

1. Details of Module and its structure

Module Detail	
Subject Name	Psychology
Course Name	Psychology 03 (Class XII, Semester - 1)
Module Name/Title	Assessment of Personality - Part 3
Module Id	lepy_10203
Pre-requisites	A basic understanding of what is psychology and methods of enquiry
Objectives	After going through this lesson, the learners will be able to understand the following: <ul style="list-style-type: none">• Explain the various assessment techniques of personality.• Compare the merits and demerits of the various techniques.
Keywords	Personality, Interview, Structured and Instructed interview, Behavioural Analysis, Halo Effect, Middle category and Extreme category bias, Peer assessment and situational stress test.

2. Development Team

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Assessment of Personality

To know, understand and describe people is a task in which everybody is involved in day-to-day life. When we meet new people, we often try to understand them and even predict what they may do before we interact with them. In our personal lives, we rely on our past experiences, observations, conversations and information obtained from other persons. This approach to understanding others may be influenced by a number of factors that may colour our judgement and reduce objectivity. Hence, we need to organise our efforts more formally to analyse personalities. A formal effort aimed at understanding personality of an individual is termed as personality assessment. Assessment refers to the procedures used to evaluate or differentiate people on the basis of certain characteristics. The goal of assessment is to understand and predict behaviour with minimum error and maximum accuracy. In assessment, we try to study what a person generally does, or how s/he behaves, in a given situation. Besides promoting our understanding, assessment is also useful for diagnosis, training, placement, counselling, and other purposes. Psychologists have tried to assess personality in various ways. The techniques are rooted in different theoretical orientations; hence they throw light on different aspects of personality.

TECHNIQUES OF PERSONALITY ASSESSMENT

- Self Report
- Self report Measures
 - Psychometric Tests
 - Questionnaires
- Projective Techniques
- Behaviour Analysis.

Self Report Measures (DIRECT Techniques)

It was Allport who suggested that the best method to assess a person is by asking her/him about herself/himself. This led to the use of self-report measures. These are fairly structured measures, often based on theory, that require subjects to give verbal responses using some kind of rating scale. The method requires the subject to objectively report her/his own feelings with respect to various items. The responses are accepted at their face value. They are scored in quantitative terms and interpreted on the basis of norms developed for the test. Some of the well known self-report measures are briefly described below.

1. MMPI (The Minnesota Multiphasic personality inventory)

This inventory is widely used as a test in personality assessment. Hathaway and McKinley developed this test as a helping tool for psychiatric diagnosis, but the test has been found very effective in identifying varieties of psychopathology. Its revised version is available as MMPI-2. It consists of 567 statements. The subject has to judge each statement as 'true' or 'false' for her/him. The test is divided into 10 subscales, which seek to diagnose hypochondriasis, depression, hysteria, psychopathic deviate, masculinity-femininity, paranoia, psychasthenia, schizophrenia, mania and social introversion. In India, Mallick and Joshi have developed the Jodhpur Multiphasic Personality Inventory (JMPI) along the lines of MMPI.

The Minnesota Multiphasic Personality Inventory (MMPI) is a psychological test that assesses personality traits and psychopathology. It is primarily intended to test people who are suspected of having mental health or other clinical issues. Although it was not originally designed to be administered to non-clinical populations, it has found

The MMPI is currently commonly administered in one of two forms — the MMPI-2, which has 567 true/false questions, and the newer MMPI-2-RF, published in 2008 and containing only 338 true/false items. While the MMPI-2-RF is a newer measure and takes about half the time to complete (usually 30 to 50 minutes), the MMPI-2 is still the more widely used test because of its existing large research base and familiarity with psychologists. (Another version of the test — the MMPI-A — is designed exclusively for teenagers.)

The Minnesota Multiphasic Personality Inventory is considered a protected psychological instrument, meaning it can only be given and interpreted by a psychologist trained to do so (you cannot find the test online). While it's commonly administered by computer nowadays (and re-

quires no direct professional involvement during its administration), psychological testing is nearly always preceded by a clinical interview by the psychologist who is doing the testing. After the computer scores the test results, the psychologist writes up a report interpreting the test results in the context of the person's history and current psychological concerns.

What Does the MMPI-2 Test?

The MMPI-2 is designed with 10 clinical scales which assess 10 major categories of abnormal human behavior, and four validity scales, which assess the person's general test-taking attitude and whether they answered the items on the test in a truthful and accurate manner.

