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DEVELOPMENT OF A MODEL FOR IMPLICIT MEASURES OF PERSONALITY

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GUIDANCE

- **Under the co-direction of :**

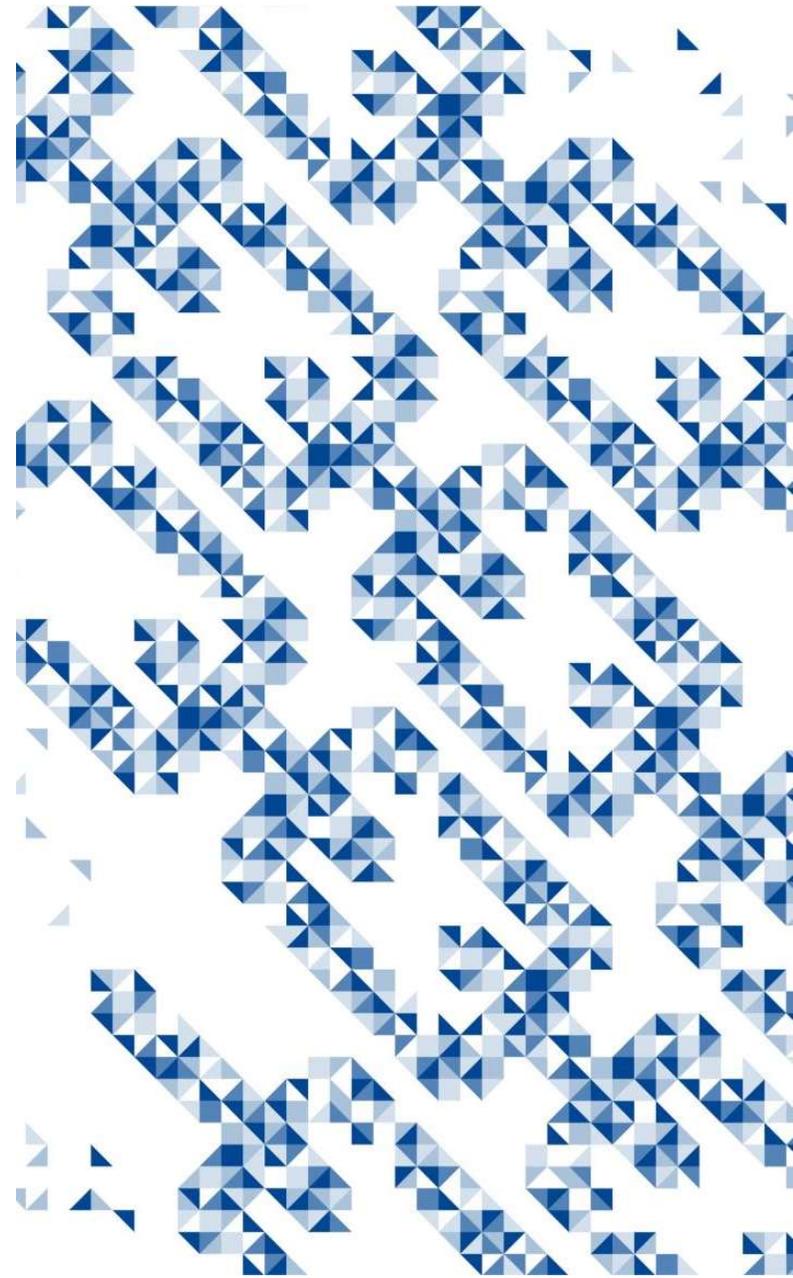
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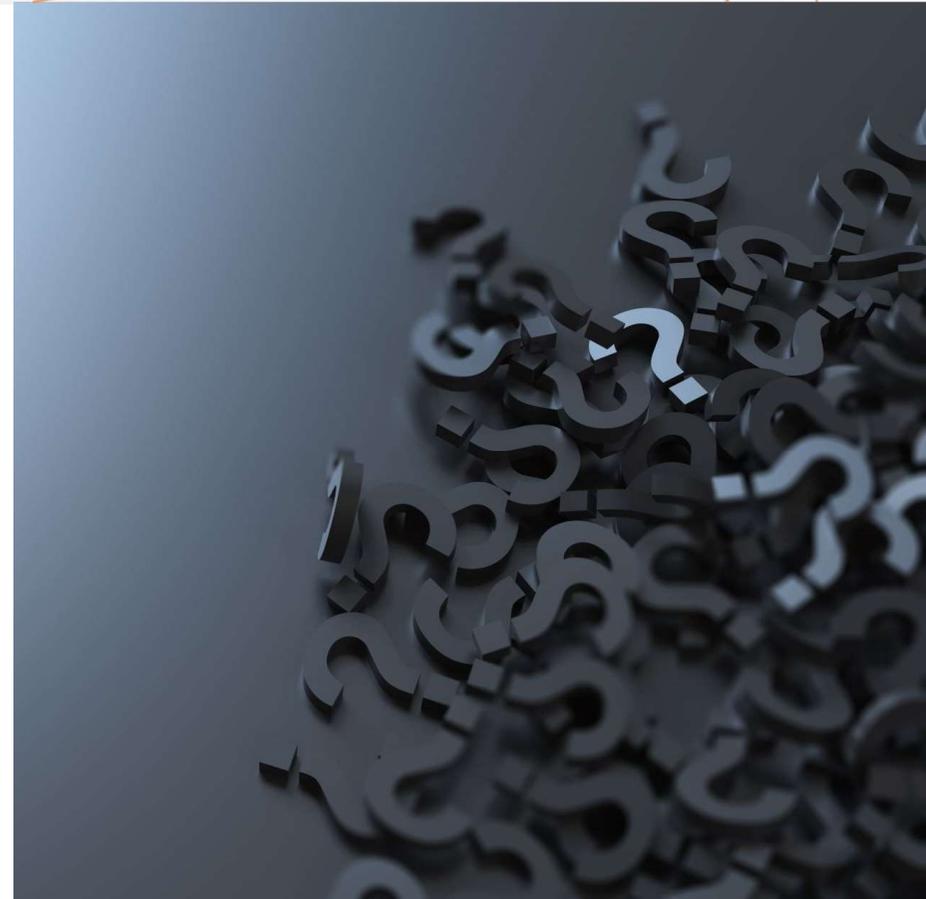
PROBLEMS

