

*Personality testing is a form of assessment that is designed to reveal aspects of an individual's character or psychological makeup. A personality test may take the form of a questionnaire or other standardised instruments and can help to uncover hidden areas of your personality allowing you to.*

To best describe how I make my selections, I have outlined here the three preliminary steps I employ as well as providing a list of the popular assessment tools. And the notes of a colleague well respected for his knowledge of assessment theory and instruments. Before I begin to compare the available tools, I must develop a thorough understanding of the corporate culture, Mission, Vision and work environment. The selection of an instrument to reveal specific behaviors or traits must be compatible with the existing organization norms, as well as the expectations of those responsible for administering and monitoring the application of information acquired as a result of an effective assessment. In a decentralized company it is not uncommon to find that all of the popular available instruments are in use, each at a different location and with unique expectations for the information provided. Although you may be focusing on only one division, it is important to remember that employees move between departments and divisions, sharing their experiences as well as impression of the value of assessments they have taken. I recommend that you prepare a time-line of the assessments used with the employees you will work with and obtain feedback from both HR as well as the employees as to the perceived effectiveness and appropriateness of the tools, noting any identified strengths or weaknesses to the instrument and the way it was administered. You must select an instrument that has an approach and gathers information that will be useful in the existing corporate culture. Some of the questions I pose to the corporate leaders include: What do you hope to achieve as a result of this Assessment implementation? How do you value and employ the data gathered from Assessment tools? How often do you administer Assessment tools and what level of employee is involved? Do you share trends and general findings from Assessments with specific groups of employees? Consider the corporate culture: Does the culture seem formal or informal? Is there considerable importance on receiving approval from upper management before taking action? How do employees evaluate risk? Is it a flat organization with concern that newly trained employees will not have opportunities for upward advancement? The last question listed, when left unanswered, is one that often stops corporations from moving ahead with plans to conduct assessments, training and employee development programs. A review of programs in organizations perceived as offering little opportunity for upward advancement will prove that this is an unwarranted concern but one that must be addressed. When the concern is revealed, it is a simple matter to provide real examples of how employee development inspires innovation and develops confidence to take on greater responsibility for horizontal and skill development, resulting in greater personal satisfaction and increased job productivity. Further, addressing the concern about application is as important as acknowledging the formality or informality of relationships, displayed power of hierarchy, and internal decision-making. These factors provide clues as to what type of instrument will be most easily accepted and administered. For example, generally speaking, True Colors or DiSC could be seen as providing more visual materials and may be more easily accepted by some groups, while Hogan and MBTI present the data in a manner that higher level groups may find more acceptable. Confirm that results will support Corporate Goals A September survey by healthcare executives identified a trend to employ assessments that will help meet their strategic goals and grow their talent management initiatives: The following is a check list of questions developed by PI Worldwide from feedback gathered during a Healthcare conference at which the survey was discussed: What is the assessment designed to measure and accomplish, and how will that benefit the organization? Is the assessment reliable? Is the assessment valid? That is, does it effectively predict important workplace behaviors that drive metrics such as sales, customer satisfaction and turnover? Is documentation supporting questions 3, 4 and 5 available in the form of a technical manual or equivalent document? Is research on questions 3, 4 and 5 ongoing? DiSC is non-judgmental and helps people discuss their behavioral differences. The writing is engaging and the visuals are memorable. Facilitation resources are available to guide and reinforce learning. DiSC assessments are

extensively researched and time-tested. The DiSC is the most widely used assessment tool today; the new Everything DiSC has expanded its application and met with high success. I recommend DiSC for groups that do not want a significant amount of reading or details to confirm results and for teams that are seeking greater affiliation and collaboration. For example, you will find that the Values Assessment addresses content similar to the MBTI and can be used with Management Teams; the Potential and Challenge Assessments are used for more detailed coaching cases. I recommend all three Hogan Assessments for high-level executives; the Value Assessment only for mid-managers and newly formed teams, the Potential for promotions and new hires, and the Challenge for performance issues. The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment. The MBTI instrument sorts for preferences and does not measure trait, ability, or character. Tests are taken and analyzed on-line: Most popular is the SocialStyle: Versatility concepts and techniques help you more effectively do such things and delegate, give corrective feedback, increase the personal productivity of your direct reports as well as coach and mentor them to help them grow in their capabilities and increase their value to the organization. I recommend the SocialStyles workbooks and self-tests when it is possible to conduct a workshop to develop a team understanding of specific effective communication tools that can be immediately applied. The colors of Orange, Green, Blue and Gold are used to differentiate the four central personality styles that each of us has a combination of these True Colors that make up our personality spectrum, usually with one of the styles being the most dominant. The number one reason employees are dissatisfied or leave their jobs is workplace relationship struggles, especially with their direct supervisor or team leader – followed by a lack of communication, trust, appreciation and fair treatment. I recommend TrueColors for individuals and groups that are seeking a quick understanding of why and how we react in different situations, particularly with repeat conflict situations. I hope these notes and comments are useful to help you select the best tool for your personal or team development. Please contact me directly to discuss your assessment options. For further information or to order your assessment, send a note to info mtmmanagement. Also, you might enjoy reading the following – quoted directly from the Notes of Dr. Connolly directly with questions: According to our research, there are five criteria that a quality personality test must meet: Does the test measure intelligence, motivation, learned skills, natural abilities included in personality, and organizational culture? Also, can the motivation and learned skills assessments be repeated at reasonable intervals to identify changes? Can the test results be analyzed and understood in a reasonable and practical time parameter? Organizational surveys can also be time consuming and costly. Also, the sooner the participants are able to understand and retain their analysis, the better. Are the results confidential? Although letting co-workers know the results of tests for teambuilding purposes can be productive, the participants need to have the ability to keep their test scores and conclusions confidential. The accuracy and integrity of the scores remain higher and the ultimate results turn out better. Conducive to Improving Group Processes: Individuals need to be able to understand themselves better in order to improve their team-working abilities with their associates. Does the test give insight that is helpful to interpersonal communications? According to James Hazen, Ph. Here is a summary: The Minnesota Multiphasic Personality Inventory MMPI is used to measure abnormal or deviant behavior and is known as being best used in court settings as a clinical instrument. It is noted as having more subjective interpretation and needing a psychologist to interpret the results. The Dominance, Influence, Steadiness and Conscientiousness Test DISC measures style of personality and self-image, and is known to be useful for teambuilding, and assessing and addressing cultural fit and chemistry. Profiles XT measures cognitive skills and job success potential and has been found useful for hiring, comparing jobs and succession planning. The Myers-Briggs test measures personality type and how an individual processes information, and is best used to understand how one communicates. It is actually not recommended for hiring. Why Personality Test Use is Increasing Despite the controversy surrounding some of these personality tests, there has been a dramatic increase in the use of personality tests over the past ten years or so. The single most frequently given reason for increases in testing is the need to have a selection process which can withstand legal challenges. Increased test use can therefore be seen in part as a defensive strategy, adopted in response to regulation and legislation. Another factor is the ease with which these tests can now be

