

Measuring the Developmental Stage of Adults

Comparing the Subject-Object Interview and the Leadership Development Profile

Instrument	Kegan's S/O interview	SCT(research) and LDP (professional)
Type of Test	Taped, probed interview	Sentence completion test, semi-projective
Administration	1 at the time, interviewer and client present (rarely by phone)	Printed version, as many as fit in a room; electronic, by email attachment, fax, or mail
Preparation	Client fills out 10 emotional experiences cards (1/2 hour)	none
Time for test	1 hour +	35 to 40 minutes
Content	Talk about some of the self-chosen, most salient experiences from the cards	36 sentence completions to stimuli given on test. These range from personal, to work life, to relational, to coping issues, to social matters.
Test taking	1. transcribe interview (1-2hours) 2. Analyze interview (1 hour) 3. determine stage based on selected pieces of evidence (30 min –1 hr)	25-45 minutes, depending on level: match responses with manuals; final score based on statistical and qualitative analyses, patterns in responses, and interpretation of whole protocol as a Gestalt
Scorer	Trained or certified scorer	Trained or certified scorer; postconventional stage required for entering intensive 1 year certification track.
Instrument bias	Education and verbal ability	Education and verbal ability
Interviewer bias	Interviewer skill + stage influences outcome. Rapport-dependent. If done well, interview acts as scaffolded psychodynamic intervention → Client shows highest meaning making under support conditions.	No interviewer. Test taker can't please or displease anyone. Client shows center of gravity in relation to everyday stimuli and to situation of test → Theory in action. Trying to come across higher than one is, regularly noticed by scorer.

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<p>Rater biases in analysis</p>	<p>Rater stage influences which text paragraphs they choose as significant and how these are rated. Pick highest few paragraphs of whole text, confirm or disconfirm by looking for counter evidence in rest of text.</p>	<p>Stage of assessor, if lower than subject may not pick up subtle nuances, although the manuals and scoring rules can make up for a 1 to 2 stage differential. Relying on manuals and explicit rules also prevents two of the most common pitfalls of interview based stage analysis. First the manuals provide a check and balance against both interviewer and scorer bias in terms of their own level of differentiation. Second, scoring with a manual prevents the variability of what different raters pick as relevant and scorable pieces of behavior from an interview. In a sentence completion test all utterances are relevant. Each completion is compared against all others given in response to the same stimulus stem.</p>
<p>Positive</p>	<p>Can be developmental intervention, lead to new awareness during session. Produces lots of qualitative data that can be analyzed in multiple ways and for multiple purposes other than measuring developmental stage</p>	<p>Efficient for research projects where stage is one of the variables, or for large-scale investigations. It also serves as a basis for ongoing consulting, coaching and for developing and supporting individualized personal development programs (Integral Transformative Practices)</p>
<p>History of test</p>	<p>Theory 1982 → instrument 1988</p>	<p>SCT 1970 (Loevinger et al.) and Theory (1970) LDP 1985 revised SCT for professionals, specialized new stage distinctions and categories for postconventional wave and second tier development.</p>
<p>Stages</p>	<p>Theoretically defined based on Piagetian theory and years of clinical observation with adults. Criteria for judging material is theoretically based.</p>	<p>Theoretically defined based on integration of many theories with clear descriptions and identifying criteria for each stage: criteria themselves are empirically derived and theory is being refined as new data come in.</p>

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Number of stages	5 major stages defined precon: impulsive, imperial convent. interpersonal, institutional postcon. interindividual	9 major stages defined, precon: Impulsive, Opportunist conv. Diplomat, Expert, Achiever postconv. Individualist, Strategist, Magician Postpostconv. Ironist (Unitive)
Substages that are used in scoring interviews from professionals	2 2(3) 2/3 3/2 3(2) 3 (rarely used) 3 3(4) 3/4 4/3 4(3) 4 4 4(5) 4/5 5/4 5(4) 5 (end of scheme) Major 5 stages theoretically defined ; rest based on rater judgment. Good interrater reliability (%?)	2 2+ 2/3- 2/3 2/3+ 3- 3 (rarely used) 3 3+ 3/4- 3/4 3/4+ 4- 4 4 4+ 4/5- 4/5 4/5+ 5- 5 5 5+ 5/6- 5/6 5/6+ 6- 6 6+ (end of scheme) Major 9 stages theoretically defined ; in between ratings given depending on evidence (stats.; stage criteria. quality and distribution, scoring rules). Excellent interrater reliability (Crombach's alpha 0.85 -- 0.95).
Middle, late vision logic and above	5 is rarely given, no theory or examples beyond 5 available in instruction manual although some vague late vision logic aspects are included in definition of the 5 th order of consciousness	5 5+ 5/6- 5/6 5/6+ 6- 6 6+ stringent high-end criteria were developed and tested to distinguish among these stages
Tests done	I guess 500-1000	>10,000s SCTs, 6100 LDPs
Reliability	A few done	Since 1970's all over the world
Validity studies	?	SCT numerous, LDP Harvard dissertation Torbert and Rooke, several
Cost	Research version ? Professional version ?	SCT Research version for non-profit, academic purposes \$60- Professional version with info packet \$200 as of 10 03 Authorized, trained consultant can use this version with their clients for part of their coaching, consulting. Individual and group profiles.
Recommended	For qualitative studies and interventions	For assessing real center of gravity, as data for consulting feedback, for research,