

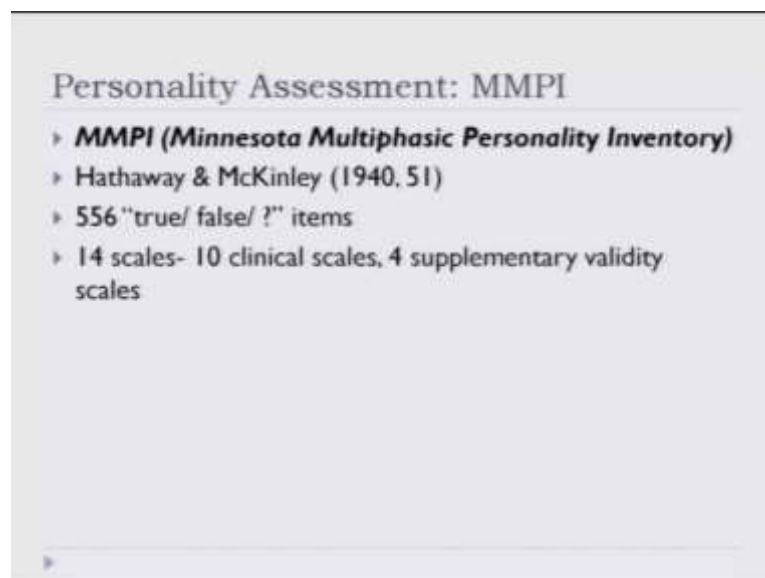
Introduction to Psychology
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Lecture – 38
Personality

Today we would be talking about the psychometric tools that are used for assessment of personality. Before we go in to the details as I told you right in the beginning that we would be taking only three four different types of psychometric tools, I must tell you that there are large number of tools available for assessment of personality, I am talking about the psychometrics once.

But gradually you would realize that if you look at the older versions of the personality assessment tools ,they had large number of items compare to the test which I have developed much later where you would realize that of the number of items for these tests have reduced. This is an interesting development. The first personality assessment tool under the psychometric tool category, that we are going to discuss is the Minnesota Multiphasic Personality Inventory; MMPI.

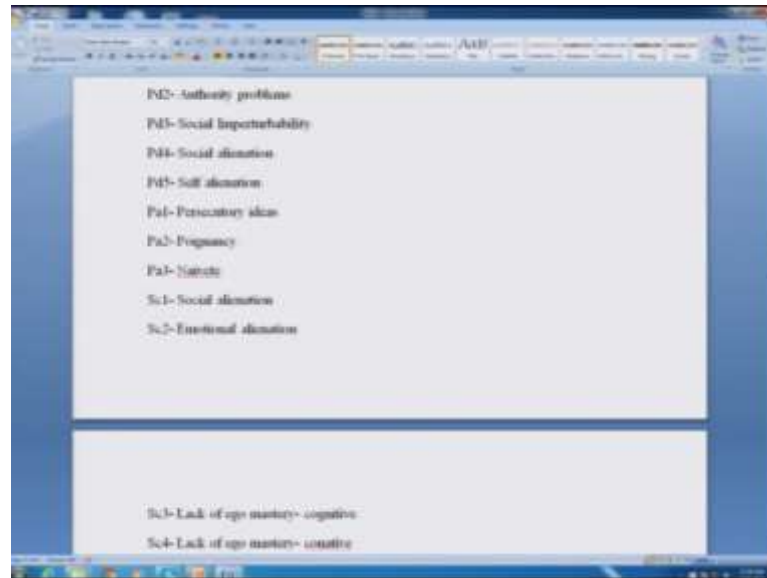
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This was very popular test and till that in certain areas again you will find very heavily being used. Hathaway and Mckinley they came forward this very test which has 556 items which are basically true false or not sure type of responses format. So, either you

take true or you take false or you take not sure. And this has 14 scales, 10 clinical scales and 4 supplementary validity scales. Two versions have come MMPI one and recently you will find MMPI two being used.