delivered online. This approach has distinct advantages over paper-and-pencil tests: There is no need to print and distribute printed material. This has dramatically lowered the cost of test administration. Results can be processed immediately with no human input. The test administration software can produce very detailed and impressive looking reports. There has been a growing acceptance of personality testing among the general public. Many people quite happily complete online personality profiles in their own time outside of the recruitment process. There are now more suppliers producing a greater variety of tests. This has driven costs down even further and increased the choice of tests available to recruiting organizations. Best wishes for continued success, LM.

## 2: Personality Assessment | Noba

*Projective test personality assessment in which a person responds to ambiguous stimuli, revealing hidden feelings, impulses, and desires Rorschach Inkblot Test projective test that employs a series of symmetrical inkblot cards that are presented to a client by a psychologist in an effort to reveal the person's unconscious desires, fears, and.*

Appreciate the diversity of methods that are used to measure personality characteristics. Understand the logic, strengths and weaknesses of each approach. Gain a better sense of the overall validity and range of applications of personality tests. Introduction Personality is the field within psychology that studies the thoughts, feelings, behaviors, goals, and interests of normal individuals. It therefore covers a very wide range of important psychological characteristics. Moreover, different theoretical models have generated very different strategies for measuring these characteristics. It, therefore, makes sense to ask them directly about themselves and their goals. In contrast, psychodynamically oriented theories propose that people lack insight into their feelings and motives, such that their behavior is influenced by processes that operate outside of their awareness e. Given that people are unaware of these processes, it does not make sense to ask directly about them. One, therefore, needs to adopt an entirely different approach to identify these nonconscious factors. Not surprisingly, researchers have adopted a wide range of approaches to measure important personality characteristics. The most widely used strategies will be summarized in the following sections. Do people possess the necessary awareness to see themselves as they are and provide accurate insights into their own personalities? Objective tests involve administering a standard set of items, each of which is answered using a limited set of response options e. Responses to these items then are scored in a standardized, predetermined way. For example, self-ratings on items assessing talkativeness, assertiveness, sociability, adventurousness, and energy can be summed up to create an overall score on the personality trait of extraversion. As noted by Meyer and Kurtz , p. Basic Types of Objective Tests Self-report measures Objective personality tests can be further subdivided into two basic types. The first typeâ€”which easily is the most widely used in modern personality researchâ€”asks people to describe themselves. This approach offers two key advantages. First, self-raters have access to an unparalleled wealth of information: After all, who knows more about you than you yourself? Second, asking people to describe themselves is the simplest, easiest, and most cost-effective approach to assessing personality. Countless studies, for instance, have involved administering self-report measures to college students, who are provided some relatively simple incentive e. The items included in self-report measures may consist of single words e. Table 1 presents a sample self-report measure assessing the general traits comprising the influential five-factor model FFM of personality: Sample Self-Report Personality Measure Self-report personality tests show impressive validity in relation to a wide range of important outcomes. For example, self-ratings of conscientiousness are significant predictors of both overall academic performance e. Roberts, Kuncel, Shiner, Caspi, and Goldberg reported that self-rated personality predicted occupational attainment, divorce, and mortality. Finally, self-reported personality has important and pervasive links to psychopathology. At the same time, however, it is clear that this method is limited in a number of ways. For instance, if you tend to work harder than most of your friends, you will see yourself as someone who is relatively conscientious, even if you are not particularly conscientious in any absolute sense. Informant ratings Another approach is to ask someone who knows a person well to describe his or her personality characteristics. In the case of children or adolescents, the informant is most likely to be a parent or teacher. In studies of older participants, informants may be friends, roommates, dating partners, spouses, children, or bosses Oh et al. Generally speaking, informant ratings are similar in format to self-ratings. As was the case with self-report, items may consist of single words, short phrases, or complete sentences. Indeed, many popular instruments include parallel self- and informant-rating versions, and it often is relatively easy to convert a self-report measure so that it can be used to obtain informant ratings. Table 2 illustrates how the self-report instrument shown in Table 1 can be converted to obtain spouse-ratings in this case, having a husband describe the personality characteristics of his wife. Sample Spouse-Report Personality Measure Informant ratings are particularly valuable when self-ratings are impossible to collect e. They also may be

