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The Implicit Measurement of Personality

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Development of a model for implicit measures of personality

New Horizons in Psychological Assessment, 2023

Guidance

- Under the co-direction of :
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 - Ms Katia Terriot, Associate Professor of Psychology, Inetop-CNAM
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The implicit measurement of personality (for a better predictive tool in the job performance measurement)

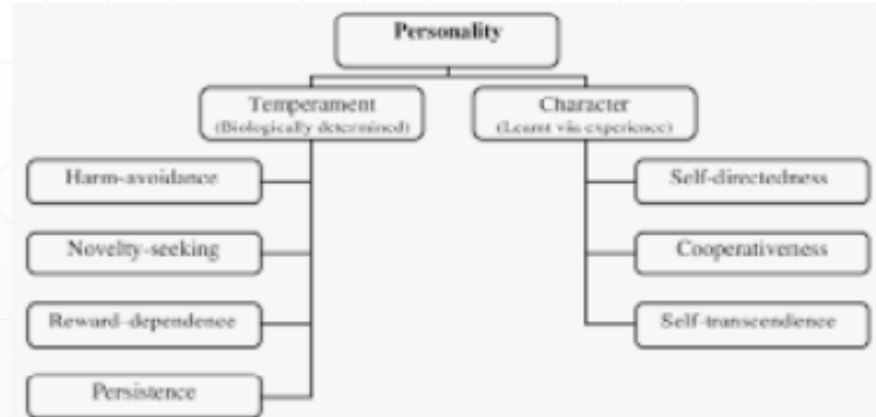
- Personality is a field that is widely investigated in recruitment and competitive examinations. However, self-report personality inventories pose a number of problems, particularly in these high-stakes situations.
 - The biases associated with this type of test are well known: social desirability, acquiescence bias, poor self-knowledge, difficulty in understanding items, etc. An interesting avenue lies in implicit measures of personality.
 - An implicit measure is an evaluation process in which the measurement processes are not (or very little) identifiable by the people being evaluated. This makes it difficult, if not impossible, for them to implement effective strategies to falsify their answers.
 - There are several such models: projective methods, implicit association tasks (IATs) and situational judgment tests (SJTs). Depending on the type of responses proposed (ipsative or quasi-ipsative) and by combining several different investigative methods, it is possible to increase the reliability of the measures and their predictivity concerning professional performance.
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- **Objective:** Establish a model for indirect measures of personality
 - **Hypotheses:**
 - Indirect measures offer better predictive validity concerning professional performance and are less subject to the biases previously mentioned.
 - The multiplicity of measures (personality, personality disorders, behavioral skills) increases incremental validity and, consequently, the reliability of the measurement performed.
 - **Problems :**
 - A "totally" indirect measure seems illusory.
 - Item comprehension is highly subjective.
 - It is not the personality that is measured, but its construct.
-

4 ways

- Personality has been conceptualized from a variety of theoretical perspectives. Today, a consensus seems to emerge as a general taxonomy of personality traits known as the Big Five :

- Cloninger describes a model of the genetic structure of personality based on twin and adoption studies of personality in humans. Based on neuropharmacological studies of humans and animals, a psychobiological model of learning abilities that underlie human personality traits is proposed..

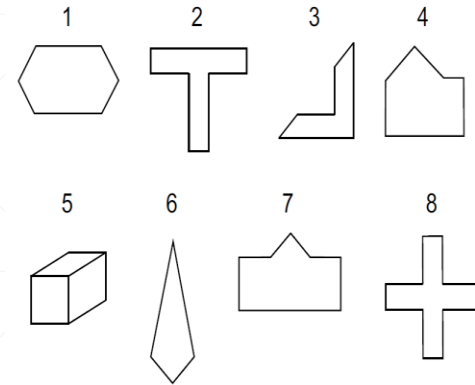


link between personality measurement and job performance

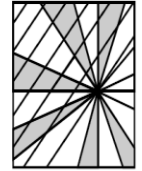
	Tett, Jackson et Rothstein (1991)	Barrick et Mount (1991)	Oh (2009)	Van Aarde, Meiring, et Wiernik (2017)	Salgado (1998)
Openness	.27	.04	NC	.02	.23
Conscientiousness	.18	.22	.23	.22	.15
Extraversion	.15	.13	NC	.15	.09
Neuroticism	-.22	.08	NC	.11	.02
Agreeableness	.33	.07	.18	-.04	.23

4 ways

“A review of the literature indicates that people with field-dependent or field-independent cognitive styles are different in their interpersonal behavior in ways predicted by the theory of psychological differentiation. Field-dependent people make greater use of external social referents, but only when the situation is ambiguous and these referents provide information that helps to remove the ambiguity; field-independent people function with greater autonomy under such conditions. Field-dependent people are more attentive to social cues than are field-independent people”. Witkin, H. A., & Goodenough, D. R. (1977). Field dependence and interpersonal behavior. *Psychological bulletin*, 84(4), 661.

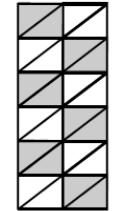


Question N°10 : Parmi les 3 propositions A, B ou C, laquelle correspond à la figure cachée ? Si aucune solution ne convient, alors vous choisirez la réponse D.



A : 1 B : 6 C : 7 D : aucune des trois propositions

Question N°11 : Parmi les 3 propositions A, B ou C, laquelle correspond à la figure cachée ? Si aucune solution ne convient, alors vous choisirez la réponse D.



A : 1 B : 5 C : 7 D : aucune des trois propositions

And what about the link with the job performance ?

- In a recent meta-analysis of 164 studies, Nye, et al. (2022) found correlations of up to .49 between the general intelligence factor and occupational performance.

Situational judgment tests (SJTs)

Situational judgment tests (SJTs) are assessments that measure test takers' judgments about different ways of responding to situations (Lievens & Motowidlo, 2016). SJTs have been shown to be excellent predictors of job performance ($\rho = 0.34$; McDaniel, Hartman, Whetzel, & Grubb, 2007).

An example : You are a team leader in a busy office environment. One of your team members, Sarah, has been consistently arriving late for work over the past week, which is affecting the team's productivity and morale. Sarah is typically a good worker, and you value her contributions. How would you handle this situation?

Answer Options:

- A) Speak with Sarah privately, express your concerns, and ask if there's anything going on in her personal life that might be affecting her punctuality. Offer support and suggest a flexible schedule if necessary.
- B) Ignore the issue for now, as it might just be a temporary problem. Wait to see if Sarah's punctuality improves on its own.
- C) Publicly reprimand Sarah in front of the team to send a message to everyone about the importance of punctuality.
- D) Document Sarah's lateness and report it to upper management immediately, suggesting that she should be disciplined or terminated.

In this SJT question, the candidate is asked to choose the most appropriate response to the situation presented. Option A demonstrates a proactive and supportive approach to address the issue, while options B, C, and D represent less effective or inappropriate responses to the situation.

The incremental validity

- Mihura (2012), in a meta-analysis, suggests the importance of coupling self-reported assessment methods with other types of investigation, thereby increasing construct and incremental validity (about projectives methods and personality measurement).
 - Greenwald (2009) concludes that incremental validity is increased in a reciprocal manner between IATs (implicit association task) and self-report questionnaires: the two coupled measures favor better predictivity.
 - McDaniel et al (2007), found that IATs explained 6-7% more variance when used in conjunction with a traditional personality inventory (based on the Big Five model).
 - **These diverse findings argue in favor of a multiplicity of measures to increase the reliability of a common measure.**
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**Many thanks for your
attention!**
