

CHAPTER XII

SUGGESTIONS FOR USE AND FURTHER RESEARCH

12.1 VALUE AND UTILITY OF THE INVENTORY

The purpose with which the work on the Inventory was begun, was to construct an instrument for diagnostic screening for the counselling purposes. Now that the standardization work is over, it is ready to be put to different uses. It is primarily a diagnostic instrument to measure the two dimensions of personality, viz. introversion-extraversion and normal-neuroticism. While counselling individuals, knowledge about their personality make-up and dynamics of their adjustment is most essential. A quick check on these can be obtained by the application of the present test. In addition to other forms of data such as, abilities, interests, attitudes, achievements, biographical data, etc., this would

help to complete the image of the individual. Understanding of the individual is essential in a variety of situations involving inter-personal relations such as those in schools, colleges, industries, community and even in family. The teachers, employers, personnel managers, welfare officers, and social workers can gain much understanding of the people with whom they work through the use of such instruments. In India, psychological tests are not common and especially there is a dearth of carefully prepared personality inventories. Because of its various characteristics mentioned below, the present test can prove a very valuable contribution in the field of personality measurement.

(1) The Inventory measures two of the most important dimensions of personality. These are the key aspects of behaviour helping to understand the individual, his response patterns, his habits of thought and action, his emotional behaviour, etc. It is due to this fact that it has greatest applicability in the field of psychological counselling, and

it may be claimed that it would serve the purpose very well for which it has been constructed. It would help the counsellor to understand the counsellee and his behaviour more exactly. In the same manner, it would give the counsellee an opportunity to understand and think about himself more objectively. Thus, it would give both, the counsellor and his client, points for discussion. This is the general way in which the understanding of the problem develops gradually in the counselling process, or rather this is the essence of the counselling process.

(2) The language of the Inventory is simple English which can easily be understood by anyone who had some education beyond the secondary school leaving stage. This widens the horizon of its application in the different states of India where different regional languages are spoken. Of course, this would necessitate some more data collection to make sure that it suits the local populations and to verify the norms.

(3) The forced-choice technique is a unique feature of the Inventory. So far as known to the present worker, no work is reported along these lines in India. The technique is of very recent origin even in the foreign countries and forced-choice type of inventories are gradually being constructed. More experience with these would demonstrate their value. From whatever is known so far, it may be said that they are based on sound logic, empirical evidence about the influence of social desirability value of items on the testee, and the effectiveness of the control of this factor by the above technique. The temptation of posing oneself as an ideal image cannot be controlled in the natural circumstances. This technique, by disguising the purpose of the test and nature of items, poses before the testee such alternatives, the value of which is apparently the same. He has only to choose one of the two equally desirable or undesirable characteristics as more or less applicable to him. It has been demonstrated by

Gordon¹ that such type of inventories possess greater validity. Research can be undertaken with the present Inventory also to verify this fact. Only this type of inventory can be used in selection procedures because the chances of faking are reduced to minimum. The simple questionnaire is so much susceptible to faking that it has no validity at all for the purpose of selection. Though the forced-choice form overcomes this drawback, further research with the present Inventory can substantiate its claim to be used in selection procedures. The forced-choice technique as such is defensible on theoretical as well as on empirical grounds.

(4) The procedure of item construction and selection as described in the fifth and subsequent chapters, has ensured the content validity as well as the concurrent validity of the Inventory. While constructing, editing and selecting each item, utmost

¹ L. V. Gordon, "Validity of the Forced-Choice and Questionnaire Methods of Personality Measurement". J.appl.Psychol.XXXV, pp.407-412, 1951.

caution was used to look to every small detail of appropriate wording, simplicity of language, unambiguity in meaning, relevance to the scale, and rigorous statistical test in terms of preference indices, internal consistency indices and validity indices. So critical examination of each individual item is the unique feature of this Inventory. This has guaranteed the validity of the test as a whole by weeding out each item which did not function. Internal consistency indices and validity indices, when used together, render the test content homogeneous, relevant to the scale, and valid for the purpose. Cross validation of individual items also reduces the unnecessary length of the test and thus saves time in administering and scoring the Inventory.

