

**Test User: Occupational, Personality**

**Workbook**

**Exercise 1**

1. Define personality in your own words.
2. Define emotional intelligence in your own words, including similarities and differences to personality.
3. Our everyday views of personality are referred to as ‘implicit’ theories. Why is this and how are these different from ‘explicit’ theories?
4. Laziness can be a state or trait; explain giving illustrative examples.
5. Anxiety can be a state or a trait; explain giving illustrative examples.
6. How might temperament conflict with motivation?
7. Read the descriptions below and decide whether they are describing a trait, state, motive, need, interest, value or ability. Sometimes they may imply to more than one category.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Trait | State | Motive | Need | Interest | Value | Ability |
| She is good at quickly grasping the contents of a newspaper report |  |  |  |  |  |  |  |
| He said he is a bit low on energy at the moment |  |  |  |  |  |  |  |
| She is driven by a high need for achievement |  |  |  |  |  |  |  |
| She stopped buying that brand of mascara when it emerged that it had been tested on animals |  |  |  |  |  |  |  |
| He wasn’t happy in an open-plan office |  |  |  |  |  |  |  |
| Strategy is his strong point |  |  |  |  |  |  |  |
| She gets butterflies before giving presentations |  |  |  |  |  |  |  |
| He always expresses his views forcefully |  |  |  |  |  |  |  |
| Although she had been invited on a sailing trip she chose to go to church that morning |  |  |  |  |  |  |  |

1. Cross-cultural studies highlight differences in the ways in which young personalities are shaped. Research indicates that Western industrial societies value independence, assertiveness and motivation to achieve. What might be the values (and associated behaviours) in non-Western societies?

9. How might the study of identical twins raised apart help our understanding of the ways in which genetic and environmental factors affect personality?

10. i. Do you think there are gender differences in personality? What might you expect?

 ii. Do you expect age to affect personality?

**Exercise 2**

1. Place the following statements into schools of psychological thought to which you think they might belong.

1. A candidate is asked to complete an inventory based on personality traits which shows the degree to which each of them is manifest.
2. “Where the id is, there shall ego be.”
3. Your neighbour’s child is crying and is given a sweet. He stops crying. Your child has been watching and starts to cry.
4. Your therapist has suggested that you complete a repertory grid on which you define key attributes of people you know well.
5. The football team of which you are captain is playing away this week. You have never beaten this team on their own ground and you don’t expect to do so this time.
6. The mind is likened to that of an iceberg, with the smallest part (the conscious) visible, and the largest part (the unconscious) invisible.

2. What techniques might form part of a psychoanalytical approach to personality?

3. Give an example of a measurement method based on the following approaches to personality assessment and describe the advantages and disadvantages of each:

|  |  |  |
| --- | --- | --- |
| Example of Measure | Advantages | Disadvantages |
| Social Learning |  |  |
| Humanist |  |  |
| Psychoanalytic |  |  |
| Trait Based |  |  |
| Typologies |  |  |
| Physiological Method |  |  |

4. i. What do you understand by the psycholexical approach and the factor analytic approach to personality?

ii. Trait theorists argue about the minimum number of traits needed to meaningfully describe personality and account for individual differences. Give the names and views of two such theories.

iii. Complete the following:

Sheldon said that personality can be predicted on the basis of ……… …………. The ancient Greeks said ………….. are what lead to individual differences in temperament. Of more recent approaches to personality, that which comes closest to these early views is ……….

The name of the psychologist more associated with this school of thought is …… …………

5. i. Identify the domains of the Big Five and give a brief description of each.

ii. Give two reasons as to why the Big Five has become pre-eminent in personality testing.

6. i. Most psychologists believe that personality traits are relatively stable. If this is so, how do you account for variations in our behaviour?

ii. Two test takers have very similar personality traits as evidenced in their test results. At interview, it appears that they are very different. How would you account for this?

7. Briefly describe the difference between trait-based descriptions and behavioural descriptions.

8. There are various methods of capturing information about personality. Please complete the table for the following methods:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Assessment Method** | **Example** | **Observed, Self-Report or Objective measure of personality** | **Advantages** | **Disadvantages** | **Sources of Bias / Distortion** | **How to Minimise Bias / Distortion** |
| Self-report |  |  |  |  |  |  |
| Situational assessments |  |  |  |  |  |  |
| Projective measures |  |  |  |  |  |  |
| Observations of behaviour |  |  |  |  |  |  |
| Task performance |  |  |  |  |  |  |

**Exercise 3**

1. i. For what primary purpose would you use an ipsative test?

ii. Increasing a score on one scale of an ipsative test has the effect of decreasing it on another scale. Explain.

iii. Ipsative tests were originally developed as a solution to the problem of ‘faking’. How do they reduce faking?

iv. In order for an ipsative test to reduce faking, the statements from which the respondent has to choose must be matched for social desirability.

True or false…………………………….?

 v. Give an example of an assessment which is normative and give an example of an ipsative assessment.

1. i. From the list below identify the statements which are Barnum statements.
2. You are more self-critical than most people
3. Your results suggest that you attach more value to recognition than to financial reward
4. When under high amounts of stress you may feel more anxious than usual
5. Whilst you try to take life’s ups and downs in your stride, you occasionally allow things to get to you

ii. What are the disadvantages of using everyday adjectives as scale labels?

1. i. Give an example of an assessment procedure that has high face validity or appears convincing but has no true validity.

ii. What are the dangers of using an assessment with high face validity or appears convincing but has no true validity?

1. You are interpreting the personality profile for a non-Western individual, not raised in this country, who completed the UK version of a questionnaire. What problems might this give rise to?
2. A new colleague who is Test User: Occupational, Personality certified has joined your team. They need to be trained in the organisation’s assessment procedures. How would you describe the EQ-i 2.0? Include a description of the model, the norms available, construction dates, rationale, updates to the instrument, test classification etc.