

## Validity Study

# Personality Predictors of Firefighter Job Performance and Job Satisfaction

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*We investigated the relationship between the 16PF, Job in General Scale, and supervisor ratings of firefighter performance. Participants in this study were 31 members of a fire department in central Wisconsin. Results indicated that the Independence scale was significantly related to job satisfaction ( $r = -.40$ ) and the Tough-Mindedness scale was significantly related to supervisor ratings of job performance ( $r = .39$ ). Job satisfaction and job performance correlated .31.*

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### **Sample**

The sample consisted of 31 firefighters (30 men and 1 woman) in central Wisconsin. All participants were white. Departmental tenure ranged from 2 to 30 years. Incumbents elected to participate in the study voluntarily.

### **Predictor Information**

We used the 16PF fifth edition (Conn & Rieke, 1994) to measure personality and the Job Descriptive Index and Job in General Scale (Balzer et al., 1997) to measure job satisfaction. We used the 16PF global factor scales (e.g., Extraversion, Anxiety, Tough-Mindedness, Independence, and Self-Control) and the Job in General scales in this validation study.

### **Criterion Information**

We used the 2001 performance evaluations of the participants from the fire department. Incumbents were rated on 20 areas and skills (e.g., EMS Situations, Oral/Written Expression, Dependability, Skill with Firefighter tools, and Safety) using a ten-point scale (0 = Low, 9 = High). We summed the ratings to get an overall performance score.

### **Validity Information**

Table 1 shows the results of the study. Due to the small sample size ( $n = 31$ ), a correlation of .36 was necessary for results to be statistically significant at the .05 level. As indicated in Table 1, only Tough-Mindedness was significantly related to overall firefighter performance. Furthermore, although overall job satisfaction was

moderately correlated with overall performance, the relationship was not statistically significant. It is surprising to note that Self-Control was moderately negatively correlated to overall performance. Self-Control is similar to the Big Five construct of conscientiousness which has been found to be predictive of performance for different jobs (Barrick & Mount, 1991; Barrick, Mount, & Judge, 2001).

**Table 1.**  
**Correlations among the Noncognitive Predictors and Performance Ratings**

	E	A	TM	I	SC	JIG	JP
E: Extraversion	.91						
A: Anxiety	-.23	.84					
TM: Tough-Mindedness	-.25	-.17	.87				
I: Independence	.56**	.19	-.18	.84			
SC: Self-control	-.24	-.12	.28	.52*	.87		
JIG: Job-in-General Scale	-.08	-.21	-.02	-.40*	.33		
JP: Overall job performance	.06	-.17	.39*	.19	-.25	.31	

Note: Coefficients in the diagonal are 2-week test-retest reliabilities from Cattell and Schuerger (2003)

\*p < .05; \*\*p < .01

## References

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## Author Notes

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