

# Personality assessment instrument critique

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Personality Assessment Instrument Critique Dekitia Yolonda Ruth PSY/525

January 21, 2010 Miranda Jennings Personality Assessment Instrument

Critique An individual's personality is measured with a personality assessment instrument that encompasses theories and technique.

Traditionally psychoanalytical theories provided an outline for accepting behavior that was abnormal and perceptions that prophesized the outcome for prospect behavior. Since projecting personality trait occurs, career counselors, and organizations utilize personality assessment instruments for screening potential employees for qualification.

Additionally, personality assessment instruments are used in detecting personality disorders and abnormal behaviors. This paper will discuss the characteristics, use, and purpose of the Rorschach Ink Blot test. Created by Herman Rorschach the Rorschach inkblot test was presented to the world in 1921. Rorschach inkblot is comprised of a selection of ten cards with inkblots. The inkblot designs are unique in character they are nearly symmetrical, the blots are also centered when printed on the cardboard.

Five of the ten inkblot cards are printed in black and white while the remaining five consist of two black and red ink on white cards and three multi - colored ink on white cards (Reilly, 2008). The inkblots are intended to incite some form of reaction from the individual that is being assessed.

Although highly controversial the inkblot is thoroughly researched and extensively used in the public or private sectors of mental health (Durand, Blanchard, & Mindell, 1998).

The purpose of the Rorschach inkblot is not just to solicit a response to pictures drawn in ink on white cardboards but rather help psychologists determine the personality characteristic and emotional function of patients. The Rorschach is used by psychologist for diagnosis and in forensic. Hermann Rorschach examined the effectiveness of his inkblot test to comprehend psychopathology and cultural variances (Allen & Dana, 2004). Present exploration of the Rorschach has assessed its usefulness as a test, while it can more appropriately signify an experimental process with a fairly diverse appraisal measure (Wood, 2008). Latest dispute concerning the competence of the Rorschach with specific concerns as an assessment instrument and the sufficiency of its data has at spells slanted and distorted vital practical matters intrinsic in the learning of diverse cultures (Flanagan, 2006). Cultural procedures persist to be a central and incompetently surveyed variable in the Rorschach examination; an essential embryonic area of analysis is the Rorschach's scientific usefulness as a cross-cultural assessment instrument (Allen ; Dana, 2004).

Consideration of issues that are cultural expands and enhances the clinical utility of the Rorschach deliberation suggesting barely explored research schemes that may be a contribution to its purpose. The Rorschach inkblot test is debated by numerous of disbelievers describing it as a pseudoscience. Conclusions reached by as results of some studies have test administrators likening the Rorschach inkblot test to cold reading (Wood, 2008).

Rorschach test critics suggested questions about the removal of unbiased meaning from answers to inkblots; the impartiality of psychologists governing the test; inter-rater reliability; verifiable and common validity of <https://assignbuster.com/personality-assessment-instrument-critique/>

the test; pathology scales bias in relation to the grander amount of response; the restricted amount of psychological situations which it precisely diagnoses; the lack of ability to duplicate the test's models; usage of court-ordered assessments; and the creation of the ten inkblot images, hypothetically nullifying the test for those with previous exposure (Wood, 2008).

As a response to the complaints concerning validity, methods for scoring were contrived to offer better objectivity by visibly identifying assured variables of personality and correlating them to clinical analyses. Published initially in the 1960s, the Exner Comprehensive Rorschach System is used today this computer-based scoring system provides summaries of scores and lists possible personality and modification similes for each test taker (Butcher, 2010).

This scoring system specifically considers aspects of a test taker's response like the response of the content, motives for the event of present on the card, setting of events on cards, and the explanation of supportive and destructive behaviors. In addition Exner also archives certain prevalent and mutual answers to the cards and the gradation in which examinees choose their responses (Durand, Blanchard, & Mindell, 1998). While its use is still feasibly more constrained than broad, the Rorschach Personality

Test proves constantly, in definite operational clinical environments, it is a dependable prized tool when sensibly employed and lack expectation of working miracles (Butcher, 2010). References (Butcher, 2010) Durand, V. M. , Blanchard, E. B. , & Mindell, J. A. (1998). Training in projective testing: A

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