Lewis R. Aiken

# Personality Assessment Methods and Practices

2nd revised edition

Hogrefe & Huber Publishers Seattle · Toronto · Bern · Göttingen

Preface		•	1
---------	--	---	---

.

ς.

### PART I: FOUNDATIONS OF PERSONALITY ASSESSMENT

CHAPTER 1: History and Theories	3
Historical Foundations	4
Ancient Greece and Rome	5
The Middle Ages and Renaissance	7
Pseudoscience and Personality Assessment	
The Late Nineteenth and Twentieth Centuries	4
Theories of Personality 1	
Type Theories	
Trait Theories	2
Psychoanalytic Theories	4
Phenomenological Theories	6
Murray's Personology	Ξ.
Social Learning Theory	
Summary	-
Questions and Activities	-
Suggested Readings	-
Suggested Acadings	3

CHAPTER 2: Psychometrics I:	
Statistical Methods and Test Construction 3	35
Measurement and Statistics	35
Scales of Measurement	36
Frequency Distributions and Percentiles	37
Averages	10
Measures of Variability	ŧO
Standard Scores	
Correlation and Regression	<b>‡1</b>
Factor Analysis	
Constructing and Item-Analyzing Assessment Instruments 4	
Strategies for Constructing Inventories and Rating Scales 5	
Item Analysis and Item Response Theory	
Sources and Standards for Personality Assessment Instruments 5	
Summary	
Questions and Activities	
Sources of Information on Personality Tests	
	,,
CHAPTER 3: Psychometrics II:	
Standardization, Reliability, and Validity	51
Standardizing and Equating Tests	51
Norms	53
Parallel and Equated Tests	56
Reliability	57
Classical Reliability Theory	57
Test-Retest Coefficient	58
Parallel-Forms Coefficient	58
Internal Consistency Coefficients	59
Interscorer Reliability	
Interpreting Reliability Coefficients	71
Variability and Reliability	72
	72
Percentile Bands	73
Reliability and Standard Error of Score Differences	74
	75
Validity	75
	76
Criterion-Related Validity	76
Construct Validity	
Summary	
Questions and Activities	81
Suggested Readings	83
Suggester readings	92

# CHAPTER 4: Administration, Interpretation, and

<b>Reporting</b>
Instrument Selection, Administration and Scoring
Administering Assessment Instruments
Assessment Standards and Ethical Principles
Physical and Psychological Environments
Deviations from Standard Procedure
After the Test
Administration by Computer
Scoring
Interpreting Assessment Findings
Case Study
Psychodiagnosis
Clinical versus Statistical Prediction
Factors Detracting from Clinical Judgments
Psychological Assessment Reports
Computerized Reports
Informed Consent and Confidentiality
Consultations and Conferences
Summary
Questions and Activities
Suggested Readings

# PART II: OBSERVING, INTERVIEWING, AND RATING

CHAPTER 5: Observations and Interviews	. 119
Observations	. 120
Uncontrolled and Controlled Observation	. 120
Participant Observation	. 121
Situational Testing and Leaderless Group Discussion	
Self-Observation and Content Analysis	. 123
Improving the Accuracy of Observations	. 124
Training Observers	
Nonverbal Behavior	. 125
Observations for Behavior Modification	. 129
Interviews	. 131
Interviewing Technique and Structure	. 132
Clinical Interviewing	
Personnel Interviews	
Reliability and Validity of Interviews	. 141

.

Application Blanks and Biographical Inventories	2
Employment Application Blank	2
Biographical Inventory	3
References and Recommendations	4
Summary	4
Questions and Activities	6
Suggested Readings	-
CHAPTER 6: Checklists, Rating Scales and Attitude	
Measurement	9
Checklists	0
Standardized Checklists	1
Adjective Check Lists	
Rating Scales	7
Types of Rating Scales	
Errors in Rating	1
Improving Ratings	2
Reliability and Validity of Ratings	
Standardized Rating Scales	3
Q-Sort Technique	4
Sorting and Selecting People	5
Attitude Measurement	8
Methods of Measuring Attitudes	9
Thurstone Attitude Scales	0
Likert Attitude Scales	2
Guttman Scales	<b>'</b> 4
Other Attitude Measurement Procedures	
Sources and Psychometric Characteristics of Attitude Scales 17	-
Summary	· 6
Questions and Activities	
Suggested Readings	_
Suggested Readings	U

