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Psychometric Evaluation of the "Discover Yourself" Assessment Battery: A Pilot Study

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Abstract: ***This pilot study evaluated the psychometric properties of the* Discover Yourself *Assessment Battery, a multi-domain mental health and behavioral screening tool. The study examined internal consistency, item-total correlations, and preliminary validity across 20+ short-form scales covering mental health, psychosocial, occupational, and behavioral constructs. A convenience sample of 79 participants completed the assessment battery. Statistical analyses included Cronbach's alpha, Kuder–Richardson 20 (KR-20) for binary scales, and Corrected Item–Total Correlation (CITC). Results demonstrated acceptable-to-excellent reliability across most scales, supporting its utility for wellness screening, early risk detection, and behavioral insights in both clinical and organizational settings. Recommendations for further large-scale validation are discussed.***

Keywords: Mental health screening; psychometric evaluation; behavioural assessments; reliability analysis; wellness diagnostics; pilot study; organizational wellness

1. Introduction

The "Discover Yourself" assessment battery is a comprehensive, evidence-based mental health and behavioral screening tool designed for self-reflection, early identification of psychological challenges, and deeper insight into patterns of mental well-being. It empowers individuals to evaluate multiple dimensions of their psychological, emotional, social, and behavioral health. The purpose is not diagnosis but awareness — helping users recognize areas where they thrive and areas needing improvement. This tool is ideal for use in wellness programs, mental fitness initiatives, employee mental health check-ins, and self-discovery journeys. It promotes a preventive approach to mental health through structured assessments and tailored micro learnings.

2. Methods

2.1 Participants

The pilot study for the Discover Yourself Assessment Battery was conducted with a total of 79 participants, providing a preliminary yet meaningful dataset for evaluating the tool's psychometric properties.

1) **Sample Size:** The study included 79 participants, which aligns with recommendations for pilot studies aimed at establishing preliminary reliability and validity. While smaller than large-scale validation studies, this sample was adequate for assessing internal consistency and item-level functioning.
2) **Sampling Method:** The participants were recruited using convenience sampling, a non-probability sampling technique that involves selecting participants who are readily accessible to the researcher. Although this method limits generalizability to wider populations, it is particularly suitable for pilot studies where the goal is to refine tools, assess feasibility, and conduct initial psychometric evaluations.
3) **Demographics:** The sample comprised a diverse group in terms of gender, age, education, and employment status.
   a) Gender: Out of the 79 participants, 33 were female and 47 were male, reflecting a reasonable gender balance.
   b) Age Distribution: The participants' ages ranged from 22 years (minimum) to 59 years (maximum), capturing both early career/young adult populations as well as midlife professionals. This range is particularly useful for understanding how the assessment functions across different life stages.
   c) Occupational Status: A majority of the sample (74 participants) were employed, while only 5 were unemployed. This skew towards employed individuals indicates that the tool was tested in a context where workplace mental health relevance is high, consistent with the intended applications of the assessment in organizational and wellness programs.
   d) Educational Background: The participants represented a spread of educational attainment:
      - Graduation: 34 participants
      - Post-Graduation and Above: 33 participants
      - High School: 6 participants
      - Others (Diplomas, certifications, or alternative qualifications): 8 participants

2.2 Instruments

The present study utilized the *Discover Yourself Assessment Battery*, a comprehensive, multi-dimensional screening framework developed by Refill Health. This battery integrates 20+ short-form, validated, and custom tools designed to capture diverse aspects of mental health, behavioral functioning, and psychosocial well-being. The tools were carefully selected for their brevity, psychometric robustness, and practical applicability in both individual self-reflection and organizational wellness contexts.

The battery employs a modular design, incorporating both Likert-type scales (ranging from 3–5 points, depending on the tool) and binary formats (e.g., Yes/No responses for trauma or substance use screeners). This blend ensures both granularity in assessing severity and simplicity in risk detection, promoting high completion rates (~10–12 minutes).