(5) Reliability of the Inventory was tested by all the possible methods. It has been observed that the Inventory possesses high reliability values for both the scales. These are comparable to the values for most of the popular inventories discussed in the tenth chapter. These values have been

obtained, in spite of the fact that the two scales
twenty and
have only/twenty-two items respectively.

(6) Because of all the merits and qualities of the Inventory, it can be used as a tool demonstrating the use of personality inventories. The problems of its structure, content, dimensions measured, item-analysis, reliability, validity, its administration, scoring, interpretation and use for different purposes, can be discussed with its help. Because of its shortness, it is all the more convenient to handle it. Its examination, ^{administration,} /scoring, etc., could be very quick if desired.

(7) The value of the present Inventory would, however, depend greatly on its being put to use either in the work of counselling as already suggested, or in different researches involving measurement of personality variables. This might be necessary to either find out certain relationships or to control the factors. If significant relationships between the scales of the Inventory and other behaviour variables such as, success or failure in

various educational or vocational careers, different social adjustments, etc. are established, it can be used to forecast these, either by itself or in combination with other measures, depending upon the results of study. It is in this type of research that there is a great potentiality of its application. Suggestions for work along these lines are given in the following section:

12.2 SUGGESTIONS FOR FUTURE RESEARCH WITH THE INVENTORY

The Inventory has great potentiality for application in the fields of educational and vocational guidance, personal counselling, selection to courses of study, selection to different jobs, research related to personality variables, demonstration purposes in psychological laboratory, etc. As more data would be collected, its value in different kinds of applications would increase.

It is mentioned in the previous chapter that under-achievers showed a tendency toward extraversion and neuroticism. More systematic research to study

the role of different variables such as ability, interests, study habits, personality traits, etc., on the success or failure in the chosen educational careers, is needed. If relationships are established, long range predictive validity of the Inventory for this and other similar purposes could be determined and it could be used for forecasting these in advance. Much wastage and misplacement in educational and occupational career can thus be avoided. This is very important, especially, when the country is engaged in the huge task of national re-construction by trying to meet the innumerable demands and needs through its limited resources. If people are guided to take up careers suitable according to their abilities, interests, personality make-up, etc., they would be likely to succeed in them. By this, human resources would not be wasted by being shunted at random to any careers. Also the material facilities would be fully utilized only by those who would benefit by them. The double wastage by the misfits is one of the greatest of the obstacles before the

developing countries. This would only be overcome if factors contributing to success in various life situations are studied and instruments to measure these factors are constructed and refined through continuous application and research. The present Inventory measures two of the important personality dimensions which are likely to possess predictive potentiality for different purposes. Such studies can be undertaken over a long period of time and necessarily lie beyond the scope of this work. However, they are very valuable.

The Inventory is based on forced-choice technique, and it is worthwhile to study the relative efficacy of it and the simple item form of questionnaires. Though, it has been proved that the former possess greater validity than the latter, studies with special reference to this Inventory should be undertaken. Studies into the possibility of faking should also be undertaken, though, the forced-choice technique reduces these chances. Only when this is verified, the Inventory can be used in selection

procedures.

As the language of the Inventory is English, it can be used in different parts of India, provided more data on local norms and its applicability are collected. This is especially necessary, because, there are very few people who are working in this direction and fresh attempts in every state would involve large scale duplication of efforts. The best course for the time-being would be to adapt tests which are used in other states, to translate them, to refine them and render them suitable for local use. This Inventory can be easily adapted to local use with little additional data collection. Such studies may be cross-cultural as well as cross validation in purpose if necessary.

Research along the same lines to measure small units of personality qualities such as, sense of responsibility, dominance, sociability, co-operativeness, etc. may be undertaken. After constructing reliable and valid measures, their predictive values for different purposes might be determined.

Forced-choice technique offers tremendous potentiality in the field of self-rating questionnaires, to provide measures with good reliability and validity for the purposes of personality assessment, which would be useful in educational and vocational guidance and particularly in selection too.

All this discussion leads to the conclusion that this personality Inventory has all the desirable qualities of a measuring instrument. As the theoretical knowledge about the relationships between the dimensions of personality measured and the behavioural outcomes of these, increases its use would become more meaningful and widespread. Till then, the same might be used in exploring and establishing these relationships. In this way, it is a tool of theoretical advancement as well as of practical application.
