ABSTRACT: This paper reports on a study about the reliability and validity of a structured behavioral interview to assess private security personnel. Reliability was estimated using interrater coefficients. Two independent interviewers were used to rate each interviewee. Results show a reliability coefficient of .81 (N = 43) and .89 with Spearman-Brown correction for two raters. Validity was estimated using a content validation approach. This strategy was suggested by Lawshe (1975) to estimate the content validity of selection tests. So far, only two studies carried out by Schmitt and Ostroff (1986) and Carrier et al. (1990) have used Lawshe's strategy in the structured behavioral interview case. The interview consisted of seven questions and each was rated by 11 experts in the job. Results show a significant content validity ratio (CVR) for majority of the questions in the interview and a content validity index (CVI) of .89. Implications of these findings for the practice of the structured behavioral interview are discussed and future research is suggested.

KEY WORDS: Structured-behavior interview; behavior description interview; content validity; reliability.
of these findings was that conventional interviews did not appear to have economic utility. For these reasons, the structured behavioral interview (SBI) was suggested as an alternative to the conventional interview. SBIs have been shown to be a solution to CI psychometric problems, as they indicate good psychometric properties (see Salgado, 1999, for a review).

There are different patterns of SBIs. For example, behavior description interview (Janz, 1982, 1989); situational interview (Latham et al., 1980; Latham, 1989); multimodal interview (Schuler, 1989); behavioral interview (Green and Hogan, 1982); and structured behavioral interview (Motowidlo et al., 1992). All of them present some common characteristics: (1) the interview questions are developed beginning with a job analysis; (2) all candidates are asked the same questions; (3) behavioral anchored scales are used to rate candidates; (4) the same process is carried out with all candidates; (5) the interviewers are trained on an interview program; and (6) the decision for hiring is made after all interviews have been carried out.

In the past, many independent studies and several SBI meta-analyses have been concerned with reliability and validity. For instance, Conway, Jako and Goodman (1995) found an interrater reliability of .70 in a meta-analysis of 111 coefficients. Other SBI meta-analyses have shown similar values to those of Conway et al. (1995). For example, Salgado and Moscoso (1995) found an average coefficient of interrater reliability equal to .75 (with 20 coefficients). For different structure levels, they differentiated between coefficients based on a serial interview and those based on a panel interview. The values ranged from .37 to .66 in serial interviews and from .69 to .92 in panel interviews.

With respect to validity, several meta-analytic studies have shown moderate to high criterion validity coefficients for SBIs (e.g., Weisner and Cronshaw, 1988; Huffcutt and Arthur, 1994; McDaniel et al., 1994; Salgado and Moscoso, 1995). Weisner and Cronshaw (1988) found an uncorrected coefficient of .34 and when SBI validity was corrected for criterion unreliability, as well as range restriction, the value reached .62. Whereas, conventional interviews showed an uncorrected validity coefficient of .17 (.31 corrected). McDaniel et al (1994) presented one the most comprehensive meta-analyses of interview validity and found several characteristics modified interview validity. If the interview content was considered, the authors found observed validities of .27, .21 and .15 to situational, job-related and psychological interview respectively (.50, .39 and .29 when corrected for criterion unreliability and range restriction). For interview structure, structured interviews showed and average observed validity of .24 (.44 when corrected for unreliability and range restriction) and unstructured interviews observed validity was .18 (.33 when corrected for unreliability and range restriction). Therefore, SBI