combined with self-ratings of the same characteristics to produce more reliable and valid measures of these attributes McCrae, Informant ratings offer several advantages in comparison to other approaches to assessing personality. A well-acquainted informant presumably has had the opportunity to observe large samples of behavior in the person he or she is rating. Indeed, informants typically have strong incentives for being accurate in their judgments. As Funder and Dobroth, p. Indeed, they outperform self-ratings in certain circumstances, particularly when the assessed traits are highly evaluative in nature e. For example, Oh et al. Similarly, Oltmanns and Turkheimer summarized evidence indicating that informant ratings of Air Force cadets predicted early, involuntary discharge from the military better than self-ratings. Nevertheless, informant ratings also are subject to certain problems and limitations. One general issue is the level of relevant information that is available to the rater Funder, For instance, even under the best of circumstances, informants lack full access to the thoughts, feelings, and motives of the person they are rating. Informant personality ratings are generally a reliable and valid assessment instrument, however in certain cases the informant may have some significant biases that make the rating less reliable. Newly married individuals for example are likely to rate their partners in an unrealistically positive way. Sociales El Heraldo de Saltillo, https: For instance, they are not immune to the reference group effect. Furthermore, in many studies, individuals are allowed to nominate or even recruit the informants who will rate them. Because of this, it most often is the case that informants who, as noted earlier, may be friends, relatives, or romantic partners like the people they are rating. This, in turn, means that informants may produce overly favorable personality ratings. Other Ways of Classifying Objective Tests Comprehensiveness In addition to the source of the scores, there are at least two other important dimensions on which personality tests differ. The first such dimension concerns the extent to which an instrument seeks to assess personality in a reasonably comprehensive manner. At one extreme, many widely used measures are designed to assess a single core attribute. At the other extreme, a number of omnibus inventories contain a large number of specific scales and purport to measure personality in a reasonably comprehensive manner. Breadth of the target characteristics Second, personality characteristics can be classified at different levels of breadth or generality. These general dimensions can be divided up into several distinct yet empirically correlated component traits. For example, the broad dimension of extraversion contains such specific component traits as dominance extraverts are assertive, persuasive, and exhibitionistic, sociability extraverts seek out and enjoy the company of others, positive emotionality extraverts are active, energetic, cheerful, and enthusiastic, and adventurousness extraverts enjoy intense, exciting experiences. Some popular personality instruments are designed to assess only the broad, general traits. In contrast, many instruments—including several of the omnibus inventories mentioned earlier—were designed primarily to assess a large number of more specific characteristics. Projective and Implicit Tests Projective Tests Projective tests, such as the famous Rorschach inkblot test require a person to give spontaneous answers that "project" their unique personality onto an ambiguous stimulus. CC0 Public Domain, https: Projective tests represent influential early examples of this approach. If a person is asked to describe or interpret ambiguous stimuli—that is, things that can be understood in a number of different ways—their responses will be influenced by nonconscious needs, feelings, and experiences note, however, that the theoretical rationale underlying these measures has evolved over time see, for example, Spangler, The former asks respondents to interpret symmetrical blots of ink, whereas the latter asks them to generate stories about a series of pictures. For instance, one TAT picture depicts an elderly woman with her back turned to a young man; the latter looks downward with a somewhat perplexed expression. Another picture displays a man clutched from behind by three mysterious hands. What stories could you generate in response to these pictures? In comparison to objective tests, projective tests tend to be somewhat cumbersome and labor intensive to administer. The biggest challenge, however, has been to develop a reliable and valid scheme to score the extensive set of responses generated by each respondent. The most widely used Rorschach scoring scheme is the Comprehensive System developed by Exner The validity of the Rorschach has been a matter of considerable controversy Lilienfeld et al. Most reviews acknowledge that Rorschach scores do show some ability to predict important outcomes. Its critics, however, argue that it fails to provide important incremental information beyond other, more easily acquired information, such as that obtained from standard self-report

measures Lilienfeld et al. Validity evidence is more impressive for the TAT. In particular, reviews have concluded that TAT-based measures of the need for achievement show significant validity to predict important criteria and provide important information beyond that obtained from objective measures of this motive (McClelland et al.). Furthermore, given the relatively weak associations between objective and projective measures of motives, (McClelland et al.). These tests are based on the assumption that people form automatic or implicit associations between certain concepts based on their previous experience and behavior. If two concepts are associated, the association is likely to be automatic and implicit. Although validity evidence for these measures still is relatively sparse, the results to date are encouraging: Behavioral and Performance Measures Observing real world behavior is one way to assess personality. Tendencies such as messiness and neatness are clues to personality. For instance, more frequent talking over this two-day period was significantly related to both self- and observer-ratings of extraversion. Follow-up analyses indicated that conscientious students had neater rooms, whereas those who were high in openness to experience had a wider variety of books and magazines. Behavioral measures offer several advantages over other approaches to assessing personality. First, because behavior is sampled directly, this approach is not subject to the types of response biases that are common in self-report. Second, as is illustrated by the Mehl et al. At the same time, however, this approach also has some disadvantages. This assessment strategy clearly is much more cumbersome and labor intensive than using objective tests, particularly self-report. Moreover, similar to projective tests, behavioral measures generate a rich set of data that then need to be scored in a reliable and valid way. Conclusion No single method of assessing personality is perfect or infallible; each of the major methods has both strengths and limitations. By using a diversity of approaches, researchers can overcome the limitations of any single method and develop a more complete and integrative view of personality.

### 3: Choosing a Personality Assessment - Maddalena Transitions Management, Inc.

*The Keller Personality Assessment (KPA) is an enhanced behavioral assessment that measures personality traits and cognitive thinking abilities of potential new talent. Introducing the Keller Personality Assessment.*

