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INTRODUCTION TO PERSONALITY TEST.

REF: 13/10/2019 30 23790347 156

DEFINITION OF PERSONALITY :

- a) Gordon Allport (1937) : Personality is the dynamic organisation within the individual of those psychological systems that determine his unique adjustments to his environment.
- b) Sigmund Freud : Personality is an individual's unique thoughts, feelings and behaviour that persist over time and different situations.
- c) Woodworth and Marquis : Finds personality as the total quality of an individual's behaviour as it is revealed in his characteristics habits of thought and expression, his attitudes, interests his manners of acting and his own philosophy of life.
- d) According to Linton : Personality is the organised aggregate of psychological processes and states pertaining to the individual.
- e) Kimble Young says "Personality refers to the more or less organised body of ideas, attitudes, traits, values and habits which an individual has built into roles and status for dealing with other and with himself."
- f) Ruze see personality as "an organised and integral unity consisting of many elements that work together as a functioning whole."

THEORIES OF PERSONALITY

Psychologists interested in the study of personality, try to answer certain questions about the nature and origin of individual differences in personality. A number of approaches and theories have been developed to understand and explain behavioural differences among individuals and behaviour consistencies within an individual.

Psychologists distinguish between type and trait theories to personality.

- Type Theories of Personality:

The type theories attempt to comprehend human personality by examining certain broad patterns in observed behavioural characteristics of individuals.

Type theories have explained personality on the basis of physique and temperament. Temperament refers to emotional aspect of the personality like changes in mood, tension, excitement etc.

WILLIAM SHELDON

The personality types given by Sheldon are fairly well-known using body build and temperament as the main basis. Sheldon proposed the endomorphs, mesomorphs and ectomorphs.

- 1) Endomorphs - These individuals are generally assertive, athletic, energetic, relaxed, sociable, slow and tolerant physically. They are soft and round. These people generally love comfort and love to eat.
- 2) Mesomorphs - These individuals are generally assertive, athletic, energetic and bold tempered. They love physical adventure and risk taking behaviour. Physically they are

muscular and strong.

3) Ectomorphs - These individuals are love, fragile, sensitive, fearful, introverted and artistic.

CARL JUNG

Carl G. Jung proposed another important typology by grouping people into introverts and extroverts. These are widely recognised.

1) Introverts - Introverts are people who prefer to be alone, tend to avoid others, withdraw themselves, in the face of emotional conflicts and are shy.

2) Extroverts - Extroverts on the other hand are sociable, outgoing, drawn to occupations that allow dealing with people and react to stress by trying to loose themselves among people and social activity.

FRIEDMANN AND ROSEMAN (1974)

They investigated the psychological variables that put individuals at higher risk of coronary heart diseases.

According to them, Type A individuals are extremely competitive, aggressive try to do more and more in less time, they try spending up daily activities and doing two or more things at once. They have a desire to dominate others and damage their self-esteem.

Such people are often indifferent to the feelings or rights of competitors. Type A person finds too many things to get upset about and the anger is out of proportion to the situation. Such individuals have hidden lack of self-esteem. No matter how successful they often compare themselves unfavourable to other superachievers. Whereas, at the opposite extreme is the Type B behaviour pattern, characterized by an

easy going, non competitive relaxed lifestyle. Such individuals were at a very low risk of coronary heart diseases.

TRAIT THEORIES: ALLPORT, BIG 5 MODEL, CATELL, EYSENK:

Trait theories are less concerned with the explanation for development and changing personality than they are with describing personality and predicting behaviour based on that description. A trait is a consistent, enduring way of thinking, feeling or behaving and trait theories attempt to describe personality in terms of a person's trait.

ALLPORT:

The earliest attempts to list and describe the traits that makes up personality can be found in the work of Gordon Allport. Allport and his colleague H.S. Odbert literally scanned the dictionary for word that could be traits, finding about 18,000 then paring that down to 200 traits after eliminating synonyms. Allport believed that these traits were literally wired into the nervous system to guide one behaviour across many different situations and that each person's 'Constellation' of traits was unique.

Allport acknowledge the influence of situation behaviour he held that the way a person reacts to given situation depend upon his/her traits although people sharing to some traits might press them in different ways, which means any variation in traits would elicit a different response to the same situations.

BIG 5 MODEL

The five factor model represent the core description of human personality that is, the only dimensions necessary to understand what makes us tick. The five trait dimensions can be remembered by using the acronym OCEAN, in which each of the letter is the first letter of one of the five dimensions of personality.

- a) Openness :- Openness can be best described as a person's willingness to try new things and be open to new experience. People who try to maintain the status quo and who don't like to change things would score low on openness.
- b) Conscientiousness :- Conscientiousness refer to a person's organisation and motivation, which people who score high on this dimension being those who are careful about being places on time and careful with belonging as well. Someone scoring low on this dimension might always be late to important social events or borrowing belongings and fail to return them or rather return them in poor condition.
- c) Extraversion :- Extraversion is a term first used by Carl Jung who believed that all people could be divided into two personality types - extraverts and introverts. Extraverts are outgoing and sociable, whereas introverts are more solitary and dislike being the center of attention.
- d) Agreeableness :- Agreeableness refers to the basic

emotional style of a person, who may be easy going, friendly and pleasant or grumpy crabby and hard to get along with.

e) Neuroticism:- Refers to emotional stability or instability. People who are excessively worried, over anxious and moody who score high on this dimension whereas who are more even tempered and calm score low.

