STANDARDIZATION

OF

PERSONALITY INVENTORY

- Synopsis -
of the Thesis to be submitted for the Ph.D.
Degree (Psychology) of the M.S.University
of Baroda.

Personality variables are found to be relevent to a
large measure in predicting behaviour in diverse situations.
The attempts are being made and volume of work in this area
of personality measurement is increasing continuously, espe-
cially in the United States. In our country too, the signi-
ficance of such studies is gradually being recognised. More
and more people are undertaking work along these lines, yet
personality assessment is far from perfect for any practical
purposes. The present synopsis is an outline of the report
of one such attempt. The work consisted of constructing and
standardizing a personality inventory.

The report is divided into twelve chapters. At the
end about one hundred and sixty bibliographical references
are listed. This is followed by twenty-three appendices
consisting of the different forms of the Inventory and its
accessories such as answer-sheets, scoring keys and gloss-
aries, and the rating scales used for selecting the criteria
for item validation. There are thirty-eight tables and
seven figures distributed through the different chapters.

Attempt is made to avoid the padding of the report by
avoiding too much of theoretical discussion. Only those
theoretical discussions are included which have direct
bearing on the work.

The contents of the different chapters are described
briefly below:

Chapter I : INTRODUCTION

This deals with the introduction to the report by way
of stating the purpose of the present work and its theoreti-
cal background. The purpose of the present inventory was to
prepare a tool to assess the personality of the college stu-
dents. This was again to be made use of in counselling
them on their problems. Definition of personality and
general principles of behaviour to be kept in mind while
using tests and interpreting test scores, are discussed
briefly. The factors of personality to be measured are
specified, defined and described, and their organization
within the personality is discussed. This introduction was
considered necessary to clarify the point of view of the
investigator in this field of theoretical controversies.

Chapter II : MEASUREMENT OF PERSONALITY

This chapter deals with the description and evaluation
of the different techniques of personality assessment. They
are : interview, case study method, rating scales, project-
ive techniques, situational tests and objective tests. As
the technique of self-rating questionnaires is of greater
concern to the present work, it is discussed in detail in

the third chapter. A comparative picture of the different
techniques explains the merits and drawbacks of each one.
This would enable the reader to understand the reasons for
selecting the inventory technique in the present work. The
purpose was large scale application to college population
for initial screening in the counselling process, and it
was observed that none of the techniques described in this
chapter would serve the purpose as effectively as the perso-
nality inventories would do.

Chapter III : PERSONALITY INVENTORIES - A RETROSPECT

Examples of the most commonly used personality inven-
tories are taken and discussed in this chapter. They are
selected to discuss the development of the inventory tech-
nique, the different type of inventories and their salient
features. In the end, general evaluation of the inventory
technique as a whole is made. All the points of criticism
against the inventories are discussed elaborately. In
spite of the vehement criticism of the inventories the
investigator decided to adopt this technique only. The
reasons for this will become clear after the reading of
the second and the third chapter together.

Chapter IV : FORCED-CHOICE TECHNIQUE

This technique is a recent innovation in the rating
procedures and its application to the self-rating question-
naires is also not very common. It was, therefore, thought
worthwhile to discuss this in details as applied to person-
ality inventories. The salient features of this technique
are discussed. The concepts of preference index and discri-
mination index are elaborated, because, these are the chief

distinguishing features of forced-choice technique of
personality inventory construction and standardization.
The merits and advantages of this technique over the tradi-
tional type of inventories are discussed to show how it is
superior to them. At the end the steps followed in the
present work are listed.

These steps are as follows :

1. Construction of items belonging to the three areas
   of measurement, viz. introversion-extraversion,
   normal-neuroticism and normal-psychoticism.

2. Editing and assembly of items into an inventory
   (1st form).

3. Pilot administration.

4. Calculation of the preference index and the discri-
   mination index for each item on the basis of above
   data.

5. Pairing of items in such a way that both of the
   items in a pair have equal preference values,
   but one of them is a discriminating item while
   the other is not.

6. Assembly of the pairs into an inventory(2nd form).

7. Administration of this form to the criterion
   groups selected on independent basis for valida-
   ting items.

8. Calculation of validity index for each individual
   item.

9. Selection of valid items and their assembly into
   an inventory (3rd form).

10. Administration of the third and the final form
    to a large population for the determination of
    norms and reliability.