Additional Resources Self-exploration is best accompanied by a contemplative or meditative practice. We over-identify with our repetitive thoughts and feelings. Contemplative prayer helps us let go of who we think we are and rest in simple awareness of Presence. It has roots in several wisdom traditions, including Christianity, Judaism, and Islam. But it was not until the late s that Oscar Ichazo began teaching the Enneagram as we know it today. The Enneagram gained popularity as a tool within spiritual direction. Today it is widely taught as a way of understanding personality, addiction, relationships, and vocation. It was developed primarily in an oral tradition, in the context of relationships between students and teachers. The Enneagram is not a strict law or code. Its categories are not meant to bind or restrict you to a certain way of being and living. The Enneagram is a powerful tool for self-discovery and spiritual transformation. The Enneagram is most helpful when used in conjunction with other practices like study, meditation, spiritual direction, and life in community with others. The Enneagram is not just a personality typing system. This tool is meant to help you over a life-long journey. For a more in-depth introduction to the Enneagram, check out these three posts by Father Richard Rohr: When used in conjunction with a regular practice of contemplative prayer, the Enneagram can be powerfully transformative. It can open us to deeper and deeper levels of understanding and insight, love and grace. Loving the Whole Self: Our deepest sin and our greatest gift are two sides of the same coin. When we are excessively fixated on our supposed gift it becomes a sin. Maintaining this self-image, this false self, becomes more important than anything else. Belly, Heart, and Head: The Enneagram is organized around three Triads: We need each part to be awake and integrated in order to do our inner work and to truly love ourselves, others, and God in a holistic, non-dual manner. As you read the descriptions of each, you may discover that you feel deep resonance with one or many of the different types. In fact, all of us have a little bit of each one inside us. Below are short summaries of the nine types with a link to a reflection by Richard Rohr where you can learn more about each number.

## 4: Introducing our personality test | EliteSingles

*Personality tests are fun. Some people derive valuable insights from them. Others simply use them to validate what they already know about themselves.*

See Article History Personality assessment, the measurement of personal characteristics. Assessment is an end result of gathering information intended to advance psychological theory and research and to increase the probability that wise decisions will be made in applied settings e. The approach taken by the specialist in personality assessment is based on the assumption that much of the observable variability in behaviour from one person to another results from differences in the extent to which individuals possess particular underlying personal characteristics traits. The assessment specialist seeks to define these traits, to measure them objectively, and to relate them to socially significant aspects of behaviour. A distinctive feature of the scientific approach to personality measurement is the effort, wherever possible, to describe human characteristics in quantitative terms. How much of a trait manifests itself in an individual? How many traits are present? Quantitative personality measurement is especially useful in comparing groups of people as well as individuals. Do groups of people from different cultural and economic backgrounds differ when considered in the light of their particular personality attributes or traits? How large are the group differences? Hence, a narrowly focused approach is inadequate to do justice to the complex human behaviour that occurs under the constantly changing set of challenges, pleasures, demands, and stresses of everyday life. The sophisticated measurement of human personality inescapably depends on the use of a variety of concepts to provide trait definitions and entails the application of various methods of observation and evaluation. Personality theorists and researchers seek to define and to understand the diversity of human traits, the many ways people have of thinking and perceiving and learning and emoting. Such nonmaterial human dimensions, types, and attributes are constructs – in this case, inferences drawn from observed behaviour. Widely studied personality constructs include anxiety, hostility, emotionality, motivation, and introversion-extroversion. Anxiety, for example, is a concept, or construct, inferred in people from what they say, their facial expressions, and their body movements. Personality is interactional in two senses. As indicated above, personal characteristics can be thought of as products of interactions among underlying psychological factors; for example, an individual may experience tension because he or she is both shy and desirous of social success. These products, in turn, interact with the types of situations people confront in their daily lives. A person who is anxious about being evaluated might show debilitated performance in evaluative situations for example, taking tests, but function well in other situations in which an evaluative emphasis is not present. Personality makeup can be either an asset or a liability depending on the situation. For example, some people approach evaluative situations with fear and foreboding, while others seem to be motivated in a desirable direction by competitive pressures associated with performance. Measuring constructs Efforts to measure personality constructs stem from a variety of sources. Frequently they grow out of theories of personality; anxiety and repression the forgetting of unpleasant experiences, for example, are among the central concepts of the theory of psychoanalysis. Among the major issues in the study of personality measurement is the question of which of the many personality constructs that have been quantified are basic or fundamental and which can be expected to involve wasted effort in their measurement because they represent poorly defined combinations of more elemental constructs; which measurement techniques are most effective and convenient for the purpose of assessment; and whether it is better to interview people in measuring personality, or to ask them to say, for example, what an inkblot or a cloud in the sky reminds them of. Efforts to measure any given personality construct can fail as a result of inadequacies in formulating or defining the trait to be measured and weaknesses in the assessment methods employed. An investigator might desire to specify quantitatively the degree to which individuals are submissive in social and competitive situations. His effectiveness will depend on the particular theory of submissiveness he brings to bear on the problem; on the actual procedures he selects or devises to measure submissiveness; and on the adequacy of the research he performs to demonstrate the usefulness of the measure. Each of these tasks must be considered carefully in evaluating efforts to measure personality