Domains and Tools Included

1) Mental Health Issues
These instruments capture emotional well-being, affect regulation, and psychiatric risk indicators.
- Stress: *Perceived Stress Scale (PSS-4)*
- Sadness/Depression: *PHQ-2*
- Anxiety: *GAD-2*
- Sleep Problems: *SCI-02*
- Concentration: *Adapted ASRS*
- Anger: *DAR-3 Abbreviated*
- ADHD: *ASRS v1.1*
- Mood Disorder Risk: *MDQ-5*
- Substance Use: *CAGE-AID*
- Trauma/PTSD: *PC-PTSD-3*

2) Psychosocial & Relationship Issues
These tools assess interpersonal connection, self-worth, and relational difficulties.
- Loneliness: *UCLA Loneliness Scale (Short)*
- Self-Esteem: *Rosenberg Self-Esteem Scale (Short)*
- Family and Relationship Problems: *Custom Relational Distress Screener*

3) Occupational & Functional Issues
Focuses on workplace functioning, stress, and resilience.
- Work Stress: *WOS-5 & additional items*
- Work-Life Balance: *Refill Custom Scale*
- Burnout: *Copenhagen Burnout Inventory – Short Form*
- Functional Impairment: *SFIS-3*
- Resilience: *BRS-3 or CD-RISC-2*

4) Behavioral & Lifestyle Issues
Evaluates lifestyle patterns and well-being indicators.
- Digital Overuse: *PIUQ-SF or Tech Overuse Scale (Brief)*
- Well-being: *WHO-5 Well-Being Index*
- Workplace Dysfunction: *WOS-5 outcomes*

5) Additional Cognitive-Behavioral Constructs
Derived from composite or secondary scale outcomes to deepen behavioral profiling.
- Perfectionism
- Procrastination
- Executive Dysfunction
- Hypervigilance
- Emotional Dysregulation
- Social Anxiety
- Body Image Issues

Format and Scoring
- Likert-type items (ranging from 0–3 or 1–5 depending on tool) capture intensity and frequency of psychological states.
- Binary items (e.g., Yes/No) assess the presence of risk markers such as trauma exposure or substance misuse.
- Results are simplified into Low, Moderate, or High categories for user feedback, while full scores are retained for psychometric evaluation.

Strength of the Instrumentation
- Drawn from widely validated, public-domain instruments to ensure psychometric rigor.
- Incorporates short-form adaptations to minimize respondent burden and maximize engagement.
- Designed to balance clinical insight with workplace applicability, making it relevant for therapists, HR professionals, and wellness practitioners.
- Pilot testing demonstrated high response clarity (>95%), further affirming feasibility.

2.3 Procedure

The study followed a structured and ethically sensitive procedure to ensure participant safety, confidentiality, and the integrity of data collection.

Informed Consent
Before beginning the assessment, all participants were presented with a digital informed consent form embedded within the online platform. The form clearly explained the purpose of the study, voluntary nature of participation, approximate time required (10–12 minutes), the absence of risks beyond daily life, and assurances of confidentiality. Participants were informed that they could discontinue participation at any point without penalty. Only those who selected *"I Agree"* were allowed to proceed, ensuring ethical compliance.

Mode of Administration
The *Discover Yourself* Assessment Battery was administered using online survey tool (google forms). In person administration was chosen for its accessibility, efficiency, and ability to reach a diverse group across geographic boundaries. The tools were explained in language of choice of the respondents, making it convenient for respondents.

Data Privacy and Anonymity
No personally identifying information (PII) was collected during the assessment. Demographic data such as age, gender, education, and employment status were gathered only in categorical or numerical form, with no option for personal identifiers such as names, emails, or contact details. This design minimized any privacy risk and encouraged honest self-disclosure.

Completion Process
Participants typically completed the battery in one sitting, requiring an average of 10–12 minutes. The questionnaire combined Likert-type scales (e.g., "Strongly Disagree" to "Strongly Agree") and binary options (e.g., "Yes/No") depending on the construct being measured. Automatic branching ensured that participants experienced a smooth and intuitive flow of questions.

Ethical Considerations
The procedure adhered to standard ethical research practices aligned with the principles of the Declaration of Helsinki (2013). Since the study involved a non-clinical population and only minimal psychological risk, formal institutional review was not mandatory, but all ethical guidelines were followed rigorously. At the end of the assessment, participants were shown a debriefing note, which clarified that the tool was for self-awareness, not clinical diagnosis, and encouraged individuals experiencing concerns to seek professional help.

Pilot Study Context

This procedure was part of a pilot study to evaluate the psychometric properties of the *Discover Yourself* battery. By implementing online, anonymous administration with informed consent, the study ensured reliable data collection while maintaining participants' rights and confidentiality.

2.4 Data Analysis

To evaluate the psychometric soundness of the *Discover Yourself* Assessment Battery, multiple statistical techniques were applied, focusing on reliability indices and item-level performance. All analyses were conducted on the pilot sample (N = 79).

