### ANALYSIS OF THE DESIRE TO FLY (D-F) INVENTORY

bу

L. S. Kogan M. J. Wantman J. W. Dunlap

A report on research conducted at the University of Rochester, Rochester, New York, by means of a grantain-aid from the Rational Research Council Committee on Selection and Training of Aircraft Pilots, from funds provided by the Civil Aeronautics Administration.

October 1945

CIVIL AERONAUTICS ADMINISTRATION
Division of Research
Report No. 50
Washington, D. C.

# Mational Research Council

# Committee on Selection and Training of Aircraft Pilots

# Executive Subcommittee

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### LETTER OF TRANSMITTAL

### NATIONAL RESEARCH COUNCIL

2101 Constitution Avenue, Washington, D. C.
Division of Anthropology and Psychology
Committee on Selection and Training of Aircraft Pilots

October 23, 1945

Dr. Dean R. Brimhall
Asst. to Administrator for Research
Civil Aeronautics Administration
Room 5335, Commerce Building
Washington 25, D. C.

Dear Dr. Brimhall:

Attached is a report entitled <u>Analysis of the Desire to Fly (D-F)</u>
<u>Inventory</u>, by L. S. Kogan, M. J. Wantman, and J. W. Dunlap. This report
is submitted by the Committee on Selection and Training of Aircraft Pilots
with the recommendation that it be included in the series of technical
reports being issued by the Livision of Research, Civil Aeronautics Administration.

The Standard Testing Program, organized through the Committee on Selection and Training of Aircraft Pilots, in 1942, furnished materials for an item analysis, for the development of scoring keys, and for investigating the validity of the Desire to Fly (D-F) Inventory, as a predictor of success in flight training. Findings in these three areas are presented in the report.

tent to which the skill of numerous psychologists and the resources of many universities have been utilized through the operation of the National Research Council Committee on Selection and Training of Aircraft Pilots. The Standard Testing Program involved the voluntary cooperation of 46 psychologists throughout the country who not only contributed their services in administering tests and in gathering data but, to some extent, also made available the physical facilities of the laboratories to which they were attached at no cost to the Civil Aeronautics Administration. Without question, the research returns from funds allotted by the Civil Aeronautics Administration have been considerably extended through such contributions by individuals, universities, and other scientific agencies cooperating in the research program sponsored by the Committee on Selection and Training of of Aircraft Pilots.

Cordially yours,

Morris S. Viteles, Chairman Committee on Selection and Training of Aircraft Pilots National Research Council

MSV 2 rm

### EDITORIAL FOREWORD

The report on the Desire to Fly (D-F) Inventory is the second of a series prepared from data accumulated in the Standard Testing Program. The latter, as indicated in the Editorial Foreword to CAA Technical Series Report No. 42, was organized on the basis of plans prepared, in part, by G. R. Wendt, Wesleyan University, and J. W. Dunlap, University of Rochester. The Standard Testing Program was administered at the University of Rochester by J. W. Dunlap. as Director of Research for the Committee, with the aid of M. J. Wantman and other members of the University of Rochester staff. The research project involved the voluntary cooperation of 46 psychologists in various parts of the country. These psychologists tested a total of 2333 elementary and 717 secondary Civilian Pilot Training students and made available the results of examinations on a standard battery of tests for comparison with criterion data obtained from the Civil Aeronautics Administration and through the cooperation of coordinators in the Civilian Pilot Training Program.

The question in the B-F Inventory were written largely by the staff of the Director of Research of the Committee on Selection and Training of Aircraft Pilots. Questions were submitted in draft form to the Executive Subcommittee for criticisms and, on the basis of comments from members of the Executive Subcommittee, the inventory, including 235 questions, was prepared in final form by G. R. Wendt, J. W. Dunlap, Director of Research, and the latter's staff, for tryout in the Standard Testing Program.

The Committee staff at the University of Rochester was largely responsible for the statistical treatment of the data embodied in the report, which was written by L. S. Kogan, M. J. Wantman, and J. W. Dunlap.

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The Desire to Fly (D-F) Inventory was included in the battery of tests administered in the Standard Testing Program. The inventory contains 235 questions dealing with personal characteristics, opinions, habits, attitudes, and preferences. In selecting items for the test an attempt was made to secure those items which appeared to have a direct relation with the motives behind the student's desire to fly.

The inventory was administered to 1401 students, of whom 990 had had no previous flight training, and 411 were in primary flight training at the time the tests were administered. The nine hundred and ninety "no-flight-hour" students were further divided, on the basis of odd or even registration numbers, into Sample A containing 505 subjects and into Sample B containing 485 subjects. Sample C consisted of the 411 students who were taking flight training at the time of testing. From item analyses various scoring keys were devised and the resulting inventory scores correlated with the Pass-Fail criterion and with other test scores. The findings may be briefly summarized as follows:

- l. An analysis of the distributions of items answered "No" by various percentages of the populations of both Samples A and B indicated that the items are fairly stable in the sense that each was answered "No" by approximately the same proportion of cases in each sample.
- 2. On the basis of fourfold correlation coefficients (phi's) only a small number of the 235 items in either sample correlated higher than \$10 with the Pass\*Fail criterion. The correlation between item phi's of the two samples was .233, suggesting that the item validities were quite unstable from Sample A to Sample B even though the composition of both samples tended to be fairly homogeneous.

