

... order to pick up nine-tenths of the cases, we must have to adopt such a low cut-off that we are liable to misdiagnose a lot of normal individuals as neurotics. The same situation occurs in many other selectors hope to reduce the number of failures, they do so only at the cost of accepting a high percentage of failures. It should be noted that all the above criticisms of the validity of our test or procedure are in the range. In practice, however, tests often do work with criteria, so that they work better, it is true, in some form of non-parametric statistics than in checking the value of the test, it does not differ that this value depends greatly on the nature of the population studied (cf. Vernon, 1951). Another statistical condition of the above criticisms is preting aptitude and achievement test scores. The generality of the population studied (cf. Vernon, 1951) implications in the personality field have been pointed out because we seldom have very definite information of range on personality variables and their relation expect lower reliabilities, validities and generalizability of group of neurotics than in an unselected sample of college-student Subjects than in the population of normal and differential validities. Cronbach and Gleser have pointed out that in many decision situations, considering only the validity of a test is not sufficient. Certain information is often very useful in making decisions such as age, education, social class, previous experience, and these items by themselves can be

3	15
5	75

THE CONCEPT OF VALIDITY

making good predictions. Any additional specialized technique should therefore make contributions over and above this information and this implies that the non-overlap of the technique with previous information is as important as, or more important than, its own correlation with the criterion. Thus an intelligence test may show better correlations than Rorschach or interview judgments with vocational suitability. Yet the intelligence test may merely cover much the same ground as the level of education achieved, whereas the Rorschach or the interview may throw light on quite independent qualities and therefore be more useful, provided it is not overweighted in the prediction equation. (We have already touched on this point in connection with the Stereotype and Differential Accuracy of personality judgments.) This is particularly likely to happen in situations involving differential prediction, i.e. distinguishing candidates suitable for one type of work from those suitable for another, or in differential diagnosis of patients. Here the value of a selection instrument is the highest of its correlation with the other: and its independence from other predictors is crucial. Thus interests tests are generally more useful than ability tests in predicting relative success at different university courses, although their correlations with good grades may be low. For interest in science is likely to be negatively correlated with interest in Arts, and to correlate more strongly with science than with Arts grades. Whereas achievements in the two types of course, and aptitude tests for such courses, are all likely to show substantial positive correlations. Again, then, we might expect the clinical interviewer or projective tester, who can judge complex patterns of personality characteristics, to be at an advantage over the psychometric with his limited battery of objective predictors. However, this is offset, as we have seen, by the rarity of particular patterns and, of course, by the distortions arising from his 'built-in' personality biases, stereotypes and halo.

Sequential and adaptive treatments. Cronbach and Gleser too are responsible for demonstrating that the worth of tests or other procedures depends on the way their results are applied. In general the traditional irreversible or once-for-all selection is better avoided, since it is more efficient to narrow down a decision progressively or sequentially. This is already common practice in educational placement and elsewhere. Thus students take a variety of

Personality Tests And Assessments Psychology Revivals

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Personality Tests And Assessments Psychology Revivals:

Personality Tests and Assessments (Psychology Revivals) Philip E. Vernon, 2014-01-27 Originally published in 1953 this book provided the first comprehensive account of methods of personality assessment by a British author. It starts with a short survey of personality theory pointing out the difficulties in any method of testing or assessment. Next it describes the weaknesses of the common interview method. Throughout the emphasis is on methods which are usable in educational or vocational guidance and selection, not on methods which are mainly of scientific interest. Thereafter it takes up each main type of technique: tests based on physique or psychological measures; on expressive movement such as gestures and handwriting; tests of behaviour including War Office Selection Board house party methods, ratings and rating scales, questionnaires and so-called projective techniques. The evidence for or against each test or method is surveyed and numerous references provided for relevant literature. Illustrative excerpts are given of many of the more promising tests and some pictorial illustrations. British work in this field at the time is covered completely and an attempt is made to provide a fair summary of the main contributions of American and other psychologists of the day. **Personality Assessment**

(Psychology Revivals) Philip E. Vernon, 2014-01-27 Originally published in 1964 the aim of this book was to analyse the psychological processes involved in understanding personality and to consider how the psychologist could help in making more accurate assessments. Professor Vernon discusses in detail the scientific status of psychoanalytic and other depth theories of motivation, the value of different types of psychotherapeutic treatment and counselling, the influence of upbringing on the development of personality and the effectiveness of projective techniques. He also examines the reasons for the highly variable results obtained with personality tests and questionnaires. As well as providing a balanced review of theories of personality and of various types of test, this work made a fresh contribution to developing improved techniques of assessment.