### PART III: PERSONALITY INVENTORIES

CHAPTER 7: Rational-Theoretical and Factor-Analyzed Inventories	183
Psychometric Characteristics	186
Scale Construction Strategies	
Faking and Response Sets	189
Checks and Controls for Truthfulness in Responding	190
Norms, Reliability, and Validity	192

viii

-

Early Personality Inventories192Single-Score Inventories193Multiscore Inventories194
Contemporary Rational-Theoretical Inventories
Rational or Content-Validated Inventories
Single-Construct Inventories
Health-Related Inventories
Theory-Based Inventories
Factor-Analyzed Inventories
Guilford's Inventories
Cattell's Questionnaires
Eysenck Personality Questionnaire
Profile of Mood States (POMS)
Comrey Personality Scales
Perspective on Factor Analysis in Personality Assessment 210
Summary
Questions and Activities
Suggested Readings
CHAPTER 8: Criterion-Keyed Inventories
Minnesota Multiphasic Personality Inventory
Constructing the MMPI
Description of the MMPI
MMPI Scales
Examining Scores on the Validity Scales
Interpreting Scores on the MMPI Clinical Scales
Reliability, Norms, and Group Differences
MMPI-2
Profile Interpretation
Problems and Prospects
The CPI and Other MMPI-Related Inventories
California Psychological Inventory
Personality Inventory for Children
Personality Inventory for Youth
The MCMI and Other Millon Inventories
Millon Clinical Multiaxial Inventory
Millon Adolescent, Personality Inventory
Millon Adolescent Clinical Inventory
Inventories Based on Combined Strategies
Personality Research Form
Jackson Personality Inventory-Revised
Basic Personality Inventory
Summary

.

Questions and Activities	
CHAPTER 9: Measuring Interests and Values	249
Interests and Personality	250
Psychoanalytic and Developmental Theories	251
Roe's Person-Environment Theory of Career Choice	253
Holland's Vocational Personalities-Work Environments Theory	256
Personality Inventories as Measures of Interests	260
Criterion- and Content-Validated Interest Inventories	262
The Strong Inventories	263
	267
Kuder Interest Inventories	
Other General Interest and Special Purpose Interest Inventories	269
Gender Differences	271
Using Interest Inventories in Counseling	272
Values and Personal Orientations	273
Rokeach Value Survey	273
The Study of Values	274
Vocational Values	274
Sex-Roles and Other Personal Orientations	276
Summary	279
Questions and Activities	281
Suggested Readings	284

### PART IV: PROJECTIVE TECHNIQUES

CHAPTER 10: Associations, Completions, and Drawings .	289
Concepts and Examples The Influence of Psychoanalysis290 Detractors and Supporters291	290
Types of Projective Techniques292 Association Techniques	292
Word Associations295 Completion Techniques	297
Story Completions302 Rosenzweig Picture-Frustration Study303 Projective Drawings	305
Draw-a-Person Test305 House-Tree-Person Technique307	

Bender Visual-Motor Gestalt Test308	
Postscript on Projective Drawings310	
Summary	312
Questions and Activities	314
Suggested Readings	315

.

## CHAPTER 11: The Rorschach and Other Inkblot

Techniques	17
Format and Foundations	18
Rationale and Administration Procedure	18
Historical Background 3	19
Popularity of the Rorschach	21
Five Major Systems and Alternative Approaches	
Beck's System	
Klopfer's System	
Hertz's System	
Rapaport-Schafer System	
Piotrowski's System	
Content Analysis	
Holtzman Inkblot Technique	25
Exner's Comprehensive System	
Administration Procedures in the Comprehensive System 3	
Scoring in the Comprehensive System	28
Structural Summary	35
Interpreting Rorschach Responses	37
Computer-Based Scoring and Interpretation	
Piotrowski's CPR	37
Miller's and Perline's Programs	38
The Exner Report	38
Psychometric Issues and Future Prospects	40
Reliability	40
Validity	43
Future Prospects	43
Summary	44
Questions and Activities	45
Suggested Readings	
CHAPTER 12: The TAT and Other Apperception	
Techniques	47

			•		•						•			•		•							350
•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	351
	•																						· · · · · · · · · · · · · · · · · · ·