- 3. On the basis of the item analyses various keys for scoring the D=F Inventory were developed for Samples A and B. The correlations tended to be highest when the keys were applied to the samples from which they were derived. The keys based on items maintaining like signs in both samples (Key A:B) tended to predict slightly better in Sample C than those based on a combination of the two samples (Key A+B). Key A:B (same sign) correlated highest in Samples B and C, and second highest in Sample A, and may be assumed to be the "best" D=F key.
- 4. Correlations of invantory scores with B.I., M.A.T., and M.C. were low.
- 5. An analysis of scores on groups of items which appeared to assess the same areas was attempted. The total number of items obtaining validity coefficients at the 1% level of significance in both samples was only 3. Pifteen items maintained: level of 20% or below in both samples. These items were not concentrated in any one area.

### ANALYSIS OF THE DESIRE TO FLY (: 1 INVENTORY

### INTRODUCTION

The Desire to Fly (D-F) Inventory consists of 235 questions to be answered with "Yes" or "No." The questions, dealing with personal characteristics, opinions, habits, attitudes, and preferences, can be grouped into 14 areas: (1) family and friends, (2) remuneration, (3) adventurs, (4) patriotism, (5) interest, (6) "nothing to live for," (7) social pressure, (8) fighting spirit, (9) comfort, (10) escape, (11) trouble-maker, (12) non-intellectual, (13) belief-in-self, and (14) general personality items. An attempt was made to choose items which would have a direct association with the motives behind the student's application for flight training. Appendix A contains sample questions and a copy of the answer sheet.

This inventory was included in the test battery employed in the Standard Testing Program conducted in the Spring of 1942. Subsequently, criteria became available against which to evaluate this pencil—and—paper test as a predictor of success or failure in flight training.

The aims of this analysis of the D-F Inventory were: (1) to determine the selective efficiency of each item in terms of the criterion of passing or failing in flight training, (2) to develop scoring keys yielding maximum prediction of the criterion, (3) to investigate whether the questions tended to be answered "Yes" or "No" by a similar percentage of people in different samples, and (4) to determine the relationship between scores on the D-F. Inventory and the scores on other tests in the battery of the Standard Testing Program.

### METHODS

Criterion data (success or failure in Civilian Pilot Primary Flight Training) were obtained on 1401 of the students to whom the test had been

A report on the Personal History Inventory (P-H), based on data obtained in the Standard Testing Program, is found in: Regen, L. S., Wentman, E. J., and Dunlap, J. W. Analysis of the corporal history inventory. Washington, D. C., CAA Division of Research. Report No. 42, February 1945.

The Standard Testing Program was conducted at the University of Rochester, Rochester, New York, during the early months of 1942. The project was directed by Dr. J. W. Dunlap, then Director of Research for the NRC Committee on Selection and Training of Aircraft Pilots. Approximately 2333 elementary flight students and 717 secondary students were tested on the following battery of tests: (1) the Inventory of Personal Data for Prospective Pilots (B.I.), (2) the Otis Self-Administering Test of Mental Ability, (3) the Test of Mechanical Comprehension (M.C.), (4) the Test of Aviation Information (A.I.), (5) the Personal History Inventory (P-H), and (6) the Desire to Fly Inventory (D-F). (This testing program preceded the CAA National Testing Services program discussed in CAA Division of Research Technical Reports Nos. 9, 19, 33, and 39 previously published in this series.)

administered. Of this total group (10) and had no previous flight training. The remaining all cases were in principy flight training at the time the tests were administered.

The 990 "no-flight-hour" students were divided into two samples.according to whether their registration numbers were odd or even. Sample A was made up of 505 of the "no-flight-hour" cases and Sample B of 485. Sample C was made up of the remaining 411 cases who were in flight training at the time of the test.

Separating the total population into three groups in this manner made it possible to develop maximized scoring keys for the inventory on one of the samples and to cross-validate these keys on samples which had not been employed in the original validation.

The general statistical method employed in the analysis of these data consisted in the calculation of fourfold product-moment correlations (phicoefficients)<sup>2</sup> between the answers to a particular item (Yes-No) and the Pars-Fail criterion. Such item analyses were performed separately for Samples A and B, and several scoring keys were constructed made up of items at different levels of predictive significance. These keys were then applied to the original samples and to the two maliens samples,<sup>3</sup> and biserial correlations were computed between the resulting total scores and the criterion.

The analysis also included a comparison of the percentages of Samples A and B responding "No" to each of the items.

### RESULTS

Proportion of the Population Answering Yes-No to the Items. In Table 1 are presented the distributions of items answered "No" by various percentages of the populations of both Samples A and B. (Only "No" responses were tabulated since inspection revealed that only a small number of questions had been omitted. The percentage of "Yes" responses may be approximated by subtracting the recorded "Bo" percentage from 100.)

