



# CORE I UNIT V

## LESSON -3

### ASSESSMENT OF PERSONALITY

# INTRODUCTION TO ASSESSMENT OF PERSONALITY



- ◉ **Individual Differences:** The study of personality focuses on how people differ in behavior and experiences.
- ◉ **Key Concepts:**
  - **Trait, Type, Motive, Value, Temperament** – Describe enduring aspects of personality.
- ◉ **Assessment:**
  - Understanding and measuring individual differences.
  - Personologists develop methods for assessing personality variations.



# INTRODUCTION TO ASSESSMENT OF PERSONALITY

## ASSESSING PERSONALITY TRAITS

- There are two ways of assessing personality traits. One method consists of asking a set of questions which a person has to answer about his/her opinions, feelings and actions. For this purpose, a personality inventory is used. In the second approach, some other person makes assessments about a person's traits, based on prior knowledge about that person, or by direct observation of the person. This is called the rating-scale approach.



# INTRODUCTION TO ASSESSMENT OF PERSONALITY

## Personality Assessment: Some Basic Questions

- ◉ Why assess personality?
- ◉ Aspects of personality could be explored in:
- ◉ Identifying determinants of knowledge about health
- ◉ Categorizing different types of commitment in intimate relationships
- ◉ Determining peer response to a team's weakest link
- ◉ Identifying those prone to terrorism in the service of national defense
- ◉ Tracking trait development over time
- ◉ Studying some uniquely human characteristic such as moral judgment



# INTRODUCTION TO ASSESSMENT OF PERSONALITY

- ◉ Who is being assessed and who is assessing?
- ◉ Some methods of personality assessment rely on the assessee's own self-report
- ◉ Assessee's may respond to interview questions and answer questionnaires in writing or on a computer.
- ◉ Some forms of personality assessment rely on informants such as parents, teachers, or peers.

## **Where are personality assessments conducted?**

- ◉ Traditional sites include schools, clinics, hospitals, academic research laboratories, employment counseling, vocational selection centers, and the offices of psychologists and counselors.
- ◉ Personality assessors can also be found observing behavior and making assessments in natural settings.

# METHODS OF MEASURING PERSONALITY



## Projective Techniques in Personality Assessment

- ◉ **Concept:** Based on psychoanalytic theory, projective tests explore the **unconscious mind**, which shapes personality.
  - The **ego** suppresses unconscious thoughts, so indirect methods are needed.
  - Individuals **project** their own feelings onto **ambiguous stimuli** in these tests.
  - மனோ பகுப்பாய்வு கோட்பாட்டின் அடிப்படையில், திட்ட சோதனைகள் ஆளுமையை வடிவமைக்கும் மயக்க மனதை ஆராய்கின்றன.
  - ஈகோ மயக்கமற்ற எண்ணங்களை அடக்குகிறது, எனவே மறைமுக முறைகள் தேவை.
  - இந்த சோதனைகளில் தனிநபர்கள் தங்கள் சொந்த உணர்வுகளை தெளிவற்ற தூண்டுதல்களில் வெளிப்படுத்துகிறார்கள்.
- ◉ **How It Works:**
  - Similar to a **slide projector**, unconscious thoughts are revealed through interpretation.

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT



## Definition of Projective Techniques

- ◉ A projective test is a psychological assessment tool that provides an opportunity to an individual to freely express himself in response to vague and unorganized stimuli.

## Characteristics of Projective Techniques

- ◉ ✦ **Vague & Unstructured Stimulus** – Uses abstract, unorganized stimuli.
- ✦ **Concept of Projection** – Based on projecting inner thoughts & emotions.
- ✦ **Indirect Assessment** – Taps both conscious & unconscious traits.
- ✦ **Subtle Personality Evaluation** – Assesses personality in indirect ways.
- ✦ **Dual Subjectivity** – Less structured, interpretation varies.
- ✦ **Comprehensive Insights** – Reveals deep thoughts, feelings & behaviors.

