

Personality Assessment

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PSY 249

2/14/2023

Announcements

- ▶ Check in 2 Details available any questions? Due 3/3 by 11:59pm



Question

Imagine you are meeting someone new for the first time and attempting to get to know them. Aside from their name, what are a few of the first questions you might ask this person?

What is Personality Assessment?

Personality Assessment is a proficiency or task in psychology that involves the administration, scoring, and interpretation of empirically supported measures of personality traits and styles in order to: Refine clinical diagnoses; Structure and inform psychological interventions; and Increase the accuracy of behavioral prediction in a variety of contexts and settings (e.g., clinical, forensic, organizational, educational).

Personality Assessment Strategies

Objective
Measures

Projective
Measures

Behavioral
Measures

Indigenous
Measures

Objective Measures: Categories

Self Report

Participants are asked a series of scale-based questions about themselves

Pros: High Validity, easy to do and understand, cost-effective

Cons: Participant Bias, response uncertainty, Reference group effect, Self-reference effect

Informant Rating

Participants are asked a series of scale based questions about someone else

Pros: High reliability & validity, easy to do and understand, reduces self report bias

Cons: Biased in other ways, Less informed, Reference group effect

Objective Measures: Classifications

Scoring Scheme

- Choosing how personality characteristics are scored and understood
- Ex: all the prior research to create the 1-4 system of the 16PF test

Comprehensiveness

- The level of detail with which an assessment measures personality
- Ex: Specific questions of the Toronto Alexithymia scale to wide scope of the CPI

Breadth of Characteristics

- The level of detail with which an assessment measures traits themselves
- Ex: Broad general big 5 to very detailed specific HEXCO-PI

Projective Measures

To understand Projective measures we need to understand the Projective Hypothesis theory which states:

“When people are confronted with ambiguous stimuli (that is, stimuli that can be interpreted in more than one way) their responses will be influenced by their unconscious thoughts, needs, wishes, impulses, and desires.”

Projective Measures: Types

Projective Tests

- Typically participants are given an ambiguous stimulus like a photo and asked to write or draw in detail about it.
- The variance between these tests in what the researcher is looking at and how it is interpreted.
- Ex: Thematic Apperception Test; Rorschach Tests

Implicit Tests

- Participants are asked to quickly respond to specific stimuli to gauge implicit assumptions they may hold about the stimuli
- The variance here obviously lies within the specific stimuli as well as how participants are asked to respond
- Ex: FFM Implicit Association Test

Activity: Projection Inspection

5 minutes to write a short story about this image...



Activity: Projection Inspection

In breakout rooms take turns telling your stories and having your groupmates think about what your story might say about your personality.

Be mindful of:

- ▶ How you speak to and about your classmates
 - ▶ What is emphasized in the story
 - ▶ Details provided not shown in the picture
- ▶ Value based language/ evaluative statements
 - ▶ Contradictions or tensions within the story
- ▶ Societal dynamics/forces named within the story

Personality Assessment

pt. 2

Richard C. Clark

PSY 249: Psychology of Personality

2/16/2023

Announcements

- ▶ Check in 2 Available Due 3/3! Questions?
- ▶ No Class Tuesday!!! (Monday Schedule)
- ▶ Warm weather Update

Observable Traits?

Is there a personality trait you believe you can perceive just by observing someone's behavior?

If so: What is the trait? What are the behaviors you associate with that trait? Why?

If not: Why not? What is the disconnect between personality traits and observable behavior?

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Behavioral Measures

Behavioral or performance based tests measure observable behavior/actions/reactions

As such they are mainly observational type research meaning a researcher or number of researchers watch how participants behave in specific situations

Behavioral measures are used to understand how specific personality characteristics/traits manifest in human behavior

Behavioral measures rely on a common understanding of both personality characteristics and behavioral norms/cues.

Activity: Observing Behavior

- ▶ Going to play an approx. 3-minute video
- ▶ The personality trait you are looking for is Agreeableness
- ▶ “The agreeableness trait reflects individual differences in general concern for social harmony. Agreeable individuals value getting along with others. They are generally considerate, kind, generous, trusting and trustworthy, helpful, and willing to compromise their interests with others.”
- ▶ During the video try to note in the most factual objective way possible your behavioral observations
- ▶ In groups discuss the following:
 - ▶ How might you rate these two individuals levels of Agreeableness?
 - ▶ What about the situation might influence how these participants show Agreeableness
 - ▶ What unknown factors might influence Agreeableness?
 - ▶ What are some observable behaviors you connect with Agreeableness?

Pros and Cons of Behavioral Measures

PROs

No response bias

More true to life

Focused on the doing

CONs

Labor intensive

Difficulties with reliability

Small samples that may distort

Indigenous Measures

- ▶ Used/Developed as a direct counter to Individualized western personality research.
- ▶ Valued in more collectivistic cultures/places while being belittled in more individualistic cultures.
- ▶ Gained prominence in India (Originally), China, Korea, Japan, and the Philippines.
- ▶ Only just now being looked at in U.S. and European contexts
- ▶ Indigenous measures were built in conversation with communities rather than by conducting research on them making them a bit more community centered
- ▶ For this reason Indigenous methods are impossible to standardize or generalize in a classical sense
- ▶ Indigenous Measures rather than looking at personality characteristics themselves look at the inherent relationality within personality
- ▶ Indigenous measures in this way define personality characteristics in terms of 4 attributes: Individual oriented, relationship oriented, group oriented, and other oriented personality attributes.

Measuring Using 4 Orientations

Individual

Interactions
with personal
and self

autonomy,
independence,
will, biology

Relationship

Interactions
with another
person or
acquaintance

Interpersonal,
conversational,
singular
connection

Group

Interactions
with family,
culture, or
related group

Familial
connection,
group
belonging

Other

Interactions
with real or
imagined
"others"

Dealing with
difference,
cross cultural

Activity: Understanding Indigenous Orientations

- ▶ Individual: How do you relate to and engage with yourself?
- ▶ Relationship: How do you relate to and engage with your best friend? (or any 1 really good friend)
- ▶ Group: How do you relate to and engage with your family and culture?
- ▶ Other: How do you relate to and engage with people who are different or unknown to you?
- ▶ Holding all of this what conclusions can you draw about who you are? What can you say about your personality?
- ▶ Indigenous measures really only happen within the conversation that happens as folks hear others and share their own answers to these questions