Personality Tests and Assessments (Psychology Revivals) Philip E. Vernon, 2014-01-27 Originally published in 1953 this book provided the first comprehensive account of methods of personality assessment by a British author. It starts with a short survey of personality theory pointing out the difficulties in any method of testing or assessment. Next it describes the weaknesses of the common interview method. Throughout the emphasis is on methods which are usable in educational or vocational guidance and selection, not on methods which are mainly of scientific interest. Thereafter it takes up each main type of technique: tests based on physique or psychological measures; on expressive movement such as gestures and handwriting; tests of behaviour including War Office Selection Board house party methods, ratings and rating scales, questionnaires and so-called projective techniques. The evidence for or against each test or method is surveyed and numerous references provided for relevant literature. Illustrative excerpts are given of many of the more promising tests and some pictorial illustrations. British work in this field at the time is covered completely and an attempt is made to provide a fair summary of the main contributions of American and other psychologists of the day. **Personality Assessment** Philip E.

Vernon,2015-01-09 Originally published in 1964 the aim of this book was to analyse the psychological processes involved in understanding personality and to consider how the psychologist could help in making more accurate assessments Professor Vernon discusses in detail the scientific status of psychoanalytic and other depth theories of motivation the value of different types of psychotherapeutic treatment and counselling the influence of upbringing on the development of personality and the effectiveness of projective techniques He also examines the reasons for the highly variable results obtained with personality tests and questionnaires As well as providing a balanced review of theories of personality and of various types of test this work made a fresh contribution to developing improved techniques of assessment **International Histories of**

Psychological Assessment Sumaya Laher,2022-08-11 This book brings together expert research on the history of psychological assessment across the continents and spanning over 50 countries **Personality** Paul Kline,2015-06-11

Originally published in 1983 and written in the tradition of the British School of Psychology Spearman Burt Eysenck Cattell this book from a well known author was exceptional at the time in its attempt to wed quantification and psychological theory in the study of personality The student is presented with a discussion of the different methods of measuring personality and the various findings which have been made The results are then discussed in the light of psychological theories of personality and here the author stresses the need for a theory with a properly quantified bias However the emphasis on findings from measurement and not the measurement itself makes the book psychological truly about personality and not simply another text on psychological measurement Personality Structure and Measurement (Psychology Revivals) Hans J. Eysenck,Sybil

B.G. Eysenck,2013-11-26 Originally published in 1969 this book deals extensively with the description and measurement of personality Beginning with a statement of the principles of typological research in psychology set against the background of general taxonomic principles in biology the study discusses in detail results and generalisations from the Eysencks previous work The second part of the book describes several large scale studies using personality questionnaires prepared by the authors as well as the standard ones of Cattell and Guilford There is a comparative study of the Eysenck Cattell and Guilford inventories which analyses the degree to which similar factors can be found in these three instruments and discusses areas of agreement and disagreement between the three authors The third part deals with personality studies in children and includes a chapter on personality structure in subnormal subjects These studies are concerned with discovering the extent to which personality structure changes with increasing age and to what extent it is possible to measure personality in younger children They also examine sex differences in personality structure and show quite marked differences between the sexes on a number of primary personality traits The results of the Eysencks work in this field directed new light on the structure of personality and cast doubt on many widely accepted findings of the time **A Handbook of Test Construction** Paul

Kline,2015-06-03 Psychological tests provide reliable and objective standards by which individuals can be evaluated in education and employment Therefore accurate judgements must depend on the reliability and quality of the tests themselves

Originally published in 1986 this handbook by an internationally acknowledged expert provided an introductory and comprehensive treatment of the business of constructing good tests Paul Kline shows how to construct a test and then to check that it is working well Covering most kinds of tests including computer presented tests of the time Rasch scaling and tailored testing this title offers a clear introduction to this complex field a glossary of specialist terms an explanation of the objective of reliability step by step guidance through the statistical procedures a description of the techniques used in constructing and standardizing tests guidelines with examples for writing the test items computer programs for many of the techniques Although the computer testing will inevitably have moved on students on courses in occupational educational and clinical psychology as well as in psychological testing itself would still find this a valuable source of information guidance and clear explanation

Psychological Testing and Assessment Ronald Jay Cohen, Mark E. Swerdlik, Douglas K. Smith, 1992 This is a careful and thoroughly updated revision of the most highly acclaimed and successful undergraduate text in testing over the last fifteen years PSYCHOLOGICAL TESTING AND ASSESSMENT examines the philosophical historical and methodological foundations of psychological testing assessment and measurement while helping students appreciate their benefits and pitfalls in practice

Individual Psychological Assessment Richard Jeanneret, Rob Silzer, 1998-07-08 A Unique Resource for a State of the Art Practice Presented by the Society for Industrial and Organizational Psychology this is the first and only work to offer readers a comprehensive look at individual psychological assessment as currently practiced in business environments Here you will examine the best methods and techniques now in use You will see how assessment is being used to alter organizational cultures and achieve specific business goals You will discover a framework you can use to make your own practice state of the art And you will benefit from thought provoking discussions on issues vital to the field s continued success as well as informed predictions for its future All of which makes this an essential resource any person concerned with individual psychological assessment should possess