attributes. The methods used in personality description and measurement fall into several categories that differ with regard to the type of information gathered and the methods by which it is obtained. While all should rely on data that come from direct observations of human behaviour if they are to have at least the semblance of scientific value, all may vary with regard to underlying assumptions, validity, and reliability consistency, in this case. Assessment methods Personality tests provide measures of such characteristics as feelings and emotional states, preoccupations, motivations, attitudes, and approaches to interpersonal relations. There is a diversity of approaches to personality assessment, and controversy surrounds many aspects of the widely used methods and techniques. These include such assessments as the interview, rating scales, self-reports, personality inventories, projective techniques, and behavioral observation. The aim of the interview is to gather information, and the adequacy of the data gathered depends in large part on the questions asked by the interviewer. Two broad types of interview may be delineated. In the interview designed for use in research, face-to-face contact between an interviewer and interviewee is directed toward eliciting information that may be relevant to particular practical applications under general study or to those personality theories or hypotheses being investigated. Another type, the clinical interview, is focused on assessing the status of a particular individual. Although it is not feasible to quantify all of the events occurring in an interview, personality researchers have devised ways of categorizing many aspects of the content of what a person has said. The categories may be straightforward. The value of content analysis is that it provides the possibility of using frequencies of uttered response to describe verbal behaviour and defines behavioral variables for more-or-less precise study in experimental research. Content analysis has been used, for example, to gauge changes in attitude as they occur within a person with the passage of time. Changes in the frequency of hostile reference a neurotic makes toward his parents during a sequence of psychotherapeutic interviews, for example, may be detected and assessed, as may the changing self-evaluations of psychiatric hospital inmates in relation to the length of their hospitalization. Research has been conducted to identify, control, and, if possible, eliminate these sources of interview invalidity and unreliability. Standardization of interview format tends to increase the reliability of the information gathered; for example, all interviewers may use the same set of questions. Such standardization, however, may restrict the scope of information elicited, and even a perfectly reliable consistent interview technique can lead to incorrect inferences. Rating scales The rating scale is one of the oldest and most versatile of assessment techniques. Rating scales present users with an item and ask them to select from a number of choices. The rating scale is similar in some respects to a multiple choice test, but its options represent degrees of a particular characteristic. Rating scales are used by observers and also by individuals for self-reporting see below Self-report tests. They permit convenient characterization of other people and their behaviour. Some observations do not lend themselves to quantification as readily as do simple counts of motor behaviour such as the number of times a worker leaves his lathe to go to the restroom. It is difficult, for example, to quantify how charming an office receptionist is. In such cases, one may fall back on relatively subjective judgments, inferences, and relatively imprecise estimates, as in deciding how disrespectful a child is. The rating scale is one approach to securing such judgments. Rating scales present an observer with scalar dimensions along which those who are observed are to be placed. A teacher, for example, might be asked to rate students on the degree to which the behaviour of each reflects leadership capacity, shyness, or creativity. Peers might rate each other along dimensions such as friendliness, trustworthiness, and social skills. Several standardized, printed rating scales are available for describing the behaviour of psychiatric hospital patients. Relatively objective rating scales have also been devised for use with other groups. Rating scales often take a graphic form: To what degree is John shy? One is that they be reliable: Self-report tests The success that attended the use of convenient intelligence tests in providing reliable, quantitative numerical indexes of individual ability has stimulated interest in the possibility of devising similar tests for measuring personality. Procedures now available vary in the degree to which they achieve score reliability and convenience. These desirable attributes can be partly achieved by restricting in designated ways the kinds of responses a subject is free to make. Self-report instruments follow this strategy. For example, a test that restricts the subject to true-false answers is likely to be convenient to give and easy to score. So-called personality inventories see below tend to have these characteristics, in that they are relatively restrictive, can

be scored objectively, and are convenient to administer. Other techniques such as inkblot tests for evaluating personality possess these characteristics to a lesser degree. Self-report personality tests are used in clinical settings in making diagnoses, in deciding whether treatment is required, and in planning the treatment to be used. A second major use is as an aid in selecting employees, and a third is in psychological research. An example of the latter case would be where scores on a measure of test anxiety—that is, the feeling of tenseness and worry that people experience before an exam—might be used to divide people into groups according to how upset they get while taking exams. Researchers have investigated whether the more test-anxious students behave differently than the less anxious ones in an experimental situation.

Personality inventories Among the most common of self-report tests are personality inventories. Their origins lie in the early history of personality measurement, when most tests were constructed on the basis of so-called face validity; that is, they simply appeared to be valid. Items were included simply because, in the fallible judgment of the person who constructed or devised the test, they were indicative of certain personality attributes. Personal judgment, even that of an expert, is no guarantee that a particular collection of test items will prove to be reliable and meaningful in actual practice. A widely used early self-report inventory, the so-called Woodworth Personal Data Sheet, was developed during World War I to detect soldiers who were emotionally unfit for combat. Among its ostensibly face-valid items were these: Does the sight of blood make you sick or dizzy? Are you happy most of the time? Do you sometimes wish you had never been born? Recruits who answered these kinds of questions in a way that could be taken to mean that they suffered psychiatric disturbance were detained for further questioning and evaluation. Clearly, however, symptoms revealed by such answers are exhibited by many people who are relatively free of emotional disorder. Rather than testing general knowledge or specific skills, personality inventories ask people questions about themselves. These questions may take a variety of forms. When taking such a test, the subject might have to decide whether each of a series of statements is accurate as a self-description or respond to a series of true-false questions about personal beliefs. Several inventories require that each of a series of statements be placed on a rating scale in terms of the frequency or adequacy with which the statements are judged by the individual to reflect his tendencies and attitudes. Regardless of the way in which the subject responds, most inventories yield several scores, each intended to identify a distinctive aspect of personality. Also available in other languages, it consists in one version of items.

In its development efforts were made to achieve convenience in administration and scoring and to overcome many of the known defects of earlier personality inventories. Varied types of items were included and emphasis was placed on making these printed statements presented either on small cards or in a booklet intelligible even to persons with limited reading ability. Most earlier inventories lacked subtlety; many people were able to fake or bias their answers since the items presented were easily seen to reflect gross disturbances; indeed, in many of these inventories maladaptive tendencies would be reflected in either all true or all false answers. Perhaps the most significant methodological advance to be found in the MMPI was the attempt on the part of its developers to measure tendencies to respond, rather than actual behaviour, and to rely but little on assumptions of face validity. Much study has been given to the ways in which response sets and test-taking attitudes influence behaviour on the MMPI and other personality measures. It is conceivable that two people might be quite similar in all respects except for their tendency toward acquiescence. This difference in response set can lead to misleadingly different scores on personality tests. Acquiescence is not the only response set; there are other test-taking attitudes that are capable of influencing personality profiles.