# PERSONALITY ASSESSMENT METHODS

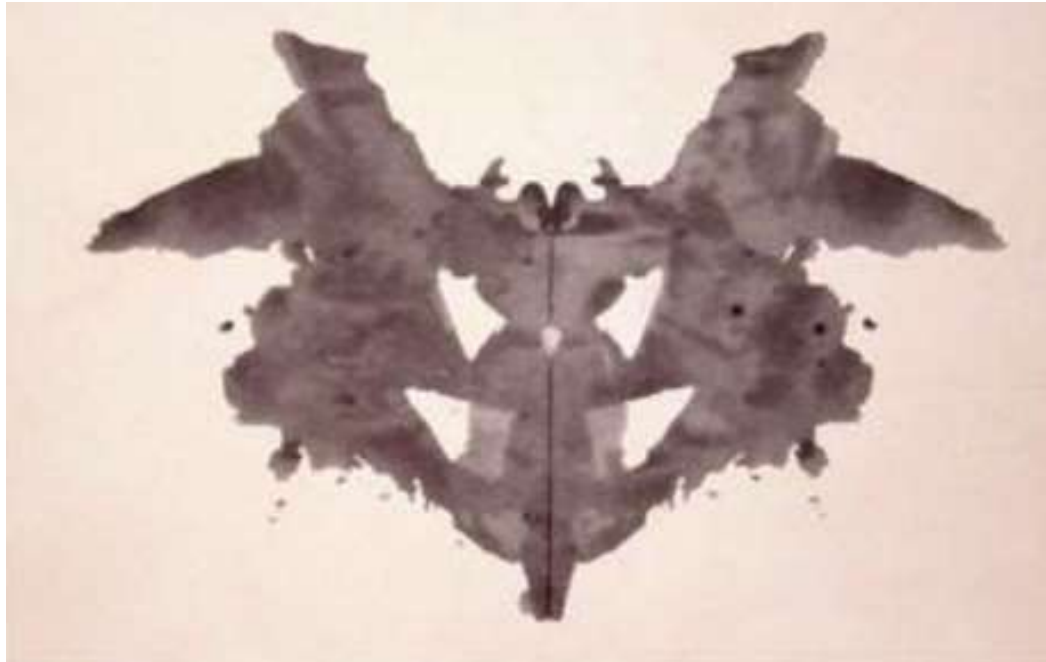


## Rorschach inkblots Test

- ◉ Developed by **Hermann Rorschach**
- ◉ Consist of 10 bilaterally symmetrical inkblots on separate cards, half of which are achromatic
- ◉ Inkblot cards are initially presented in order from 1 to 10; the test-takers are asked to interpret the inkblot and are provided a great deal of freedom
- ◉ After the entire set of inkblots has been administered, an inquiry is conducted and the assessor attempts to determine what features of the inkblot played a role in formulating the test-taker's percept.



# PERSONALITY ASSESSMENT METHODS



**Figure: Rorschach inkblots Test**

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - RORSCHACH INK BLOT TEST



**Age category for use – 3 years to adults**

**Time for administration**

- ◉ No fixed time (Generally 60 to 90 min)

**No. of Cards**

- ◉ 10 cards (Five black and white, Two red and black and Three different colours)

**Presentation of cards**

- ◉ Sequence suggested by the author.

**Stimuli**

- ◉ Each card is printed with different ambiguous inkblots or shades.

**Data collection**

The test taker records all responses of the subject verbatim.

- ◉ *Maximum responses to 10 cards* – Maximum 23.
- ◉ *Minimum responses required for scoring* – 14

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - RORSCHACH INK BLOT TEST



## Scoring

- ⦿ Coding of responses on the following suggested dimensions is done and scores are tabulated: -
  - ✱ **Response location** - (whether entire or specific area of card, W for Whole, D for large usual details, d for small usual details, Dd for unusual details and S for white space).
  - ✱ **Determinants** – Characteristics of the inkblot as perceived by the subject that produced responses.
  - ✱ **Content** – Responses are classified into categories (plants, animals, human, landscapes, anatomy, man-made objects, gender).
  - ✱ **Originals and Popular** – Also known as popularity-originality. Responses are rated based on the newness, originality or popularity.

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - RORSCHACH INK BLOT TEST



## Interpretation

After the tabulation the scores are analyzed in context of existence of relationship among frequencies of various categories.

