

Interpreting Test Results

Case 1: Industrial Setting

Synopsis of the test

The administered psychological test instrument used in this case study is the Myer-Briggs Type Indicator (MBTI). The MBTI assessment is a psychometric questionnaire designed to measure psychological preferences in how one perceives the world and their decisions. The essence of this personality inventory is that it helps establish the fact that a seemingly random variation in the behavior is orderly and consistent than thought otherwise.

It is a matter of fact that any psychological testing has to pass the test of reliability and stand valid in different circumstances. When we talk of reliability, it is how consistently a test measures what is supposed to be measured. For example, when the same test is done as a retest the answer should be the same or close to it. This is called the test-retest reliability and it is the most important measure of scientific testing. Talking about the validity of the MBTI assessment in psychological testing it is to be understood that validity is the degree to which an instrument measures what it intends to measure. These two parameters need to be used to introduce research settings in a psychological study. These features increase the transparency of research findings and prevent researcher bias in qualitative studies

Private Notes

Jada Andrews, female, age 32, African American, single, college graduate. Her MBTI assessment result is ESFJ – Extraversion, Sensing, Feeling, Judging.

- In the interview, it was noticed that Ms. Andrews does not shy away from interacting with people and discussing problems, and listening to their ideas and opinions.

- The client pays attention to the physical reality, what one sees, hears, touches, tastes, and smells.
- Ms. Andrews was marked for feeling based on her responses in the interview.
- She was marked for judging as she prefers to have a planned or orderly way of life, i.e. a structured overview of life.

Recommendations

Ms. Jada Andrews is a 32-year old African American female who is single and a college graduate. She has applied for a sales job at Metro Consumer Telecon. She has been given the MBTI test to evaluate her personality type and to assess if she will be a good match for the position in the company.

Based on the results of the test, Ms. Andrews' personality type is ESFJ (Extraversion, Sensing, Feeling, Judging), which suggests that she has traits that are preferable for the position.

The first component of Ms. Andrews' personality is Extraversion. People with this quality are often seen as an 'outgoing' person by others and someone who is easily approachable. They can break into any conversation with ease; in other words, they can be marked high on sociability, talkativeness, assertiveness, and excitability. People who are high in extraversion tend to seek out social stimulation and opportunities to engage with others. These individuals are often described as being full of life, energy, and positivity. The second component for Ms. Andrews' personality type is Sensing. A person with this trait is concerned with what is actual, present, current, and real. They notice facts and remember important details. They like to see the practical use of things and learn best when they see how to use what they are learning. To them, experience speaks louder than words.

The third component of the client's personality is Feeling. People with this personality type make the best decisions by weighing what people care about the most. They seem more concerned with values and whatever is best for the people involved and do whatever is needed to keep the relationship. They rely on tactfully handling the

problem rather than telling the blunt truth. The fourth component is Judging, and people with this trait like to be seen as task-oriented with a clear view of things that needs to be done. They prefer to prioritise their work. They believe in completing the work at hand first and then playing rather than mixing work and play. They avoid under all circumstances to take their work near the deadline.

In conclusion, I would like to say that as an organisational psychologist and based on the MBTI assessment results acquired during the interview, I recommend Ms. Jada Andrews to be hired for the sales job with Metro Consumer Telecon as her personality traits are aptly matching the requirements for the position in the company. She should be able to deal with your customers and give them an exemplary service.

Case 2: Educational Setting

Synopsis of the test

The Kaufman Test of Educational Achievement, Third Edition (KTEA-3) is a well-recognized and established instrument that is an industry-standard for providing an in-depth assessment of key academic skills. It successfully screens for academic difficulties, completes a comprehensive assessment for diagnostic purposes, and ultimately monitors academic progress by evaluating academic skills in reading, math, written language, and oral language. It is also important to be mentioned here that no test or program can be successful enough without reliability and validity. Reliability can be referred to as the test's stability and consistency with accuracy. The structure of a standardized test eliminates the existence of teacher bias. The overall reliability coefficient is reported at 0.87 to 0.95; internal reliability coefficients ranged from 0.77 to 0.85; test-retest coefficient is the strongest with above 0.90 based on the period of 1 to 35 days.

Private notes

Amrita Bahtti – Female, age 9:7, Indian, single, immigrated to the US with family at age 4. Her parents requested she be placed in an accelerated math track in the upcoming

school year. Amrita's parents would like for her to pursue a medical degree.

These are the scores (Maths Subtest) for Amrita Bahtti on taking The Kaufman Test of Educational Achievement, Third Edition (KTEA-3)

- Math Concepts & Applications: 92, average
- Math Computation: 95, average
- Math Fluency: 95, average
- Spelling composite: 84, below average
- Standard Scores below 85 is below average
- Standard scores between 85-115 are average and these scores are on the lower spectrum of the curve

Recommendations

Scores between 85 and 115 are considered to be average. Amrita's scores were average on all three math subtests with scores of 92 in Math Concepts and Application, 95 in Math Computation, and 95 in Math fluency.