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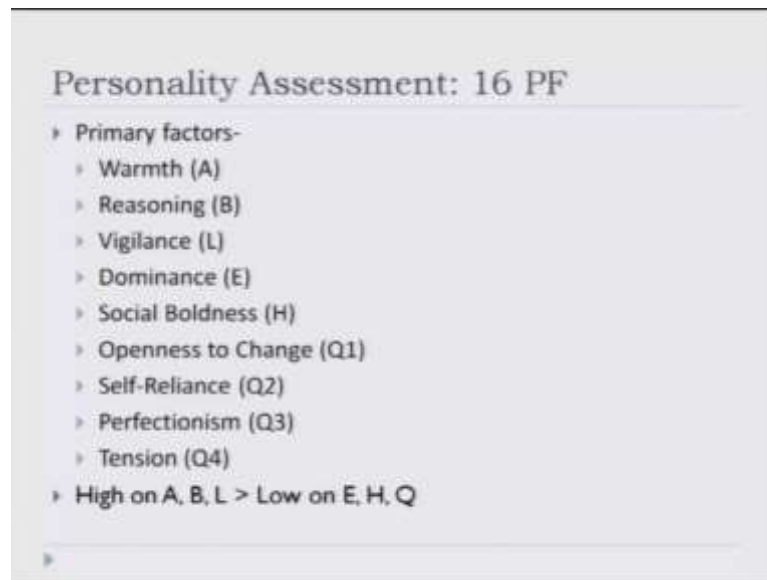


Now look at your screen the clinical subscales that MMPI measures are hypochondriasis, depression, conversion hysteria, psychopathic deviates, masculinity femininity, paranoia, schizophrenia, hypomania, social introversion. It also measures subjective depression, psychomotor retardation, physical malfunctioning, mental dullness, brooding, and denial of social anxiety, need for affection. Whole lot of characteristics you will find that is very test tries to find out.

You would realize a very interesting thing that in a certain high state professions, say for in some example I can share with you in at least in the west, those who use to go to the nuclear power plants the operators there, they were suppose to undergo in MMPI and unless you have certain score you will not be qualified to become a nuclear part plant operator. So, important was this test that one point in time and even today in certain areas we would find MMPI being used.

The other important test in a psychology for assessment of personality we have referred to this is 16 PF.

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Now 16 PF are different 16 personality factors, but the primary factors that this test talks about are warmth, reasoning, vigilance, dominance, social boldness, openness to change, self-reliance, perfectionism, tension and so; 16 difference factors. And you can see in the bracket know A B L E this is the code that just it provides, so these codes are given.

Now, what happens in this case of 16 PF we you get the items, you respond to them and then you are assessed. What is interesting in this very assessment is that if you are high on certain qualities you are supposed to be low on other qualities. So, I have chosen only those factors where one of the concepts in this very test is given of high and low. Like if you are high on A B and L that is warmth, reasoning and vigilance then you are bound to be low and E H and Q. E is dominance, H is social boldness and Q are basically openness to change, self reliance, perfectionism and tension.

So, 16 PF creates an interesting type of situation where you have 16 different characteristics and then your assessed on the basis of what are you high at and what are you low at.

The third and extensively used personality assessment tool is MBTI.

(Refer Slide Time: 05:01)

Personality Assessment: MBTI

- › **Myers-Briggs Type Indicator (MBTI)**
- › Identifies certain psychological differences according to the typological theories of Jung
- › Considers personality type similar to handedness: individuals are either born with, or develop certain preferred ways of thinking and acting.

› **Dichotomies**

Extraversion	Introversion
Sensation	iNtuition
Thinking	Feeling
Judging	Perceiving

Now, Myers-Briggs Type Indicator or you can even take this test online. It identifies certain psychological differences according to the typological theories of Jung. Right now we when we were talking about word association test in the projective domain they are also be referred to Jung, and then this is the psychometric tool which is again based on the typological theory given by (Refer Time: 05:31).

Now, this considers personality type similar to handedness. So, what happens in the case of handedness? You are born with certain type of ability or you develop certain preferences. So what happens, that you develop certain preferred way of thinking. And acting and based on that it has developed very nice parameters of finding what type of combinations you have. So, this MBTI talks about certain dichotomies like introversion, extraversion, sensation, intuition, thinking, feeling and judging and perceiving.

