

Personality assessment analysis essay



**ASSIGN
BUSTER**

Prepare a 1, 750- to 2, 450-word paper in which you compare and contrast the strengths and weaknesses of your selected personality assessment instruments. ? Examine the following items for each instrument: o

Validity o Comprehensiveness o Applicability o Cultural utility ?

Cite at least two references in your paper to support your assessment.

Abstract The purpose of this paper is to examine a synopsis of three different common personality assessment tests. The paper discusses the comparisons and the contrasts of the Sixteen Personality Fact Questionnaire, Rorschach Inkblots, and Self-Help Books that are use to assess personality. All of these assessments were design to help people understand the mental perception of others based on their personality. The paper also addresses the strengths and weaknesses with the different personality assessment test; the validity and comprehensiveness; and the applicability and the cultural utility associated with the different assessments. **Personality Assessment**

Introduction There are various personality assessment instruments that aide in the development of modern psychology.

. Personality assessment instruments have been around since the 19th century. The effectiveness, validity and reliability of numerous personality assessment instruments are often put under scrutiny by specialists (Thomas, 1992). However, the criticisms have not stopped its widespread use of these personality assessment instruments. Society has succumbed to numerous personality assessment tests including the Sixteen Personality Fact Questionnaire, the Rorschach Inkblots, and Self-Help books. Self-Help books are also popular because they are able to reach a massive audience and the

authors insist that these books are more effective than therapy (Thomas, 1992).

In order to discover which personality assessment is most effective one must compare and contrast the strengths, weaknesses, and validity of each personality assessment instrument. Sixteen Personality Fact Questionnaire

The Sixteen Personality Fact Questionnaire is a test that is designed to measure normal ranges of personalities that are said to be effective in various settings where an thorough assessment is need of the whole person. The Sixteen Personality Fact Questionnaire is one of the most top five most commonly used personality assessment instruments. The 16PF Questionnaire assesses the whole domain of human personality by measuring levels of (Fehriinger, 2004): WarmthReasoningEmotional StabilityDominanceLivelinessRule-Consciousness| Social BoldnessSensitivityVigilanceAbstractednessPrivatenessApprehensiveness | Openness to ChangeSelf-ReliancePerfectionismTension| Rorschach

The Rorschach Inkblots test is a test that is design to determine an individual's personality traits, fixations, and conflicts through the individual's interpretation of a sequence of inkblots. Rorschach test was ranked eighth among psychological tests used in outpatient mental health facilities. Self Help Books Strengths and Weaknesses

When comparing different assessments such as the Sixteen Personality Fact Questionnaire and the Rorschach it gives the person reviewing the assessments a chance to obtain knowledge on validity, comprehensiveness, applicability, and cultural utility on an individual's personality.

When determining the strengths and weaknesses of the various personality assessment instruments, one must establish if the assessment determine what it was set out to determine. The assessment also needs to be use in many different cultures and various backgrounds. One of the criticisms of Rorschach inkblots test is that while it can give understanding in relation to psychological trends of the personality of an individual, the test does not give the full personality of the person. Self-help books are criticize because professional psychologists and analysts do not believe that these books can be valid due to the fact there is no scientific theories supporting the validity of the self-help books and its assessments. Validity The validity of personality assessment test such as the Sixteen Personality Fact Questionnaire and the Rorschach has been subject to many criticisms in the past years. 16PF has been criticized for not determining the factors which it claims to determine (Fehriinger, 2004).

Although the 16PF have been heavily criticized the validity of this instrument has been determine through researchers discovering the Big Five Factors which has been epic in comprehending personalities that we know today. These personality assessment tests have become more and more common because of their relativity easy use to assessing an individual state of mind. Authors of self-help books reject their criticisms by insisting that these books are helpful and some even believe that they are even more effective than therapy. Out of the three personality assessment instrument self-help books are probably the least valid. Self-help books are more of a recommendation that is not backed up by scientific studies or theories.

Comprehensiveness Applicability Applicability is seen as how a particular method can be used whether on a broad or narrow scale. Cultural utility Cultural utility applies to whom the method is for; all people or a specific race or ethnic group. Conclusion Overall personality testing has become more popular over the years in psychotherapeutic practices. Due to some insurance company restrictions for the treatment of mental health and the need for a quick diagnoses in some hospitals has become more well-known and accepted by individuals and clinics alike.

All three personality assessment instruments have their strengths and weakness. None of them holds enough validity to conclude that their assessment is more effective than the others. From a scientific standpoint, the Sixteen Personality Fact Questionnaire and the Rorschach tests are more valid and reliable than the self-help books. Reference Fehring, H.

M. (2004, May). Contributions and Limitations of Cattell's Personality Factor Model. Retrieved from [http://www. personalityresearch.](http://www.personalityresearch.org/papers/fehriinger.html)

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