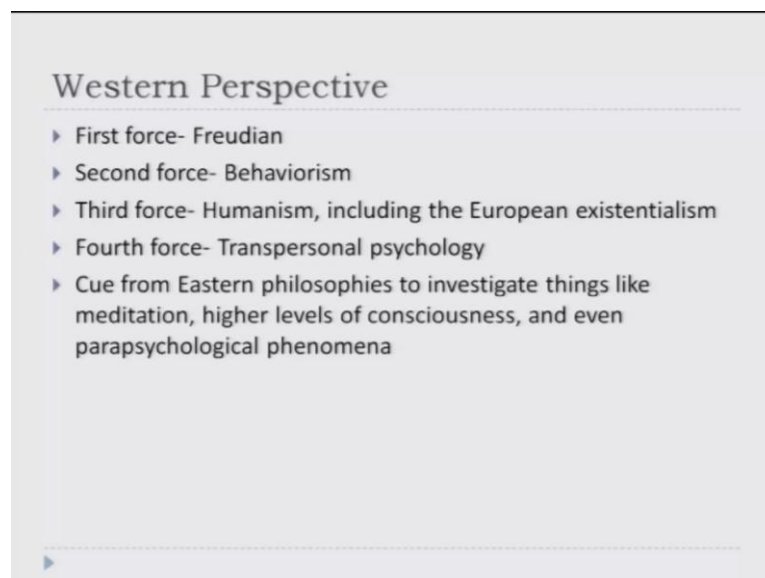


Introduction to Psychology
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Indian Institute of Technology, Kanpur

Lecture - 37
Indian Perspective of Personality and Assessment of Personality

In our attempt to understand personality will looked at various approaches the western perspective and towards the end of the previous lecture will also looked at the four different forces.

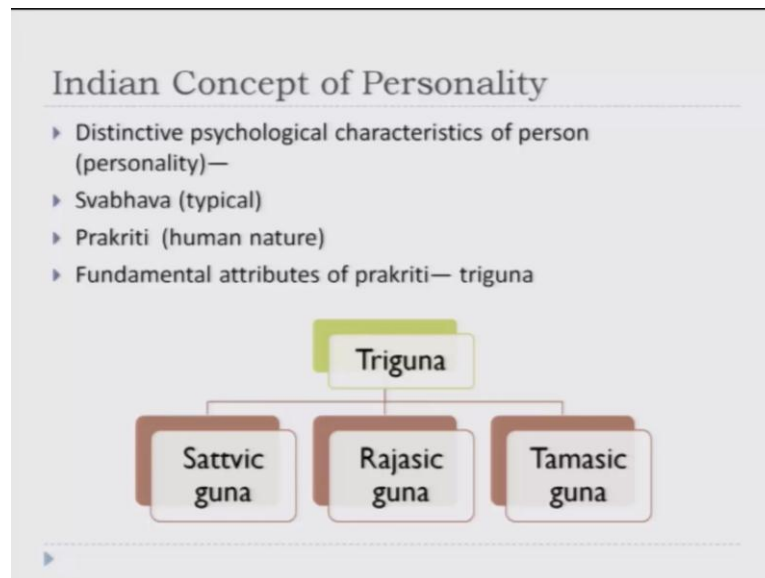
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The first one was the dynamic approach the Freudian approach the behaviorism approach was the second one humanistic approach was the third one and the fourth force was transpersonal and we also discussed there see transpersonal psychology also took cues they borrowed certain conception the eastern philosophy in the concept of meditation the concept of consciousness certain parapsychological phenomenas. They are basically now the rich wealth of the eastern philosophy and it did provide cue to people in the worst who are engaging in themselves in transpersonal psychology.

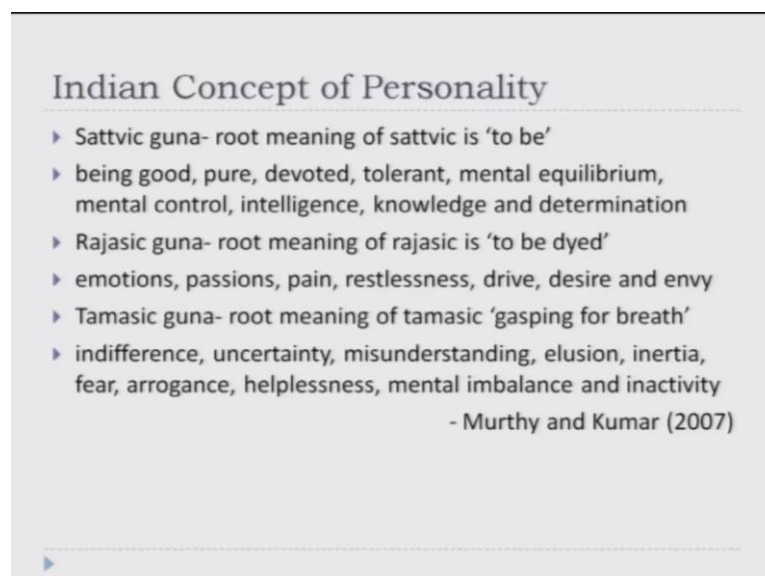
We are not going to talk about now various types of eastern philosophy, but we would be talking about the Indian concept of personality especially you would realized that in are Indian tradition personality.