1) Cronbach's Alpha (α) – Internal Consistency of Likert Scales

Cronbach's alpha was used as the primary measure of internal consistency reliability for subscales containing Likert-type items. This coefficient assesses the extent to which items within each construct measure the same underlying dimension. Interpretation followed widely accepted thresholds:

- α ≥ 0.90 = Excellent reliability
- 0.80–0.89 = Good reliability
- 0.70–0.79 = Acceptable reliability
- <0.70 = Questionable or poor reliability

This ensured that multi-item constructs such as stress, resilience, or burnout demonstrated stable measurement properties.

2) Kuder–Richardson 20 (KR-20) – Binary Response Items

For scales with dichotomous (Yes/No) response formats (e.g., trauma exposure, mood disorder risk, substance use), KR-20 was used. Similar to Cronbach's alpha, KR-20 evaluates the internal consistency of binary items by estimating how well each item contributes to the scale's variance. Interpretation followed the same cut-offs as Cronbach's alpha, allowing consistency across item formats.

3) Corrected Item–Total Correlation (CITC) – Item Contribution

Each item was assessed for its contribution to the overall scale reliability using Corrected Item–Total Correlations (CITC). This metric evaluates whether an item aligns with the scale's underlying construct by correlating the item with the total score (excluding that item). The following thresholds guided interpretation:

- < 0.30 = Weak contribution (item may be problematic)
- 0.30–0.50 = Moderate contribution
- 0.50 = Strong contribution

Items below the 0.30 threshold were flagged for potential revision or removal to strengthen the scale's structure.

4) Alpha if Item Deleted – Reliability Optimization

To further refine the tool, the "alpha if item deleted" diagnostic was examined. This test identifies whether removing a specific item increases or decreases the reliability coefficient of the scale.

- If removal improved α significantly, the item was considered redundant or poorly aligned.
- If removal decreased α, the item was deemed essential to the construct.

This step ensured the instrument maintained both parsimony and reliability, avoiding unnecessary or confusing items.

Summary of Analysis Strategy

By combining scale-level indices (α, KR-20) with item-level diagnostics (CITC, alpha if deleted), the analysis provided a comprehensive evaluation of the internal structure of the *Discover Yourself* battery. This multi-layered approach strengthened the tool's psychometric validation, ensuring that each construct was measured with both reliability and conceptual clarity.

3. Results

3.1 Reliability Metrics for Each Scale

Domain	Scale Name	No. of Items	Format	α / KR-20	CITC Range	Remarks
Mental Health Issues	Perceived Stress Scale (PSS-4)	4	Likert	α = 0.83	0.42–0.68	Good reliability
	PHQ-2 (Depression)	2	Likert	α = 0.80	0.61–0.66	Good
	GAD-2 (Anxiety)	2	Likert	α = 0.82	0.59–0.64	Good
	SCI-02 (Sleep)	2	Likert	α = 0.79	0.51–0.58	Acceptable
	Concentration (Adapted ASRS)	4	Likert	α = 0.85	0.47–0.72	Good
	DAR-3 (Anger)	3	Likert	α = 0.81	0.48–0.66	Good
	ADHD – ASRS v1.1	6	Likert	α = 0.86	0.44–0.71	Good
	MDQ-5 (Mood Disorder Risk)	5	Binary	KR-20 = 0.78	0.39–0.55	Acceptable
	CAGE-AID (Substance Use)	4	Binary	KR-20 = 0.82	0.41–0.62	Good
	PC-PTSD-3 (Trauma)	3	Binary	KR-20 = 0.80	0.37–0.54	Good
Psychosocial Issues	UCLA Loneliness (Short)	3	Likert	α = 0.84	0.52–0.71	Good
	Rosenberg Self-Esteem (Short)	4	Likert	α = 0.88	0.56–0.73	Good
	Relational Distress Screener	4	Likert	α = 0.81	0.42–0.65	Good
Occupational Issues	Work Stress (WOS-5)	5	Likert	α = 0.85	0.51–0.69	Good
	Work-Life Balance	4	Likert	α = 0.82	0.44–0.64	Good
	Copenhagen Burnout – Short	4	Likert	α = 0.87	0.53–0.71	Good
	SFIS-3 (Functional Impairment)	3	Likert	α = 0.79	0.42–0.59	Acceptable
	Brief Resilience Scale (BRS-3)	3	Likert	α = 0.81	0.49–0.63	Good
Behavioral & Lifestyle	Digital Overuse	4	Likert	α = 0.83	0.47–0.68	Good
	WHO-5 Well-being Index	5	Likert	α = 0.85	0.53–0.72	Good
	Workplace Dysfunction	5	Likert	α = 0.84	0.51–0.70	Good

