

十一、研究計畫中英文摘要：請就本計畫要點作一概述，並依本計畫性質自訂關鍵詞。

(二) 計畫英文摘要。(五百字以內)

Developing An Instrument For Rating Leadership Competence

Abstract

Counselor trainees' leadership competence measurement for performing group leader skills in counselor training groups can be helpful to group work, group research and counselor training. The research aims to develop an instrument which measures counselor trainees' competence for performing group leader skills in group trainings. Foundation of the Leadership Competence Rating Scale mainly based on researchers' previous research findings, counselor training practices, and literature reviews. Expertise will be used to evaluate each item of the scale based on a constructive model for content validity. There will be three trainers who teach group counseling practice courses in the universities, and three certified counselors with doctoral degree and minimum of three years of working experiences. 750 subjects, including seniors, graduate students and certified counselors, will be intentionally selected for the research. The internal consistency and item discrimination of the tentative scale will be tested through calculation of Cronbach's alpha and t-test by using scores of extreme groups. Low discrimination and low internal consistency items will be eliminated. Remained items will be studied for the validity and reliability of the scale. Validity of the scale will be tested by factor analysis, criterion-related validity will be calculated by Pearson's product-moment correlation to test the correlation between the scale and GLSI. Pearson's product-moment correlation coefficient will be also calculated to yield the scores for the test-retest reliability, and split-half reliability will be calculated and corrected by Spearman-Brown prophecy formula. Finally, mean scores and standard deviations in each group of three levels will be presented to instructors, trainers and employers, it serves as a referenced region for the lowest leadership competency when they make decision on the lowest scores of the leadership competence of a student or an employee.

Keywords: group, group counseling, group leader, group counselor, leader, leadership, counselor training, trainee, evaluation