- Personality is a field that is widely investigated in recruitment and competitive examinations.
- However, self-report personality inventories pose a number of problems, particularly in these high-stakes situations. The biases associated with this type of test are well known: social desirability, acquiescence bias, poor self-knowledge, difficulty in understanding items, etc. An
- interesting avenue lies in implicit measures of personality.



WHAT IS AN IMPLICIT MEASUREMENT ?

- An implicit measure is an evaluation process in which the measurement processes are not (or very little) identifiable by the people being evaluated. This makes it difficult, if not impossible, for them to implement effective strategies to falsify their answers.



BEFORE THE HYPOTHESIS

- In their article, Ackerman, P. L., & Heggestad, E. D. (1997), highlight the correlational links between :
 - Intelligence
 - Personality
 - Interest
- This opens up the possibility of investigating one of these three fields in relation to the other two.
- Goodenough, D. R., & Witkin, H. A. (1977), in their work on spatial visualization, and more specifically on the notion of field dependence/independence, have highlighted the relationship between this cognitive ability (often referred to as cognitive style) and certain personality traits: introversion/extroversion, stress management, decision-making, etc.
- In addition to the above, personality can also be studied indirectly through other dimensions, such as cognitive abilities.





HYPOTHESIS

- Indirect measures, as a complement to more traditional ones, offer better psychometric qualities for personality assessment than a single investigation using self-report inventories.
- The multiplicity of measures not only increases the incremental validity of a measure, but also, through the bundle of information gathered, offers finer and more detailed interpretations in the analysis of personality. This has a positive impact on the measure's predictive validity.

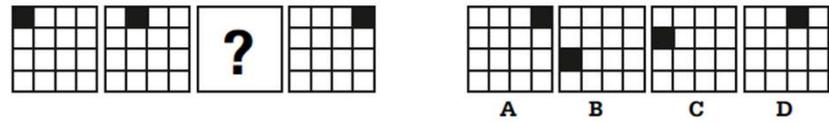
METHODOLOGY

- There are several indirect measures of personality. These include :
- Projective methods: the respondent is not in a position to understand the nature of the interpretation that will be made of his or her formulated answers.
- Implicit Association Tasks: these procedures aim to assess automatic associations between a dual-polarity target (e.g. “me/others”) and a dual-polarity attribute concept (e.g. “shy/sociable”), through a series of tasks requiring rapid sorting of responses.
- Situational judgment tests (SJTs): SJTs involve describing situations in connection with concrete scenarios in which the respondent can easily project him/herself. The possibilities are very broad, and for each situation, several response modalities and conditions can be proposed. One of the main advantages of SJTs lies in the detailed elaboration of situations, enabling us to “pinpoint” a construct in a broader way than is possible with an item from a self-report personality inventory.
- For reasons of methodological constraint, we have chosen to use the latter method as the instrument for measuring behaviours.

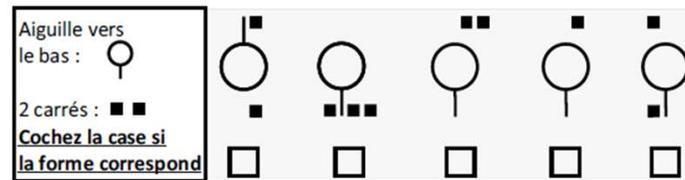


EVALUATION DU RAISONNEMENT : 4 ÉPREUVES

- Assessment of fluid reasoning :



- Assessment of attentional abilities :



- Assessment of memory capacity :



- Evaluation of visual-spatial reasoning :



La bonne réponse est C, comme l'indique le schéma ci-contre :