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What is considered as the distinct characteristics of the person the words which represent them are either Svabhava or Prakriti. So, Svabhava would be that typical characteristics of the individual and the human nature is what is called the Prakriti the fundamental attribute of Prakriti is TriGuna which has three elements the Sattvic Guna the Rajasic Guna and the Tamasic Guna.

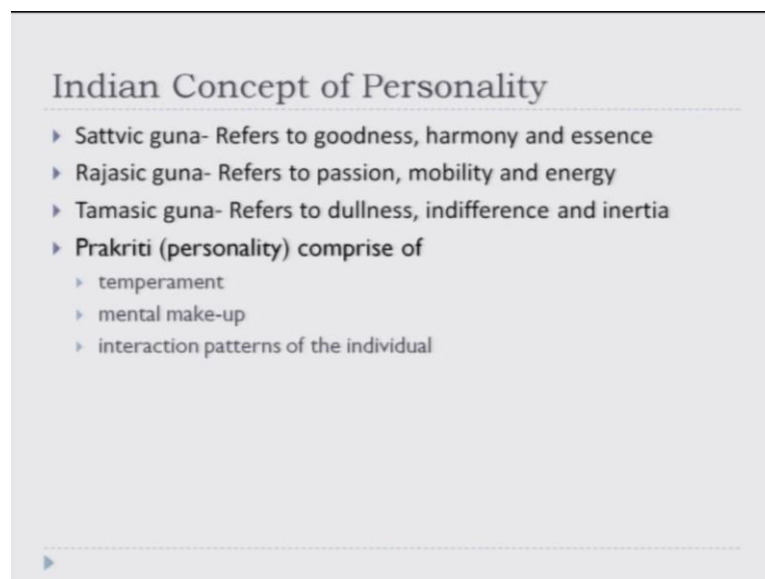
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And all these Gunas have different roots they have been interpreted differently and the deliberation that I am going to make here is based on the work of Murthy and Kumar of two thousand in seven.

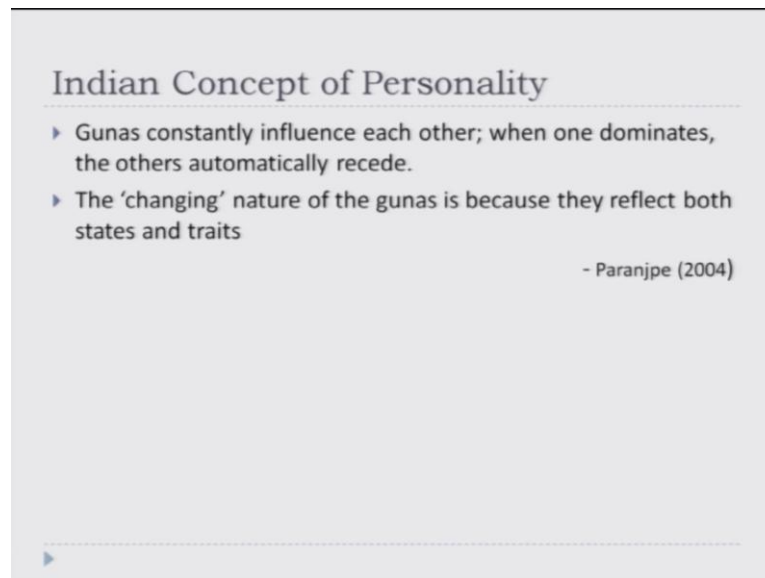
Now, they said that Sattvic Guna basically the root meaning is to be. So, being good being pure devoted tolerant having a state of mental equilibrium mental control intelligence knowledge and determination Rajasic Guna the root meaning is to be dyed. So, it would have now emotions passion pain restlessness drive desire and envy the Tamasic Guna the root meaning of Tamasic is gasping for breath. So, characteristics like indifference uncertainty misunderstanding elusion inertia fear arrogance helplessness mental imbalance and inactivity they constitute the Tamasic Guna. So, are Indian tradition says that Sattvic Rajasic and the Tamasic Gunas they constitute the Triguna three means three and they are actually the fundamental attribute of Prakriti .

