

Altruistic personality scale

[Experience](#), [Human Nature](#)



Altruism Scale is purposely designed to measure altruistic tendency by gauging the frequency an individual engages in altruistic acts primarily toward his social setting and interact. Based from the Empathy-Altruism Hypothesis of Daniel Batson (1987), this scale includes the concept of empathic concern as it is believed to elicit an approach orientation toward others in need and to facilitate pro-social behavior (e. g., Batson 1991; Stocks et al. 2009).

The objective of the test is to assess the helping and volunteering tendency in personality. The person taking Altruism Scale will encounter 75 altruism related statements and every item was written in a statement form and in a " first person perspective". Each altruism related statements will be classified into one of the four categories in four-point Likert scale type that is based on how frequently is the behavior applicable in each statement:

- (4) " always" ,
- (3) " often",
- (2) " occasionally" and
- (1) " rarely".

The responses for this test will be scored through cumulative scoring. A total score per subdomain will be obtained across all items in the set, and those who will get a low score will be interpreted that they have a low level of this trait or trait was less frequently observed and those who will got a high scores will be interpreted that they have a high level of this trait or trait was more frequently observed.

Test Audience

- Test taker

Our test takers are the Filipino Young adulthood ranging 18 - 35 years of age (Based on Erik-Erikson Psychosocial Stages). This stage which is intimacy vs isolation covers the period of Young adulthood where people are exploring personal relationships. Those who are successful at this step will form relationships that are enduring and secure. Altruism on the other hand on this stage have found to be more common informing close relationships with others.

It is marked by the ability to form lasting, meaningful relationships with other people. In regards with this, Filipinos are known to be generous and willing to give without seeking for recognition. It said that our reactions to others are influenced of an altruistic approach not only by our genetic relationship to them but also by their perceived similarity to us. (Dovidio et al., 1997; Krupp, De Bruine, & Barclay, 2008).

- Test user

Our test user could be school personnel who are under the development of student characters. This can be a Guidance counselor who has a bigger role in shaping the moral values. This test can be used to assess students who are aspiring to become a peer facilitator that can help their fellow students that encounter struggles and emotional crisis that can be related to their personal, family or academic life.

This test may help the counselor to determine the qualified students to be trained in peer facilitation. This test may be applicable to organizations or

foundations who are in need for qualified volunteers to work with them in their charity and programs. Through this altruism scale, the willingness and enthusiasm of an aspiring volunteer is measured to be able to qualify whether they are engaged to help others in need.

II. Test Administration

This test can be administered by using pen-paper procedure. The testing places should be in normal conditions: proper ventilation, with good lighting and comfortable sitting arrangement and free from noise. It can be administered by groups or individually. The test developers will start by explaining what the test measures and what it indicates. Afterwards, the answer sheets and instruction on filling out the required personal information will be given and the questions will be entertained.

The scale will be then explained according to their corresponding frequency of occurrence. After which the questionnaire will be given. The test taker should be reminded to start only when they are told to do so. The test takers should also be reminded that the accuracy of their test results would be based upon the accuracy of their answers. The privacy and confidentiality of their answers should also be emphasized. Finally, the test takers will be asked if they have further questions and concerns.

The question will be entertained until everything is clear. Moreover, the test takers should be informed that this test has no time constrain. Only then the go signal will be given and the timer will start. The test protocol must also be checked for skips and ambiguous responses and must be addressed right

away. The test taker can be asked how the test was; then the test administration can be dismissed.

Norming and Scoring

The developers use a cumulative scoring. A total score are obtained across all items in the set, and those who will get a low score will be interpreted that they have a low level of this trait or trait was less frequently observed and those who will get a high score will be interpreted that they have a high level of this trait or trait was more frequently observed. The scoring can be accomplished either by hand or a gadget tool. The items are scaled by measuring the frequency of behavior using a four-point Likert Scale which includes four categories, ranging from Always, Often, Occasionally and Rarely. Test Developers make a score sheet. There is a table where the scores will be plotted.

Test users will sum the values of each item and put the total values in the total scores that can be seen in the end of end part of scoring sheet. After getting the score, write its corresponding equivalent stanine that can be seen in table Interpretation. To be able to come up for this interpretation, the developers were able to gather data through researched theories and studies. Those data are accumulated to come up with the development of the construct and its subdomains. The gathered theories and research were rigorously examined by the developers to come up with the interpretation as listed below.