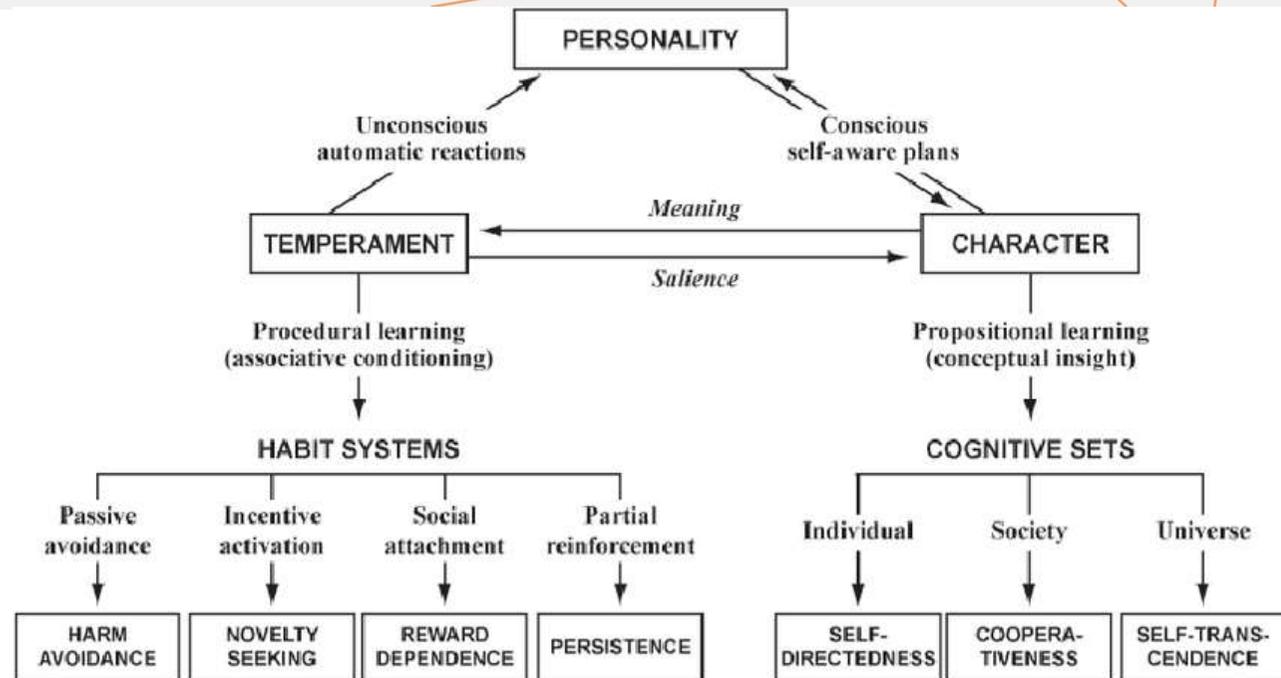
| Dimensions | Facet scales | Label | Definition |
|------------------------|----------------------|-------|--|
| Neuroticism | Anxiety | N1 | Proneness to worry and rumination. |
| | Angry Hostility | N2 | The readiness to experience frustration, anger and bitterness. |
| | Depression | N3 | The tendency for guilt, sadness, loneliness and hopelessness. |
| | Self-Consciousness | N4 | Sensitivity in social situations, such as ridicule, rejection or awkwardness. |
| | Impulsiveness | N5 | The ability to tolerate frustration and to control urges, cravings, and desires. |
| | Vulnerability | N6 | The ability to cope with stress. |
| Extraversion | Warmth | E1 | The degree of displayed affection and closeness in relationships. |
| | Gregariousness | E2 | The tendency to seek the company of others. |
| | Assertiveness | E3 | The degree of dominance in social interaction. |
| | Activity | E4 | The level of energy and activity in daily life. |
| | Excitement-Seeking | E5 | The need for thrills and intense stimulation. |
| | Positive Emotions | E6 | The tendency to be happy, excited and cheerful. |
| Openness to experience | Fantasy | O1 | Proneness to imagination, day-dreaming, and creating. |
| | Aesthetics | O2 | Appreciation for beauty in e.g. art, music, poetry or nature. |
| | Feelings | O3 | Receptivity to and intensity of experienced emotions. |
| | Actions | O4 | The tendency to choose novelty over the familiar. |
| | Ideas | O5 | The degree of interest and curiosity in entertaining new thoughts and ideas. |
| | Values | O6 | The willingness to re-evaluate norms and values. |
| Agreeableness | Trust | A1 | The general level of wariness or suspicion in contact with other people. |
| | Straightforwardness | A2 | Degree of sincerity vs shrewdness. |
| | Altruism | A3 | Active concern for the well-being of others. |
| | Compliance | A4 | Inhibiting vs expressing aggression towards others in conflict. |
| | Modesty | A5 | Degree of humility vs arrogance. |
| | Tender-Mindedness | A6 | Propensity to empathize with others. |
| Conscientiousness | Competence | C1 | Belief in one's own capacity to handle life's many challenges. |
| | Order | C2 | Degree of neatness and orderliness. |
| | Dutifulness | C3 | How strongly ethical principles guide action. |
| | Achievement Striving | C4 | Aspiration-level, the willingness to work towards goals. |
| | Self-Discipline | C5 | The ability to follow through on tasks despite boredom. |

PERSONALITY ASSESSMENT

- Construction of a 180-question personality inventory, using the 5 traits of the 5-factor model with 6 facets per trait, based on the model by Costa, P., & McRae, R. R. (1992).