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Now, Sattvic Guna basically refers to goodness harmony or essence the Rajasic Guna it refers to passion mobility and energy and Tamasic Guna refers to dullness indifference and inertia. So, the Prakriti of the individual the personality of the individual comprises of temperament mental makeup and interaction pattern of the individual.

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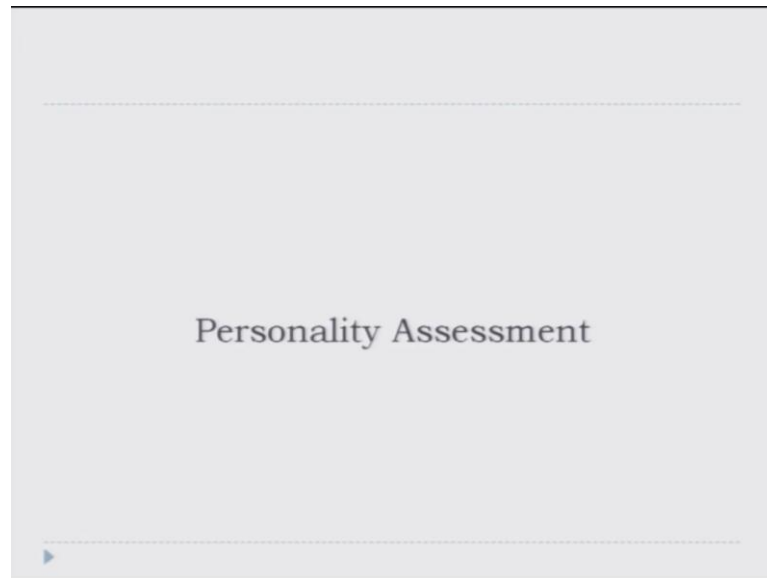
The slide is titled "Indian Concept of Personality" and contains the following text:

- ▶ Gunas constantly influence each other; when one dominates, the others automatically recede.
- ▶ The 'changing' nature of the gunas is because they reflect both states and traits

- Paranjpe (2004)

Now, Paranjpe says that Gunas basically they constantly influence each other when one dominates the other one automatically recedes. So, there is a nice equilibrium that maintain between themselves. So, if one goes up the other will go down and. So, forth and the changing nature of the Gunas is because they reflect both the state and the trait remember when we were talking about the state trait theory know personality has been taken as know as trait factor let we discussed right in the type and trait approach and then in psychology you will find whole lot of description of the state know. So, as of now you are in what a state that is they state component and there is something that is all ready in built in you that is your trade component Paranjpe are gives that the Gunas they have both of it the trade part as well as the state part now this is an interesting component now the there is an overlap and slide distention between the Indian concept and the western concept.

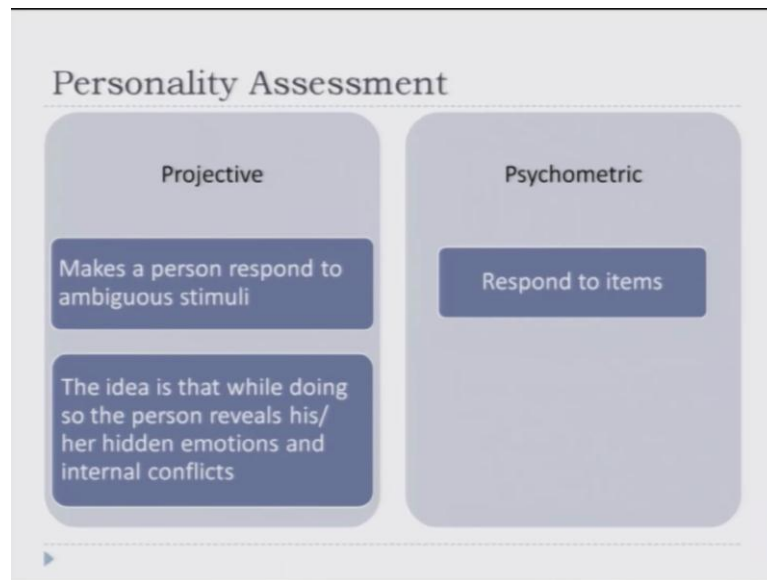
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Having talked about personality and different adopting various approaches to understand how personality involves.

