



# 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 Piloted 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

Characteristic	Definition	Alpha
Organization	Responsibility of providing structure so that all the parts necessary to make a health care organization or project operate together as a whole.	.603
Critical Thinking	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.	.771
People Skills	An interest and ability to enjoy working with and relate well to people.	.792
Attitude	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.	.792
Confidence	Ability to convey a sense of trustfulness, competence, and feel good about standing by your decision.	.830
Communication	Ability to create a climate that promotes sharing of information within your relationships and settings.	.828
Visionary Leadership	The ability to influence the direction of groups or persons, often utilizing informal interpersonal practices.	.839
Sense of Caring	The underlying reason a person does what they do, focusing on feelings and exhibiting concern and empathy for others.	.861
Change Agent	Encouraging organizational innovation and individual learning and growth.	.838
Business Sense	An interest in understanding the practical applications and solutions that enables organizations to succeed.	.850

## 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

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