innovation

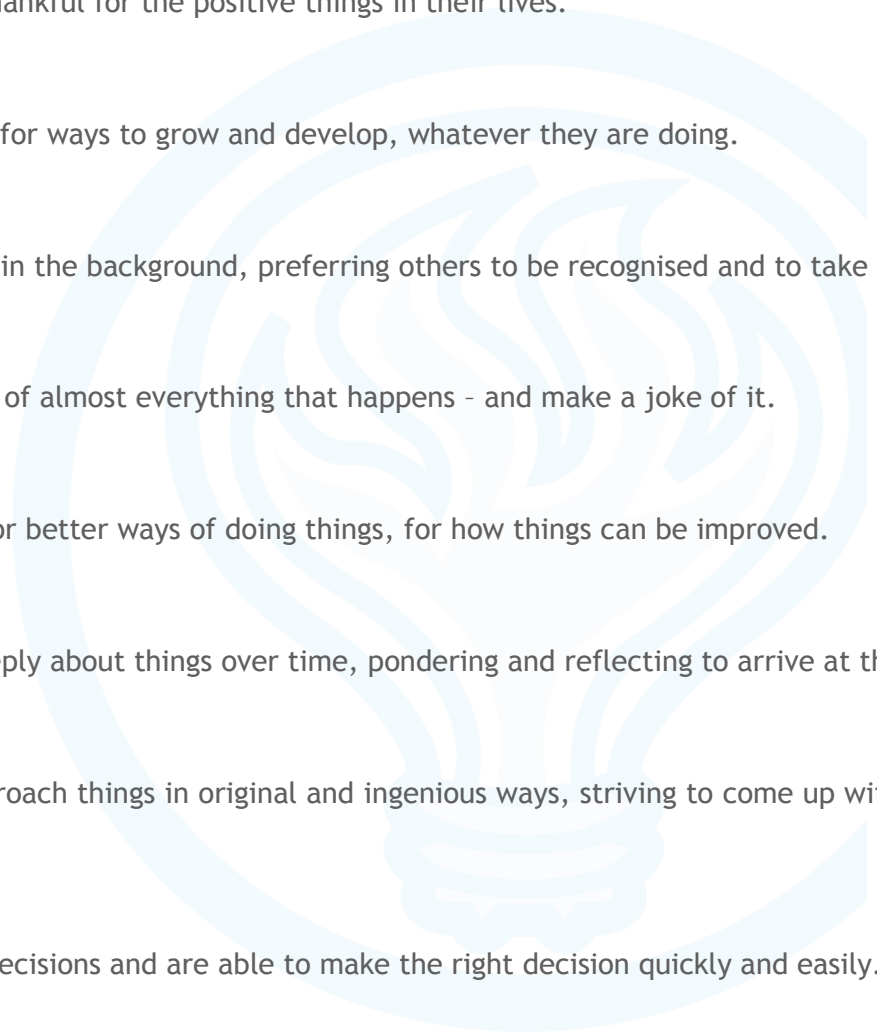
People strong in Innovation continually approach things in original and ingenious ways, striving to come up with new and different approaches and applications.

Judgement

People strong in Judgement enjoy making decisions and are able to make the right decision quickly and easily.

Legacy

People strong in Legacy want to create things that will outlast them, delivering a sustainable positive impact after they have gone.



Listener

People strong in Listener are able to focus on and listen intently to what people say.

Mission

People strong in Mission pursue things which give them a sense of meaning and purpose, always working toward a longer-term goal.

Moral Compass

People strong in Moral Compass are guided by their strong ethical code, always acting and make decisions in accordance with what they believe is right.

Narrator

People strong in Narrator love to tell stories.

Optimism

People strong in Optimism always maintain a positive attitude and outlook on life.

Order

People strong in Order are exceptionally well-organised in everything they do.