Handbook of Personality Assessment Irving B. Weiner, Roger L. Greene, 2017-04-03 The Handbook of Personality Assessment provides comprehensive guidance on the administration scoring and interpretation of the most widely used instruments Written by two of the field s foremost authorities this well balanced guide blends theory and application to provide a foundational reference for both graduate students and professionals Updated to reflect the most current advances this second edition includes new chapters on the Minnesota Personality Inventory Restructured Form and the Rorschach Performance Assessment System along with in depth coverage of the MMPI 2 MMPI 2 A MCMI IV PAI NEO PI R Rorschach Comprehensive System TAT and Figure Drawing and Sentence Completion Methods Each instrument is discussed in terms of its history administration scoring validity assessment interpretation applications and psychometric foundations and other chapters address ethical considerations and provide general guidelines in the assessment process Personality assessments guide recommendations in a broad range of clinical health care forensic educational and organizational settings This book delves deeply into the nature and appropriate use of

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Logotherapy and Cultural Development Rachel B. Asagba,2007 **ILR Research** ,1965 *The Cult of Personality Testing* Annie Murphy Paul,2010-06-15 Award winning psychology writer Annie Paul delivers a scathing expos on the history and effects of personality tests Millions of people worldwide take personality tests each year to direct their education to decide on a career to determine if they ll be hired to join the armed forces and to settle legal disputes Yet according to award winning psychology writer Annie Murphy Paul the sheer number of tests administered obscures a simple fact they don t work Most personality tests are seriously flawed and sometimes unequivocally wrong They fail the field s own standards of validity and reliability They ask intrusive questions They produce descriptions of people that are nothing like human beings as they actually are complicated contradictory changeable across time and place The Cult Of Personality Testing documents for the first time the disturbing consequences of these tests Children are being labeled in limiting ways Businesses and the government are wasting hundreds of millions of dollars every year only to make ill informed decisions about hiring and firing Job seekers are having their privacy invaded and their rights trampled and our judicial system is being undermined by faulty evidence Paul s eye opening chronicle reveals the fascinating history behind a lucrative and largely unregulated business Captivating insightful and sometimes shocking The Cult Of Personality Testing offers an exhilarating trip into the human mind and heart Topics in the History of Psychology Gregory A. Kimble,Kurt Schlesinger,1985 The volumes of this work consist of nineteen chapters Seventeen were written by psychologists expert in a particular branch of our field For this reason the book as a whole is not organized chronologically as reflected in our title Topics in the History of Psychology The first chapter in each of the volumes are the editors attempts to remedy this deficiency The first volume covers the areas of conditioning and learning human learning and memory sensory and perceptual processes comparative psychology and physiological psychology Volume 2 covers the history of behavioral genetics psychological testing developmental psychology drives and motives sleep and dreaming psychotherapy psychopathology personality theory and social psychology

Theories of Personality Susan C. Cloninger,2000 This engaging text provides an overview of major classic and current theories of personality integrating clear explanation of theory with the latest research It features an up to date evaluation of the scientific status of theoretical assertions and related currently important research topics and brings theories to life

through the interpretation of illustrative biographies NEW Expanded discussions e g the recovered memory controversy empirical research by Rosen et al on Jungian archetypes Jung as a cult phenomenon early memories in terms of how they vary cross culturally racial identity narcissism and current research attachments in adulthood religious orientations suppression and social constructivism and postmodernism Organized by theoretical perspective With introductions to each of the six perspectives explaining clearly how the perspective is distinctive Critical thinking questions at the end of each chapter provoke critical thinking

The Practice of Psychological Assessment Norman Tallent, 1992 This volume examines psychological assessment and psychological assessors an indissoluble combination in the professional enterprise of understanding individuals for defined and useful purposes Extremely practice oriented the book deals with the nuts and bolts of tests and testing observing and interviewing theories of tests and measurement personality theory classification ordering data and applications involved with selecting and formulating meaningful psychological information The book includes helpful guidelines to practice approaches and strategies

Handbook of Child and Adolescent Assessment Thomas H. Ollendick, Michel Hersen, 1993 A comprehensive presentation of assessment strategies actual strategies and a review of specific populations for psychologists psychiatrists social workers and mental health social workers who work with children and adolescents Chapter authors address only those strategies that have a firm empirical base and proceed beyond behavioral assessment to cover those assessment practices that are used more routinely by traditional clinicians

The Psychological Methods of Word-association and Reaction-time as Tests of Deception Harold Randolph Crosland, 1929

The Structure of Human Personality (Psychology Revivals) H. J. Eysenck, 2013-10-31 Originally published in 1953 this third edition was first published in 1970 It was one of the early attempts at bringing together theories of personality organisation and finding empirical evidence to test their hypotheses This third edition includes additional chapters and updated references to current research of the time It is a particular feature of this book that a large number of figures are reproduced in the text this is essentially a consequence of the writer s belief that diagrammatic representations are better suited to the transmitting and remembering of information than are words or numbers The first chapter outlines the theories and discusses some of their implications the second and third look at methods of analysis and projective techniques while the rest of the book is devoted to a critical presentation of the evidence arranged according to the technique employed rating self rating objective testing constitutional assessment autonomic measurement and so on Today it can be read and enjoyed in its historical context

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