Assessing personality

Assessing personality Major Categories of Personality Measures of the Category of Personality Measures

Identify a specific assessment in each category of personality measure (or process of assessment).

Myers-Briggs

This assessment approach entails responding to the already set questions, which normally aids in establishing an individual's tendencies within the four categories (Daisley, 2011). These four categories comprise of;

Favorite world: Extroversion (E) or Introversion (I)

Information: Sensing (S) or Intuition (I)

Decisions: Thinking (T) or Feeling (F)

Structure: Judging (J) or Perceiving (P)

An individual's response prompts his character assigned to a particular group encompassing of various traits, which is his/her Myers-Briggs Type Indicator (MBTI) (Daisley, 2011). For illustration, suppose a person's dominant traits are extroversion, sensing, thinking and judging, then the MBTI's is ESTJ. This approach normally has 16 diverse options that constitute Myers-Briggs model. Primarily, these options almost best describe each test taker's personality with heightened accuracy. However, due to humanity' complexity its may sometimes fail to offer full description of the intended personality (Daisley, 2011).

Myers-Briggs' model comprises of a table bearing 16 options with the initials of an already established traits.

MBTI Type

Description

1

ISTJ

The Duty Fulfillers

2

ESTJ

The Guardians

3

ISFJ

The Nurturers

4

ESFJ

The Caregivers

5

STP

The Mechanics

6

ESTP

The Doers

7

ESFP

The Performers

8

ISFP

The Artists

9

ENTJ

The Executives

10

INTJ

The Scientists

11

ENTP

The Visionaries

12

INTP

The Thinkers

13

ENFJ

The Givers

14

INFJ

The Protectors

15

ENFP

The Inspirers

16

INFP

The Idealists

Big Five assessment

This approach mainly utilizes five categories contrary to Myers-Briggs and its assessment entails scrutinizing an individual's conduct (Thalmayer et al. 2011). However, since its invention to date, studies contend that specialists

have extended its coverage to include details after identifying an individual's

conduct. These categories encompass,

Openness

Contentiousness

Extroversion

Agreeableness

Neuroticism

Big Five's approach normally has a scale having a range of 0 to 100 where a

test taker can adequately compare his score with the already set range

(Thalmayer et al. 2011). Contrary, Myers-Briggs' emphasis aims at fine

details such as the age of the test taker.

The broad categorization of the personalities entails;

Five Personality category

Low Score

High Score

Openness

Conventional

Original

Contentiousness

Disorganized

Reliable

Extraversion

Reserved

Social

Agreeableness

Forgiving

Critical

Neuroticism

Calm

Insecure

Six Factor Personality Questionnaire (SFPQ)

It is an adult personality measure mainly applicable in working setting or during counseling sessions. Primarily, this extends the popular Big 5 approach to augment its reliability and validity (Thalmayer et al. 2011). SFPQ approach basis its argument on dividing Contentiousness scale into Industriousness and Methodicalness. This helps in covering of more detailed aspects of human behavior contrary to the " Big 5" (Thalmayer et al. 2011) .

Do you think it is really possible to accurately measure someone's personality? Why or why not?

Besides the established approaches meant for determining an individual's personality, humanity due to diverse aspects especially the environment, thus yield to be complex. Hence, the approaches fail in defining exactly one's character or yield to erroneous results.

What factors might influence the outcome of a personality assessment?

Diverse levels of the five " Big 5" aspects that might lack adequate criterion to gauge and label them as necessitated (Thalmayer et al. 2011).

Neuroticism

Extroversion

Openness

Agreeableness

Conscientiousness

References

Daisley, R. J. (2011). Considering personality type in adult learning: Using the Myers-Briggs Type Indicator in instructor preparation at PricewaterhouseCoopers. Performance Improvement, 50(2), 15-24. doi: 10. 1002/pfi. 20196

Thalmayer et al. (2011). Comparative validity of Brief to Medium-Length Big Five and Big Six Personality Questionnaires. Psychological Assessment, 23(4), 995-1009