Persistence

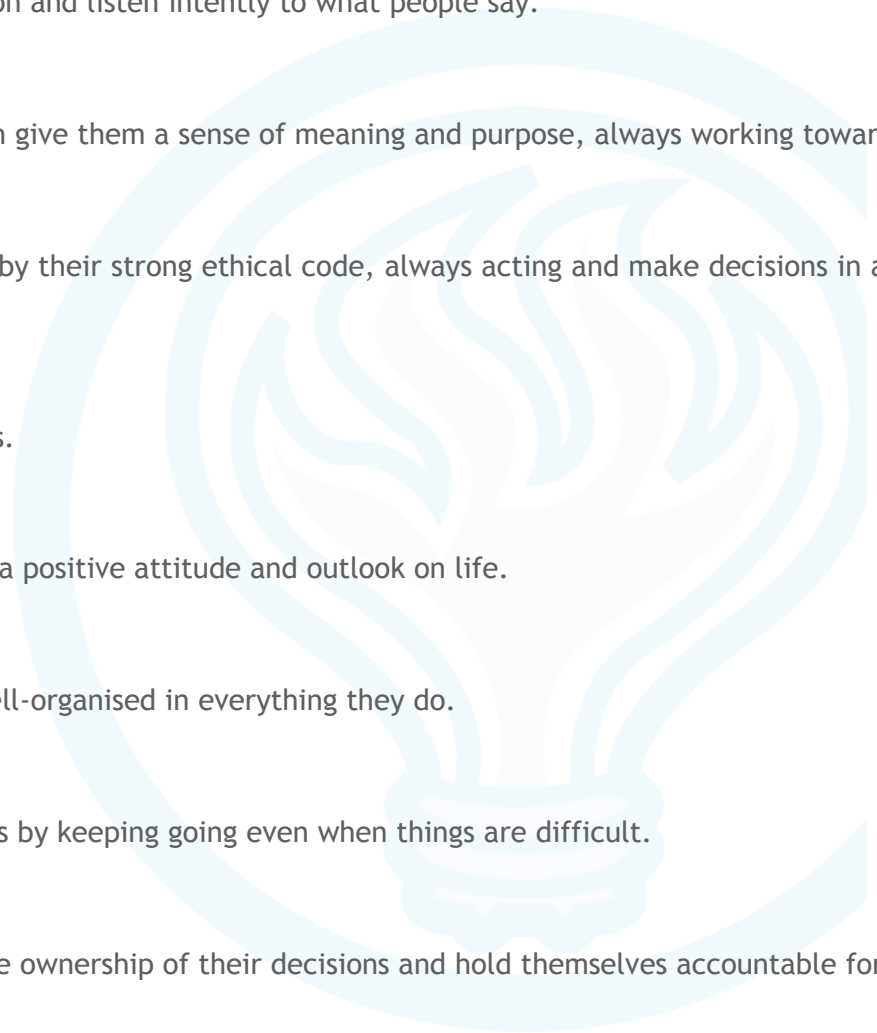
People strong in Persistence achieve success by keeping going even when things are difficult.

Personal Responsibility

People strong in Personal Responsibility take ownership of their decisions and hold themselves accountable for what they have promised to do.

Personalisation

People strong in Personalisation recognise everyone as an individual, noticing the subtle differences that make them unique.



Persuasion

People strong in Persuasion are able to bring others round to their way of thinking and to win agreement for what they want to achieve.

Planful

People strong in Planful make plans for everything they do.

Prevention

People strong in Prevention think ahead, to anticipate and prevent problems before they happen.

Pride

People strong in Pride strive to produce work that is of the highest quality.

Rapport Builder

People strong in Rapport Builder establish rapport and relationships with others quickly and easily.

Reconfiguration

People strong in Reconfiguration juggle things to meet changing demands and find the best fit for what they want to achieve.