Although average, these scores are on the lower spectrum of the curve and an accelerated math track which Amrita's father wants her to be placed into in the upcoming school year may be too difficult for Amrita. It is my recommendation that she should not be placed in the accelerated math track, rather she should work on concepts that may be a little difficult for her. She should take private tuitions and with the support of her parents and teachers, work on her weaknesses. She can also take a conditional accelerated math course in the upcoming school year and have her performance monitored. If her performance does not deteriorate she can be placed in an accelerated

math track later. While examining her scores, it was also brought out that Amrita's spelling composite score was 84 which is below average and therefore it also has to be looked into so that she does not further fall on her English skills.

Mail to Principal and Parents

To: School Principal

CC: Mr. and Mrs. Bahti

Subject: Accelerated Math Track Recommendation for Amrita Bahti

Amrita's results from the Kaufman Test of Educational Achievement are indicative of the fact that her math capability is of average level. Amrita's scores range on all three math subtests were placed in the 90's range: Math Concepts and Application, 92; Math Computation, 95; and Math fluency, 95. On the distribution curve, average scores sit in the 85 to 115 range and although average, these scores tend to be on the lower spectrum of the distribution curve and an accelerated math track may be too difficult for her.

Having said that, it is also likely that she may perform well if she is provided with tutoring and some support from both her school and her parents. I recommend that Amrita be placed in an accelerated math course in the upcoming school year and her performance measured. If her performance is good, she can then be placed in an accelerated math track otherwise she is placed back in her original math track. While examining it was also brought out that Amrita's spelling composite score was 84, which is below average and therefore she also has to work towards it so that she does not lag behind in English.

Case 3: Clinical Setting

Synopsis of the test

The Minnesota Multiphasic Personality Inventory (MMPI) is amongst the most

widely utilized clinical tool for assessment of mental health and is used by psychologists and other mental health professionals. Initially, developed in 1930s, the test has been upgraded several times to improve accuracy as well as validity. The MMPI-2 consists of 567 objective questions of true-false type and it takes approximately 60 to 90 minutes to complete the test. In contrast, the MMPI-2-RF has 338 questions of true-false type and it takes 35 to 50 minutes to complete the test. In all of the MMPI tests, validity scales of various types are used for assessing the accuracy of each person's results. As these tests are being used for legal cases like custody hearings and criminal defense as well as for recruitment screening, it is possible that test takers may not be honest with their answers. Thus, Validity scales can tell us how accurate the results of the tests are, and also indicate the extent to which answers may have been distorted purposefully. MMPI has also been used as a tool for conducting screening for high-risk jobs, despite the fact that its use for such purposes has been found to be controversial. The test is also useful in evaluating the effectiveness of rehabilitation programs for substance abuse.

Private Notes

32 years old William Steiger was subjected the MMPI-2 test at an outpatient clinic in connection to an evaluation for marital counseling. Steiger was initially reluctant to participate in marital therapy, but agreed upon his wife's insistence as she threatened him with divorce. Here are the results and test scores of the evaluation process:

- The validity of William's responses is questionable as he has manipulated his answers to present himself more positively as seen by his T-scores on K (72) defensive scale
- His Superlative Self-Presentation (71). Steiger has scored high on this scale purposefully in order to appear most positive, and to show that he did not have personality shortcomings or unfavorable characteristics.
- He is assessed to have motivation to come-across as a controlled person who never gets angry or becomes irritated.
- He desires to be seen as a person who has positive opinions of others, as apparent from his endorsement several items on the scale of Human Goodness

subscale. (S1= 67). (S2 =Serenity) (S3 =Contentment with Life) and (S5 - Denial of Moral Flaws)

- William also scored high on the Psychopathic Deviate scale (69), which indicates he is non-conforming
- He has an authority issue (Pd2= 73)
- He lacks insight into his issues (Hy2= 67)
- He is resentful, blames others, and is hostile and argumentative (Pa3= 70)
- He tends to internalize things (R = 65)
- He perceives himself to be self-confident and not readily intimidated (Do = 68)

Recommendations

William Steiger, male, age 32, an MBA graduate with specialization in marketing from the University of Chicago, married but separated, previously a mid-level executive and currently unemployed, terminated from work for having serious disagreements with other executives at the company, including major issue with one of the vice presidents of the company. He has marital conflicts along with an extramarital affair. He has agreed to enter marriage counseling. He has two children, ages 4 and 6.

I would like to say that William Steiger lacks introspection and blames others for his issues. This pattern of mindset is common with those people whose personality traits cause them to face problems due to their overenthusiastic defensiveness. It will be problematic for any psychology professional trying to work with him as he will have difficulty accepting his faults and therefore will not be able to work on them. If not for the condition imposed upon him by his wife, he would not have submitted freely to testing or sought marital counseling. His authoritative personality will continue to be an issue for him in the workplace. People with this kind of profile are generally not self-referred for therapy because they typically feel that they do not have a problem. They are being seen in psychological assessment settings as a result of a court order or by the persuasion of a family member. He is most unlikely to comply with any treatment suggested in the future and will continue to falsely project himself as a positive, well-

adjusted person and put himself in an exaggerated positive light by under shadowing the faults and denying psychological problems.