The 10 Clinical Subscales

The older MMPI-2 is made up 10 clinical subscales, which are a result of answering certain questions on the test in a specific manner:

Hypochondriasis (Hs) – The Hypochondriasis scale tapes a wide variety of vague and nonspecific complaints about bodily functioning. These complaints tend to focus on the abdomen and back, and they persist in the face of negative medical tests. There are two primary factors that this subscale measures — poor physical health and gastrointestinal difficulties. The scale contains 32 items.

Depression (D) – The Depression scale measures clinical depression, which is characterized by poor morale, lack of hope in the future, and a general dissatisfaction with one's life. The scale contains 57 items.

Hysteria (Hy) – The Hysteria scale primarily measures five components — poor physical health, shyness, cynicism, headaches and neuroticism. The subscale contains 60 items.

Psychopathic Deviate (Pd) – The Psychopathic Deviate scale measures general social maladjustment and the absence of strongly pleasant experiences. The items on this scale tap into complaints about family and authority figures in general, self alienation, social alienation and boredom. The scale contains 50 items.

Masculinity/Femininity (Mf) – The Masculinity/Femininity scale measures interests in vocations and hobbies, aesthetic preferences, activity-passivity and personal sensitivity. It measures in a general sense how rigidly a person conforms to very stereotypical masculine or feminine roles. The scale contains 56 items.

Paranoia (Pa) – The Paranoia scale primarily measures interpersonal sensitivity, moral self-righteousness and suspiciousness. Some of the items used to score this scale are clearly psychotic in that they acknowledge the existence of paranoid and delusional thoughts. This scale has 40 items.

Psychasthenia (Pt) -The Psychasthenia scale is intended to measure a person's inability to resist specific actions or thoughts, regardless of their maladaptive nature. "Psychasthenia" is an old term used to describe what we now call obsessive-compulsive disorder (OCD), or having obsessive-compulsive thoughts and behaviors. This scale also taps into abnormal fears, self-criticisms, difficulties in concentration and guilt feelings. This scale contains 48 items.

Schizophrenia (Sc) – The Schizophrenia scale measures bizarre thoughts, peculiar perceptions, social alienation, poor familial relationships, difficulties in concentration and impulse control, lack of deep interests, disturbing question of self-worth and self-identity, and sexual difficulties. This scale has 78 items, more than any other scale on the test.

Hypomania (Ma) – The Hypomania scale is intended to measure milder degrees of excitement, characterized by an elated but unstable mood, psychomotor excitement (e.g., shaky hands) and flight of ideas (e.g., an unstoppable string of ideas). The scale taps into overactivity — both behaviorally and cognitively — grandiosity, irritability and egocentricity. This scale contains 46 items.

Social Introversion (Si) – The Social Introversion scale measures the social introversion and extroversion of a person. A person who is a social introvert is uncomfortable in social interactions and typically withdraws from such interactions whenever possible. They may have limited social skills, or simply prefer to be alone or with a small group of friends. This scale has 69 items.

2. Eysenck Personality Questionnaire (EPQ)

Developed by Eysenck, this test initially assessed two dimensions of personality, called introverted-extraverted and emotionally stable-emotionally unstable. These dimensions are characterised by 32 personality traits. Later on, Eysenck added a third dimension, called psychoticism. It is linked to psychopathology that represents a lack of feeling for others, tough manner of interacting with people, and a tendency to defy social conventions. A person scoring high on this dimension tends to be hostile, egocentric, and antisocial. This test is also widely used.

In psychology, Eysenck Personality Questionnaire (EPQ) is a questionnaire to assess the personality traits of a person, with the result sometimes referred to as the Eysenck's personality Inventory or (EPI).

It was devised by the psychologists Hans Jürgen Eysenck and Sybil B. G. Eysenck.

Hans Eysenck's theory is based primarily on physiology and genetics. Although he was a behaviorist who considered learned habits of great importance, he believed that personality differences grow out of our genetic inheritance. He is, therefore, primarily interested in what is usually called temperament.

Temperament is that aspect of our personalities that is genetically based, and present from birth or even before. In devising a temperament-based theory Eysenck did not exclude the possibility that some aspects of personality are learned, but left the consideration of these to other researchers.

Eysenck initially conceptualized personality as two biologically-based independent dimensions of temperament, E and N, measured on a continuum, but then extending this to include a third, P.