EVALUATION DES TROUBLES DE LA PERSONNALITÉ

- Construction of a 125-question personality disorder inventory based on Cloninger's model, comprising 7 Traits and 25 facets:



| Style | Réactif | | Réactif / Préventif | | | | Préventif | | | |
|-------------------------|-----------------|--|---------------------|--|------------|--|--------------------|--|---------------|------------|
| Register | Direct | | Semi-Directive | | | | Non-Directive | | | |
| Modality of action | Physical action | | Verbal orders | | Persuasion | | Negociation skills | | Participative | Délégative |
| 1. Urgency | | | | | | | | | | |
| 2. Criticality | | | | | | | | | | |
| 3. Climate | | | | | | | | | | |
| 4. Complexity | | | | | | | | | | |
| 5. Dangerousness | | | | | | | | | | |
| 6. Vulnerability | | | | | | | | | | |
| 7. Agency | | | | | | | | | | |
| 8. Compliance | | | | | | | | | | |
| 9. Openness | | | | | | | | | | |
| 10. Personal motivation | | | | | | | | | | |

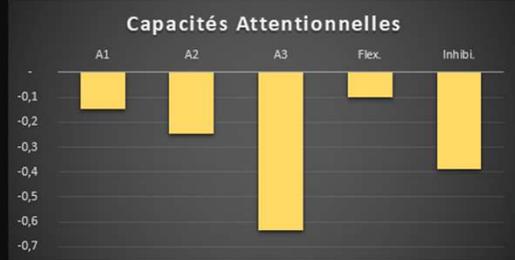
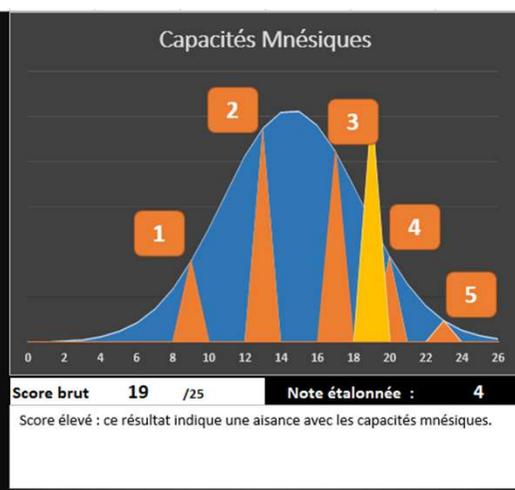
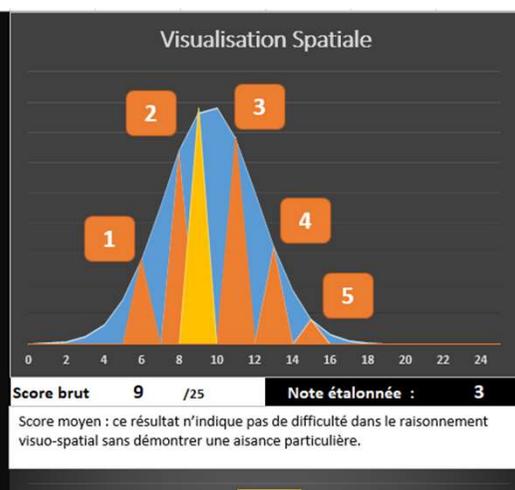
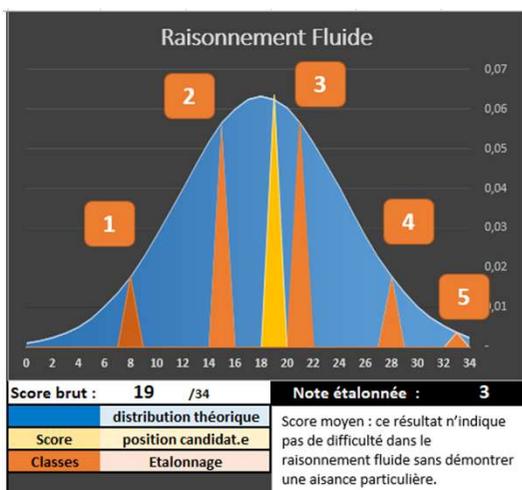
BUILDING A SITUATIONAL JUDGMENT TEST

BASED ON 3 MAJOR REGISTERS, EACH WITH 2 DECLINATIONS AND 10 ACTION MODALITIES:

TEST TAKING: SAMPLE

- Reasoning test: 274 prison officers
- Personality test: 227 prison officers + 111 respondents from the overall population
- Personality disorder test: 208 prison officers + 116 respondents from the general population
- Situational judgement test: administered to a panel of experts (6 people)

FIRST RESULT :



| Agréabilité : 0,698 | | | | | | |
|-------------------------------------|------------------|----------------|------------------|----------------------------------|---------------|--|
| Confiance | Droiture | Altruisme | Compliance | Modestie | Sensibilité | |
| 0,717 | 0,77 | 0,718 | 0,73 | 0,71 | 0,74 | |
| Conscience : 0,911 | | | | | | |
| Compétence | Ordre | Sens du devoir | Recherche de ré | Auto-discipline | Délibération | |
| 0,764 | 0,755 | 0,866 | 0,825 | 0,823 | 0,76 | |
| Extraversion / introversion : 0,867 | | | | | | |
| Chaleur | Grégarité | Assertivité | Activité | Recherche de se Émotions positif | | |
| 0,784 | 0,638 | 0,769 | 0,728 | 0,686 | 0,837 | |
| Nevrosisme : 0,925 | | | | | | |
| Anxiété | Colère hostilité | Dépression | Timidité sociale | Impulsivité | Vulnérabilité | |
| 0,776 | 0,793 | 0,831 | 0,826 | 0,751 | 0,821 | |
| Ouverture : 0,776 | | | | | | |
| Réverie | Esthétique | Sentiments | Actions | Idees | Valeurs | |
| 0,823 | 0,888 | 0,637 | 0,727 | 0,76 | 0,749 | |

