HOW TO INTERPRET YOUR INSTRUCTIONAL DESIGN PROBLEM-SOLVING STYLE

Use the scores from your instructional design problem-solving style inventory as a guide for self-reflection and an opportunity to recognize your strengths and developmental opportunities for becoming an independent complex problem-solver and a contributor to a team solving complex problems.

Figure 1 below provides the score range for each of the categories reflected in the instructional design problem-solving style, in addition to the overall score range of the combined three factors.

When you look at your score be mindful that the ID-PSI reads opposite of typical scored items.
- A higher score on any of the factors or the overall score signifies diminishing capability.
  - For example, if you scored a 57 (out of a possible 66) on Problem-Solving Confidence this would indicate that you are not very confident in solving problems related to work of an instructional designer.
- A lower score indicates increasing capability or ability to display this competency in a consistent and measured way.
- The mid- point of each factor's score range and the mid-point of the overall score range define a neutral position.
  - For example, the mid-score of Personal Control is 15. If a participant scored a 14, they would view this as being neither well controlled or out of control with respect to emotions and behavior.

This means if you save your original base score and retake the inventory at a future date you may see an increase or a decrease. Though it can be interpreted that an increase means improvement and a decrease connotes a decline in ability, it should not be viewed to harshly against self.

Be sure to consider multiple variables that may be playing into how you responded initially and after the second (or third or fourth time). Things like life dynamics that sit outside of work could be contributing to a decline. A particularly stressful project could do the same.
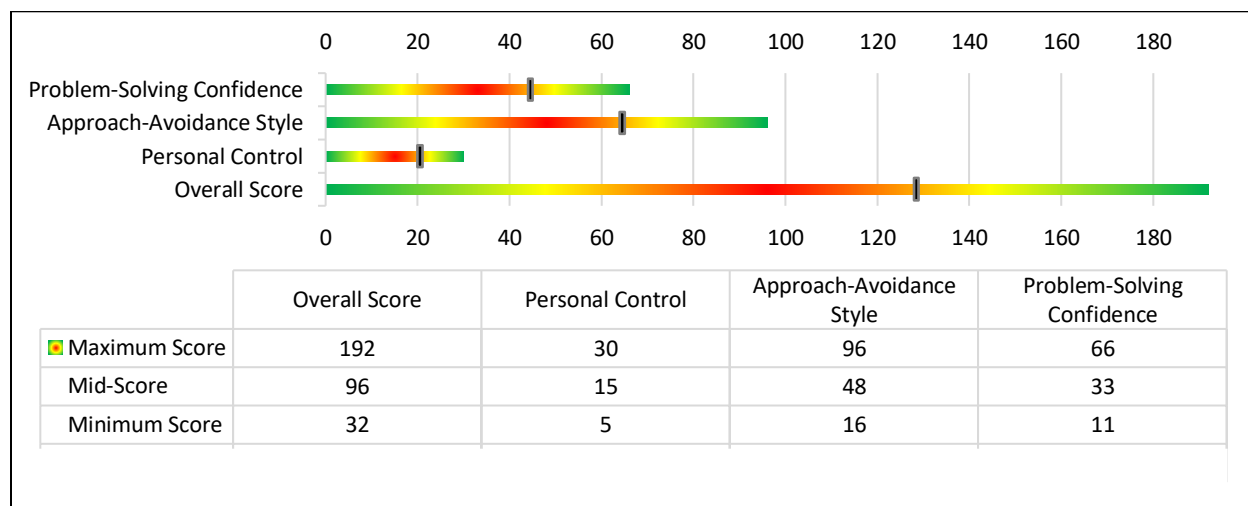

	Overall Score	Personal Control	Approach-Avoidance Style	Problem-Solving Confidence
Maximum Score	192	30	96	66
Mid-Score	96	15	48	33
Minimum Score	32	5	16	11

Figure 1. PSI self-assessment and associated total possible scores.