## 5: Personality test - Wikipedia

*The whole person Understanding ourselves and others better is the starting point for living a more fulfilled life, both at work and at home. Personality assessments are often a catalyst for lifelong.*

Why do we do personality testing? The MMPI was designed to diagnose patients for psychiatrists, and the Millon forces people into categories. Projective tests are based partially on Freudian ideas of projection. He thought you were, by definition, unconscious of the process. Thus, what we project tells us something about how we think inside. This is more of a cognitive approach, and if you believe in schema, then think of projection as the act of "schematic processing" of information to fill in the blanks. Regardless, we tend to project more onto things that make less sense to us or have less structure for us. The more something is structured, the less we have to project into it to make sense of it. Meehl criticized clinical psychology for doing too much with projective tests and basically projecting what we felt into our clients. He advocated for an actuarial approach to psychology; you get charged health insurance based on your age, sex, area of the country, health habits, etc. We could classify your personality the same way. This would allow us to form diagnosis with greater accuracy and predict behavior better. Others criticized this, indicating that diagnosis is not just picking out what a person is like on the outside, but what defines their core. The point of diagnosis is not just to predict behavior, but also to predict what interventions will work and how. Some tests measure states, or temporary personality factors, like the Beck Depression Inventory. Other tests measure traits, or relatively enduring aspects of our personality that can be used to predict how we will behave in the future. Some tests are based on pathology and assess problems and symptoms, while others are based on normality and evaluate healthy functioning and coping skills. Finally, some tests are idiographic and compare your scores on one part to your scores on another. Other tests are nomothetic and compare your scores to a set or scores for "normal" people. The Rorschach is one such test. Some test designs differentiate between personality styles and personality characteristics. A personal style is thought to be more flexible and less pathological, while characteristics are seen as more rigid and unbending, and more likely to lead to serious problems. Many personality tests assess faking or the deliberate attempt to present yourself as something other than what you are. Projective tests are thought to be beyond this.

What do we report from what we see in personality tests? Information on resources and problem solving styles, impulses and impulse control, coping skills and level of adjustment. Emotional lability or stability, emotional coping master of my emotions or slave to them, insight into feelings and their sources, specific feelings that may be hard to deal with, affective sense of oneself good vs. Cookbook programs tell you that, given certain test scores, you can make certain conclusions. On the one hand, they can be helpful in identifying basic data to remember and basic formulations of what the test data mean. The research behind them may be shaky, and how would you know? Further, every one will have some contradictions in it, and understanding what they mean and if they really are contradictions, or some more complex issue at stake. Tasks for Students Erikson saw four problems for students learning to conduct assessments: Developing a theory and learning to use it in understanding the data points. Learning to balance "getting good data" with the needs of the client. While you need "good data" to write your report, the assessment process itself the testing, the discussion of personal information with a stranger, the completion of tests with no idea how well or poorly you are doing on them. A good evaluator can be flexible and balance the needs of the evaluator with those of the client. Dynamics of Testing There are several kinds of dynamics that can happen in testing that Masling points out:

## 6: SparkNotes: Personality: Introduction

*Personality assessment, the measurement of personal characteristics. Assessment is an end result of gathering information intended to advance psychological theory and research and to increase the probability that wise decisions will be made in applied settings (e.g., in selecting the most promising people from a group of job applicants).*

History[ edit ] Illustration in a 19th-century book depicting physiognomy. The self-report inventory involves administration of many items requiring respondents to introspectively assess their own personality characteristics. This is highly subjective, and because of item transparency, such Q-data measures are highly susceptible to motivational and response distortion. An item on a personality questionnaire, for example, might ask respondents to rate the degree to which they agree with the statement "I talk to a lot of different people at parties" on a scale from 1 "strongly disagree" to 5 "strongly agree". Historically, the most widely used multidimensional personality instrument is the Minnesota Multiphasic Personality Inventory MMPI , a psychopathology instrument originally designed to assess archaic psychiatric nosology. Norms[ edit ] The meaning of personality test scores are difficult to interpret in a direct sense. Common formats for these norms include percentile ranks, z scores , sten scores , and other forms of standardised scores. Test development[ edit ] A substantial amount of research and thinking has gone into the topic of personality test development. Development of personality tests tends to be an iterative process whereby a test is progressively refined. Test development can proceed on theoretical or statistical grounds. There are three commonly used general strategies: Inductive, Deductive, and Empirical. Deductive assessment construction begins by selecting a domain or construct to measure. Measures created through deductive methodology are equally valid and take significantly less time to construct compared to inductive and empirical measures. The clearly defined and face valid questions that result from this process make them easy for the person taking the assessment to understand. Although subtle items can be created through the deductive process, [29] these measure often are not as capable of detecting lying as other methods of personality assessment construction. The items created for an inductive measure to not intended to represent any theory or construct in particular. Once the items have been created they are administered to a large group of participants. This allows researchers to analyze natural relationships among the questions and label components of the scale based upon how the questions group together. Several statistical techniques can be used to determine the constructs assessed by the measure. Exploratory Factor Analysis and Confirmatory Factor Analysis are two of the most common data reduction techniques that allow researchers to create scales from responses on the initial items. It also may allow for the development of subtle items that prevent test takers from knowing what is being measured and may represent the actual structure of a construct better than a pre-developed theory. One of the central goals of empirical personality assessment is to create a test that validly discriminates between two distinct dimensions of personality. Empirical tests can take a great deal of time to construct. In order to ensure that the test is measuring what it is purported to measure, psychologists first collect data through self- or observer reports, ideally from a large number of participants. Self-reports are commonly used. In an observer-report, a person responds to the personality items as those items pertain to someone else. To produce the most accurate results, the observer needs to know the individual being evaluated. Combining the scores of a self-report and an observer report can reduce error, providing a more accurate depiction of the person being evaluated. Self- and observer-reports tend to yield similar results, supporting their validity. The second party observes how the target of the observation behaves in certain situations e. The observations can take place in a natural e. Direct observation can help identify job applicants e. The object of the method is to directly observe genuine behaviors in the target. A limitation of direct observation is that the target persons may change their behavior because they know that they are being observed. A third limitation is that direct observation is more expensive and time consuming than a number of other methods e. A person is high in conscientiousness will ordinarily be less likely to commit crimes e. For a test to be successful, users need to be sure that a test results are replicable and b the test measures what its creators purport it to measure. Fundamentally, a personality test is expected to demonstrate reliability and validity. Reliability refers to the extent to which test scores, if a test