| Agabilité : 0,698 | | | | | | Conscience : 0,911 | | | | | | Extraversion : 0,867 | | | | | | Névrosisme : 0,925 | | | | | | Ouverture : 0,776 | | | | | | | | | | |
|-------------------|------|------|------|------|------|--------------------|-----------|-----|-----|------|------|----------------------|------|----------|-----|-----|-----|--------------------|-----|-----|---------|------|-----|-------------------|------|-----|-----|--------|------|------|------|------|------|------|
| Componentes | | | | | | Componentes | | | | | | Componentes | | | | | | Componentes | | | | | | Componentes | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 1 | 2 | 3 | 4 | 5 | 6 | 1 | 2 | 3 | 4 | 5 | 6 | 1 | 2 | 3 | 4 | 5 | 6 | 1 | 2 | 3 | 4 | 5 | 6 | | | | | |
| Defiance1 | -182 | -194 | -221 | -191 | 294 | 119 | Demonsio1 | 394 | 195 | -220 | 205 | -130 | 144 | Extrav1 | 171 | 224 | 147 | 192 | 462 | 244 | Neuro1 | -294 | 294 | 294 | -294 | 294 | 294 | Open1 | -182 | -194 | -221 | -191 | 294 | 119 |
| Defiance21 | 491 | 492 | -104 | -104 | 117 | -119 | Demonsio2 | 422 | 125 | -120 | 144 | -241 | 331 | Extrav2 | 188 | 194 | 171 | 170 | 481 | 211 | Neuro2 | -271 | 271 | 271 | -271 | 271 | 271 | Open2 | 491 | 492 | -104 | -104 | 117 | -119 |
| Defiance41 | 449 | 424 | 152 | -154 | 481 | -119 | Demonsio3 | 441 | 195 | -162 | 124 | -212 | 244 | Extrav3 | 164 | 217 | 177 | 191 | 371 | 191 | Neuro3 | -244 | 244 | 244 | -244 | 244 | 244 | Open3 | 449 | 424 | 152 | -154 | 481 | -119 |
| Defiance41 | -194 | 491 | -194 | 102 | 104 | 119 | Demonsio4 | 442 | 191 | -114 | 120 | -117 | 171 | Extrav4 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro4 | -211 | 211 | 211 | -211 | 211 | 211 | Open4 | -194 | 491 | -194 | 102 | 104 | 119 |
| Defiance211 | 421 | 241 | 191 | -191 | 104 | -119 | Demonsio5 | 441 | 142 | -114 | 104 | -142 | -119 | Extrav5 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro5 | -211 | 211 | 211 | -211 | 211 | 211 | Open5 | 421 | 241 | 191 | -191 | 104 | -119 |
| Defiance411 | -104 | 211 | 191 | -191 | 104 | -119 | Demonsio6 | 391 | 194 | -142 | 104 | -142 | -119 | Extrav6 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro6 | -211 | 211 | 211 | -211 | 211 | 211 | Open6 | -104 | 211 | 191 | -191 | 104 | -119 |
| Defiance211 | 104 | -104 | 104 | 104 | -104 | 119 | Defiant7 | 117 | 121 | -152 | 114 | -117 | 119 | Extrav7 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro7 | -211 | 211 | 211 | -211 | 211 | 211 | Open7 | 104 | -104 | 104 | 104 | -104 | 119 |
| Defiance411 | -104 | 104 | -104 | 104 | 104 | 119 | Defiant8 | 117 | 147 | -117 | 114 | -119 | 119 | Extrav8 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro8 | -211 | 211 | 211 | -211 | 211 | 211 | Open8 | -104 | 104 | -104 | 104 | 104 | 119 |
| Defiance2111 | 211 | 117 | 117 | 117 | -117 | 119 | Defiant9 | 117 | 117 | -117 | 114 | -119 | 119 | Extrav9 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro9 | -211 | 211 | 211 | -211 | 211 | 211 | Open9 | 211 | 117 | 117 | 117 | -117 | 119 |
| Defiance4111 | -117 | 117 | -117 | 117 | 117 | 119 | Defiant10 | 117 | 117 | 117 | -117 | -119 | 119 | Extrav10 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro10 | -211 | 211 | 211 | -211 | 211 | 211 | Open10 | -117 | 117 | -117 | 117 | 117 | 119 |
| Defiance21111 | 117 | -117 | 117 | -117 | 117 | 119 | Defiant11 | 117 | 117 | 117 | 117 | -119 | 119 | Extrav11 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro11 | -211 | 211 | 211 | -211 | 211 | 211 | Open11 | 117 | -117 | 117 | -117 | 117 | 119 |
| Defiance41111 | -117 | 117 | -117 | 117 | -117 | 119 | Defiant12 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav12 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro12 | -211 | 211 | 211 | -211 | 211 | 211 | Open12 | 117 | 117 | -117 | 117 | -117 | 119 |
| Defiance211111 | 117 | 117 | 117 | 117 | 117 | 119 | Defiant13 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav13 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro13 | -211 | 211 | 211 | -211 | 211 | 211 | Open13 | 117 | 117 | 117 | 117 | 117 | 119 |
| Defiance411111 | -117 | 117 | -117 | 117 | -117 | 119 | Defiant14 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav14 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro14 | -211 | 211 | 211 | -211 | 211 | 211 | Open14 | -117 | 117 | -117 | 117 | -117 | 119 |
| Defiance2111111 | 117 | -117 | 117 | -117 | 117 | 119 | Defiant15 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav15 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro15 | -211 | 211 | 211 | -211 | 211 | 211 | Open15 | 117 | -117 | 117 | -117 | 117 | 119 |
| Defiance4111111 | -117 | 117 | -117 | 117 | -117 | 119 | Defiant16 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav16 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro16 | -211 | 211 | 211 | -211 | 211 | 211 | Open16 | -117 | 117 | -117 | 117 | -117 | 119 |
| Defiance21111111 | 117 | 117 | 117 | 117 | 117 | 119 | Defiant17 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav17 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro17 | -211 | 211 | 211 | -211 | 211 | 211 | Open17 | 117 | 117 | 117 | 117 | 117 | 119 |
| Defiance41111111 | -117 | 117 | -117 | 117 | -117 | 119 | Defiant18 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav18 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro18 | -211 | 211 | 211 | -211 | 211 | 211 | Open18 | -117 | 117 | -117 | 117 | -117 | 119 |
| Defiance211111111 | 117 | -117 | 117 | -117 | 117 | 119 | Defiant19 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav19 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro19 | -211 | 211 | 211 | -211 | 211 | 211 | Open19 | 117 | 117 | 117 | 117 | 117 | 119 |
| Defiance411111111 | -117 | 117 | -117 | 117 | -117 | 119 | Defiant20 | 117 | 117 | 117 | 117 | 117 | -119 | Extrav20 | 171 | 171 | 171 | 171 | 471 | 191 | Neuro20 | -211 | 211 | 211 | -211 | 211 | 211 | Open20 | -117 | 117 | -117 | 117 | -117 | 119 |