Examination of Table 1 reveals that the items are scattered throughout the range of percentages with a mean percentage "No" response of approxi-

<sup>&</sup>lt;sup>2</sup>Fourfold product-moment correlations between answers on each item (Yes-No) and Pass-Fail in primary flight training were obtained by calculating chi-squares for each of these comparisons and converting them into phi's by dividing each chi-square by its N and taking the square root of the resulting quotient (see Kelley, T. L. Statistical method. New York: Macmillan Co., 1924. Ch. X, p. 259. Also Guilford, J. P. Fundamental statistics in psychology and education. New York: McGraw-Hill, 1942. Ch. XII, p. 246). The significance of the association was determined by evaluating the chi-squares in terms of their P-values.

<sup>3</sup>malien\* samples are the samples other than the sample on which the particular key was developed.

mately 50% for each sample. The correlation between the item-percent values for the two samples was .995. These data indicate that the items are highly stable in the sense that each item was answered "No" by approximately the same proportion of cases in each sample.

Gerrelations of the Items with the Pass-Fail Criterion. Table 2 presents the distributions of the fourfold correlation coefficients (phi's) as derived from the item analysis of the 235 items for Samples A and B. It can be seen that only a small number of the 235 items in either sample correlate higher than \$\frac{1}{2}\$.10 with the Pass-Fail criterion.

TABLE 1

DISTRIBUTION OF PER CENT ANSWERING "NO" TO THE
235 ITEMS IN THE D-F INVENTORY

Par Cent	fSemple A	Sample B
95 and accre	· <b>1</b> 5	16
90-94	1.4	. 16
35-89	17	12
30-84	15	13
75 <b>-79</b>	r F	11
70-74	13.	. 9
35 <del>-</del> €9	rt +	12
60-6.;	10	9
55-53	3.2	11.
50-54	1.3	12
45-49	7	6
10-44	É	6
35-39	<b>4</b>	17.
30-34	7	8
25-29	19	16
20-24	Lh	14
35-29	27	18
30-14	<u> </u>	16
3-13	3.7	13
3-4	$\mathcal{G}$	6
	第 = 50.7天	50.5%
	o = 30, M	30.5%
ļ	Sample = 505	485
	8 itans ≥ 2°°4	.235 8 = ,995
		- (2/-

The P-wellses, in the last column of lable 2 may vary slightly from sample to comple terms of the difference in size of the samples. The correlation between the item phi's of the two samples, shown at the bottom of Table 1, in on a 233, indicating that the phi coefficients (item welidings) are quite mestable from Account a in Sample B despite the fact that last mestas are it of in all the two relations are from the same from my train and the column that the un-

### DISTRIBUTION OF PHI'S 1.7 SAMPLE & AND SAMPLE B FOR ITEMS OF THE D-F INVENTORY

Item Phi	fSample	<u>4</u>	fSample B	P-Level
.2021	1		o ·	less than Cl
1919	. 0		0	Less than .01
.1617	0		11	Less than JO1
.1415	1		1	Less than .01
.12- <b>.13</b>	2		3 .	.01 cr less
.1011	· 8		4	.0103
.03~.09	6		6	04 = .08
-0607	22	•	21	.12 ~ .19
-04~-05	31		22	2638
- 02~-03	33		34	.5066
.0001	<del>3</del> 5		40	.83 -1.00
~.02~(~.01)		,	33	.6585
04-(03)	27		32	.3751
06-(05)	21		17	.1827
~.08-(~.07)	10		13	.0712
-,10-(09)	4		4	.0305
12-(11)	2		2	.0201
~.14~(~.13)	1	<b>\</b>	` <b>2</b> '	Leas than .01
~.16-(15)	O	r .	, و	Less than .01
18-(17)	2	î ;	0	Less than .01
	upni = .01		.00	÷
	$\sigma_{\rm phi} = .05$		.05	• 1
	Nsample = 505		` 485	•
	N items = 235		235	
•	,	rAB 233		•

reliability of the Pass-Fail crite ion,

The distributions of the phi-coefficients without regard to sign ("absolute" phi-coefficients) are presented in Table 3. The mean of the phi-coefficients in this case is in the neighborhood of .04. The number of correlations of .10 or higher is 17 for Sample A and 12 for Sample B. It can be easily seen that over half of the items correlate .04 or less with the criterion.

Construction of D-F Scoring Keys. On the basis of the foregoing item analyses, various keys were constructed for scoring the D-F Inventory as a whole. The keys differ with respect to the sample on which the key was developed and on the level of significance of the items of the key. The inventories for the "alien" and the original samples were then rescored

emple: Key A:B (same sign, 50%) included items maintaining the same sign in both samples and with a P-level of approximately 50% or less in each sample. The numbers of items scored by each key are listed in the second column. The underlined correlations are those based on the "alient samples.

It is apparent and expected that the correlations are highest when the keys are applied to the samples from which they were derived. Hone of the keys correlated very highly with the criterion when applied to the "alien" samples, especially in the case of Sample C which consisted of students with previous flight training.

The keys based on items maintaining like signs in both samples (Keys A:B) tended to predict slightly better in Sample C than those based on a combination of the two samples (Keys A+B).

