Title: Construct validity of the Assessment of Work Performance (AWP)

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Major Finding: Principle component analysis indicates construct validity of the AWP1.1.

Sample:
- 364 AWP1.1 assessments of clients with work-related problems
  - Client ages ranged from 23-56 (Mean age of 45)
  - Clients were assessed between 2004 and 2005
  - Work-related problems experienced by assessed clients included musculoskeletal problems (237), psychological disorders (102), and other problems (25).

Method: Assessments were administered to clients of a social insurance office by one of six occupational therapists. Assessment results were then de-identified and entered into an electronic database along with demographic information by one of these occupational therapists. The 364 client files were then sorted into three categories of work-related problems—musculoskeletal problems, psychological disorders, and other problems.

Analysis: Principal Component Analysis (PCA) was used to evaluate the construct validity of the AWP1.1 using SIMCA-P Software (version 11.0).

Findings:
- The results support construct validity of the AWP1.1, indicating that all assessment items contribute unique information.
- The results suggest that the AWP1.1 captures two dimensions—one being motor skills, and the other being a combination of process, communication, and interaction skills.
- The results indicated that the AWP1.1 is sensitive enough to allow discrimination between clients.

Conclusion: Each of the 14 items included on the Assessment of Work Performance accurately measures a theoretical construct and provides unique information about a client’s motor, process, communication, and interaction skills.

Implications for future research: Future research is needed to further determine how and to what extent the Assessment of Work Performance is able to discriminate between groups with different work-related issues. Also, future research should investigate predictive validity and the various reliabilities of the AWP1.1, including inter-rater reliability and internal consistency reliability.

Evidence-based practice implications:
- The AWP1.1 may be an effective tool for measuring motor, process, communication, and interaction skills across clients with musculoskeletal problems, psychological disorders, and other problems.
- Therapists intending to use the AWP may need to be further educated and trained in using the assessment beyond the instructions provided in the manual.