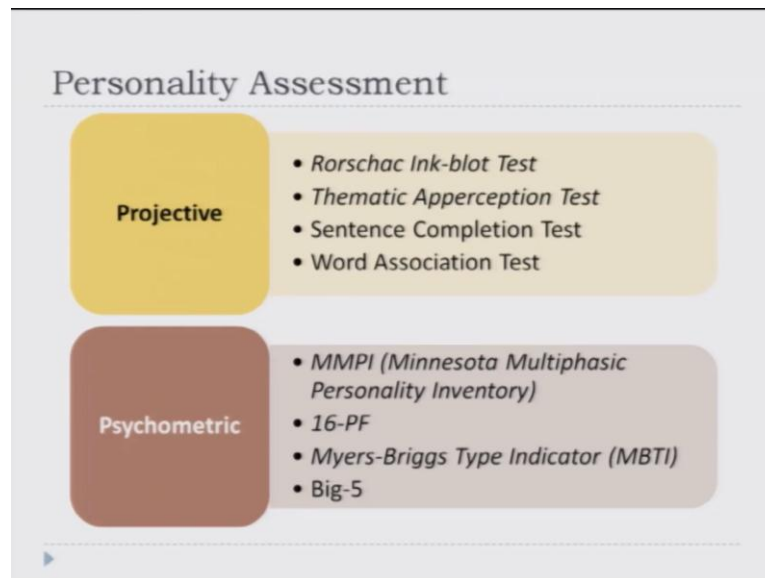
Now, we would concentrate on psychological assessment which has to do with assessment of the personality now when we were going through major milestones I said that see assessment has always been a very, very integral very, very strong component in psychology and therefore, assessment of personality is also being something which has flourished like anything till let it is on massive usage. So, when you look at the assessment strategies that are adopted by psychologist two broad categories you will find the projective techniques and the psychometric techniques. Now psychometric techniques what happens you use some inventories questionnaire some schedules. So, previously when we talked about cattails 16 fear basically there were, 16 different personality factors and for each of these personality factors you would have certain number of items the questions to which the individual responds. So, psychometric technique basically adopts these tools questionnaire inventories and schedules and you respond to those items and accordingly your scoring is done and your personality is a sketched.

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On the other hand we have a very rich technique what is called as a projective technique where you are presented with an ambiguous stimuli and as a person you are supposed to interpret that basic ambiguous stimuli and you are respond to it the idea is that while you look at the ambiguous stimuli you basically reveal your hidden emotions and internal conflicts cause it is ambiguous therefore, you do not realize that it is basically your own inner conflicts and the hidden emotions that are getting reflected rather, you think as if you were making an intellectual attempt through decide for the ambiguity the major projective they tools the Rorschach ink blot test thematic apperception test sentence completion test word association test.

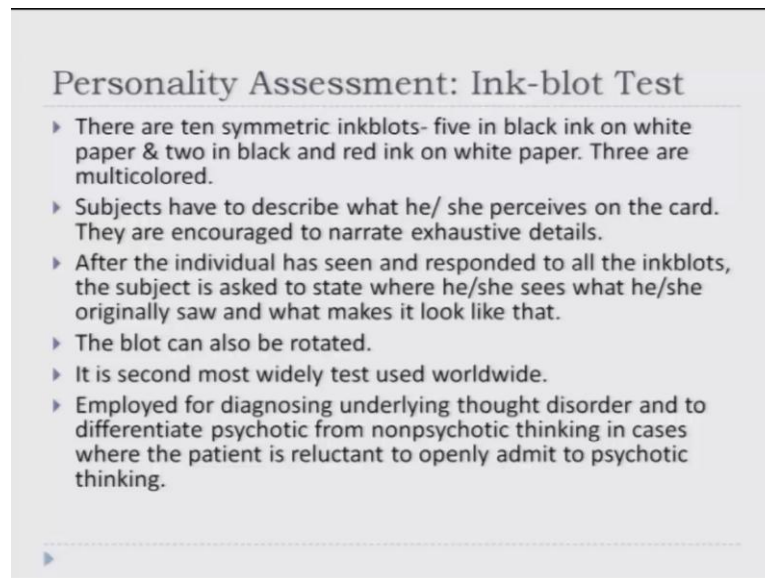
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These are the projective tool the famous psychometric tools there are many I am taking very few here the famous MMP Iminnesota multiphasic personality inventory sixteen p f we have talked about it earlier we will again talk about it the MBTI the Myers Briggs type indicator and the big 5 what we will do is will start with projective test and one by one we will go through the details of each of these test what actually they are what they intend to and finally, what is outcome that you achieve out of them.

So, let us first come to ink blot test Rorschac he came for award with this very test and it is a very interesting type of it is for certain intellectual property you shows.