Correlations with the Criterion and other Tests in the Standard Testing Program. The intercorrelations among certain of the D-F scoring keys, the correlations with the Pass-Feil criterion and with the other tests employed in the Standard Testing Program are given in Table 5. The number of cases is slightly lower than for the original samples because not all of the cases

TABLE 4

VALIDITY COEFFICIENTS\* FOR SAMPLES BY SELECTED KEYS

Key	Nitama	Sample A	Sample B	Sample C
A (1%)	12	•571	• <u>181</u>	-022
A (5%)	24	•585	• <u>155</u>	-062
A (10%)	29	•602	• <u>152</u>	-079
A (20%)	67	•663	• <u>201</u>	-007
A (35%)	218	•705	• <u>172</u>	-118
B (1%)	7	•300	•477	004
B (5%)	17	•259	•596	033
B (10%)	29	•253	•672	.023
B (20%)	65	•210	•748	.044
B (85%)	215	•146	•758	.063
A+B (1%)	13	.471	.521	• <u>005</u>
A+B (5%)	75	.603	.552	• <u>109</u>
A:B (same sign) A:B (same sign, 50%)	117	•576	.613	. <u>201</u>
	111	•539	.595	. <u>187</u>
Nsample		. 505	485	411
Npassing		453	4 <b>2</b> 8	374

\*Correlations are biserial with respect to Pass-Fail

<sup>5</sup>Intercorrelations among all the scoring keys for the P-H Inventory and with the criterion are presented in Appendix C, Tables 10, 11, and 12.

TABLE 3

DISTRIBUTION OF ABSOLUTE PHI-COEFFICIENTS FOR 235 QUESTIONS IN THE D-F INVENTORY

Absolute	Phi fse	Ample A	fgamp	le B	,	P-Level
<b>.</b> 20		1	,	<b></b> (	Le	ess than .01
.19		<b>-</b> ` ''	,		Le	ess than .01
.18				_	L	ess than .01
.17		2		_	Le	ess than .01
.16		-		1	Le	os than .01
15	1	<u>.</u>		<b>-</b>	L	eas than .01
. :14		1		2	Lo	ess than .01
.13		1	•	1	Le	10, nadt as
.12	•	<b>2</b> .		2	•	۰01
.11		· 5	•	3 .	,	.0102
.10	_	. 7	-	3		<b>.</b> 03
•09	•			4		.0405
.03		5 ·		.2		<b>.070</b> 8
.07		15	1	.6		.12
.06	, ,	23		20		.1819
•05	1	25		19	1	.2627
•04	,	34	2	<b>5</b> 6	•	•37-•38
.03		29	• 3	33	,	<b>.5051</b>
•02	·	34	3	36	,	.6566
.01		29	3	37		.8385
. •00	1	17		<b>20</b>		1.00
	Mabsclute phi =	.043		•039	*	
	σabsolute phi =	.033		.030	0	•
	Nsample =		49	35		
	N items =		. 23			

by means of these keys and the intercorrelations among the various keys and the Pass-Fail criterion computed.

Table 4 presents the criterion (biserial) correlations of the various keys for all samples. The keys marked A were derived from Sample A; those marked B, from Sample B. The per cent (in parentheses) following the letter A or B indicates the level of significance of the items scored when that key is employed. For example: Key A (5%) indicates a key derived from Sample A including all items at or below a P-level of 5%. Keys marked A+B were derived from combining Samples A and B into one total sample. Keys designated by A:B represent items maintaining the same sign in both samples. For ex-

Intercorrelations of all scoring keys constructed for use with the D-F Inventory are presented for each sample in Appendix B, Tables 7, 8, and 9.