FACTOR STRUCTURE AND INTERNAL CONSISTENCY OF THE PERSONALITY TEST

| Tempérament (Inné) | Alphas | Caractère (Acquis) | Alphas |
|--|--------------|---|--------------|
| Évitement du danger (HA) | 0,891 | Coopération (C.) | 0,922 |
| Inquiétude versus optimisme (HA1) | 0,785 | Tolérance sociale versus intolérance (C1) | 0,794 |
| Peur de l'inconnu versus confiance (HA2) | 0,759 | Empathie versus désintérêt social (C2) | 0,77 |
| Timidité versus aisance sociale (HA3) | 0,726 | Solidarité versus égoïsme (C3) | 0,754 |
| Fatigabilité versus endurance (HA4) | 0,744 | Indulgence versus esprit de revanche (C4) | 0,712 |
| Recherche de nouveauté (NS) | 0,757 | Probité versus individualisme (C5) | 0,801 |
| Besoin de changement versus conformisme (NS1) | 0,684 | Détermination (SD) | 0,917 |
| Impulsivité versus réflexion (NS2) | 0,715 | Sens des responsabilités versus attribution externe (SD1) | 0,792 |
| Dépenses versus économie (NS3) | 0,668 | Volonté d'aboutir versus absence d'objectifs (SD2) | 0,663 |
| Anti-conformisme versus respect des règles (NS4) | 0,568 | Ressources individuelles versus inefficience (SD3) | 0,765 |
| Dépendance à la récompense (RD) | 0,845 | Acceptation de soi versus insatisfaction (SD4) | 0,726 |
| Sentimentalité versus insensibilité (RD1) | 0,718 | Habitudes bénéfiques versus réflexes inefficients (SD5) | 0,717 |
| Attachement affectif versus détachement (RD2) | 0,601 | Transcendance (ST) | 0,861 |
| Besoin de soutien versus indépendance (RD3) | 0,73 | Sens du spirituel versus rationalisme (ST1) | 0,784 |
| Persistance (P) | 0,81 | Détachement de soi versus pensée concrète (ST2) | 0,718 |
| | | Croyance universelle versus pensée individuelle (ST3) | 0,785 |

| | Composante | | | | |
|-----|---|-----------|-----------|------------|---------------|
| | Coopération / Détermination / persistance | Evitement | Nouveauté | Récompense | Transcendance |
| C1 | ,763 | ,109 | ,107 | ,175 | ,127 |
| C2 | ,699 | -,039 | -,045 | ,347 | -,148 |
| C3 | ,798 | ,027 | ,054 | ,293 | ,061 |
| C4 | ,710 | -,044 | ,248 | ,108 | ,135 |
| C5 | ,821 | ,031 | -,046 | ,187 | ,075 |
| HA1 | -,002 | ,673 | ,301 | -,369 | ,194 |
| HA2 | ,089 | ,835 | ,181 | -,204 | ,109 |
| HA3 | ,250 | ,711 | ,215 | ,203 | ,071 |
| HA4 | ,242 | ,557 | ,454 | -,136 | ,285 |
| NS1 | ,701 | ,304 | -,308 | -,028 | ,040 |
| NS2 | ,139 | ,194 | ,831 | -,134 | ,048 |
| NS3 | ,519 | ,009 | ,184 | -,443 | ,243 |
| NS4 | -,024 | ,321 | ,662 | -,021 | ,265 |
| P | ,857 | ,139 | -,045 | ,011 | ,133 |
| RD1 | ,502 | -,162 | -,260 | ,609 | -,023 |
| RD2 | ,131 | -,110 | -,177 | ,818 | -,049 |
| RD3 | ,503 | -,085 | ,075 | ,659 | -,017 |
| SD1 | ,876 | -,007 | ,016 | ,051 | ,095 |
| SD2 | ,782 | ,174 | -,033 | -,033 | ,118 |
| SD3 | ,770 | ,154 | ,035 | -,020 | ,036 |
| SD4 | ,746 | ,057 | ,226 | -,004 | -,123 |
| SD5 | ,786 | ,103 | ,012 | ,192 | ,086 |
| ST1 | -,064 | ,232 | ,661 | -,166 | ,312 |
| ST2 | ,095 | ,148 | ,361 | -,142 | ,759 |
| ST3 | ,206 | ,219 | ,175 | ,006 | ,836 |