The interpretation will determine the level of altruism tendency of the test-taker. This test will be useful to the developers in order to determine the

profile of the test-taker. The test takers will be able to evaluate and improve their helping behavior and unselfishness experience towards others. This test will serve as beneficial to ascertain volunteerism and pro-social behavior to people in workplace, schools or organizations in able qualify if they highly acquire altruism that will be applicable in maintaining welfare and care with their community such as: Altruism is related to the Big Five Personality traits which generally influence the behavior.

It has been found that positive personality traits of an individual dominate to higher altruistic values. Individuals who have a positive mood are more likely to be aware of the events going on around themselves and offer help to those in need (Tekeş and Hasta, 2015). " Stronger extraversion and agreeableness traits are detected in highly altruistic individuals, and also conscientiousness traits of highly altruistic participants were higher than those with medium or low level of altruistic values." (Argan & Argan, 2017). Also, in regards with openness, higher altruistic values are possessed in both progressive and conservative personality traits.

Another research shows that it is unsurprising that altruism is highly correlated to agreeableness, since people who score high tend to be more friendly, warm and interested in people. In other hand, research suggests that leaders who score high, tend to be more successful at work (Furnham, 2008). Another study point out that a some people are more likely to help healthy individual than those who exhibit abnormal social behavior.

Other research state that " People with low levels of the agreeableness have been found to exhibit higher levels of ' dark triad' traits, a series of

characteristics with negative associations, including Machiavellianism, narcissism and psychopathy" (Jakobwitz and Egan, 2006). High altruism can also increase positivity and can improve mental health and physical well-being. Studies have found that volunteers tend to live longer and often have better physical health than non-volunteers. Also, the positive energy that you feel after doing good deeds to others can act on your body because endorphins are released and it makes us feel good naturally (Carter, 2014).

Helping others can also give meaningful roles that boost self-esteem, mood and purpose of life, which in turn can enhance mental and physical health (Poulin & Dillard, 2013). Altruism in educational settings can improve connection and social welfare towards others. The students who get high levels of altruism tend to get these aspects of altruism, according to Choen (in Staub, 1996) :

Giving behaviors, which is beneficial for others who receive or are subjected to treatments with the aim to meet the needs or desires of others; among students, this is shown by the act of helping other students when they are having difficulties in understanding school lessons; Empathy, which is the ability to know and understand the feelings of others, and to participate in the struggle of life as well as to be aware of others' needs, feelings and interests; empathy makes students consider moral values.

High empathy will make the students able to feel what others feel; and Voluntary, which is the lack of desire to get any rewards, only for the interests of others. Helping others can also give meaningful roles that boost self-esteem, mood and purpose of life, which in turn can enhance mental and

physical health(Poulin & Dillard, 2013). Hence applying this concept in the school will develop healthy and good atmosphere to develop the altruism among students.

With the school altruism all school members will have a helping collective mind set, it will make the school rules run consistently for guiding/ensuring the happiness of all school citizens. Altruism in the workplace can noticeably influence happiness, healthy socialization and better performance. Helping others at work or being altruistic can contribute to one's own well-being at work. Scientists call this the " helper's high". When we give and engage in acts of kindness, the " pleasure" and social attachment centers of the brain are activated. In fact, studies show that the " helper's high" appears to act as an antidote to the stress response in the giver. (Nikita Singh, June 17, 2018).

Extremely Low level of Altruism (85-111) - people with very low altruism are perceived as tough, uncommunicative and materialistic. They tend to be assertive, confrontational, direct and outspoken. On the other hand, very low scorers of altruism seem to acquire a high level of " dark triad" a set of characteristics with negative bonds such as narcissism and psychopathy. Low level of Altruism (112-155) - people with low level of altruism often avoid others, become self-reliant in a situation under pressure. They seem self-centered person, inconsiderate and not helping others who usually decide only for themselves.

Low scorers on altruism, on the other hand, were more likely to be seen as tough and closemouthed. Average level of Altruism (156-198) - people with average level of altruism are pro-active person. They don't wait for the

perfect opportunities to be selfless on others and feel good after helping someone. They possess and display a healthy degree of self-confidence. In terms of decision making they are just and fair. High level of Altruism (199-221) - people who scored high on this test excel in everything they do.