### VALIDITY COFFFICIENTS OF SELECTED -F REYS AND INTERCORRELATIONS

									SAME	LEA		,		- 17. - 17. - 17.
	,				1	_2_		4	5	6	7	8	<u> </u>	10
1.	Pass-Fail				_	,468	,i'\t)2	.577	-538	.189	.183	.316	.372	.466
2.	D-F Key A+B	(1%)			•	**	$\omega \Omega$ 2	505ء	.442	.232	.153	ء153	v35 <b>2</b>	×333
3.	D-F Key A+B	(5%)						.791	.745	.200	.230	<b>.25</b> 8	.353	.294
	D-F Key 1:B								.902	.173	.172	هو2 <b>3</b> 9	2298	.261
	D-F Key AlB	(seme	sign,	50%}		•			•	.163	.121	<b>.205</b>	42.72	.25
	B.I. (+1%A)							,	, ,	-	-147	.231	.265	#1 1
	M.A.T.							•			-	.432	.073	102
	M.C.	,	_									-	.175	
	P-H Key A1B		sign,	50%)									=	, S.
10,	P-H Key A⇒B	(7%)	M		g a	7 06	T = 22	17 90	62 70	12 /0	52 /7	52.14	בר ביג	_ क्रिक्ट 104≠
			σ									7.18		
			_				lng = 4		2 4 mg 1	~	7.12			
	•		Tota	u	.,_, .	"pass:	rng –							
								•	SAMI	LE B		·	A	
					1	2	3	4	5	6	7_	8	9	10
2.7	Pass-Fail					.524	.570	.637	.610	,252·	.219	J272	.534	.4
	D-F Key A+B	(1%)				-	24	.507	.503	.279	.195	-237	J270	24.2
	D-F Key A+B			,				.810	.814	.275	-275	.312	.262	
4.	D-F Key A:B	(same	sign)						-945	.220	<b>,211</b>	<b>"290</b>	.252	g
	D-F Key A:B	(same	ខារៈ៩៣.	50%)	-				<b>-</b>	J215	,200	293ء	,260	.186
	B.I. (+1%A)										,171	<b>•335</b>	.192	.13
	H.A.T.											.442	.015	" نام
	M.C.	/		e e e e a		•						* redo	.172	.163
	P-H Key A:B		aran ,	20M/									**	
, 10.	tin veh win	( )/6}	ĸ		, gx	6 22	14.50	17 70	64.30	12.28	53.00	51.,45	43. 72	() 养; 1 <b>9</b> 社
			σ.									7.67		
			Nenta	ն ∌ 4			ing = L		2	,	,,,-	. • • •	,	1
			40 00	<b>40</b>		parou.	r∾B						,	1
•		-							SAN	LE C				1.0
	1				1	2	3	4	5	6	7	8		10
1.	Pass-Fail				فب	.004	.396	.197	+1.55	-162	.121	.219	.153	Γ '' A' ' Σευ 
	D-F Key A+B	(1%)				~	600		.508	-094	.104	.222	.244	A W
	D-F Key A+B				-			.765	.764	.167	.246	.330	,220	
	D-F Key A:B		(agie	•	٠			-	.913	<u>، 205</u>	.175	.272	.178	ر برگاه
	D-F Rey A.B	(ឧកឃទ	sign,	50%)		,	1	•	,	.689	.185	.263	250	.107
	11.1. (+1%A)								_	>	.080	ى323	252	.162
	M.A.T.								•		45	، 442 -	C36	.042
	M.C. Du Farrack		, t	. 1944 N				•		•		بعب	.215	1, 58
	Poll Key Ark		_	(Kuc.									100	* 4.4 12.55×3*
±0,	Tation Mark	1 1	م		, <u>ş</u> -,	2 .	· · · · · · · · · · · · · · · · · · ·	7.39	63.60	14.75	51 .50	5127	12.25	id.
			ر. در					7.67	5.37	7.56	9.58	51,27 7,05	3, 75	6.4
			بنجييون		.05: 1	9	184. e SE 3	170	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		- 0 - 2		2013	131

total = 405; Npassing = 370

MALVSI TO 1016 SI FORE Description of Area or less or less or less in tems Family and Friends  $\mathcal{Y}_{i}$ 2 В 1 2 3 2 1:B ī 2 2 ') 1 Resumeration A В Adventure 19 3 В 2 A:B -42244-23 Patriotiam 23 1 B AtB 4312 **2**0 2 Interest B A:B "Nothing to live for" 15 2 B A:B Social Pressure 12 В A:B Fighting Spirit 23 1 В AsB Comfort 19 В A:B **4 1** 25 D). Escape A 1 B 1 A:B Trouble-maker 14 1 11. A В A:B Non-Intellectual 9 12. В A:B 13, Belief-in-Self 19 A В A:B ì 1 1 1., Personality 11 A В A:B Grand Total 235 A 12 24 29 В 17 29 65

A:B

3

took all of the tests in the battery.

Of the D-F keys, the Key A:B (same sign) correlates highest in Samples B and C and second highest in Sample A. Assuming this key as the "best" D-F key, we find that it correlates between .105 and .220 with the BI., between .172 and .211 with the M.A.T., and between .239 and .290 with the M.C. In the previous analysis of the Personal History Inventory the correlations of this D-F key with P-H scores based on keys derived from these same samples range between .158 and .298.

All of the correlations of the D-F with the other tests were below .300, suggesting that the D-F assesses an area relatively independent of the areas measured by other tests in the battery. The only test correlating over .200 with the criterion in Sample C is the M.C. The D-F is at least as efficient in the prediction of Pass-Fail as the other three tests in Sample C.

Analysis of Areas in the D-F Inventory. An analysis of scores on groups of items which seem to be measuring the same area was attempted. A preliminary analysis of these areas is presented in Table 6. The numbers of items in each area are shown as well as the numbers of items at and below the 1%, 5%, and 10%, and 20% levels of significance in each sample. In the bottom row of Table 6 are presented the numbers of items in each area which maintain the same level of significance in both samples. A count of the 1% items in the bottom rows (Grand Total) reveals that only three items were at the 1% level of significance in both samples. Similarly, only 15 items maintained a level of 20% or below in both samples.

### SUMMARY AND CONCLUSION

The Desire to Fly (D-F) Inventory was administered as part of the battery of tests in the Standard Testing Program to 1401 flight students, 411 of whom were in training (had had some flight hours) at the time the tests were taken.

These trainees were divided into three groups for statistical analysis of the data: Groups A and B were random halves of the mno-flight-hours trainees and Group C consisted of those who were in training when they took these tests.

以其他以為其他是一樣之之也是我們一樣的一樣也是我們是不完美的是我們也可以不可以有不可以在我們

The test items were analyzed in terms of their association with the Pass-Fail criterion, Five separate scoring keys were developed from these analyses, each key composed of items at or below a specific level of significance. The validity of these keys was then determined by computing the correlation between total score (on each key) and the criterion.