FOCUS ON :

- Significant correlations of $.27^{**}$ and $.36^{**}$ were found between the ST1 and ST3 facets and the GEFT test.
- Significant correlations of $-.28^{**}$ and $-.29^{**}$ were found between the “Self-discipline” facet and the GEFT and Fluid Reasoning tests.
- The “Anger/Hostility” facet had significant correlations of $-.32^{**}$; $-.29^{**}$ and $-.32$ with the Fluid, Memory and GEFT tests.
- Impulsivity is negatively and significantly correlated $-.30^{**}$ with the attentional test

RESULTS COMPUTERIZATION

| Candidat = | Céline | I | II | III | IV | V |
|-------------------------|----------|---|----|-----|----|---|
| Confiance | 4 | | | | | |
| Droiture | 5 | | | | | |
| Altruisme | 2 | | | | | |
| Complaisance | 2 | | | | | |
| Modestie | 2 | | | | | |
| Sensibilité | 3 | | | | | |
| Agréabilité | 3 | | | | | |
| Compétence | 4 | | | | | |
| Ordre | 3 | | | | | |
| Sens du devoir | 3 | | | | | |
| Recherche de réussite | 1 | | | | | |
| Autodiscipline | 3 | | | | | |
| Délibération | 2 | | | | | |
| Conscience | 2 | | | | | |
| Chaleur | 4 | | | | | |
| Grégarité | 2 | | | | | |
| Assertivité / Dominance | 4 | | | | | |
| Activité | 2 | | | | | |
| Recherche de sensations | 2 | | | | | |
| Emotions positives | 1 | | | | | |
| Extraversion | 3 | | | | | |
| Anxiété | 4 | | | | | |
| Colère hostile | 4 | | | | | |
| Dépression | 5 | | | | | |
| Timidité sociale | 2 | | | | | |
| Impulsivité | 4 | | | | | |
| Vulnérabilité | 4 | | | | | |
| Névrosisme | 4 | | | | | |
| Réverie | 2 | | | | | |
| Esthétique | 1 | | | | | |
| Sentiments | 5 | | | | | |
| Actions | 3 | | | | | |
| Idées | 5 | | | | | |
| Valeurs | 4 | | | | | |
| Ouverture | 3 | | | | | |

| Candidat = | Céline | I | II | III | IV | V |
|----------------------|--------|---|----|-----|----|---|
| Auto-Duperie | 2 | | | | | |
| Hétéro-Duperie | 3 | | | | | |
| Désirabilité Sociale | 2 | | | | | |

Biais d'acquiescement et réponses atypiques

Neurosisme

| Agréabilité | Conscience | Extraversion | Névrosisme | Ouverture |
|-----------------|-------------------|-----------------|------------------|---------------|
| Confiance A1 | Compétences C1 | Chaleur E1 | Anxiété N1 | Réveries O1 |
| Droiture A2 | Ordre C2 | Grégarité E2 | Colère N2 | Esthétique O2 |
| Altruisme A3 | Sens du devoir C3 | Assertivité E3 | Dépression N3 | Sentiments O3 |
| Complaisance A4 | Rech. de réus. C4 | Activité E4 | Timidité soc. N4 | Actions O4 |
| Modestie A5 | Autodiscipline C5 | Rech. Sensa. E5 | Impulsivité N5 | Idées O5 |
| Sensibilité A6 | Délibération C6 | Emotions + E6 | Vulnérabilité N6 | Valeurs O6 |

