

E-411 PRMA

LECTURE 17 PERSONALITY ASSESSMENTS

Christopher David Desjardins

DESCRIPTION OF INSTRUMENT

Each student will find and describe an instrument in their field of interest.

This paper will be no more than 2 pages and should briefly introduce the instrument, its **purpose**, what kind of items are used, and **describe and interpret** information presented regarding **reliability and validity** of the instrument.

Students should comment on how the instrument **is scored** and used in analyses if the authors provided explicit instructions.

WHO IS REPORTING

SELF-REPORTING

Often the person supplies information about their personality ([self-reporting](#))

May be from diaries or an interview and can elicit very private information

Self-report measures self-concept (e.g. Beck Self-Concept Test)

What are some measurement issues with this?

ANOTHER PERSON

- May want/need a spouse, parent, teacher, boss, friend, or trained observer as the informant
- Informant may know the subject being studied very well, perhaps better than themselves
- Lots of measurement issues though!!!
 - Biased leading to be too generous or severe
 - May want to rate person as "normal", i.e. in the middle
 - Something may overshadow (the halo effect)
 - Context important
 - Other problems?

WHAT IS BEING MEASURED

ASSESSMENTS AND RESPONSE STYLES

May measure thoughts, feelings, behaviors

Can also measure **response style** (characteristic response pattern independent of the content)

Are they being honest?

Are they responding in a socially desirable way?

These are validity issues

Attempts to measure this on a test - **validity scale**

WHERE IS IT BEING MEASURED

HOW IS IT BEING MEASURED

HOW FACTORS: FOCUS AND THE FRAMEWORK

- Does it have a narrow or wide focus
 - Does it measure just one aspect or many aspects of personality
- Theoretical or atheoretical
 - Is it based on a theoretical framework of personality
 - For example, psychoanalysis
 - Most popular instrument, MMPI, is atheoretical

HOW FACTORS: ASSESSMENT AND ITEM FORMAT

Myriad of formats used: traditional test, interviews,
performance tasks, etc

They may be structured or unstructured

Most important is a clear definition of the construct of
interest!

HOW FACTORS: FRAME OF REFERENCE

Now, in the past, in the future

How I see myself, how others see me, etc

Q-sort technique, ranking of variables based on some instruction

"Most how I feel about this course" to "Least how I feel about this course"

Based on Q-factor analysis

Adjective checklist and sentence completion

HOW FACTORS: SCORING

Range from simple summing of responses to complex algorithms requiring experts

Depends on test makers approach to personality

Is it a **nomothetic** vs. **idiographic** approach?

Is scoring **normative** or **ipsative**?

HOW ASSESSMENTS ARE DEVELOPMENT

- Logic and reason
 - Is the content covered logical?
 - Based on a literature review
 - **face validity**
- Theoretical framework
- Factor or cluster analysis
 - **cluster analysis** - factor analysis on the subjects not the items

FACTOR ANALYTIC APPROACH

Cattell in the 1940's - 16 primary factors

Are these distinct?

The Big Five

Extraversion, Emotional Stability, Openness, Agreeableness,
Conscientiousness

The Big Five Inventory

CRITERION GROUPS

Recall, a **criterion** is a standard or benchmark used for decisions

A **criterion group** is a homogeneous, reference group that serves as the basis for deciding whether items should be included on a final version of an instrument

This process is known as **empirical criterion keying**

USING EMPIRICAL CRITERION KEYING

Let's measure extraversion

1. Create large pool of items that measure extraversion
2. Administer test to a group that are extremely extraverted (criterion group) and a group that is just a random sample
3. Conduct item analysis to determine items that predict criterion group membership
4. Obtain standardization sample

MMPI

Many different scales and very long, see Table 12-3

Lots and lots of supplementary scales

Includes three **validity scale**

1. L scale, need to a certain score to determine whether you are willing to speak negatively
2. F scale, items that typically only a psychiatric population would endorse
3. K scale, defensiveness, giving a favorable impression
4. Too many cannot says - question validity of score

MMPI-2

Needed a more representative sample

Rewrote and write lots of new items

Added items about drugs, suicide, marriage, work, Type A behaviors

Even more validity scales

MMPI-2-RF AND MMPI-A

MMPI-2-RF Need to added the **demoralization** factor

Need to reduce overlap in items on multiple scales
(**discriminant validity**)

Also added higher-order scales (e..g Internalizing
dysfunction) (Table 12-4)

MMPI-A, adolescent version

A moving target!

MMPI in Iceland? Sounds like they used the same norms as
the USA

CULTURE

One's culture shapes their world view and identity
(acculturation)

As do ones values and identity

Presents unique and difficult situation for constructing tests

What can we do to prevent this and how might it manifest
itself on a personality assessment?