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Personality Assessment: Ink-blot Test

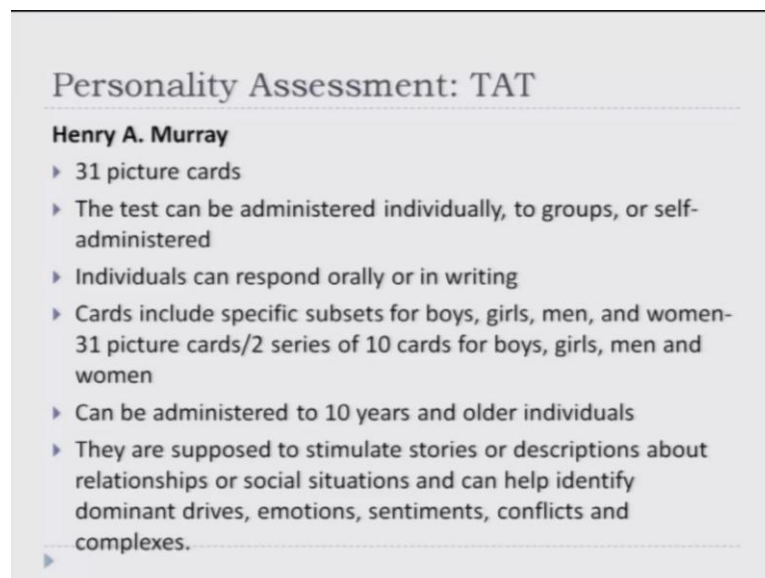
- ▶ There are ten symmetric inkblots- five in black ink on white paper & two in black and red ink on white paper. Three are multicolored.
- ▶ Subjects have to describe what he/ she perceives on the card. They are encouraged to narrate exhaustive details.
- ▶ After the individual has seen and responded to all the inkblots, the subject is asked to state where he/she sees what he/she originally saw and what makes it look like that.
- ▶ The blot can also be rotated.
- ▶ It is second most widely test used worldwide.
- ▶ Employed for diagnosing underlying thought disorder and to differentiate psychotic from nonpsychotic thinking in cases where the patient is reluctant to openly admit to psychotic thinking.

I am not showing you the card, but basically if you visit your lab and look at the card basically you have a card like this on the two sides you have a bilaterally symmetrical type of a blot. So, there are blots ink blots and these blots are bilaterally symmetrical. So, the left side in the right side would be exactly symmetrical. So, what urban Rorschach did he came forward with ten symmetric inkblots five of them in black ink on white background two in black and red ink on white background and then remaining three are multi color in this case the requirement is at the participants has to describe what he or she perceives on the card. So, when you look at the card you have to say what it looks like and as the person who now admitters the test you encourage the participant to narrate more and more exhaustive details I remember one thing that you also have to allow the participant to rotate the card there could be a possibility, now that you present the card then the individual things rotating it clockwise anticlockwise are completely ups and down to decide for what is there in the blot. So, that is allowed.

And after they individual has seen in responded to all the blots the participant is then asked to state where exactly he or she was looking at originally and what actually look like what he or she is explained. So, initially you allow free movement of the card free rotation of the card encourage the participant is exhaustively explain what he or she sees their perceives there in the card and then ones the session is over you said now, tell me where exactly you are looking at an why this appeared what actually in the blot appeared whatever you have explained remember the this is the second most widely used test

worldwide this test now is heavily employed for diagnosing underlying thought disorders and different type of psychotic and non psychotic thinking especially in the cases when the patients are reluctant to openly admit that they have certain psychotic thought processes.

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Personality Assessment: TAT

Henry A. Murray

- ▶ 31 picture cards
- ▶ The test can be administered individually, to groups, or self-administered
- ▶ Individuals can respond orally or in writing
- ▶ Cards include specific subsets for boys, girls, men, and women- 31 picture cards/2 series of 10 cards for boys, girls, men and women
- ▶ Can be administered to 10 years and older individuals
- ▶ They are supposed to stimulate stories or descriptions about relationships or social situations and can help identify dominant drives, emotions, sentiments, conflicts and complexes.

