

Construct  
development, scale  
creation, and process  
analysis



**ASSIGN  
BUSTER**

## Part 1: Construct Development and Scale Creation

The construct that will be measured in this paper will be arrogance versus confidence. The construct development, scale creation, and process analysis will determine how arrogant or confident a person may be. An operational definition of this construct using Driver,(2007), Vixie,(2011) and Johnson, Silverman, Shyamsunder, Swee, Rodopman, Cho, & Bauer, (2010) they basically describe arrogance as someone who is conceited, boasting and hard to get along with. They think that they are better than ordinary people and confidence is someone who is aware of their strengths without putting others down. The five items that are used to sample my domain are: ego, self-pride, conceit, self-love, and vanity. Scaling method for measuring arrogance versus confidence will involve a survey consisting of 8 questions. These questions will test participants on how well they are aware of themselves as being arrogant or confident in different settings. The instruments are as follows:

### Confident or Arrogance Test

1. If you had an argument with a friend, and starting to think that you were wrong. What will you do? a. You call back to apologize b. You call back to explain yourself c. You wait until they call back
2. When you are wrong, you admit your faults: a. Never b. Only when you are wrong c. All the time
3. In arguments, who is usually right? a. The other person b. It depends on the argument c. Or you

4. Is it easy to talk about your feelings? a. Very easily b. Barely c. Depends on the situation

5. People who know you well think that you are: a. Not proud of yourself b. Proud of yourself when necessary c. Very proud of yourself

6. When you run into an old acquaintance of your and they avoid you on purpose. Your reaction will be: a. Greet them as you always do b. Ignore them c. Greet them in a friendly way

7. Do you sometimes feel better than other people do? a. Never b. Sometimes c. Frequently

8. Do you ever brag about your achievements with friends? a. Never b. Sometimes c. Frequently

9. Have you ever avoided a person after a silly argument? a. Never b. Once c. More than once

10. When someone offends you, what's your reaction? a. You feel embarrassed and keep silent b. You immediately ask for an explanation c. You get angry and prepare for revenge

## Part II: Analysis and Justification

There can be some confusion between confidence and arrogance. As both shows a person having strong belief in their abilities. The difference comes in when their responses from other is revealed. A confident person will show humility toward other and on the other hand an arrogant person will show no

concern for others. Usually people who are arrogant tend to have insecurity within them. An arrogant person will run away from areas that show weakness and play up areas of strength. As oppose to a confident persons who will acknowledge their weakness or faults. In Kerefoot,(2010) the author talks about how confident leader who become successful can easily be victims of hubris, which is known as arrogance. She talks about how leaders should stay grounded as their success grows.

Being humble, grateful and appreciative can keep a person becoming overconfidence which will later lead to arrogance (Kerefoot, 2010). This paper will discuss how much the participants are aware of being confident or arrogance on their jobs. The purpose of this analysis will help participate become more confident than arrogant on their jobs as a leader. The confident or arrogant test is designed for people in leadership. This test will be given to team leaders, supervisors, and mangers within a company.

These leaders will have 15-30 min to complete the test while at work. Also a test administrator will conduct the test, in case if someone doesn't understand a question or need to leave for a restroom break. The administrator will also explain to the leaders that they do not have to participate in this research. The average number of participants will be between 10 and 15 leaders per class within a company. All race and gender within this company will be included. This test will also be given to new leaders along with experience current leaders within the company. The goal of the test will help these leaders be more of a confident leader then an arrogant leader.

The test will help them recognized their selves, so improvement can begin. This test will also help their company while improving their leadership team. As Kerefoot, (2010) stated that “ as people become successful, their self-confidence rises, and they feel they can handle anything” p (351). As this can be a down turn for a company with a member of the lead team think they know everything and make bad decision for the company.

The results of this test will help leaders realized if they are confident as far as having a normal self-pride or arrogant, to prideful. These leaders should be aware of their selves so that they will reach out to other employee on their team for feedback before making any major decision. In addition to feedback the leaders will learn how to show others credit instead of their selves. Within a company it is very important for leaders to show appreciation to their co-worker, which will lead to confidence for them and allow growth and improvement for their company.

The type of reliability measurement will be used is the inter-rater reliability. This measurement is used by having two or more score of the test. Which basically taken by different people but with the same test. Establishing validity with the confidence or arrogance test will require some research to show how the results can affect's a company as a whole. If the participant scores very high on the test this mean they have high self-pride, which is not good. In a work place this can cause other people around the leader, supervisor or manger to be very uncomfortable and lack confidence in their work.

If the participant scores low on the test, it shows that the leader, supervisor or manager has a modest pride, which they are not an arrogant person. This can lead to a comfortable and stress free work environment. Developing scales and proper testing methods to decide how confidence or arrogance can help or hurt a company can help researchers understand this construct and its ability to help leaders in the workplace because successful leader. By testing leaders can assist companies owners grow and help employee along the way.