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Personality Assessment: MBTI					
Type Preferences & the 16 Personality Types		SENSING		INTUITING	
		THINKING	FEELING	FEELING	THINKING
INTROVERSION	JUDGING	ISTJ	ISFJ	INFJ	INTJ
	PERCEIVING	ISTP	ISFP	INFP	INTP
EXTRAVERSION	PERCEIVING	ESTP	ESFP	ENFP	ENTP
	JUDGING	ESTJ	ESFJ	ENFJ	ENTJ

Now, it says that if you are looking at type preferences and the 16 personality types it comes out of it. Look at sensing intuiting the columns there, so you could be sensing thinking, you could be sensing feeling type of person, you could be intuiting feeling person or you could be intuiting thinking person. And similarly you will have introversion, extraversion. Now you see here extra introversion, extroversion was the first dichotomy and the second dichotomy was sensation intuition

So, now you have sensation, intuition divided into thinking and feeling for both and then introversion extraversion again divided in terms of judging and perceiving type, thinking, feeling, judging, and perceiving all these four dichotomies, so it is a 4 by 4 matrix that is created in MBTI. Now look at the type preference. So, the first possibilities ISTJ; I stands for introversion, S stands for sensing, T stands for thinking and J stands for judging. So, you have a combination of introversion who is sensing type, thinking and judging type. This is the type reference. The second is ISFJ. So, you are now introvert sensing, feeling, judging type. The third INFJ, so you can make out now it is intuiting, introversion, intuiting feeling and judging. And then the fourth one is INTJ where you have introversion, intuition, thinking and judging.

So, the first row if you see it gives you four outcomes. So, 4 and then you have another 4 so 8, and again 4 and again 4 so 4 4s are finally it comes to 16. So, 16 different type of

personality types you can come out of MBTI when it when you are looking only for the type preference.

Similarly, say if I go to perceiving type then you will have introverts who is sensing, thinking, perceiving type. Then you have introverts, sensing, feeling, perceiving type. Introverts who are intuitive, feeling, perceiving type; introverts who are intuitive thinking and perceiving type. Similarly you have extroverts who are sensing, thinking, and perceiving type.

So, these are 16 different types of personality types that you can now come forward with.

(Refer Slide Time: 09:01)

Personality Assessment: MBTI					
Temperament & the 16 Personality Types		ABSTRACT		CONCRETE	
		DIRECTING	INFORMING	DIRECTING	INFORMING
AFFILIATIVE	RESPONDING	INFJ IDEALIST	INFP IDEALIST	ISTJ GUARDIAN	ISFJ GUARDIAN
	INITIATING	ENFJ IDEALIST	ENFP IDEALIST	ESTJ GUARDIAN	ESFJ GUARDIAN
PRAGMATIC	RESPONDING	INTJ RATIONAL	INTP RATIONAL	ISTP ARTISAN	ISFP ARTISAN
	INITIATING	ENTJ RATIONAL	ENTP RATIONAL	ESTP ARTISAN	ESFP ARTISAN

Then you can look at the temperament. In temperament again you have affiliative and pragmatic on one hand Affiliative have two components responding and initiating, and same which pragmatic you could be responding and initiating type, Abstract and concrete type. Abstract is now both of them are directing and informing type.

So, again do this same exercise as we did in the previous case. So, you again come forward with 16 different types of temperaments. First one would be affiliative, abstract, responding, and informing; this is one. And what you would realize is that say again you come forward with 16 different types of combinations and then there are words written there, idealist, guardian, rational, artisans, so these are the brought temperaments. But within the same temperament you would realize that you have variation.

For instance, idealist if you see there are four different types of idealists; affiliative, responding, abstract, directing; then affiliative, responding, abstract, informing. Affiliative, initiating, abstract, directing and affiliative, initiating, abstract, informing, like wise 4-4 combinations are there. So, idealist 4 different types, guardian's 4 different types, rational 4 difference types and artisans again 4 difference types.

(Refer Slide Time: 10:53)

Personality Assessment: MBTI					
Interaction Styles & the 16 Personality Types		DIRECTING		INFORMING	
		ABSTRACT	CONCRETE	ABSTRACT	CONCRETE
RESPONDING	AFFILIATIVE	INFJ CHART-THE- COURSE	ISTJ CHART-THE- COURSE	INFP BEHIND-THE- SCENES	ISFJ BEHIND-THE- SCENES
	PRAGMATIC	INTJ CHART-THE- COURSE	ISTP CHART-THE- COURSE	INTP BEHIND-THE- SCENES	ISFP BEHIND-THE- SCENES
INITIATING	AFFILIATIVE	ENFJ IN-CHARGE	ESTJ IN-CHARGE	ENFP GET-THINGS-GOING	ESFJ GET-THINGS-GOING
	PRAGMATIC	ENTJ IN-CHARGE	ESTP IN-CHARGE	ENTP GET-THINGS-GOING	ESFP GET-THINGS-GOING

And then you can also look at the interaction style based on their MBTI course. Once again, you have responding type and initiating type again affiliative pragmatic again here and the same thing directing and informing and your higher your abstract concrete types. So what happens? You have again the combinations, so INFJ, so you are responding, affiliate directing abstract, responding affiliate directing concrete, responding pragmatic directing abstract, and responding pragmatic directing concrete.

