

PSYCHOMETRIC TESTING

Psychometric Assessment is a psychological tool to assess an individual's personality. Psychometric testing gives a detailed profiling of an individual in different realms of life. It helps the organization to gauge the personality of the employees. Psychometric testing focuses on the dimensions of emotions, Personality Traits related to hardiness, motivation, leadership, and others.

It's like an X-Ray which provides a complete profiling of an individual; this helps an individual to acquire detailed information about their internal & external reactions and they summon forth the courage to accept it. Psychometric brings forth the hidden positive and negative energies residing within an individual. Professional Training Academy has gained proficiency in the field of testing. Psychometric testing covers an array of personality traits. This tool is used by the corporate, Academic Houses, Public Sector Unit, and has given rich dividends.

PSYCHOMETRIC TEST LISTS

LIST OF PSYCHOLOGICAL TESTS PERSONALITY AND EQ TESTS

1. Multi-dimensional Assessment of Personality Scale (MAP Series) - by Sanjay Vohra.

MAP is a Series of tests ranging from children of primary level to normal adult personality. It is used to analyze/report individual differences in personality. The MAP Series has four Forms for different levels (MAP Form A, T, C and P):

MAP – Form A (ADULTS): (Hindi and English) It measures 20 primary dimensions of personality and is widely used in industries for selection, and placement. In diagnostic and therapeutic settings Form A provides psychologists with measures of 20 dimensions. The dimensions measured are: Adaptability, Achievement Motivation, Boldness, Competitiveness, Enthusiasm, General Ability, Guilt Proneness, Imagination, Innovation, Leadership, Maturity, Self-Control, Sensitivity, Shrewdness, Self-Sufficiency, Suspiciousness, Social Warmth, and Tension. This test is for 18 years and above, and takes about 45 minutes to complete.

2. MAP - Form T (TEENAGERS): (Hindi and English) It measures 20 primary dimensions of personality. Counselors and school psychologists use Form-T to advise school or college students, in spotting the potential dropouts, personality disorders, low achievers, etc. The dimensions measured are: Adaptability, Academic Achievement, Boldness, Competitiveness, Creativity, Enthusiasm, Excitability, General Ability, Guilt Proneness, Individualism, Innovation, Leadership, Maturity, Mental Health, Morality, Self-Control, Sensitivity, Self-Sufficiency, Social Warmth, and Tension. This test is for 12-18 years, and takes about 45 minutes to complete.

3. MAP Scales - Form C (CHILDREN): (English version only) It measures 20 primary dimensions of personality and is useful in predicting and evaluating the course of personal, social, and

academic development of a child. The dimensions included are: Adaptability, Academic performance, Boldness, Competition, Creativity, Curiosity, Enthusiasm, Excitability, General ability, Guilt proneness, Individualism, Independence, Leadership, Maturity, Mental Health, Morality, Self-control, Sensitivity, Social Warmth, and Tension. This test is for 7-11 years, and takes about 45 minutes to complete.

4. MAP Scales - Form P (PRIMARY): (English version only) The Form P enables objective personality assessment of the child. Since the subjects are too young to read the questions, the questionnaire is read by the counselor/teacher. The responses are marked on the booklet. It measures 10 personality dimensions which include: Boldness, Competitive, Excitability, Emotional Stability, General Ability, Guilt proneness, Morality, Sensitivity, Social Warmth, and Tension. For 4-7 years, and takes about 45 minutes to complete.

5. Eysenck's Personality Questionnaire (Revised) (E.P.Q.-R) (English Version Only). E.P.Q. is the result of many years of developmental work. It was designed to give the ready measure of three important personality dimensions: Psychoticism, Extraversion and Neuroticism (commonly known as PEN scale). Each of these three traits is measured by means of 90 questions, carefully selected after lengthy item analysis and factor analysis. This test is for 15 years and above, and takes about 20 minutes to complete.

7. 16PF Questionnaire - by R.B. Cattell and IPAT Staff (Hindi and English) 16 Personality Factors Questionnaire (16PF) is a test of normal adult personality. It has 5 forms, form A and B (187 items) for normal adults, C and D (105 items) for occupational groups and E (128 items) for low literates. It is widely used by psychologists, for research and in industry for selection, placement, training and promotion. Age range is 16 years and above and takes about 50 minutes to complete. Sten Score Norms available for both males and females combined and separately.

8. High School Personality Questionnaire (HSPQ) - by R.B. Cattell and IPAT Staff (Hindi and English) HSPQ measures 14 personality dimensions. It has 142 items in each form and is meant

for 12-18 years and takes about 45 minutes to complete. Sten Score Norms available for both boys and girls, combined and separately.

9. Children's Personality Questionnaire (CPQ) - by R.B. Cattell and Porter (Hindi and English) Children's Personality Questionnaire (CPQ) measures 14 personality dimensions. It has 140 items in each form and is meant for 8-12 years and takes about 45 minutes to complete. Sten Score Norms available for both boys and girls, combined and separately.

10. Scale for Introversion-Extraversion Dimension (SIED) - by Sanjay Vohra (English Version Only). SIED is a short (40 items) scale designed to indicate the extent of Extroversion and Introversion tendencies, which an employee or a student has. A very useful test for business, industries, schools and colleges for personnel selection, educational and vocational guidance etc. This test is for 15 years and above, and takes about 15 minutes time.

11. Deo-Mohan Achievement Motivation Scale - by P.Deo & Asha Mohan (English Version Only) This is a standard verbal measure, which measures the achievement motivation in general. It was primarily constructed to validate the projective test of achievement motivation by the same authors. Some of the factors which are measured are: academic motivation, need for achievement, academic challenge, achievement anxiety, importance of grades, work methods, interpersonal relations etc. This test is for 13-20 years and above, and takes about 20 minutes time.

