Development of a Self-Assessment Tool to Facilitate Decision-Making in Choosing a Major in Health and Aging Services Administration

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### Introduction & Purpose

- Health Care Administration is a Noble Profession that includes:
  - Tremendous Opportunity
  - Exceptional Job Placement
  - Immeasurable Intrinsic Awards

- Purpose: To develop a self-assessment tool to help determine whether a health and aging services administration major is a compatible fit for someone.
  - Helps make a more informed selection of major/career
  - Looks at who will be best suited to succeed in this field
  - Looks to see if student possesses specific characteristics

### Methodology - Exploratory Phase

- Background Literature Review Conducted
- 35 Semi-Structured Interviews with Providers
  - Conducted by Intro Course Students
- Analyze for Common Themes and Characteristics
  - Examples include, but not limited to:
    - Passion for work, multi-tasking ability, good listening skills, dynamic and engaged, positive personality, health care experience...

### Methodology - Development Phase

- In-depth review of literature conducted
- Identification of 10 constructs and definitions
- Development/Generation of items
  - Interests, abilities, and experience considered
  - Face Validity assessed by Research Team
  - New Intro Students rank order questions
- Subsequent Revisions Made to Tool

### Methodology - Analysis & Refinement Phase

- Tool Pivoted With Multiple Sections of Students
  - 5 point Likert scale used across 10 constructs
  - % scores calculated for each construct
  - Cronbach’s alpha used as a measure of internal consistency to check reliability of constructs using overall data sets
  - Currently reviewing data collected using a structural equation modeling approach to evaluate constructs

### Results

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Definition</th>
<th>Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organization</td>
<td>Responsibility of providing structure so that all the parts necessary to make a health care organization or project operate together as a whole.</td>
<td>.807</td>
</tr>
<tr>
<td>Critical Thinking</td>
<td>An ability to think about problems in a systematic way, envision the desired outcomes, consider multiple viewpoints, and back up your decision with appropriate evidence.</td>
<td>.731</td>
</tr>
<tr>
<td>People Skills</td>
<td>An interest and ability to enjoy working with and relate well to people.</td>
<td>.741</td>
</tr>
<tr>
<td>Attitude</td>
<td>Ability to maintain a mindset that is friendly, optimistic, and positive, to set the tone for your organization in a way that will best serve your customers.</td>
<td>.641</td>
</tr>
<tr>
<td>Confidence</td>
<td>Ability to convey a sense of trustfulness, competence, and feel good about standing by your decision.</td>
<td>.699</td>
</tr>
<tr>
<td>Communication</td>
<td>Ability to create a climate that promotes sharing of information within your relationships and settings.</td>
<td>.603</td>
</tr>
<tr>
<td>Visionary Leadership</td>
<td>The ability to influence the direction of groups or persons, often utilizing informal interpersonal practices.</td>
<td>.311</td>
</tr>
<tr>
<td>Sense of Caring</td>
<td>The underlying reason a person does what they do, focusing on feelings and exhibiting concern and empathy for others.</td>
<td>.303</td>
</tr>
<tr>
<td>Change Agent</td>
<td>Encouraging organizational innovation and individual learning and growth.</td>
<td>.688</td>
</tr>
<tr>
<td>Business Sense</td>
<td>An interest in understanding the practical applications and solutions that enables organizations to succeed.</td>
<td>.589</td>
</tr>
</tbody>
</table>

### Current Steps…

- Potential for widespread application
  - Endorsement by American College of Health Care Administration
  - Promotions via accrediting bodies such as NAB

- Benefits of using for:
  - Programs:
    - Improve program quality by ensuring acceptance of students with strongest fit and career potential
    - Individuals’ Interest in the Career:
      - Identifies students’ personal strengths
      - Provides information to build a solid academic development plan
      - Field:
        - Alerts prospective students to opportunities in this field
  - Future Development
    - Final refinement of final survey tool
    - Web-based administration
    - Creation of suggested action plans

### Acknowledgements

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