11. Determination of norms and reliability for all
    the scales of the inventory.

Chapter V : CONSTRUCTION OF THE INVENTORY

This chapter deals with the preparation of the first
or the pilot form of the inventory. Items were drawn from
various sources, such as text-books, other inventories,
discussions with psychologists, etc. They were properly
worded and edited in the light of some general principles
which are discussed in this chapter. The reasons for
keeping the language of the inventory as English are also
explained. The form of items, the content of the whole
inventory including instructions to the subjects, separate
answer-sheet and glossary of difficult words are discussed.
With this work the first form of the Inventory was ready
for pilot administration.

Chapter VI : PILOT ADMINISTRATION

The sample of the pilot data is discussed with refer-
ence to the population for which the Inventory is standard-
ized. The application of the Inventory was restricted to
the educated and English-knowing population which is clearly
defined. The first form of the Inventory was administered
to this sample and the data thus collected was used for the
calculation of the preference and the discrimination indices
for all the items of this first form. Tables giving these
values, as well as the distribution of scores on the differ-
ent scales are given. Preparation of the second form of the
Inventory on the basis of this data is explained. The
circumstances under which one of the scales was dropped
are also explained.

Chapter VII : VALIDITY AND CRITERION

Theoretical discussion about the concepts of different types of validity and those particularly re$\cancel{y}$e$\cancel{l}$ant to the present work is the content of this chapter. This is done again to clarify the investigator's point of view in this field where also controversies prevail. The procedure of selection of the independent criteria for cross validation of individual items of the two scales, is described. The rating procedure was followed in the selection of criterion groups. The various rating scales prepared for use are given as appendices. The steps of this procedure explain the care that was taken to obtain as reliable ratings as possible.

Chapter VIII : CROSS VALIDATION OF ITEMS

This chapter deals with the cross validation of individual items, its need and procedure. The Chi-square technique was used in deriving the validity indices for the items. Tables of these values for both the scales are given. All the indices for the selected items are summarised in tables and the final selection of the items is explained. The preparation of the third f$\cancel{r}$$\cancel{o}$m of the Inventory, answer-sheet, glossary of difficult words, scoring keys, is explained.

Chapter IX : FINAL ADMINISTRATION OF THE INVENTORY FOR NORMS STUDY.

In the beginning of the chapter is given the discussion of the composition of the sample for the norms study. Various groups composed this sample and the different group

means on the two scales showed no major differences among
their means. Whatever statistically significant differences
were obtained, were disregarded due to their very small
magnitude. The total sample was treated as homegencous and
norms were calculated on its basis. The categorisation of
norms is also discussed and tables of raw scores and their
equivalent categories (A,B,C,D,E) are given.

Chapter X : RELIABILITY

The first section of this chapter deals with the
brief discussion of the concept of reliability. It is
followed by the discussion of the reliability of the most
commonly used personality inventories. This is given to
present a comparative picture of the reliabilities of the
different scales along with the present Inventory. The
reliability values calculated by different methods for the
present Inventory are given for both of its scales. They
are sufficiently high as compared to most of the inven-
tories.

Chapter XI : SUMMARY AND OBSERVATIONS

A brief resume of the procedure of construction and
standardization of the Inventory is given in the first
section of this chapter. It is followed by the general
observations made while undergoing this procedure. The
major observations are : (i) The psychoticism as a general
factor could not be assessed through the present attempt.
(ii) Foreign tests could be used with much advantage with
few cautions and modifications. (iii) The factors of
introversion-extraversion and neuroticism are independent
of each other. (iv) Group differences were very small and

insignificant in majority of cases. (v) The **present** Inventory has good reliability values. (vi) An incidental study with this Inventory revealed that underachievers were extraverted and emotionally unstable persons comparatively.

Chapter XII : SUGGESTIONS FOR USE AND FURTHER RESEARCH

This chapter deals with the major suggestions of the present investigator for the use of the present Inventory as an instrument of personality assessment. The areas of its application are discussed. The possibility of its wider applicability after further research is also suggested. The suggestions include the research to be undertaken to study the potentiality of the instrument in predicting behaviour, and also its application in large scale studies where personality is one of the variables. They point out to the value and importance of such an instrument in behavioural research.

The report thus includes all the relevent material with regard to the present work and is made complete in all the details. It is drafted in conformity with the principles of scientific reporting practices. The foot-notes, the bibliographical references, the language and style are all carefully scrutinised again and again to avoid any discrepancy.