Few examples: -

- ❖ **Location** – This category is used for evaluating intellectual aspect of personality; approach to a problem or preferred mode of apperception.
- ❖ **Form** – Intact form perception indicates firm control over intellectual processes and behaviour.
- ❖ **Colour** – Responses to colours found in the inkblots represents the subject's impulsive life and emotional relationships to his environment.
- ❖ **Movement** – It is the indicator of richness of associative and imaginative life. Higher score indicates that individual is high on these traits.
- ❖ **Content** – The quantity and different types of things expressed in the responses indicates fantasy, symbolic meaning, maturity or otherwise.
- ❖ **Original and popular** – The number of original and popular responses are the indicators of individual's intelligence level.
- ❖ **Interrelationships** – Helpful in inferring the personality structure of the client.

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - THEMATIC APPERCEPTION TEST (TAT)



## Thematic Apperception Test (TAT) – Introduction

- ✪ **Developed by:** Henry Murray & Christiana Morgan (1935)

### **Test Structure:**

- ✪ **19 ambiguous pictures** depicting people & situations
- ✪ **1 blank card** for free interpretation
- ✪ Vague events allow for multiple interpretation

### **Test Procedure:**

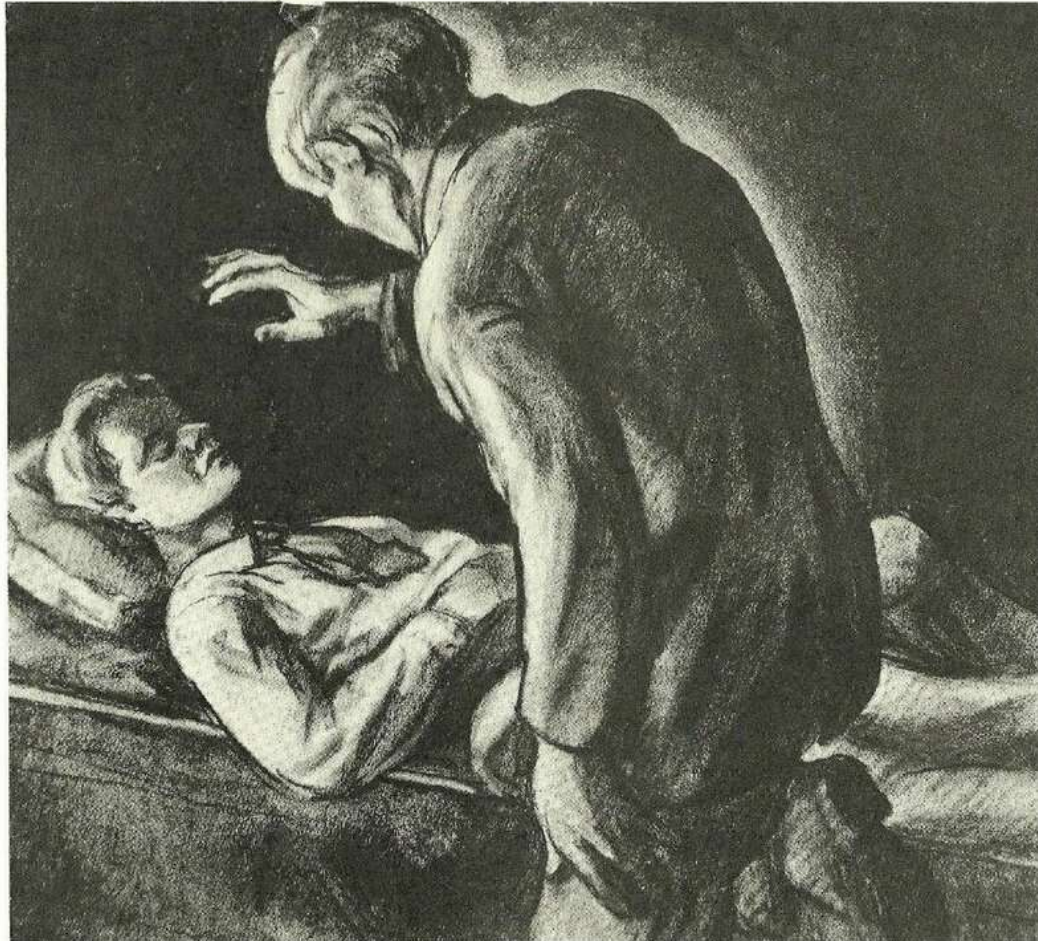
- ✪ Participants **create a story** about the image
- ✪ **Describe:**
  - ✓ What led to the situation
  - ✓ Thoughts & feelings of characters
  - ✓ Likely outcome

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - THEMATIC APPERCEPTION TEST (TAT)





# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - THEMATIC APPERCEPTION TEST (TAT)



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# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - THEMATIC APPERCEPTION TEST (TAT)



## How the Thematic Apperception Test Works

- ◉ The TAT involves showing people a series of picture cards depicting a variety of ambiguous characters (that may include men, women, and/or children), scenes, and situations.
- ◉ It's purposefully difficult to identify what is happening in these images.

