

## Public Abstract

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Title:A Factor Structure with Means Confirmatory Factor Analytic Approach to Multitrait-Multimethod Modles

The traditional correlated trait – correlated method (CT-CM) approach to the multitrait – multimethod (MTMM) model used for validating new measures, though easy for researchers to use and understand, is flawed. The use of this model can lead to incorrect conclusions regarding the validity and reliability of newly constructed measures, and ultimately might allow researchers to use instruments that do not adequately measure the constructs that they are interested in. Some researchers have developed alternative approaches to the MTMM model, but the results from those models are often difficult to interpret or do not provide all of the information that the researcher is interested in. As such, a new approach to the MTMM model, a factor structure with means (FSM) approach, was proposed in an attempt to fix the problems of the traditional CT-CM model, while maintaining ease of interpretation. When applied to an example dataset, the FSM model appeared to remedy the primary problem of the CT-CM model. However, results further indicated that models including a scaling adjustment were better. This implies that the arbitrary nature of response or measurement scales must be accounted for in the model for optimal performance. As this is a new approach to the MTMM model, further research needs to be conducted. Indeed, the utility of the models examined in the current study must be evaluated relative to alternative forms of the FSM model. The use of FSM MTMM models allows for more accurate assessment of the validity and reliability of newly constructed measures than when using the traditional CT-CM approach, yet still maintains the conceptually desirable structure and ease of interpretation that other, previously proposed, alternative models do not.