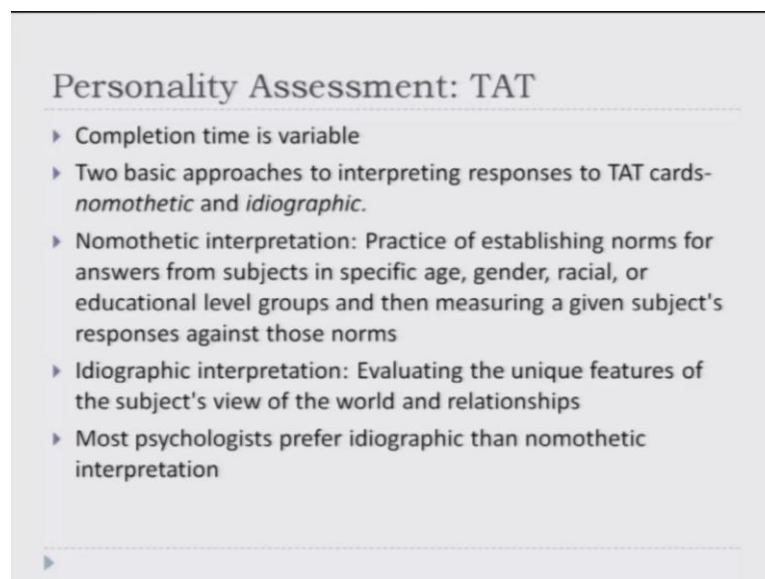
So, one of the extremely popular test in psychology they inkblot test the second test again heavily used in psychology very, very popular is TAT thematic apperception test now thematic apperception test was developed by Henry a Murray and what Murray did was he came forward with thirty one cards thirty of these cards have sketches one card is blank now the beauty of the test is that it can be administered individually or you can administer it in a group setup or you can even self administered this test as well and you have the freedom you can respond orally you can respond in writing now, what this card has it has certain a specific subsets 10 cards are exclusively for men ten cards exclusively for women ten cards which are used for both and one is a blank card. So, that would mean that practically when you used TAT you would be using only twenty cards and twenty plus one basically one is the blank one.

And it can be administered to anybody who is ten years of age or above now what happens here you show the card and you ask the individual to narrate story to construct a narrator story. So, the individuals are supposed know to think of a story describe about the relationships social situations and these situation the descriptions the relationships at

a described in these a stories they can help the psychologies identify the dominant drives of the individual emotions sentiments conflicts and complexes.

So, actually you are looking at the characters depicted on the card and although you tend to construct a story you view a story in an around the character that you see on the card, but because it is ambiguous not. So, clear what exactly takes place and remember also one thing that requires that you should tell what actually is happening there it is a static thing know, but then you have to because your constructing a stories it will be a dynamic type of a thing. So, you will have to say what actually is happening what happened immediately before this and what would happen immediately after this. So, present immediate fast immediate consequence. So, these are now the things that one is supposed to describe in the story and therefore, the significant drives of the individual complexes of the individual you derive out of the stories that one constructs.

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Personality Assessment: TAT

- ▶ Completion time is variable
- ▶ Two basic approaches to interpreting responses to TAT cards- *nomothetic* and *idiographic*.
- ▶ Nomothetic interpretation: Practice of establishing norms for answers from subjects in specific age, gender, racial, or educational level groups and then measuring a given subject's responses against those norms
- ▶ Idiographic interpretation: Evaluating the unique features of the subject's view of the world and relationships
- ▶ Most psychologists prefer idiographic than nomothetic interpretation

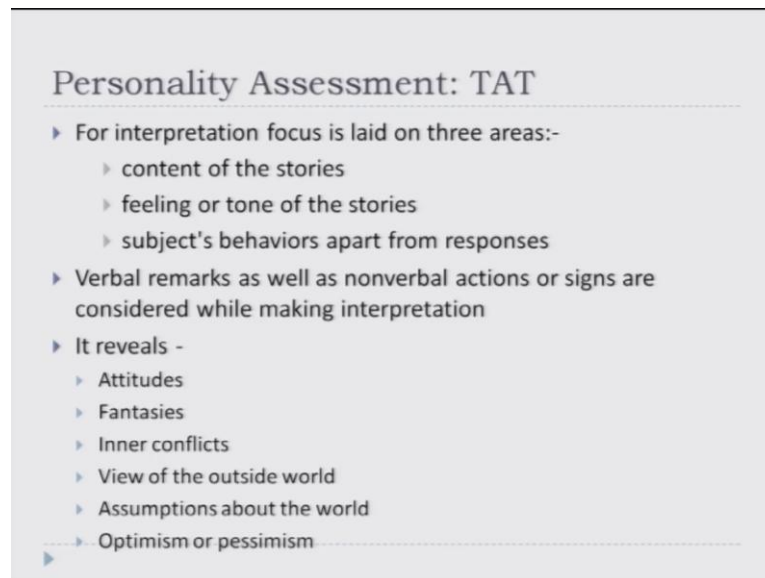
Now, the completion time is variable and there are two basic approaches that psychologies take in terms of interpreting the responses to TAT cards the nomothetic approach and the idiographic approach in the nomothetic interpretation the practice of establishing norms for answers for subjects of specific age gender race or educational level is taken into account. So, what happens unlike know the other types of this is psychology or.