Costa and McCrae believed that these five traits were not interdependent. In other words, knowing someone's score on extraversion would not give any information about scores on the other four dimensions allowing for a tremendous amount of variety of personality descriptions.

CATTELL

Raymond Cattell defined two types of traits as surface traits and source traits. Surface traits are those found by Allport, representing the personality characteristics easily seen by other people. Source traits are those more basic traits that underly the surface traits.

- Cattell discovered 16 source traits and although he later determined that there might be another 7 source traits to make a total of 23, he developed an answered questionnaire, the 16 personality factor questionnaire based on just 16 source traits. These 16 source traits are seen on trait dimensions continuum, in which they are two opposite traits at each and many possible degrees of the possible traits along the dimensions.

EYSENCK

Eysenck used factor analysis to produce a parsimonious reapprochement between traits and dimensions approaches to personality. According to his system, personality consists of two basic dimensions, introverted, extroverted, emotionally stable and emotionally unstable. These two dimensions are presumed to be biologically and genetically based. Furthermost, the dimensions subsume numerous specific traits. The positions of the 82 traits correspond to the directions and amount of the two basic dimensions. Eysenck's trait-dimension theory is incorporated in his personality inventory, the Eysenck Personality Questionnaire.

FACTORS AFFECTING PERSONALITY.

BIOLOGICAL

- a) Genetic :- An individual's personality is influenced by his genetic inheritance, over which he has no control. Physical appearance, ability, intelligence, genetic abnormalities like being born without hands or legs, colour blindness, a type of mental retardation called 'mongolism' etc. are all dependent on our inheritance of certain types of genes.
- b) Body Chemistry :- An individual's physical appearance gives first impression of his personality and plays an important role in the establishment of interpersonal relationships. This includes height, colour of skin, hair, eyes etc.
- c) Physical Disabilities :- Each individual has a body image and a self concept that depends on the body.

image. Crippled, blind, deaf, mute children are very sensitive about their physical defects. This gives way to self-pity, inferiority, hostility which comes in the way of a healthy personality development.

d) Endocrine Glands :- Endocrine glands discharge their secretion into the bloodstream. They are referred to as ductless glands. They help the nervous system, regulate various body activities and produce and secrete hormones. They determine way we feel, think, emot and respond to a certain situation especially a stressful one.

PSYCHOLOGICAL

a) Family :- Family is one of the most important source of influence on individual personality. The main aspects of the family which influences individual personality are

i) Structure of the family :- The family pattern in today's world is constantly changing. Today in modern world we see having single parent families, nuclear families, we have families which are not intact either due to death, divorce or separation of one or the both the parents.

ii) Traditional Families :- The wide range of studies has shown that children coming from traditional families are better adjusted. Traditional parents talked more with their children and showed more interest in them, at the same time these parents lead to discipline their children more appropriately and consistently.

iii) Divorce among parents:- In the recent past the marriages ending in divorce are increased considerably. It is observed that children coming from divorced families / couples have more social, academic and behavioural problems.

iv) One Parent Family:- Children coming from one parent family may be because of divorce or separation, death of a parent or unwed mothers found that children are at greater risk of marital and parenting problems themselves.

b) Atmosphere of The Family:- Family atmosphere consists of family structure, socio economics and psychological environment of the family. Parents work considerably influences the development of the child. Following are the 3 aspects which are related to family atmosphere.

i) Effect of mother's working:- Children in working mother home are encouraged to be more independent which make them to feel more competent and higher self esteem especially in the daughters.

ii) Effect of father's working:- There are some of the important finding related to effect of fathers working are such as when work does not fully satisfy man's psychological needs, children may benefit since he seeks compensation through children.

iii) Poverty and Parenting:- The parents those who live in poor housing or below poverty line generally experience a lack control over their lives, which may result in anxious, depressed and irritable in few cases they may also become abusive.

c) Relationship in Family:- The relation in between family children and parents are considerably shapes the personality of the child. As family patterns and values differ from culture to culture and from society to society.

School:- School atmosphere plays an important role in shaping the personality of young children. There are important factors to school atmosphere that influence our personality.

PURPOSE OF OBSERVATION.

observation as a tool of data gathering device, has the following three basic purposes-

- 1) To capture and study human behaviour as it actually happens.
- 2) To provide a graphic description of real life that can be acquired in other ways.
- 3) Observation also aims at correcting some methodological errors which otherwise might have been overlooked and gives a chance to explore overlooked Variable.

IMPORTANT TYPES OF OBSERVATION.