Analysis of the data revealed: (1) that the proportion of the population answering each item in a given way was approximately the same in Same

ples A and B; (2) that only a small number of the items correlated higher than ¿.10 with the criterion; (3) that the correlations between item validities (phi-coefficients) were unstable from Sample A to Sample B; (4) that the "best" keys were significantly predictive of success in flight training for students who had no flight training previous to their CPT flight instruction; (5) that none of the keys possessed sufficient validity in the case of Sample C — those trainees who had had previous flight training — to be of predictive significance; and (6) that the D-F assesses a different area than any of those measured by the Test of Mental Ability, the Test of Mechanical Comprehension, the Biographical Inventory, and the Personal History Inventory.

### APPENDIN A

TAMPLE QUESTIONS FROM THE DESIGN TO FIX (D-F) INVENTORY AND ANSWER SHEET FOR D-F INVENTORY

### APPENDIX A

### SAMPLE QUESTIONS FROM DESIRE TO FLY INVENTORY

- 1. Have any members of your family signed up in the Civilian Defense Program?
- 27. Do you think people don't "understand" you?
- 46. Would you feel safe in flying a plane when very tired?
- 60. Do you know how to handle a rifle or other typo of gun?
- 64. Have you been homesick within the past four years?
- 85. Were you ever excluded from a team for insubordination?
- 101. Have you ever built gas-powered model planes?
- 159. Have you been a member of any organizations interested in flying?
- 170. Have you ever refused a challenge to fight?
- 234. Do you believe you can handle a plane better than most German pilots?

Name Print	Last	First	Middle		A8c		Name of Concess	<b>8</b>			<u> </u>		Į							
Schooling 9	), 10, 11, 12, (cirde)	9, 10, 11, 12, 13, 14, 15, 16, 1 (circle highest grade)	17.					Ноч 1	How many hours of dual instruction have you had? How many hours of solo flying have you had?	ours of	of dual instruction have you of solo flying have you had?	ing ha	on hav	e you b had? _	ad?					
28       29       30	Y N 26       27	23       24       25	21       22	20       Y N	18       19	16       17	Y N	14       15	13	11       12	YN	10	8        9	7	Y N 6	5	3       4	2	1	YN
58       59       60	Y N 56       57	53       54       55	51       52	50       Y N	48       49	47	Y N 46	44       45	43	41       42	YN	40	38       39	37	Y N 36	35	33       34	32	31	Y-N
88       89       90	Y N 86       87	83       84       85	81       82	80       Y N	78       79	77	Y N 76	74       75	73	71       72	Y N	70	68       69	67	Y N 66	65	63       64	62       63	61	Y·N
118       119       120	Y N 116       117	113       114       115	111       112	110       Y N	108       109	107	Y N 106	104          105	103	101       102	YN	100	98       99	97	Y N 96	95	93       94	92	91	Y N
148       149       150	Y N 146       147	143       144       145	141       142	140       Y N	138       139	137	Y N 136	134       135	133	131       132	YN	130	128       129	127	Y N 126	125	123       124	122	121	Y N
178       179       180	Y N 176       177	173       174       175	171       172	170       Y N	168       169	167	Y N 166	164       165	163	161       162	Y N	160	158       159	157	Y N 156	155	153       154	152	151	Y N
208       209       210	Y N 206       207	203       204       205	201       202	200       Y N	198       199	196	Y N	194       195	193	191       192	· Y N	190	188       189	187	Y N 186	185	183       184	182	181	-Y N
		233       234       235	231       232	230       Y N	228       229	226       227	Y N	224   ·    225	223	221       222	Y N	220	218	217	Y N 216	215	213       214	212	211	Y N
		ا الله الله الله الله الله الله الله ال	A Comment of the Comm		~~************************************				۳ آ در هن در هن در هن در هن در		79 1	- 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2						7 Tong	- 7-3-5 - 7-3-5	. É

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### DIRECTIONS FOR USE OF THE ANSWER SHEET WITH THE D-F INVENTORY

There are 235 questions to be answered "YES" or "NO" in the D-F Inventory. The numbers on the reverse side of this answer sheet correspond to the numbers of the questions in the booklet. Next to each number on the answer sheet appear two pairs of light lines. The space between the first pair of lines is for a response of "YES," while the space between the second pair of lines is for a response of "NO." Blacken in the appropriate space according to whether you wish to answer a given question "YES" or "NO." The symbols "Y" and "N" are a reminder that the space between the first pair of lines is for "YES" answers and the space between the second pair of lines is for "NO" answers.

Do not omit any questions. Check frequently the number of the question in the booklet with the number on the answer sheet. Work as rapidly as you can; do not ponder over any question. Be sure your marks are between the lines, and are legible.

EXAMPLE (The heavy marks show how one man answered these questions.)

Question No. 1, "Has any member of your family signed up in the Civilian Defense Program?", was answered "Yes" by this man.

Question No. 2, "Has any near relative of yours lost his life while serving his country?" The response was "No."