The person examining the card is then asked to tell as dramatic a story as they can for each picture presented, including:

1. What has led up to the event shown
2. What is happening in the scene
3. The thoughts and feelings of the characters in the scene
4. The outcome of the story

# PROJECTIVE TECHNIQUES - USES OF THEMATIC APPERCEPTION TEST



## Analysis of stories

- ◉ The analysis is done into
  - ◉ (i) The forces emanating from the hero and
  - ◉ (ii) The forces emanating from the environment.
- ◉ These are analyzed under six categories:
  - ◉ (i) Hero – Character in each picture with whom client identifies.
  - ◉ (ii) Motives -needs and feelings of the hero (scale of 1 to 5 according to intensity, duration, frequency and importance).
  - ◉ (iii) Forces- in the hero's environment (nature and details of the situation and objects explained by the client that are not in the picture).
  - ◉ (iv) Outcomes- (Strengths of hero, hardships, frustration, degree of success and failure, happy or otherwise endings).
  - ◉ (v) Themas – Interaction of hero's needs with environmental forces, together with the successful or unsuccessful outcome for the hero is a kind of thema.
  - ◉ (vi) Interests and sentiments – Choices and direction of appeal (positive or negative) towards pictures in the cards.

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - THEMATIC APPERCEPTION TEST (TAT)



## Interpretation & Applications of TAT

### 🔍 Interpretation Factors:

- ◉ Nature of **personal relationships** in the story
- ◉ **Motivations** of the characters
- ◉ **Reality contact** shown by the story's events

### Limitations:

- ◉ No objective scoring system
- ◉ Low reliability & validity for diagnosis

### ✓ Uses of TAT:

- ◉ Research: Measures personality traits like:
  - ✦ Achievement
  - ✦ Affiliation
  - ✦ Power

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - THEMATIC APPERCEPTION TEST (TAT)



## Thematic Apperception Test (TAT) vs. Rorschach Inkblot Test

### ◉ Key Differences:

- The TAT uses **detailed scenes** with **characters** and **locations**.
- The Rorschach uses **symmetrical inkblot images**.
- The **Rorschach** asks for an **explanation of what is seen**, while the **TAT** encourages **storytelling**.

### ◉ TAT Card Usage:

- The complete TAT consists of **31 cards**.
- Murray recommended using around **20 cards** based on character similarity to the test taker.
- Modern practitioners often use **5 to 12 cards**, selected based on relevance to the client's needs.
- Examiners use their best judgment to choose scenes that elicit useful responses.

## PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT - WORD ASSOCIATION TEST



- ◎ Carl Jung's word association test may be able to reveal a great deal about the subconscious.
- ◎ New research shows that words do matter. Carl Jung's word association test is one of the most fascinating psychological assessments. It's based on the idea that your subconscious is sometimes capable of controlling conscious will.
- ◎ As such, a single word can unleash past traumas or reveal unresolved internal conflicts.

## PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT SENTENCE COMPLETION TEST



- ◎ Sentence Completion test
- ◎ Ebbinghaus invented the method in 1879 to test the mental ability of school children in Germany.
- ◎ He used this test to study his interest in the development of intellectual capacity and reasoning ability in children (Hersen, 2003). Carl Jung was the first to look at if sentence completion could be used for personality assessment.
- ◎ He thought the personal meanings of word associations could be used.

# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT SENTENCE COMPLETION TEST & GRAPHOLOGY



- ◉ **Ebbinghaus** invented the method in 1879 to test the mental ability of school children in Germany.
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## Graphology

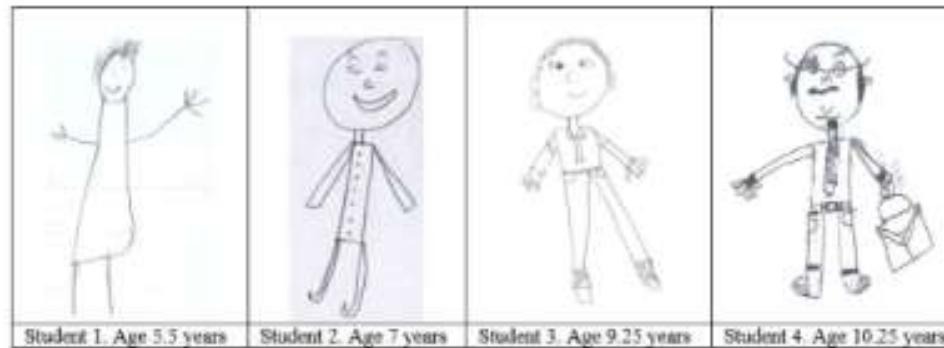
- ◉ It has been proved by various studies that the handwriting of a person can reveal many things.
- ◉ Graphology is a skill of handwriting through which the experts can understand your nature and physical characteristics.

# NON- PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT

## THE DRAW-A-PERSON TEST



- ◉ **The Draw-A-Person Test**
- ◉ **This projective test completely depends upon your imagination. As the name goes, here you need to draw a person and that image is then analyzed by the test interpreter. The examiner by analyzing the image looks for a few factors like,**
  - **Size of particular parts of the body**
  - **The detail is given to the figure**
  - **The overall shape of the image**





# PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT THE DRAW-A-PERSON TEST



- ◉ **The House-Tree-Person Test**
- ◉ The house-tree-person test (HTP) is a projective test intended to measure different aspects of personality. Test takers are asked to draw a house, a tree and a person. The interpretation of these drawings is used to create a picture of the person's cognitive, emotional and social functioning.
- ◉ In this house-tree-person, the candidate is said to draw a picture of a house, tree and a person. After completion of the drawing, the examiner asks a few questions to the respondent and they analyze the answers given.





## NON- PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT -

- Interview
- Observational methods
- Rating Scales
- Self-Report Inventories

	Strongly Disagree	Somewhat Disagree	No Opinion	Somewhat Agree	Strongly Agree
I am easygoing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have high standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy time alone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work well with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I dislike confrontation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer crowds over intimacy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Figure 1. If you've ever taken a survey, you are probably familiar with Likert-type scale questions. Most personality inventories employ these types of response scales.

**Table : Self-Report Inventories**

# NON- PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT



## Personality Inventory

- ⦿ This is the most popular method of personality assessment. In this method statements about certain traits of personality are constructed and the testee is required to answer them as "right/wrong" or "yes/no". For example,
- ⦿ Do you have problem in sleeping? Yes/No
- ⦿ Does your parent give you adequate protection? Yes/No
- ⦿ Are you worried without reason? Yes/No

# NON- PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT



## Personality Inventory

### i) The Minnesota Multiphasic Personality Inventory (MMPI)

- ◉ The Minnesota Multiphasic Personality Inventory (MMPI) is the most widely used and researched standardized psychometric test of adult personality and psychopathology. Psychologists and other mental health professionals use various versions of the MMPI to develop treatment plans; assist with differential diagnosis; help answer legal questions (forensic psychology); screen job candidates during the personnel selection process; or as part of a therapeutic assessment procedure.

# NON- PROJECTIVE TECHNIQUES IN PERSONALITY ASSESSMENT



## Personality Inventory

### ii) The Eysenck Personality Questionnaire (EPQ)

- The Eysenck Personality Questionnaire (EPQ) is a three dimensional personality assessment tool that was preceded by an overlapping two-dimensional measure called the Eysenck Personality Inventory (EPI).
- The EPI was developed by Hans and Sybil Eysenck to measure the two broad dimensions of Extraversion-Introversion and Neuroticism-Stability.
- These two 24-item measures were supplemented by a 9-item Lie scale in an attempt to guard against various concerns about response style.
- Both of these dimensions (Extraversion and Neuroticism) were introduced (and since emphasized) as temperamental aspects of personality that are inherited and evident at birth (i.e., not learned).