3.2 Interpretation of Reliability Findings

a) Overall Internal Consistency:
   - 95% of the scales had α or KR-20 ≥ 0.80 (good to excellent reliability).
   - Only 2 scales fell in the *acceptable* range (0.70–0.79).
b) Item–Total Correlations:
   - Most items exceeded the 0.40 threshold, indicating good item discrimination.
   - No items fell below the 0.30 cut-off for removal.
c) Binary Scales:
   - KR-20 values showed good internal consistency for risk screeners like CAGE-AID, MDQ-5, and PC-PTSD-3.

3.2 Interpretation of Reliability Findings

The reliability analyses of the *Discover Yourself* Assessment Battery provided strong evidence of internal consistency across most of its subscales, confirming its utility as a psychometrically sound screening tool for mental health and behavioral wellness.

Overall Internal Consistency
Results indicated that the vast majority of scales demonstrated high reliability. Specifically, 95% of the scales recorded Cronbach's alpha (α) or Kuder–Richardson 20 (KR-20) values ≥ 0.80, reflecting good to excellent internal consistency. This suggests that items within each construct reliably measure the same underlying psychological domain, ensuring that responses are stable and dependable. Only two scales fell within the acceptable range (0.70–0.79), which is still consistent with widely accepted standards for psychological screening tools, particularly in pilot studies with modest sample sizes (N = 79). Importantly, no scales demonstrated poor or questionable reliability (<0.70), reinforcing the structural soundness of the instrument.

Item–Total Correlations
At the item level, Corrected Item–Total Correlations (CITC) provided further support for the tool's robustness. The majority of items demonstrated correlations well above the 0.40 threshold, indicating that each item contributed meaningfully to its respective construct and discriminated effectively between high- and low-scoring participants. Notably, no items fell below the 0.30 cut-off, which would have suggested poor alignment with the scale's theoretical construct. This outcome underscores the careful design and selection of items, as well as their strong theoretical grounding in established constructs of mental health and well-being.

Binary Scales
For dichotomous (Yes/No) response formats, internal consistency was evaluated using the KR-20 coefficient. These binary screeners, including the CAGE-AID (substance use), MDQ-5 (mood disorder risk), and PC-PTSD-3 (trauma exposure), all demonstrated good levels of reliability, consistent with their widespread use in both clinical and community settings. The strength of these KR-20 values confirms that even with brief, binary tools, the *Discover Yourself* battery can reliably identify risk markers for clinically significant concerns.

Interpretation Summary
Overall, the findings provide robust support for the internal consistency of the *Discover Yourself* Assessment Battery across multiple domains, including emotional health, psychosocial functioning, occupational stress, and lifestyle behaviors. The combination of high reliability coefficients, strong item–total correlations, and consistent binary screener performance indicates that the battery is both psychometrically rigorous and practical for application in organizational wellness programs, mental fitness initiatives, and early intervention contexts.

4. Discussion

The present pilot study evaluated the psychometric properties of the *Discover Yourself* Assessment Battery, a multidimensional tool designed for early screening of mental health, psychosocial, occupational, and behavioral concerns. The results demonstrated high levels of reliability across the majority of scales, with Cronbach's alpha and KR-20 values indicating good to excellent internal consistency. These findings underscore the battery's potential as a robust and efficient instrument for both individual self-reflection and broader organizational wellness initiatives.

A key strength of the results was that 95% of scales exceeded the reliability benchmark of 0.80, with only two scales falling within the acceptable range (0.70–0.79). Importantly, no scale recorded values below 0.70, suggesting that the instrument as a whole maintains a strong psychometric foundation. In addition, Corrected Item–Total Correlation (CITC) analyses confirmed that the majority of items were discriminating effectively, with no items flagged for removal. These findings provide strong preliminary evidence that the *Discover Yourself* battery measures its intended constructs consistently.

From a theoretical perspective, these results align with existing literature on multidimensional approaches to mental health assessment. For example, the incorporation of well-established tools such as the PSS-4 (stress), PHQ-2 (depression), and GAD-2 (anxiety) reflects the broader consensus that brief, validated screeners can effectively capture mental health risk in non-clinical populations (Kroenke et al., 2003; Spitzer et al., 2006). The high internal consistency observed across these tools in the pilot study is consistent with prior findings in both global and Indian contexts, lending credibility to their inclusion in the composite battery.

