

DWP Central Freedom of Information Team

e-mail: [freedom-of-information-request@dwp.gsi.gov.uk](mailto:freedom-of-information-request@dwp.gsi.gov.uk)

Our Ref: VTR/R465

26 June 2013

Dear Mr Barsby,

Thank you for your Freedom of Information Internal Review request received on 28 May 2013. This followed our response to your Freedom of Information request reference 2031. The deadline for responding to this Internal Review is 26 June. We have received a further Internal Review request, reference 525, which was raised on 17 June, before we have been able to respond to the first. This response is in reply to both.

You asked for:-

*Thank you for your reply, however it hardly addressed any of my questions.*

*I didn't ask about what academic research the 'My Strengths' test was based on, nor how wide it was. My questions are about the validity of the psychometric test itself.*

*In your reply, you state that research "shows that helping people self-identify their strengths", I assume this was the goal of the test. If this is the case, then my questions are even more pertinent, as they will show how valid the test is at helping people identify their strengths.*

*With that in mind, could you please address the questions I put forward originally, I shall restate them again with some added clarification for your convenience.*

*1. Does the test provide a constant measure of characteristics despite background fluctuations?*

*In essence a person's mood changes daily, is the survey reliable in the sense it provides a consistent measure of an individual's important characteristics, as such does it reflect a "true" score.*

*2. Do the results reflect an accurate measure of a person's ability?*

*3. Does the test have any test-retest reliability?*

*Will the results of the survey be different or the same if two individuals with vastly different characteristics take the survey.*

*4. How internally consistent are the questions on the test with regards to characteristics and qualities?*

*How consistent are the questions and results of the survey to the characteristics, attitudes and qualities that the test is meant to help people identify they possess.*

*4.1 How was the Cronbach's alpha determined?*

*How was the coefficient alpha determined, how well do the different items in the survey complement each other in their measurement of the same quality. Was any internal consistency considered?*

*I note your response that there was no development costs or procurement costs, however what about delivery, current maintenance and hosting fees?*

We have reviewed the response sent to your original request. In that response we explained that the development and management of the tool was the responsibility of the Cabinet Office and that if you had any technical questions relating to the tool then these should be directed to the Cabinet Office direct. As DWP does not hold the information that you request we are unable to provide a response to your request.

You can contact the Cabinet Office at the following:

Correspondence Team  
70 Whitehall  
London  
SW1A 2AS

Email [publiccorrespondence@cabinet-office.gsi.gov.uk](mailto:publiccorrespondence@cabinet-office.gsi.gov.uk)

General enquiries 020 7276 1234

If you have any queries about this letter please contact me quoting the reference number above.

Yours sincerely,

DWP Central Fol Team

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**Your right to complain under the Freedom of Information Act**

If you are not happy with this response you may request an internal review by e-mailing [freedom-of-information-request@dwpgsi.gov.uk](mailto:freedom-of-information-request@dwpgsi.gov.uk) or by writing to DWP, Central Fol Team, Caxton House, Tothill Street, London, SW1H 9NA. Any review request should be submitted within two months of the date of this letter.

If you are not content with the outcome of the internal review you may apply directly to the Information Commissioner's Office for a decision. Generally the Commissioner cannot make a decision unless you have exhausted our own complaints procedure. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow Cheshire SK9 5AF [www.ico.gov.uk](http://www.ico.gov.uk)