Relationship Deepener

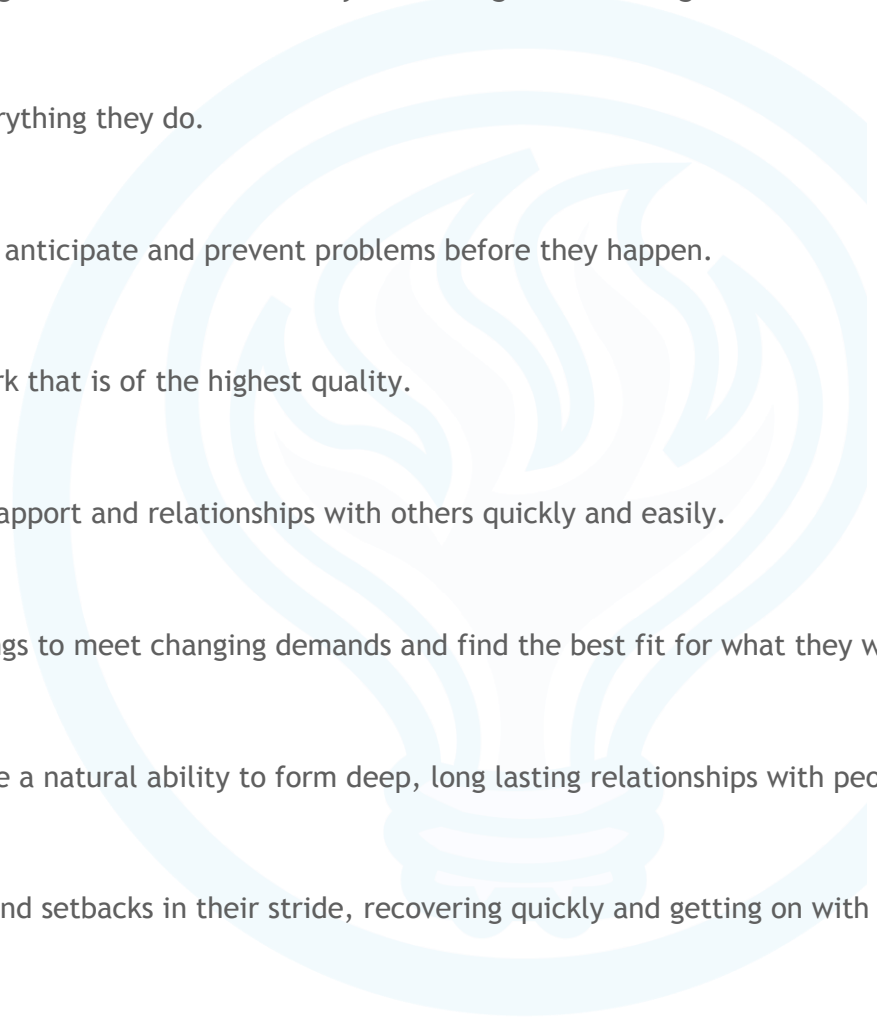
People strong in Relationship Deepener have a natural ability to form deep, long lasting relationships with people.

Resilience

People strong in Resilience take hardships and setbacks in their stride, recovering quickly and getting on with things again.

Resolver

People strong in Resolver love to solve problems, the more difficult the better.



Scribe

People strong in Scribe love to write, conveying their thoughts and ideas through the written word.

Self-awareness

People strong in Self-awareness know themselves well, understanding their own emotions and behaviour.

Service

People strong in Service are constantly looking for ways to serve and help others.

Spotlight

People strong in Spotlight love to be the focus of everyone's attention.

Strategic Awareness

People strong in Strategic Awareness pay attention to the wider factors and the bigger picture that will inform the decisions they make to achieve their objectives.

Time Optimizer

People strong in Time Optimizer maximize their time to get the most out of whatever time they have available in whatever situation.

Unconditionality

People strong in Unconditionality accept people for who and what they are, without ever needing to judge them.

Work Ethic

People strong in Work Ethic are very hard workers, putting a lot of effort into everything they do.