Follow-Up Inquiry353Shortened TAT Card Sets353An Illustration: Testing Juvenile Delinquents354Scoring and Interpreting TAT Stories358Clinical Interpretation359Murray's Interpretative System360Psychometric Issues and Research362Reliability364Validity364TAT Modifications and Other Apperception Tests365Picture Projective Test366Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults372Summary373	Group Administration	352
Shortened TAT Card Sets353An Illustration: Testing Juvenile Delinquents354Scoring and Interpreting TAT Stories358Clinical Interpretation359Murray's Interpretative System360Psychometric Issues and Research362Reliability364Validity364TAT Modifications and Other Apperception Tests366Picture Projective Test366Picture Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372	Follow-Up Inquiry	353
An Illustration: Testing Juvenile Delinquents 354   Scoring and Interpreting TAT Stories 358   Clinical Interpretation 359   Murray's Interpretative System 360   Psychometric Issues and Research 362   Reliability 364   Validity 364   TAT Modifications and Other Apperception Tests 366   Picture Projective Test 366   Apperception Tests for Minority Groups 366   Picture Tests for Children 367   Apperception Tests for Older Adults 371   Other Pictorial/Story Techniques 372	Shortened TAT Card Sets	353
Scoring and Interpreting TAT Stories 358   Clinical Interpretation 359   Murray's Interpretative System 360   Psychometric Issues and Research 362   Reliability 364   Validity 364   TAT Modifications and Other Apperception Tests 365   Picture Projective Test 366   Apperception Tests for Minority Groups 366   Picture Tests for Children 367   Apperception Tests for Older Adults 371   Other Pictorial/Story Techniques 372	An Illustration: Testing Juvenile Delinquents	354
Clinical Interpretation359Murray's Interpretative System360Psychometric Issues and Research362Reliability364Validity364TAT Modifications and Other Apperception Tests365Picture Projective Test366Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372	Scoring and Interpreting TAT Stories	358
Murray's Interpretative System360Psychometric Issues and Research362Reliability364Validity364TAT Modifications and Other Apperception Tests365Picture Projective Test366Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372		359
Psychometric Issues and Research 362   Reliability 364   Validity 364   TAT Modifications and Other Apperception Tests 365   Picture Projective Test 366   Apperception Tests for Minority Groups 366   Picture Tests for Children 367   Apperception Tests for Older Adults 371   Other Pictorial/Story Techniques 372	Murray's Interpretative System	360
Reliability 364   Validity 364   TAT Modifications and Other Apperception Tests 364   TAT Modifications and Other Apperception Tests 365   Picture Projective Test 366   Apperception Tests for Minority Groups 366   Picture Tests for Children 367   Apperception Tests for Older Adults 371   Other Pictorial/Story Techniques 372	Psychometric Issues and Research	362
Validity364TAT Modifications and Other Apperception Tests365Picture Projective Test366Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372	Reliability	364
TAT Modifications and Other Apperception Tests365Picture Projective Test366Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372		364
Picture Projective Test366Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372		365
Apperception Tests for Minority Groups366Picture Tests for Children367Apperception Tests for Older Adults371Other Pictorial/Story Techniques372		366
Picture Tests for Children 367   Apperception Tests for Older Adults 371   Other Pictorial/Story Techniques 372		366
Apperception Tests for Older Adults	Picture Tests for Children	367
Other Pictorial/Story Techniques	Apperception Tests for Older Adults	371
	Other Pictorial/Story Techniques	372
		373
Questions and Activities		375
Suggested Readings		377

#### PART V: OTHER MEASURES, APPLICATIONS, AND ISSUES

#### CHAPTER 13: Physiological, Perceptual, and Cognitive

Measures
Physiological Measures
Bioelectric Indicators of Emotional and Sexual Arousal 382
Biofeedback
Polygraph Tests
Other Physiological Measures
Physiological Differentiation Among Emotions
Personality Traits and Physiology
Perceptual Measures
Cognitive Measures
Cognitive Styles
Assessing Personality With Cognitive Tests
Intelligence Tests
Diagnosing Psychopathology from Wechsler Score Differences 398
Qualitative Observations on Intelligence Tests 400
Summary
Questions and Activities
Suggested Readings

## CHAPTER 14: Issues and Prospects in Personality

,

Assessment
Older Issues in Personality Assessment
Legal and Ethical Issues
Validity of Personality Assessment
Bias on Personality Tests
Continuing Controversies
Heredity and Environment
Traits and Situations
Computer-Based Assessment and Interpretation
Newer Methods, Measures, and Areas of Assessment
Adaptive Testing
Environmental Assessment
Assessment in Health Contexts
Assessment in Legal Contexts
Marital and Family Assessment
Psychological Assessments in Sports
Consumer Behavior
Prospects for the Future of Personality Assessment
Summary
Questions and Activities
Suggested Readings
REFERENCES
<b>REFERENCES</b>
<b>APPENDIXES</b>
A. Glossary
B. American Publishers and Distributors of
Personality Assessment Instruments
Tersomanty Assessment instruments
INDEXES
INDEXES

•