### ADDESIGN F P

VALIDITY COEFFICIENTS AND INTERCORRELATIONS AMONG THE SCORING KEYS CONSTRUCTED FOR USE WITH THE DESIRE TO FLY (1-1) INVENTORY FOR SAMPLES A, B, AND C

TABLE 7

VALIDITZ COEFFICIENTS AND INTERCORRELATIONS OF DAF KEYS (Sample A)

7	\$\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	65.39	5.5
77	<b>សម្លេងដំបូលដូច</b> មិន !	17,9	10.1
13	<b>ૹ૾ૹ૾ૹ૽ૡૹ૽૽ૹ૽ૹ૽ૹ૽ઌ૽</b> ૡ૽ૺ૾ૺૺૺૺ	18°9	8.6
21	<i>ង់</i>	4	3.2
C	ភ្ជម្លៃ	110.6	6.7
30	<u> </u>	39.4.1	ω α
8	ន់សំង់នាំង <b>់បំ</b> ចំពុំ	21.4	2.2
60	้นี่ส่ <b>ล่</b> นี่ย์ย่ร่ำ	かって	1,7
7	धेखे वं वं <b>धे</b> धे ।	5	ri H
9	£3225	124.0	7.7
¥	8255 ·	12.53	4.4
- 1	3 7 6 1	£,55	2.7
w	25 E	17.2	2 %
~	<b>.</b>	0,0	ĸļ V
prof	,	స	o a)
<i>h</i> -	SON STATE OF	Q	
10	EARL CONTROLL STATE	74. 10 %	,

total = 505; Npassing = 453

\*Correlations are biserial with respect to Pass-Fail

TABLE 8

VALIDITY CORPFICIENTS AND INTERCORRELATIONS OF D-F KETS (Sample B)

1. Preserving 1.	Ker	. '	1	2	3	4	5	9	7	₩	٩	9	Ħ	줘	13	7
8.9 17.2 20.3 42.2 123.4 5.3 12.3 21.4 38.9 112,1 6.8 18.1 1.4 2.2 2.5 4.0 6.8 1.2 1.9 2.5 4.3 7.5 3.2 8.9	1. PRESENTATION A (15) 3. A (15) 5. A (105) 5. A (205) 6. A (85%) 7. B (15) 9. B (15) 9. B (205) 1. B (85%) 1. B (85%) 2. A+B (96) 5. A+B (96) 5. A+B (96) 6. A+B (96)	<b>(%</b>	; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	र्थ: म्यु	% <b>%  </b>	1544;	8 2 5 1	だ <b>ど</b> るだ!	& 134 4 4 4 1	8444861	£444468	ដំ <b>ងឃុំ</b> មន្ទិន្ទិន្ទិន្ទិន្ទិនិទ្ធិ និទ្ធិនិទិនិនិទ្ធិ និទ្ធិ និទ្ធិនិនិ និទ្ធិ និទ្ធិ និទ្ធិ និ	ភ្នំដូ <mark>ង ដូន្តនំ</mark> នុះ ៖	\$ <b>32565</b> 541	<i>ស្ន<b>ំជុំសំ៩ន</b>់សំ</i> ជុំឥន់ផ្ទំ រ	<b>वेथंभेभेशेहेस्सेदेशे</b> स्से
1.4 2.2 2.5 4.0 6.8 1.2 1.9 2.5 4.3 7.5 3.2 6.9 10	Hean	J	3 6 4	6.0	17.2	20.3	42.2	123.4	5.3	12.3	21.4	98°9	112,1	6,8	18,1	17.4
	<b>b</b>	<u>.</u>	. E.	1,4	2,2	20.00	<b>0.</b> 7	<b>6</b> ,8	7.2	1,9	20,02	4.3	7.5	3,52	0) 10	10,0

\*Correlations are biserial with respect to Pass-Fail

TABLE 9

VALIDITY COEFFICIENTS AND INTERCORRELATIONS OF D-F KEYS (Sample C)

Ami	ᆌ	2	6	#	4	9	7	ω	٩	8	, []	N	13	77	7
Feed-Fall*  (15)  (15)  (20)  A (205)  A (205)  A (205)  B (205)  B (205)  B (205)  B (205)  A+B (50)  A+B (50)	3	<b>8</b> ⋅1	\$3.00 }	80° 12° 26° 1	28°E8.	1,28841	8 ४ ब ६ ५ ५ ५	200004451	នំ <b>សំ</b> ៥ំ <b>3ំ</b> ៩ំខំខំ ឡំ !	404464466	<b>२% वं उं वं एं ॐ एं ॐ एं </b>	244264456884	ដ់ <b>៥នៃខែខំខ</b> ំខំដំ ដំ ដំ ដំ នំ នំ នំ ន	8664446646646	៦ <i>នៃជំឃុំសំងូ</i> ខំជំឃុំជំ <b>ង់</b> ខំសំ <b>ន</b> ំទំ !
Мевл	6.0	0°6	17.0	20.2	8.17	122,2	5.3	12.3	21.4	39.9	110.6	7.0	18,6	17.9	63.1
· · ·	.0,3.	1.5	,2,3	2.7	4.2	7,7	1,2	1.7	2,4	4.0	7.1	3.1	8.5	9.6	5,1

\*Correlations are biserial with respect to Pass-Fail.