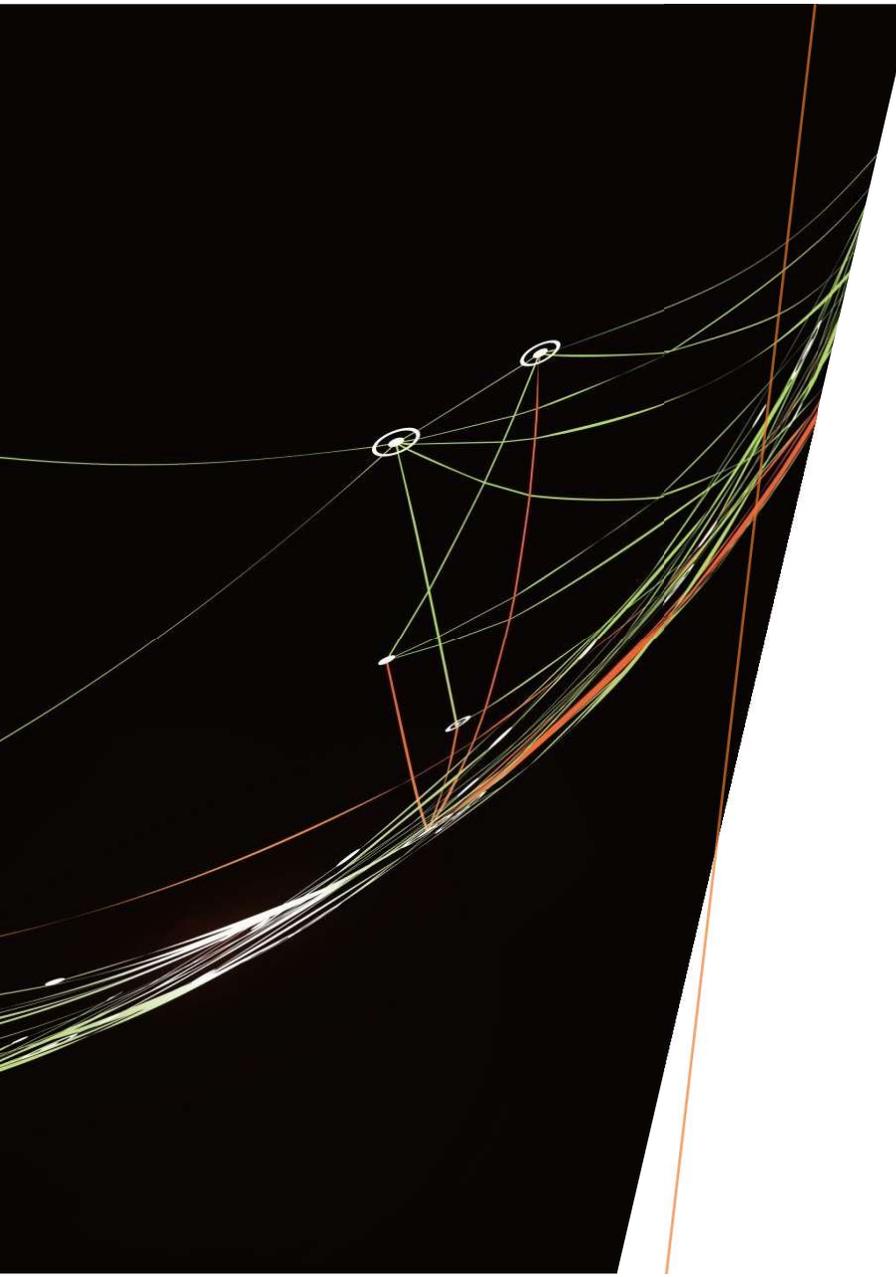
Score élevé : Ces personnes ont tendance à éprouver des affects négatifs tels que la peur, la tristesse, la gêne, la colère, la culpabilité et le dégoût. Elles ont aussi tendance à nourrir des idées irrationnelles, à moins bien contrôler leurs impulsions et à avoir plus de difficultés à gérer le stress. Elles sont hyper-vigilantes et hyper-réactives au stress et aux situations auxquelles les autres sont plutôt indifférents. Elle se font du souci, envisagent souvent le pire, s'estiment incapables d'y faire face, ont une vision négative d'elles-mêmes. Elles ont tendance à être affectées (au niveau des pensées et des émotions) de manière intense et durable par des événements que d'autres jugeraient quelconques. Elles ont une forte tendance à être insatisfaites de la vie en général car elles ont tendance à se focaliser sur le négatif. Sous l'emprise de ces émotions négatives, elles ne contrôlent pas leurs impulsions (voir spécifiquement la facette N5 impulsivité et les facettes O3 (sentiments), C5 (délibération) et C6 (auto-discipline). Elles sont perçues par les autres comme étant pessimistes, anxieuses, tendues, déprimées, voyant tout de manière négative etc. Les seuils de déclenchement du stress sont très bas. Ces personnes sont très facilement affectées par des situations que les autres estiment courantes. Croiser avec la facette E5 (émotions positives). |

Problèmes potentiels

Détresse, affects négatifs durables, croyances négatives irrationnelles, pessimisme généralisé, plaintes somatiques, impuissance, besoin du soutien d'autrui, besoin des autres lors de la prise de décisions. Personne souvent préoccupée par ses soucis et ses craintes, qui peut au niveau professionnel avoir du mal à se concentrer. Peut avoir du mal à gérer les situations d'urgence, imposant une forte pression émotionnelle.

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IN TERMS OF PUBLICATIONS AND COMMUNICATION

- « The Implicit Measurement of Personality ». New Horizons in Psychological Assessment, Italian network of psychological association, Sep 2023, (Richard Gucek, Katia Terriot, Even Loarer).
- « Le rôle des représentations sociales des défis liés au contexte d'anthropocène : une recherche qualitative auprès de managers » (Cohen-Scali, Terriot, Vignoli, Robinet, Gucek, 2023)
- Soon : Construction of a situational judgement test for the recruitment of supervisor candidates wishing to join the prison administration. From activity analysis to item production. July 2024, ITC Granada. (Richard Gucek, Katia Terriot, Even Loarer).

- Thank you very much !