They are friendly, warm and interested in people. They put others first not because they think others are less deserving but simply because they are innately thoughtful and prefer to prioritize others. They have simply decided to make a sacrifice to help relieve the suffering of their fellow human beings. Extremely High level of Altruism (222-295) - people who score very high on this test have a stronger sense of connection to other people with more empathy and compassion, also they become more appreciative of life and feel a powerful sense of contentment.

At the same time, they have a strong general impulse to do what is right to uphold universal moral principles, resulting unconditional altruism. Phase I: Test Conceptualization The construct is all about Positive trait which is Altruism that refers to a motive for helping behavior that is primarily intended to relieve another person's distress, with little or no regard for the helper's self-interest. Altruistic help is voluntary, deliberate, and motivated by concern for another person's welfare.

Altruism derives from the Latin alter, that is other, and was used for the first time in the nineteenth century by Comte (Paul et al. 1993), described as a devotion to the interests of others as an action guiding principle, implying the elimination of selfish desire and of egocentrism (Irwin 2000). Comte did not deny that people often help for selfish reasons. However, he still claimed that

there are times when people are motivated by altruism and help with the sole aim of benefitting the person in need (Batson et al., 2011). From the concept mentioned above, the definition of altruism in this construct was derived from Empathy-Altruism Hypothesis of Daniel Batson (1987).

The empathy-altruism hypothesis states that empathic concern (other-oriented emotional response elicited by and congruent with the perceived welfare of someone in need) produces altruistic motivation (a motivational state with the ultimate goal of reducing that need). The empathy-altruism hypothesis claims that empathic concern felt for a person in need produces altruistic motivation to relieve that need. Empathic concern is other-oriented in that it involves feeling for the other.

It includes feelings of sympathy, compassion, tenderness, and the like. Empathic concern is believed to elicit an approach orientation toward others in need and to facilitate pro-social behavior (e. g., Batson 1991; Stocks et al. 2009). Individuals as a social being exhibit emotional response of concern when witnessing someone in need. Batson cleared in his writings that his concept of empathic concern is not correlated with the empathic accuracy or with feeling as another person feels. Batson pointed out that his definition of altruism is inclined with psychological altruism (motivation with the ultimate goal of increasing another's welfare) rather than evolutionary altruism (behavior that reduces one's reproductive fitness).

The core theory of empathy-altruism hypothesis is the value-extension theory (Batson, 1990, 2011; Nussbaum, 2001); it claims that humans are, indeed, capable of valuing more than their own welfare. There is an existing

scale called Altruism Personality Scale made by Rushton, J. P. et. al, It is a 20-item scale designed to measure altruistic tendency by gauging the frequency one engages in altruistic acts primarily toward strangers. The benefits of altruistic behavior are supported by a model provided by Lyubomirsky, Sheldon, and Schkade (2005), who argue that the most promising means of altering our happiness levels is through intentional activity.

By intentional activity, they mean specific actions or practices that are voluntary and require a degree of effort. They place intentional activity into three categories: behavioral, cognitive, and volitional. Some types of behavioral acts are linked with well-being, such as trying to be kind to other people (Keltner & Bonanno, 1997; Magen & Aharoni, 1991). Cognitive activities can also increase well-being, such as reframing our circumstances to view them more positively or pausing to create awareness of our good fortune and count our blessings (Emmons & McCullough, 2003; King, 2001; Seligman, 1991).

Volitional activities can also increase well-being, like when we devote effort to achieve our important personal goals (Sheldon & Houser-Marko, 2001) or towards meaningful causes (Snyder & Omoto, 2001). Altruistic activity improves happiness because it encompasses all three types of intentional activity that have been linked to improved well-being - altruism is volitional behavior that influences our cognition.

Phase II: Test Construction

The test developers gathered information from the origin of the construct chosen which is the "altruism" and how it evolved and became applicable up to this time by using the different references that tackle about Positive Psychology and traits under it. Until developers came up with the construct of altruism and its subscale. The subscales were determined according to the altruistic component it manifests to the societal behavior. The items are developed through statements with a supporting related literature for each sub domain.