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 relevant 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 theoretical background. The purpose of the present inventory was to prepare a tool to assess the personality of the college students. 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, projective 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 personality inventories would do.

Chapter III: PERSONALITY INVENTORIES - A RETROSPECT

Examples of the most commonly used personality inventories are taken and discussed in this chapter. They are selected to discuss the development of the inventory technique, 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 questionnaires is also not very common. It was, therefore, thought worthwhile to discuss this in details as applied to personality inventories. The salient features of this technique are discussed. The concepts of preference index and discrimination 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 traditional 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 discrimination 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 validating 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 reference to the population for which the Inventory is standardized. 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 different 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 relevant 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 form 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 homogeneous 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 inventories.

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 relevant 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.