### APPENDIX C

VALIDITY COEFFICIENTS AND INTERCORRELATIONS OF KEYS CONSTRUCTED FOR USE WITH THE PERSONAL FISTORY (P-H) INVENTORY FOR SAMPLES A, B, AND C

The following tables present a recalculation of the intercorrelations presented in Report No. 42. They involve a slightly greater number of cases than were presented in Report No. 42. The validity of these keys (in terms of Pass-Fail) may be compared directly to the validity of the D-F keys.

TABLE 21

TELESTIT CORPECTENTS AND INTERCORRELATIONS OF P-H KEIS (Sample A)

7	पंथयंत्रकेष्ट्रष्टे श्रेष्ट के क्षेत्रके हैं हैं ।	42.5	4.3
77	ទំ <b>ស់</b> ជំ <b>សំខំឌំមេន</b> ់ទំនំប្រខំងំ !	22.5	8.1
13	य़॑ॼऺॺॖ॔ <b>ॺ॓ढ़ढ़ढ़ढ़ढ़</b> ढ़ॗॹॗढ़	19.3	7.1
72	<b>ល់</b>	6.6	2.8
11	ដំដង់ ដង់ ដង់ ដង់ ដង់ ដង់ ដង់ ដង់ ដង់ ដង់	55.6	7.7
10	Lagaria Cort	24.5	2
6	រាំ <b>ខ</b> ន់នុងនៃង	14.6 24.5	1,9
3	इंस्थ्यं अंपे हैं।	10.4	1,7
ς-	ដ់ <i>ង់</i>	7.0	1,3
.D	अंध्र <b>धंक्ष</b> हैं }	0.63	5.3
u l	400E	24.0	3.0
7		4.01	ស្
₹		5.5	٠. در با
1		A. 50	٥,٥
1	· ;	ۯؙ	e, o
	•		
・	The second secon	J. W. W. S.	, E

\*Correlations are biserial with respect to Pass-Fail

Constant a first agesting a troop.

TABLE 11

# VALIDITY CUEFFICIENTS, AND INTERCONSMILLIONS OF PAR METS

**&46** 44434585 3821 244264300 AB 1 **ខុងដ**ង់សំងំង់៩៩៩១ ( **ខ**ម្មម្ភីសីជំង្ខ័ន E888441 **& 3 % & & !** 4425 432 181

N. 1.1 2 493; N. .... = 433

Correlations are biserial with respect to Pass-Fail

TABLE 12

VALIDITY COEFFICIENTS AND INTERCORRELATIONS OF PAR KEYS (Sample C)

Poss=Fail* 13 .06 .17 .21 .20 .07 .05 .06 .05 .17 .02 .13 .20 .14 .12 .14 .12 .39 .24 .24 .24 .24 .25 .39 .22 .20 .19 .12 .14 .12 .39 .24 .24 .24 .25 .39 .25 .34 .37 .40 .42 .25 .39 .25 .34 .37 .40 .42 .25 .39 .25 .34 .37 .40 .42 .25 .39 .25 .34 .37 .40 .42 .25 .39 .25 .34 .37 .40 .42 .25 .39 .25 .34 .37 .40 .42 .25 .39 .25 .34 .37 .40 .42 .24 .35 .39 .25 .34 .37 .40 .42 .24 .35 .34 .35 .34 .35 .35 .34 .35 .35 .34 .35 .35 .34 .35 .35 .34 .35 .35 .35 .34 .35 .35 .35 .34 .35 .35 .35 .35 .35 .35 .35 .35 .35 .35	KAV	,	<b>-</b> -1	2	r	7	5	9	7.	80	6	20	뒤	2	13	77	15
2.7 5.7 10.6 24.3 59.5 7.6 10.4 14.5 24.7 55.7 6.7 19.5 23.2 0.9 1.2 1.5 2.6 4.8 1.2 1.5 1.8 2.6 4.1 2.2 6.2 7.3 375	Pags-Fall* A (10%) A (20%) B (20%) B (20%) A (	· \$	•	۳. ۱ م ا	. 95°.	£65.		8 6 3 2 1	ខ្មន់ជំងំដ	ู่ เรา รู ซุ	જે <u>દાં ઇ હું જે દુવ</u>	ភ្នំជំនួស្ <b>ន់ជុំ</b> ខ្លុំង្គ រ	ะ ร่ฐ่ยมู่ส่งเร่งจิ๋ง	<b>वं</b> चंचंथंथं <i>चंचंचंचंचंचंचंचंचंचंचंचंचंचंचंच</i>	± & ± £ 5 4 8 8 8 8 4 8 8 1	४ं ५५५ वं १ के १ १ १ १ १ १ १ १ १ १ १ १ १ १ १ १ १	zi4%30e4200000000000
0,9 1,2 1,5 2,6 4,8 1,2 1,5 1,8 2,6 4,1 2,2 6,2 7,3 375	Mean		6°0	2.7	.5.7	10,6		5,65	<b>3°2</b>	10.4		7.42	55.7	6.7	19.5	23.2	42.2
Mtotal * 412; Npassing = 375	b		J°t	600	น้ำ	1,5	2°6	, <b>4</b> .8	1,2	1,5	1.8	2.6	4.1	2,2	6.2	7.3	3.7
	Ntotal * 412; Nps	assing	1.33	<b>ئ</b> ر								•		•	,		

\*Correlations are biserial with respect to Pass-Fail