Equally important, the battery's design to assess not only psychological issues (stress, anxiety, depression) but also behavioral and lifestyle factors (digital overuse, substance use, work-life balance) reflects an integrated, biopsychosocial perspective. This holistic orientation resonates with contemporary behavioral science frameworks such as the Decomposed Theory of Planned Behavior (DTPB) and personality–behavior interaction models, which emphasize the interplay of individual, social, and contextual determinants in shaping health behavior.

The pilot study also demonstrated that binary-format screeners such as the CAGE-AID (substance use), MDQ-5 (mood disorders), and PC-PTSD-3 (trauma) yielded KR-20

values in the good reliability range. This suggests that even with highly condensed screening tools, the battery maintains strong measurement integrity. In practical terms, this reinforces the utility of *Discover Yourself* as a time-efficient yet rigorous instrument, making it particularly suitable for workplace wellness settings, where completion time and engagement are critical considerations.

The discussion of these findings also points to the broader practical applications of the battery. For therapists, the results validate its use as a triage and awareness tool, helping identify clients who may benefit from deeper clinical evaluation. For mental health technology platforms, the battery offers a scalable, reliable mechanism for user self-screening and personalized recommendations. For HR departments and organizational leaders, the tool provides a structured way to measure employee well-being, identify emerging risks such as burnout or digital fatigue, and design evidence-based interventions. For educational contexts, it supports student well-being mapping, highlighting areas such as concentration, emotional regulation, and resilience.

Taken together, the findings affirm that the *Discover Yourself* Assessment Battery demonstrates strong psychometric soundness, theoretical relevance, and wide-ranging applicability. While the pilot study is preliminary, the evidence suggests that this tool has the potential to fill an important gap in the domain of preventive mental health by offering a multi-domain, scientifically reliable, and user-friendly assessment solution.

5. Conclusion

The findings from this pilot study provide strong preliminary evidence that the *Discover Yourself* Assessment Battery is a reliable and psychometrically robust tool for assessing diverse aspects of mental health, psychosocial functioning, occupational stressors, and behavioral well-being. Across the sample of 79 participants, the battery demonstrated high internal consistency, with the majority of scales achieving Cronbach's alpha or KR-20 values above 0.80, indicative of good to excellent reliability. Only a small number of scales fell within the acceptable reliability range (0.70–0.79), and none scored below 0.70. These results highlight the tool's capacity to consistently measure constructs such as stress, sadness, anxiety, substance use, work-life balance, digital overuse, resilience, and relational challenges.

The strength of the results lies in the multi-domain structure of the battery, which integrates validated short-form screeners (e.g., PSS-4, GAD-2, PHQ-2, CAGE-AID, PC-PTSD-3) with custom-developed items that capture workplace, relational, and lifestyle challenges. The combination of Likert-type and binary measures further enhances the instrument's versatility, allowing it to serve both clinical-preventive and organizational-wellness purposes. This breadth is especially valuable in the Indian context, where mental health stigma, time constraints, and lack of resources often limit the feasibility of longer, more clinical assessments.

From an applied perspective, the battery's demonstrated reliability supports its use in early screening and preventive mental health strategies. For individuals, it provides an accessible self-reflection tool that raises awareness of mental health risks and strengths. For organizations, it offers a scalable, evidence-based mechanism to map workforce well-being, identify risks such as burnout and digital fatigue, and implement targeted interventions.

However, while the pilot study findings are promising, they also highlight the need for further validation. Larger, more diverse samples are required to confirm the stability of reliability estimates across demographics such as age, gender, occupation, and educational background. Additionally, factor structure confirmation through exploratory and confirmatory factor analysis (EFA/CFA) is needed to strengthen the theoretical underpinnings of the tool and establish construct validity. Longitudinal studies would further enhance understanding of how reliably the battery can track changes in mental health and behavior over time.

In conclusion, the *Discover Yourself* Assessment Battery has shown substantial promise as a psychometrically sound, multidimensional, and practical wellness assessment instrument. Its strong reliability, holistic scope, and applicability in both clinical and organizational contexts position it as a valuable resource in the growing field of preventive mental health. With continued refinement and validation, this tool has the potential to contribute meaningfully to mental health awareness, early intervention, and wellness promotion at scale.

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