12. State-Trait Anxiety Test (STAT) - by Sanjay Vohra (English Version Only) STAT is a brief 40-item test measuring anxiety. Five anxiety dimensions measured are Guilt proneness (Gp), Maturity (Ma), Self-control (Sc), Suspiciousness (Su) and Tension (Tn). It can be administered both, individually or in group situations. It provides separate state, trait and total anxiety score. This test is for 14 years and above, and takes about 15 minutes time.

13. IPAT Anxiety Scale (or Self Analysis Form) - by Krug & Laughlin (Hindi and English). This brief, 40 item questionnaire provides a convenient and practical measure of anxiety level. This

test is for 16 years and above, and takes about 15 minutes to complete.

14. Sinha's Comprehensive Anxiety Test - by A.K.P. Sinha & L.N.K. Sinha (Hindi and English). This scale with 90 items measures anxiety, at four different levels i.e. extremely high anxiety, high anxiety, normal anxiety, low anxiety and very low anxiety. This test is for 17 years and above, and takes about 30 minutes to complete.

15. Levenson's Scale for Locus of Control (Indian adaptation) - by Sanjay Vohra (English Version Only) This is a 24 item Likert type rating scale which measures locus of control in three dimensions, i.e. Powerful Others (P), Chance © and Individual Control (I). This scale also provides the intensity of individual's belief and places him on a profile to be compared with others. This test is for 16 years and above, and takes about 10 minutes to complete.

16. Malin's Vineland Social Maturity Scale - by J. Bharat Raj (English Version Only). E.A. Doll originally devised the Vineland Social Maturity Scale in 1935. It proved itself to be unequally useful instrument in measuring social maturity of children and young adults. This scale is being used at many clinics, institutions and also for mentally retarded cases. This test is for 0-15 years, and takes about 15 minutes to complete.

17. Rao's Social Maturity Scale - by Nalini Rao (Hindi and English) This 96-item scale measures Social Maturity in 3 dimensions, (1) Personal Adequacy covering work orientation, self-direction, and ability to take stress, (2) Interpersonal Adequacy covering communication, enlightened trust and cooperation, (3) Social Adequacy covering social commitment, social tolerance and openness to change. This test is for 11-17 years, and takes 30 minutes time.

18. Emotional Maturity Scale - by Y. Singh & M. Bhargava (Hindi and English) This scale consists of 48 items with five categories - Emotional instability, Emotional regression, Social maladjustment, Lack of independence and Personality disintegration. This test is for adolescents and adults, and takes about 15 minutes to complete.

19. Emotional Stability Questionnaire - by Sanjay Vohra (English version only) This scale consists of 60 items and gives sten score on total emotional stability of an individual. Emotional stability refers to dynamic integration and emotional maturity as opposed to uncontrolled, disorganized generalized emotionality. This test is for 14-35 years, and takes about 20 minutes to complete.

20. Level of Aspiration Scale - by M.A. Shah & M. Bhargava (Hindi and English). This is a performance based test. The performance sheet has 50 circles, which are arranged in five rows. The subject is to draw four lines in the circles, so they may appear like a human face. This test is for 15 years and above, and takes about 20 minutes time.

21. Moral Judgment Test - by D.N. Sinha & Meera Verma (Hindi Version only) This test of Moral Judgment for children has been constructed on the model of a general intelligence tests in which items on reasoning, discrimination, analogies and best answers, etc. have been included but with the variation that all the items have moral connotation. This test is for 6-11 years, and takes about 25 minutes to complete.

22. IPAT Depression Scale (or Personal Assessment Inventory) - by Krug & Laughlin (English Version only). A quick assessment of depression, this 40-item questionnaire is for use in clinical diagnosis of depression. This test is for 16 years and above, and takes about 15 minutes to complete.

23. Depression Scale - by S. Karim (Hindi and English). This 96-item questionnaire is for use in clinical diagnosis of depression. This test is for 16 years and above, and takes about 25 minutes to complete.

24. Frustration Scale - by Chauhan and Tewari (Hindi and English). For assessment of frustration, this 40-item questionnaire is for use in clinical diagnosis of frustration. This test is for 13 years and above, and takes about 15 minutes to complete.

25. Rozenwize's Picture Frustration Scale (for Adults) Indian Adaptation – by Udai Pareek

26. Rozenwize's Picture Frustration Scale (for Children) Indian Adaptation – by Udai Pareek

27. Aggression Scale - by Pal and Naqvi (Hindi and English). Assessment of aggression, this 30-item questionnaire is for use in clinical diagnosis of aggression. This test is for 14-24 years, and takes about 15 minutes time.

28. Dimensional Personality Inventory- by Mahesh Bhargava (Hindi and English). For assessment of personality, this 60-item inventory is for 14-50 years, and takes about 25 minutes to complete.

29. Problem Check List - by M C Joshi and Jagdish Pandey (Hindi and English). It is based on Mooney Problem Checklist (High School Form) and it contains 30 problems in each of eleven areas of adolescent's problems. They are – (i) health and physical development, (ii) finance, living conditions and employment, (iii) social and recreational activities (iv) sex and marriage, (v) socio-psychological relations, (vi) personal-psychological relations, (vii) moral and religion, (viii) home and family, (ix) future-vocational and educational, (x) adjustment to school work, and (xi) curriculum and teaching procedures. It takes about 25 minutes to complete.