were administered to a sample twice within a short period of time, would be similar in both administrations. Test validity refers to evidence that a test measures the construct e. Analysis of data is a long process. Non-response[ edit ] Firstly, item non-response needs to be addressed. Unit non-response is generally dealt with exclusion. Literature about the most appropriate method to use and when can be found here. When tests have more response options e. Dimensional approaches such as the Big 5 describe personality as a set of continuous dimensions on which individuals differ. This is generally found by summing the un-weighted item scores. Criticism and controversy[ edit ] Biased test taker interpretation[ edit ] This section does not cite any sources. Please help improve this section by adding citations to reliable sources. Unsourced material may be challenged and removed. May Learn how and when to remove this template message One problem of a personality test is that the users of the test could only find it accurate because of the subjective validation involved. Users of personality tests have to assume that the subjective responses that are given by participants on such tests, represent the actual personality of those participants. Also, one must assume that personality is a reliable, constant part of the human mind or behaviour. Personality versus social factors[ edit ] This article needs additional citations for verification. Please help improve this article by adding citations to reliable sources. March Learn how and when to remove this template message In the 60s and 70s some psychologists dismissed the whole idea of personality, considering much behaviour to be context-specific. However, more extensive research has shown that when behaviour is aggregated across contexts, that personality can be a modest to good predictor of behaviour. Almost all psychologists now acknowledge that both social and individual difference factors i. The debate is currently more around the relative importance of each of these factors and how these factors interact. This article needs additional citations for verification. May Learn how and when to remove this template message One problem with self-report measures of personality is that respondents are often able to distort their responses. This is particularly problematic in employment contexts and other contexts where important decisions are being made and there is an incentive to present oneself in a favourable manner. Work in experimental settings [45] has also shown that when student samples have been asked to deliberately fake on a personality test, they clearly demonstrated that they are capable of doing so. Hogan, Barrett and Hogan [46] analyzed data of 5, applicants who did a personality test based on the big five. At the first application the applicants were rejected. After six months the applicants reapplied and completed the same personality test. The answers on the personality tests were compared and there was no significant difference between the answers. So in practice, most people do not significantly distort. Nevertheless, a researcher has to be prepared for such possibilities. Also, sometimes participants think that tests results are more valid than they really are because they like the results that they get. People want to believe that the positive traits that the test results say they possess are in fact present in their personality. Several strategies have been adopted for reducing respondent faking. One strategy involves providing a warning on the test that methods exist for detecting faking and that detection will result in negative consequences for the respondent e. Forced choice item formats ipsative testing have been adopted which require respondents to choose between alternatives of equal social desirability. Social desirability and lie scales are often included which detect certain patterns of responses, although these are often confounded by true variability in social desirability. More recently, Item Response Theory approaches have been adopted with some success in identifying item response profiles that flag fakers. Other researchers are looking at the timing of responses on electronically administered tests to assess faking. While people can fake in practice they seldom do so to any significant level. To successfully fake means knowing what the ideal answer would be. Even with something as simple as assertiveness people who are unassertive and try to appear assertive often endorse the wrong items. This is because unassertive people confuse assertion with aggression, anger, oppositional behavior, etc. Psychological research[ edit ] Research on the importance of personality and intelligence in education shows evidence that when others provide the personality rating, rather than providing a self-rating, the outcome is nearly four times more accurate for predicting grades. Therefore with respect to learning, personality is more useful than intelligence for guiding both students and teachers. However, ipsative personality tests are often misused in recruitment and selection, where they are mistakenly treated as if they were normative measures. Salespeople are using personality testing to better understand the needs of their customers and to gain a competitive edge

in the closing of deals. College students have started to use personality testing to evaluate their roommates. Lawyers are beginning to use personality testing for criminal behavior analysis, litigation profiling, witness examination and jury selection. The idea behind these personality tests is that employers can reduce their turnover rates and prevent economic losses in the form of people prone to thievery, drug abuse, emotional disorders or violence in the workplace. There is also the issue of privacy to be of concern forcing applicants to reveal private thoughts and feelings through his or her responses that seem to become a condition for employment. Another danger of personality tests is the illegal discrimination of certain groups under the guise of a personality test. It was designed to help the United States Army screen out recruits who might be susceptible to shell shock. The Rorschach inkblot test was introduced in as a way to determine personality by the interpretation of inkblots. The Minnesota Multiphasic Personality Inventory was published in as a way to aid in assessing psychopathology in a clinical setting. Myers-Briggs Type Indicator MBTI is a questionnaire designed to measure psychological preferences in how people perceive the world and make decisions. The MBTI utilizes 2 opposing behavioral divisions on 4 scales that yields a "personality type". OAD Survey is an adjective word list designated to measure seven work related personality traits and job behaviors: It was first published in with periodic norm revisions to assure scale validity, reliability, and non-bias. The True Colors personality Test developed by Don Lowry in is based on the work of David Keirse in his book, "Please Understand Me" as well as the Myers-Briggs Type Indicator and provides a model for understanding personality types using the colors blue, gold, orange and green to represent four basic personality temperaments.

## 7: The Enneagram: An Introduction - Center for Action and Contemplation

*Introduction. Why do we do personality testing? Personality testing is very helpful because it tells us about a person's coping in general with stress and life, sometimes by creating a stressful situation in the act of testing, giving us a chance to watch the person react, make sense of something that is senseless, or assign meaning to things and explain their thoughts.*