So, again similar to the previous case you have 4-4 chunks created here. The first one is those who chart their course, second who are behind the scenes, third who are in charges and fourth they are the get things going people. So, 4 different subsets and all of them have 4 different permutation combinations. So, this is very interesting test gives you very very discreet explanation of individual characteristics you can map based on their MBTI course. This is one of the most popularly used test now a days, especially in the organizational set ups.

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Personality Assessment: Big 5				
25 items				
STRONG ADJUSTMENT	Resilient	Responsive	Reactive	WEAK ADJUSTMENT
LOW SOCIABILITY	Introvert	Ambivert	Extrovert	HIGH SOCIABILITY
LOW OPENNESS	Preserver	Moderate	Explorer	HIGH OPENNESS
LOW AGREEABLENESS	Challenger	Negotiator	Adapter	HIGH AGREEABLENESS
LOW CONSCIENTIOUSNESS	Flexible	Balanced	Focused	HIGH CONSCIENTIOUSNESS

Another test you will find which is called the Big 5. This is a test which has not only 25 items. Now you just look back when we started with MMPI, MMPI had 500 plus items and when you come to big 5 it has only 25 items. So, why was said that psychologist suddenly decided that the number of items in individual personality assessment tools should be reduced. What was the need for that? You can think of this. And similarly you can also think that why was there a need to move from projective to psychometric or psychometric to projective which one is better, little later we will come to that. Let us first talk about big 5.

Now in big 5 what happens you have 25 items and you have two extreme ends, so strong adjustment, weak adjustments these are the two extreme ends. So, the left hand side that you see here on your screen strong adjustment looks low sociability, low openness, low agreeableness, and low conscientiousness. These are basically one side of the continuum other side of the continuum means weak adjustment, high sociability, high openness, high agreeableness and high conscientiousness. So, these are completely bipolar type of things. And within these two extreme ends lie three important possibilities.

For example, based on the score that you have obtained given on this 25 items on big 5 you could fall in one of the categories. So, between strong adjustment and weak adjustment the possibilities are you could be resilient, you could be responsive, and you could be reactive. Similarly, low sociability and high sociability are two extreme ends

and the possibilities are you could be introvert, you could be ambivert, and you could be extrovert, the two extreme possibilities of openness; low and high openness; so the possibilities are that you could be a preserver, you could be moderate or you could be an explorer.

Similarly for agreeableness the extreme possibilities are, you are high at it or you are low at it. From low towards high when you move the possibilities are you could be a challenger. You could be a negotiator or you could be an adapter. When we comes to conscientiousness, again the extreme possibilities when you move from low to high the possibilities are you could be a flexible individual, you could be a balanced individual, you could be an extremely focused individual. So, what big 5 does is that, it has 5 basic characteristics, adjustment, sociability, openness, agreeableness and conscientiousness. And then you have two extreme ends; the low and the high end of it and then between the low and high you have three different possibilities.

So, on each of them you would have a score. So, your adjustment score, your agreeableness score, sociability score, openness score, conscientiousness scores, will say how resilient responsive or reactive you are how introvert what are what, you are whether you are preserver whether you are moderate whether, you are explorer whether you prefer to challenge, negotiate or adapt, are you very flexible, are you very balanced or are you the one who extremely focused. So, big 5 give you this option. There are many more versions are known. And as I told you that there are large numbers of psychometrics tools available, for practical reasons we have limited time and there for restricted ourselves only to 4 popular psychometrics tools.

Now coming back to the earlier question, why is it that number of items in psychometric tools reduced to over a period of time? And how culture fair are these tests, culture fair means if the test was developed validated in say a Western culture how much is it a possibility that I can used the same test using the same norm in my cultural context. This is a big issue in psychology. Most of these tests are very very sensitive to certain cultural issues and therefore when you use it for your purpose in your cultural contexts you have to be extremely careful.