- 1) Systematic observation:- is one which is done according to some explicit procedures as well as in accordance with the logic of scientific inference.
 - 2) Unsystematic observation:- Is a type of casual observation made by the investigator without specifying any explicit and objective inference.
- Observation has also been classified on the basis of the role played by the investigator. On the basis of the

criterion, observation may be classified into-

a) Participant Observation-: As its name implies, in the type, the investigator actively participates in the activities of the group to be observed. The procedure of participant observation is often unstructured, and usually the identity of the observer is not known to other members of the group. This is called disguised participants observation. But sometimes the persons who are being observed know that the observer is present for collecting information about them. This is undisguised participants observation.

b) Non Participants observation-: It is the observation in which the investigator observes the behaviour of other persons in a natural setting but does not remain a participant in the activities being observed. Non-participant observation is usually structured and therefore the observer preplans the likely nature of the natural settings, representativeness of data, problem associated with the presence of the investigator etc. There are no tests for observer bias in this method.

~~SELF REPORT~~

Self report inventory is also known as personality inventory. This includes the self-rating questionnaire where the individuals describe his own feelings, environment and reaction of others towards himself/herself. The test is divided into subscales which seek to diagnose psychometric symptoms, social introversion, neurological disorder, sexual attitude, neurotic symptoms etc. Self inventory can have

Validity Problem. Self report inventory is further classified into 5 types :

Inventories that attempt to measure social and other specific traits like self confidence, ego, strength, responsibility etc.

Self report inventory attempts to evaluate the adjustment of the person to different aspects of the environment such as school, home, office, etc.

It attempts to evaluate pathological traits like depression, schizophrenia, hypomania etc. The Minnesota Multiphasic Personality Inventory (MMPI)

is the best example of self report inventory technique. Techniques that attempt to screen individuals into 2 or 3 groups. The Controll Index is the best example of self report inventories.

Attempts to measure attitudes, interests, values of a Allport-Vernon study of values is the best example of self report techniques.

TESTS

1) MMPI

Multiphasic personality inventory which specifically tests for abnormal behaviour pattern in personality. Questionnaire consists of self statements as 'I am often very tense' etc. The person taking the test must answer 'true' or 'false' or 'cannot say'. The MMPI has 10 clinical scale and 8 validity scale in addition to numerous numerous subscale.

2) EPQR

Eysenck Personality Questionnaire is questionnaire to

assess the personality traits of a person. It contains 100 questions to be answered, with yes/no questions. Results are presented in a T scale such as →

1) Psychoticism (P) 2) Extraversion (E) 3) Neuroticism (N) 4) concern to the main personality traits 5) Lie scale.

EPQR can be used in research and to diagnose individually in education as well as organisation work. This is a prescriptive scale, rather than the descriptive 'BIG 5 SCALE'.

3) NEO FFI.

The NEO-inventory measures 5 broad domains of personality. The 5 domains are: openness to experience, agreeableness, neuroticism, extraversion and conscientiousness.

PROJECTIVE: CLASSIFICATION OF PROJECTIVE TECHNIQUES.

Projective techniques which originated in a clinical setting are the indirect measures of personality. The history of projective assessment goes back to 1400s. The most important assumption of projective technique is that, while responding to an unstructured situation, an individual projects his own feelings, needs, emotions, motives etc without being aware of doing so.

CLASSIFICATION OF PROJECTIVE TECHNIQUES.

The earliest classification was done by Frank (1989). His classification was based on the nature of response evoked by the materials of projective techniques.

1) Constitutive: This category includes all those test situations in which the examinee constitutes or

Frames structures upon materials, which are yet unstructured. Finger printing and drawing completion are its best examples.

- 2) Constructive: This category includes all those test situations where the examinee is required to construct a specified task. He is required to impose a degree of structure upon the situation in the direction specified by the examiner.
- 3) Interpretative: This category includes all those test situations where the examinee is required to add a comprehensive meaning to the situation. The Thematic Apperception Test (TAT) and the word Association Test are included in this category.
- 4) Refractive: Under this category are included all those techniques through which the examinee is given an opportunity to express his personality in the form of painting, drawing, handwriting etc. Eg. Graphology.
- 5) Cathartic: This category includes those situations whereby the examinee is given an opportunity through some manipulative tasks for the release of his conflict, wish etc. Play techniques as its best examples.

A more convincing classification, based upon the responses of the examinees was given by Lindzey (1959):

- i) Associative Techniques: This category includes all those situations where the examinee is required to respond with the associations evoked in his mind after seeing or listening to stimulus materials.
Eg → Inkblot Test.

- ii) Construction Techniques-: This category includes all those situations where the examinee is required to construct a story after seeing the stimulus materials (usually a picture) within a certain specified time.
- iii) Completion Techniques-: These techniques include those situations where the examinee is presented with some incomplete sentences with the instruction to complete them in any way he desire. Rorcher's sentence to completion test is an example.
- iv) Expressive Techniques-: This technique includes situations where the examinee expresses his personality through some manipulative tasks which usually involve interaction with given material. The Toy world Test is an example.
- v) choice Techniques-: Usually the examinee is presented with some sets of pictures or items (which convey different degrees of trait) with the instruction to choose the most relevant and appropriate picture.

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