E - Extraversion/Introversion: Extraversion is characterized by being outgoing, talkative, high on positive affect (feeling good), and in need of external stimulation. According to Eysenck's arousal theory of extraversion, there is an optimal level of cortical arousal, and performance deteriorates as one becomes more or less aroused than this optimal level. Arousal can be measured by skin conductance, brain waves or sweating. At very low and very high levels of arousal, performance is low, but at a better mid-level of arousal, performance is maximized. Extraverts, according to Eysenck's theory, are chronically under-aroused and bored and are therefore in need of external stimulation to bring them UP to an optimal level of performance. About 16 percent of the population tend to fall in this range. Introverts, on the other hand, (also about 16 percent

of the population) are chronically over-aroused and jittery and are therefore in need of peace and quiet to bring them DOWN to an optimal level of performance. Most people (about 68 per cent of the population) fall in the midrange of the extraversion/introversion continuum, an area referred to as ambiversion.[2]

N - Neuroticism/Stability: Neuroticism or emotionality is characterized by high levels of negative affect such as depression and anxiety. Neuroticism, according to Eysenck's theory, is based on activation thresholds in the sympathetic nervous system or visceral brain. This is the part of the brain that is responsible for the fight-or-flight response in the face of danger. Activation can be measured by heart rate, blood pressure, cold hands, sweating and muscular tension (especially in the forehead). Neurotic people — who have low activation thresholds, and unable to inhibit or control their emotional reactions, experience negative affect (fight-or-flight) in the face of very minor stressors — are easily nervous or upset. Emotionally stable people — who have high activation thresholds and good emotional control, experience negative affect only in the face of very major stressors — are calm and collected under pressure.

The following table describes the traits that are associated with the three dimensions in Eysenck's model of personality:

Psychoticism	Extraversion	Neuroticism
Aggressive	Sociable	Anxious
Assertive	Irresponsible	Depressed
Egocentric	Dominant	Guilt Feelings
Unsympathetic	Lack of reflection	Low self-esteem
Manipulative	Sensation-seeking	Tense
Achievement Oriented	Impulsive	Moody
Dogmatic	Risk-taking	Hypochondriac
Masculine	Expressive	Lack of autonomy
Tough-minded	Active	Obsessive

Sixteen Personality Factor Questionnaire

This test was developed by Raymond B. Cattell (16PF). On the basis of his studies, he identified a large set of personality descriptors, which were subjected to factor analysis to

identify the basic personality structure. You will learn about this statistical technique later. The test provides declarative statements and the participant/respondent subject responds to a specific situation by choosing from a set of given alternatives. The test can be used with high school level students as well as with adults. It has been found extremely useful in career guidance, vocational exploration, and occupational testing. Apart from the few popular tests which use self-report technique which have been described above, there are several others that try to assess specific dimensions of personality (e.g., authoritarianism, locus of control, optimism, etc.). As you proceed further with your study of psychology, you will come to know more about them.

The self-report measures suffer from a number of problems. i) Social desirability is one of them. It is a tendency on the part of the respondent to endorse items in a socially desirable manner. ii) Acquiescence is another one. It is a tendency of the subject to agree with items/questions irrespective of their contents. It often appears in the form of saying 'yes' to items. These tendencies render the assessment of personality less reliable. It is also necessary to sound a note of caution at this stage. Remember that psychological testing and understanding personality requires great skill and training. Unless you have acquired these to an optimum level under careful supervision of an expert, you should not venture into testing and interpreting the personality of your friends who do not study psychology.

(It is a tendency of the subject to agree with items/questions irrespective of contents.)

Features of Nature of Stimuli and responses: in these techniques vary enormously

- 1) Stimuli are relatively or fully unstructured and poorly defined.
- 2) Purpose of assessment, method of scoring and interpretation are not defined.
- 3) Subject is informed there are no correct or incorrect responses.
- 4) Each response reveals a significant aspect of personality.
- 5) Scoring and interpretation are lengthy and subjective.

The Rorschach Inkblot test Developed by Herman Rorschach.

There are 10 inkblot cards.

5 - Black & White

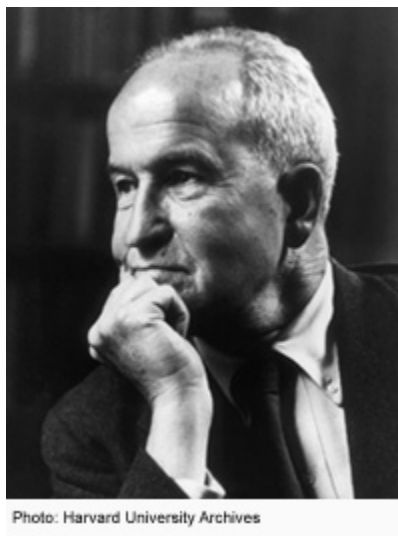
Red Ink

Pastel shades

Blots are symmetrical in design with a specific shape or form. Each blot printed in the centre of size 7" x 10" size board. Individually administered in two phases. 1st phase 1st Stage/Phase Performance Stage The subject are shown the cards and asked to tell what they see in each of them. 2nd phase or Inquiry stage

Computer analysis has also been developed

Thematic Apperception Test (TAT)



Source: https://en.wikipedia.org/wiki/Henry_Murray#/media/File:Henry_Murray.jpg

Developed by Morgan and Murray. Consists of - 30 black and white picture cards : One blank card.