In fact, I should say at like most of the test in psychology where you have you know the normative interpretation. So, the original test is conducted on a large number of individuals then you try to conversion certain norms which are is specifically designed for his specific age group his specific racial group his specific cultural group and life wise and then when the individual. How is now made to his or her individual score is compared against the nob group nob that one has come forward with that is the possibility in the case of TAT. So, that is the nomothetic approach that you all ready know that this in this age a boys of this very culture belonging to this very days largely they construct such types of stories. So, you have a what you call collective now images that people construct and then you map the individuals story over the collective story content and then you interpreted that is nomothetic approach.

The other is the idiographic approach where evaluation is done looking at the unique features of the world and the relationship that the individual concerned now takes now. If you overall look at now the strategy adopted by various psychologies in terms of interpreting TAT cards you would realize that maturity goes for idiographic interpretation people do not go for nomothetic interpretation I can share with you that many organizations worldwide including our own country TAT is used as tool to make the profile of of the prospective employee of that very form for certain reasons I cannot disclose you the name of those is situation, where TAT are used, but I must tell you the TAT used and you would realize the beauty of it if you seed personally you know that how meticulously the profile of the prospective employees is sketched and accordingly the organization decides whether this type of people are wanted in this type of an organization are not.

Now, in TAT for interpretation purpose the focus is laid on basically three areas the content of the story the feeling or tone of the story.

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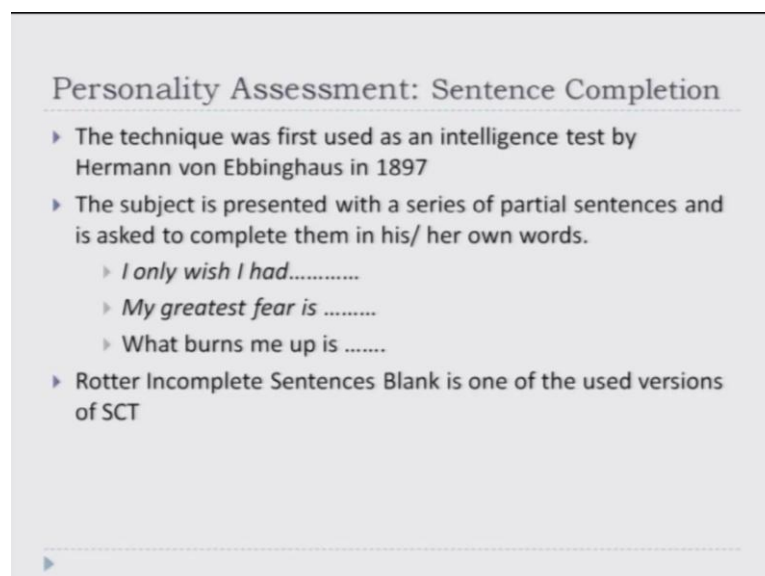


Personality Assessment: TAT

- ▶ For interpretation focus is laid on three areas:-
 - ▶ content of the stories
 - ▶ feeling or tone of the stories
 - ▶ subject's behaviors apart from responses
- ▶ Verbal remarks as well as nonverbal actions or signs are considered while making interpretation
- ▶ It reveals -
 - ▶ Attitudes
 - ▶ Fantasies
 - ▶ Inner conflicts
 - ▶ View of the outside world
 - ▶ Assumptions about the world
 - ▶ Optimism or pessimism

And the behavior of the subject apart from the response and very interestingly the verbal remarks as well as nonverbal actions or signs are also considered when one makes interpretation and at the end of know, the interpretation finally, the psychologist should be able to tell attitude fantasies inner conflicts the view of the outside world assumptions about the world and the level of optimism or pessimism in the person who as the test.

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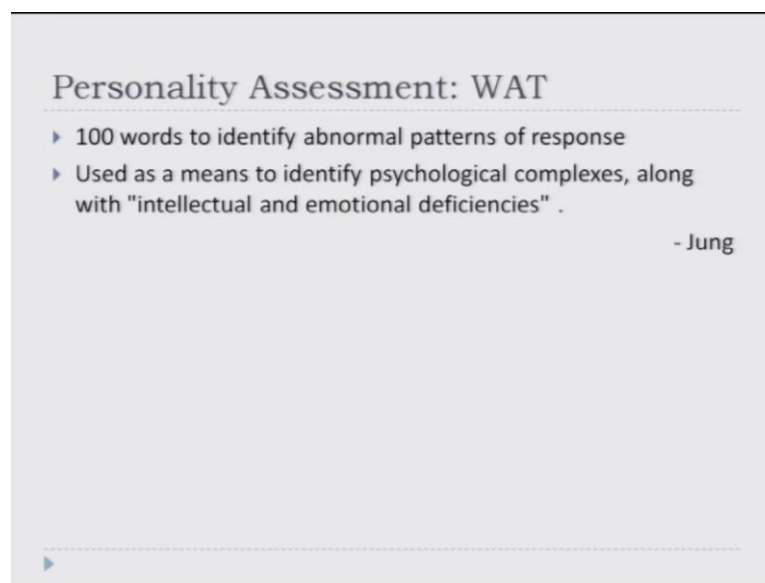
Personality Assessment: Sentence Completion