There is a concept of adaptation of test. So, many of the Western tools you would realize that they have been adapted. Means, the items have been relooked at you people have

done factor analysis to realize that the major factors remains the same as it was in the original tool. And also they have looked at the reliability and the ability of these tools. Why was there a need for reduction in the number of items? Perhaps and to greater extent this is true. The organizations which need your test that they tell you that they cannot give you in definite time to complete test, they cannot expose their employees to a testing session for a very long and therefore, the demand for a very crisp type of a test.

To develop tests which suits the need of the organizations you would realize that they are have been various tools which have been developed with less number of items. Unlike other types of tests like even Eyesenck inventory had 100 items, MMPI had 500 plus items, there are many old tools that you would realize at they have very exhaustive list of items. And these were the items which technically if you plot historically on the time line you would realize that they involved at the time when clinical diagnosis was extremely important. So, one was the issue of number of items.

Second, how to I choose whether to go for projective or a psychometric tool? The answer is extremely difficult. One as a psychologist, you should not take up a test based on your interest that I want to use this type of a test. Rather, it would be good to take a test which basically serves the purpose for which you are trying to test the individual. For instance if I am working in a clinical setup, I come across a case where the person is not very openly sharing the thoughts. And therefore it is very difficult for me to find out the complexes that the individual has, and which is a source of discomfort, a source of pathology for this very individual. Now in this type of a situation it is good to use say test like row shining blot test. As I was sharing that TAT is one of the tests which are very extensively used even for the selection of people in the uniform services.

Now if I am selecting a soldier, an officer in the armed forces who would be responsible for maintaining the morale, he would suppose to be he is likely to be a man of character an exemplary type of a personality, who would face very challenging circumstance, but would come forward with exemplary type of behavioral outcome. How do I assess? Now psychometric tools it gives you an item, it gives you a description and then you have certain choices. It could be a forced choice type of a thing yes no type of a pattern, or like a MMPI where you have three options yes no and not sure, or it could be say a 5 point scale, 7 point scale.

But then the intermediate variation is not there and to you could even lie. Of course, some of these tests have lie scores as well like a MMPI had a lie score, Eysenck test had a lie score. So, you could find that whether this individual has been consistent or not while responding to the items in the psychometric tool. Projective test takes care of this. If you use TAT you can very easily find out world view of the individual, you can very easily find out the inner complexes of the individual, and you can very easily draw a line to find out if a person who has these many complexes could be in these types of situations, whether this very individual would be good for my organization or not.

Remember, historically for a very very longer period time TAT has been in usage in the selection of officers for the armed forces. Situation reaction test when you induct people in the profession who would be given some task which are high state task basically. For some example you are chosen in the allied forces, if you are say deputed in highway security.

Now, you have certain degree of authority invested in you, you are part of a law and enforcement agency which has invested great deal of authority; you can stop anybody, you can check anybody, you can examine somebody, you can take somebody in to custody, you can file case against somebody. Now how do I ensure that the authority that I invest in a given individual you joins my forces is really a worthy person and you would realize that situation reaction test which are very customized type of test developed exclusively for different type of services. They help you a lot, in terms of understanding the complex nature of the individual whom you are trying to induct in your force and therefore this is a making become CCR.

It is not that it is a full proof thing that these people do not commit any mistake; they do not take things in their hand, but then you find it very few people who have been inducted in to the service goes on the wrong track by and large people retain their integrity, they perform their duties to due diligence and professionalism. So, situation reaction test that serve such type of a purpose

Say for instance, if you have to conduct something in a group set up for example. Large number of employees in given organization, you want to identify who are the people who should be transferred to RND section, who are the people who are who can be sent negotiate with the other agencies, who are the people who would be very very

reluctant to these changes, who are the people who would be extremely balanced if they are given certain critical tasks; you can use big 5. Very easily you can slot people into different categories and then you know who would be better if centered this very position in this capacity in the organization. All of these tests have certain duties and depending on your need you can pick and chose any one of them.

With this way we conclude are discussion on the topic of personality. What we discussed initially was the full range of approaches that has been adapted by difference tools of thoughts, how they explain the personality of the individual emerges. We thankfully even went to the Indian construct, the Indian concept of personality the trigunas . And then we came heavily on the assessment part, how personality is assessed. So, with this we complete our discussion on personality.