

FACT SHEET - ONLINE TEST

ISGC™

The ISGC online test is a psychometric test that provides a measure of behavioral preferences related to conflict management. This online test provides a quick overview of the candidate's preferred strategies for dealing with workplace dispute situations.

FORMAT

40 pairs of statements

PRICE

\$35

DURATION

15 minutes

LANGUAGES AVAILABLE

French
English

EVALUATED DIMENSIONS

- ▶ Resign
- ▶ Collaborate
- ▶ Compete
- ▶ Avoid
- ▶ Negotiate

PSYCHOMETRIC QUALITIES

- ▶ **Standards:** The ISGC test was validated in 2016 with a normative sample of 127 French- and English-speaking managers from the private sector. A normative update was carried out in 2018 with 1236 French- and English-speaking managers from Quebec, Ontario and New Brunswick, with college or university backgrounds.
- ▶ **Reliability:** The internal consistency of the scales (based on Cronbach's alpha coefficients) varies between 0.73 and 0.88. Test-retest correlation coefficients range from 0.74 to 0.89, meaning that test results are stable over time (8-week interval).
- ▶ **Validity:** The correlation coefficients between the results of the ISGC test and those of another recognized conflict management test (Thomas Kilmann) range from 0.79 to 0.86 (convergent validity).

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