- ▶ The technique was first used as an intelligence test by Hermann von Ebbinghaus in 1897
- ▶ The subject is presented with a series of partial sentences and is asked to complete them in his/ her own words.
 - ▶ *I only wish I had.....*
 - ▶ *My greatest fear is*
 - ▶ *What burns me up is*
- ▶ Rotter Incomplete Sentences Blank is one of the used versions of SCT

The third type of projective test again very popularly used is the sentence completion test now this very test was first use as an intelligence test by ebbinghaus in eighteen ninety

seven in this case what happens now part of a sentence is shown to the individual and then he or she asked to complete for instance I only wish I had dot, dot, dot, dot my greatest fear is dot, dot, dot, dot. Now what happens that you read it and say if I say what my greatest fear is it would be different compare to when, you read what your greatest fear is an you respond to it. So, there would be whole lot of difference in terms of the responses that various individuals would elicit when it comes to sentence completion and again you can very easily sketch the personality profile of the individual based on the scores on the sentence completion test.

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Personality Assessment: WAT

- ▶ 100 words to identify abnormal patterns of response
- ▶ Used as a means to identify psychological complexes, along with "intellectual and emotional deficiencies" .

- Jung

Now, Rotters incomplete sentence blank is one of the widely used versions of sentence completion test and one of the again popular test proposed by Jung was w a t word association test. Now what Jung did was he identified hundred words which basically identify now abnormal patterns of responses.

In word association test the primary requirement is that the person who conducts the test will now pronounce a word and you have to immediately come forward with the response word. So, my words say if I call it if I am running administering the test and you are the respondent. So, the word that I pronounce is the stimulus word and the word that you respond back to me is the response word. So, I say sun and you use moon. So, that time lag the time difference between my pronouncement of word and your response

that time is calculated. So, the time taken to respond is taken into account one two how many responses did you give you or free to give more than one response.

So, the whole setoff responses that you give is taken into account and hundred words will be spoken by the psychologist one by one and you have to come forward immediately with the response word now based on the responses certain classifications are made say for instance I say sun and you say moon now sun moon are type of you know matches which are categorized in a different way, but say I say sun and you say river you say house you take you use any other non conventional word. So, there are vase and means of classifying the responses and based on these responses then the psychologist tries to identify the complexes and Jung says that along with psychological complexes you can find out the intellectual in the emotional deficiency of the individual based on word association test. In fact, you would find the adaptation of w a t in the Indian, context if I remember correctly you will have the Indian version of w a t by Joshi.

Another interesting projective test is the situation reaction test in situation reaction test what happens you are given a situation where in there could be multiple ways of responding to it say for instance if you are given a situation like you are on your way to your office there was emergency call from your boss he needs you to be immediately come to the office while you are on your way you saw that on one side of the road there was an accident a couple has been badly injured what would you do. So, this type of complex situations would be presented to you and then there could be multiple ways of responding to it know one way could be that my boss is given an emergency call to me I will rush to the office the other could be that I will rush to the office, but mean while I will just dial one zero zeros for the police to come an attend to the case third could be that I would stop and ask others also for a help the fourth could be that I will stop and take these people to hospital.

So, situation remains the same, but the possibility of the response varies in situation reaction test you will find two formats the wildly used format is when know the situation is return it is presented to you read think and then you respond in the recent time you would find know little change in there the situation reaction test the video version of the test have been created even in our own country know I myself have created one know video based situation reaction test, but for reasons I will not the details of it basically what happens that when you read you get time to think and you even a re think over what

you have thoughts. So, better thinking is also possible there you want the true response to come and therefore, when you go for a video based situation reaction test you look at a video which is of a very short duration and you immediately respond to that very situation.

So, this knows re thinking your own thoughts that is taken care of to a much greater extent and therefore, your true responses likely to come forward and in situation reaction test especially you will find now people in the uniform services arm forces police forces different type of services situation reaction test is one of the popular test used worldwide for these type of people. So, this was the whole know area of personality assessment using the projective techniques in the next round when we meet in the next lecture we will be talking about the psychometric tools that are used for the assessment of personality.