Learn about Personality Type: She labeled these differences "preferences" - drawing a similarity to "hand preferences" to illustrate that although we all use both of our hands, most of us have a preference for one over the other and "it" takes the lead in many of the activities in which we use our hands. The first set of mental preferences relates to how people "Perceive" or take in information. Those who prefer Sensing Perception favor clear, tangible data and information that fits in well with their direct here-and-now experience. In contrast, those who prefer Intuition Perception are drawn to information that is more abstract, conceptual, big-picture, and represents imaginative possibilities for the future. The second set of mental preferences identifies how people form "Judgments" or make decisions. Those who prefer Thinking Judgment have a natural preference for making decisions in an objective, logical, and analytical manner with an emphasis on tasks and results to be accomplished. Those whose preference is for Feeling Judgment make their decisions in a somewhat global, visceral, harmony and value-oriented way, paying particular attention to the impact of decisions and actions on other people. One of the practical applications of the MBTI and understanding these preferences is in supporting better Teamwork. Differences in these mental preferences lead to quite different value structures and communication styles, which can hamper mutual understanding and cooperation. For example, people who share Sensing and Thinking preferences find they are naturally on the same wavelength; they easily understand one another, making good teammates and partners. Likewise, people who share Intuition and Feeling have a similar kinship among them. While this diversity can be a useful strength, contributing to greater depth and breadth of team competence, there will be natural communication barriers within the team due to their natural mental language differences. Such differences can be overcome, and the communication gap bridged, with mutual respect and practice learning to "talk" and "think" in a second or third language. A MBTI workshop can be seen as an introduction to learning the language, habits and culture of other types.

Energy Orientation and Outer World Orientation. The first one is the dimension of personality discovered by Carl Jung that became widely adopted by general psychology: This is the style or orientation one uses in dealing with the external world: Energy Orientation pertains to the two forms of Energy Consciousness each of us experiences on a daily basis. We occupy two mental worlds: One of these worlds is our elemental source of energy; the other secondary. Those who prefer Introversion draw their primary energy from the inner world of information, thoughts, ideas, and other reflections. When circumstances require an excessive amount of attention spent in the "outside" world, those preferring Introversion find the need to retreat to a more private setting as if to recharge their drained batteries. In contrast, those who prefer Extraversion are drawn to the outside world as their elemental source of energy. Rarely, if ever, do extraverted preference people feel their energy batteries are "drained" by excessive amounts of interaction with the outside world. They must engage the things, people, places and activities going on in the outside world for their life force. This cultural bias frequently leads natural introverted types to mis-identify their primary preference as Extraversion. When this leading function is one of the two Judging mental preferences, then this orientation is called Judging. When this leading function is one of the two Perceiving mental preferences, then this orientation is called Perceiving. Those who prefer Judging rely upon either their T or F preference to manage their outer life. This typically leads to a style oriented towards closure, organization, planning, or in some fashion managing the things and or people found in the external environment. The drive is to order the outside world. While some people employ an assertive manner, others "ordering touch" - with respect to people - may be light. Those who prefer Perceiving rely upon either their S or N preference to run their outer life. This typically results in an open, adaptable, flexible style of relating to the things and people found in the outside world. The drive is to experience the outside world rather than order it; in general lack of closure is easily

tolerated. Thus the four IxxJ types - whose extraverted style is Judging - are actually Perceiving types on the inside! Thus their extraverted "personality" can mask their primary nature. Likewise the four IxxP types - whose extraverted style is Perceiving and thus tend to have an open style - are actually on the inside Judging oriented! Extraverted personality types who work best by thinking out loud and considering matters in dialogue can be frustrated by Introverted personality types whose best work on thinking and considering is done internally and detached from active interaction. Take our free online self-scoring "Myers Briggs Personality Test" and learn more about Personality Types Personality Types with an extraverted Judging orientation are frequently put off by extraverted Perceiving types disorderly attention to things and people around them - their failures to properly plan, organize, manage, and finish affairs. Perceiving types can be seen as "flakes" who constantly put things off til the absolute last minute. Personality Types with an extraverted Perceiving orientation often see their opposite number as control freaks and imperceptive draft horses with blinders on - and even then they sometimes miss things that are right in front of their noses! Extraverted Judging types are naturally drawn to management positions; Extraverted Perceiving types naturally resist being managed! The mellowing process of aging sometimes produces similar mellowing of the J and P orientations. Extraverted Perceiving types discover a need and an appreciation for a greater degree of order in their external affairs and Extraverted Judging types discover a need and an appreciation for a greater degree of openness and discovery in their external life.

### 8: About the MBTI | Myers Briggs Personality Types

*Free personality test - take it to find out why our readers say that this personality test is so accurate, "it's a little bit creepy." No registration required!*

### 9: Free Myers Briggs Test | MBTI Personality Types

*Personality Type or Psychological Type are terms most commonly associated with the model of personality development created by Isabel Briggs Myers (aka Briggs Meyer, Meyer Briggs, Briggs Myers, Myer Briggs) the author of the world's most widely used personality inventory or personality assessment, the MBTI or Myers-Briggs Type Indicator. © Myers and her mother, Katharine Briggs, developed.*

*Theatrum majorum. The Cambridge of 1776: where-in is set forth an account of the town, and of the events Parenting when your child is an adult Consultation in the community The Usborne Book of Weather Facts A life of preparation The avenging chance Anthony Berkeley The Complete Book of Sewing Options made easy your guide to profitable trading Model legislature Word Biblical Commentary Vol. 47a, Hebrews 1-8 Priority for rural development overseas The days before Christmas Writing Masculinity in the Later Middle Ages Names I Cant Remember Epilogue: does Vegas have a soul? Cairo declaration of human rights in islam Solah surah Biological networks : rainforests, coral reefs, and the Galapagos Islands Sonia Kleindorfer and James G. Geography: discipline, profession and subject since 1870 Concealing coloration in birds and mammals (1911) Confucian harmony and humane progress Occupational Safety and Health in the Iron and Steel Industry I go potty Emily Bolam, illustrator. Central michigan university application Oracle webcenter content umentation Staples job application form Labview for dummies If only I had a green nose Fifty shades trilogy tuebl Christmas Angel Sticker Paper Doll Love at a Venture The voice from nowhere Mind mending medicine The Alaska Mother Goose (Last Wilderness Adventure) New Intellectual Property Issues Reply to an order by the Chicago city council for information respecting improvements made under the 1907 Sir Henry Baskerville Big, small, short, tall Linear algebra, rational approximation, and orthogonal polynomials The tacky manager*