1  □ Appraisal of Personality
   Chapter 10
2  □ Personality Assessment
   ▪ Personality
     ▫ What is it?
     ▫ How can it be measured?
   ▪ Personality Assessment
     ▫ Clarifies client problems
     ▫ Helps select interventions
     ▫ Assists in treatment decisions
     ▫ Contributes to structure of counseling relationship

3  □ Personality Assessment (cont.)
   ▪ Informal personality assessments:
     ▫ Observation
     ▫ Interviewing
   ▪ Formal personality assessments:
     ▫ Structured personality instruments
     ▫ Projective techniques

4  □ Informal Assessment Techniques
   ▪ Observation:
     ▫ Most common method used
     ▫ Counselor biases?
     ▫ Reliability – unsystematic error
     ▫ Validity concerns
   ▪ Interviewing:
     ▫ Diagnostic v. descriptive
     ▫ Quality of questions?
     ▫ Reliability concerns
     ▫ Validity concerns

5  □ Structured Personality Inventories
   ▪ Methods of constructing personality inventories:
     ▫ Content-related procedure
     ▫ Personality theory
Empirical criterion keying
Factor analysis

Instruments most often used by counselors:
- MMPI-2
- NEO-PI-R
- MBTI

MMPI-2
- Criterion-keyed instruments – identification of psychopathology.

MMPI-2 norming group of 2,600 selected to match 1980 census data, but debate exists about racial bias.

MMPI-2 has 567 items to which client responds, “true,” “false,” or “cannot say.”

Contains validity scales, basic/clinical scales, content scales, and supplemental scales.

MMPI-2 Restructured Form (MMPI-2-RF)
- Tellegen et al. (2003) revamped the building of clinical scales based on combining factor-analytic methods with construct-oriented scale development.
- Known as the Restructured Clinical Scales
■ MMPI-2-RF has evolved from the Restructured Clinical Scales (published in 2008)
  ■ Not intended as a replacement of MMPI-2 but as an alternative
  ■ 338 items = less time to complete
  ■ 50 scales = more complex interpretation

9 NEO-PI-R
■ Research suggests personality can best be described by 5 factors:
  ■ I – Extroversion (or Surgency)
  ■ II – Agreeableness
  ■ III – Conscientiousness
  ■ IV – Neuroticism (or Emotional Stability)
  ■ V – Openness to Experience (or Intellect)

■ Factors appear to apply across diverse cultures.

■ NEO-PI-R operationalizes these 5 factors of personality.

10 NEO-PI-R (cont.)
■ Form S contains is self-report form; 240 items.

■ Form R is observer-report form of instrument; different forms for men and women.

■ Criticized on use for identifying pathology; normed on normal adults; based on common characteristics of personality, not pathology.

■ Has potential to be used cross-culturally.

11 Myers-Briggs Type Indicator (MBTI)
■ Widely-used; based on Jungian theory, for individuals 14 years and older.

■ Typology instrument providing scores on 4 dichotomies, resulting in individuals being categorized into one of 16 psychological types
Murphy-Meisgeir Type Indicator for Children (ages 7-12)

MBTI (cont.)

Dichotomies:
- Extroversion – Introversion
- Sensing – Intuition
- Thinking – Feeling
- Judging-Perceiving

Preferences on the 4 continuums result in a 4-letter code, producing a personality type

Criticisms:
- Research on whole type scores is ambiguous and wanting
- Concerns about constructs being measured and whether they are sufficient to describe the complexities and important aspects of personality

Other Standardized Personality Instruments

Sixteen Personality Factor Questionnaire (16PF)
- Includes measures of 16 factors and 5 global factors
- Version also exists for adolescents

Jackson Personality Inventory – Revised (JPI-R)
- 15 subscales organized into 5 higher-order clusters
- Psychometrically-sound and well-researched

Limitations of Standardized Personality Instruments

Majority are self-report instruments.
- Clients are able to distort results: “fake” good or bad
- Risk of response sets

To increase validity of profiles:
- Inform client of purpose of inventory and how results will be used
- Instruct client to answer each question honestly
- Ask them to focus on each of the questions

Projective Techniques
- Provide client with a relatively unstructured stimulus to
respond to – examiner takes responses and interprets the meaning.

- Psychoanalytic concept of projection – individuals’ tendency to project their own drives, defenses, desires, and conflicts onto external situations and stimuli.

- Thought to uncover more of the client’s unconscious and, thus, provide an indication of the covert or latent traits.
  - More difficult to “fake” responses

Projective Techniques (cont.)
- Includes significant subjectivity in interpretation, and extensive training is needed to use these instruments.

- Categories:
  - Associations
  - Construction
  - Completions
  - Arrangement/selection
  - Expression

Projective Techniques (cont.)
- Association techniques:
  - Rorschach Inkblot Test

- Construction techniques:
  - Thematic Apperception Test (TAT)

- Completion techniques:
  - Rotter Incomplete Sentences Blank, 2nd ed.
  - Rosenzweig Picture-Frustration Study

Projective Techniques (cont.)
- Arrangement/Selection techniques:
  - Sandplay
  - Other techniques involving play

- Expression techniques:
  - Drawing techniques
    - Draw-a-Person Test (D-A-P)
Projective Techniques (cont.)

- **Strengths:**
  - More difficult to fake
  - Can sometimes identify more complex themes and multidimensional aspects of personality
  - Can serve as an effective method of establishing rapport
  - Helpful with children and nonverbal clients

- **Limitations:**
  - Low reliability evidence
  - More caution needed when interpreting results
  - Meager validation information
  - Lack of normative data
  - Can be dangerous with untrained users

Self-Concept Measures

- Debate and differing opinions on definition and characteristics of self-concept

- Most measures relate to individuals' evaluations of their performance or feelings about themselves

- Sometimes used to obtain information on client attributes at beginning of counseling process

- Used to examine effect of counseling interventions

Self-Concept Measures (cont.)

- Examples:
  - Piers-Harris Children Self-Concept Scale, Second Edition
  - Tennessee Self-Concept Scale – Second Edition (TSCS-2)
  - Coopersmith Self-Esteem Inventories (CSEI)