- Some cards used with adult male or female. Others used with boys & girls. 20 cards appropriate for a subject. Cards presented one by one. Subject is required to narrate a story describing the situation present in the picture.

ROSENWEIG'S PICTURE - FRUSTRATION STDY (PF. Study)

DIRECTION OF AGGRESSION	TYPE OF AGGRESSION			
		OBSTACLE DOMINANCE <i>The obstacle is prominent</i>	EGO-DEFENCE <i>The people are prominent</i>	NEEDS-PERSISTENCE <i>The solution is prominent</i>
	EXTRA-AGGRESSION <i>Towards others</i>	"Stupid <u>car</u> !"	"Great! Now <u>because of you</u> , I'm going to be late."	"Well, can <u>you</u> call me a cab then?"
	INTRA-AGGRESSION <i>Towards themselves</i>	No, it's fine. <u>I</u> didn't want to get that <u>train</u> anyway."	"Oh no, it was probably <u>my</u> <u>fault</u> for making <u>you</u> rush."	"That's OK, <u>I'll</u> pay for another ticket."
IM-AGGRESSION <i>Neutralised/No aggression</i>	" <u>No problem</u> at all."	"Hey, don't worry, it's <u>not</u> <u>your fault</u> the car broke."	"Never mind, <u>there'll be</u> <u>another one</u> soon."	

https://www.researchgate.net/profile/Kate_Tchanturia2/publication/46394314/figure/fig1/AS:267545886326797@1440799318569/Figure-1-Examples-of-response-categories-for-the-Rosenzweig-Picture-Frustration-Study.png

- Developed by Rosenzweig
- It assesses how people express aggression in case of a frustrating situation condition.

Sentence Completion Test

The Test uses incomplete sentences. First part of the sentence is presented then the subject has to complete the sentence. The filled up sentences reflects a person Attitudes Motivations Conflicts-The test provides subject with several opportunities to reveal their underlying unconscious motivation e. My Father____My Greatest Fear.

Draw a Person Test

Subject is asked to draw a person on a sheet of paper. A pencil and eraser is provided to facilitate drawing. After completion person is asked to draw a person of the opposite sex.

Behaviour Analysis

- OBSERVATION * NOMINATIONS
- INTERVIEW * SITUATIONAL TESTS
- RATINGS

Types of interview method

Interview is a commonly used method for assessing personality. This involves talking to the person being assessed and asking specific questions. Diagnostic interviewing generally involves in-depth interviewing which seeks to go beyond the replies given by the person. Interviews may be structured or unstructured depending on the purpose or goals of assessment. In unstructured interviews, the interviewer seeks to develop an impression about a person by asking a number of questions. The way a person presents her/ himself and answers the questions carries enough potential to reveal her/his personality. The structured interviews address very specific questions and follow a set procedure. This is often done to make objective comparison of persons being interviewed. Use of rating scales may further enhance the objectivity of evaluations.

Observations

It is a sophisticated procedure that cannot be carried out by untrained people. It requires careful training of the observers and detailed guideline about analysis of behaviour to assess personality of a trained person.

Behaviouralrating

- Used in education and industrial setting.
- Taken from people who know the assessee intimately and have interacted with them or had chance to observe them.
- Attempt to put individuals into categories in terms of their behavioural qualities.
- Category may involve different numbers/discriptive terms
- Use of descriptive adjectives creates confusion for the rater.
- For effective rating the traits should be defined in terms of behavioural anchors.
- Limitations of Behavioural Rating
- Raters display biases that influence their judgements and this process is called the HALO EFFECT.
- Raters have a tendency to put individuals either in the middle of the scale (MIDDLE CATEGORY BIAS) by avoiding extreme position or by in the extreme positions avoid middle categories on the scale (Extreme RESPONSE BIAS)

Nomination

This method is used for obtaining peer assessment. Each Person is asked to choose one or more persons of the group with whom he would like to work, study play or participate in any other activity

Persons may be asked to specify reasons. Nominations received may be analysed for their choices understand personality behaviour qualities of persons Highly dependable technique It may be affected by biases.

Situational Tests

Most commonly used situational tests are SITUATION STRESS TEST

It provides information about how an individual behaves in same situation.

To be performed with other persons who are instructed to be non cooperative and interfering.