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DEVELOPMENT OF A MODEL FOR IMPLICIT MEASURES OF PERSONALITY

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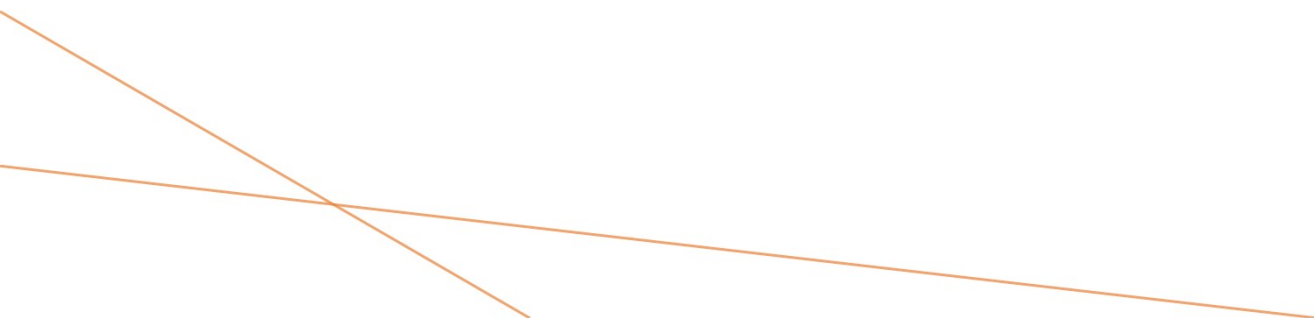
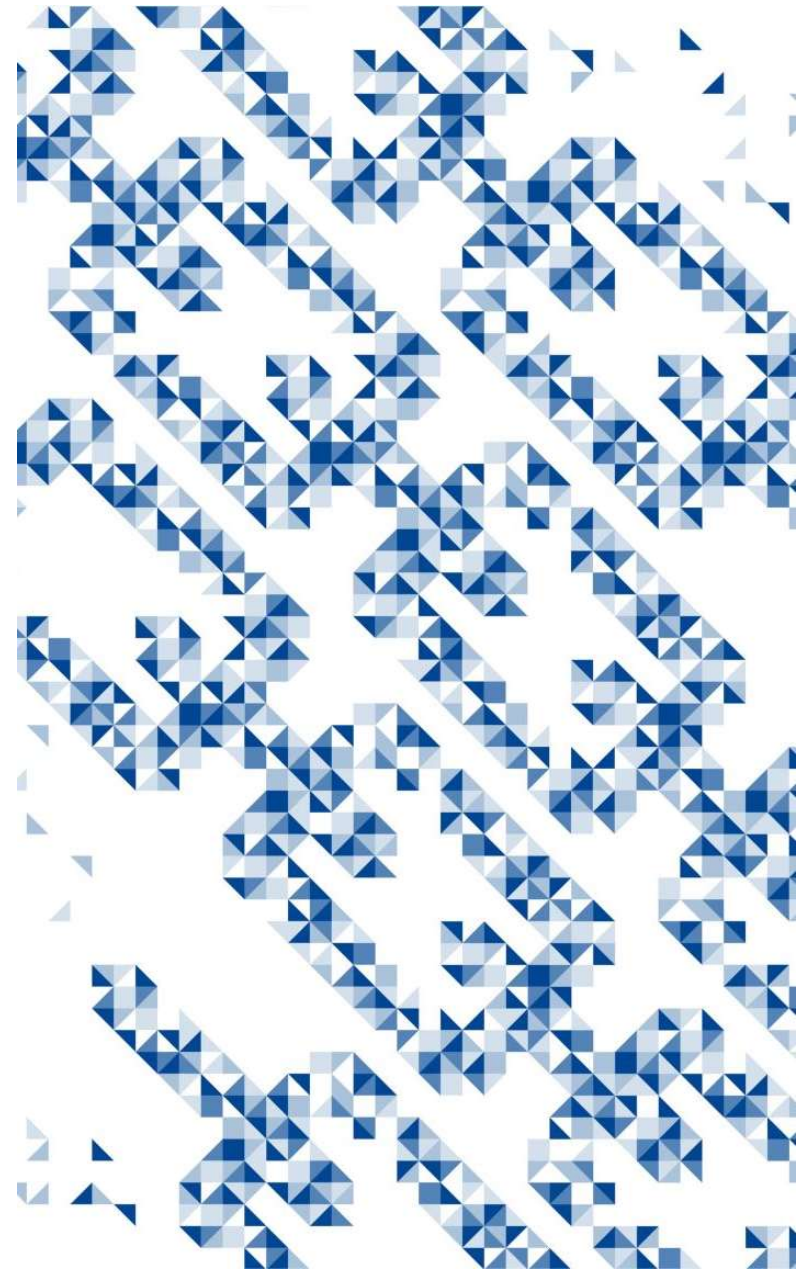


GUIDANCE

- **Under the co-direction of :**
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- **Monitoring committee members :**
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 - **M. Claude Houssemand**, Professor, Luxembourg University

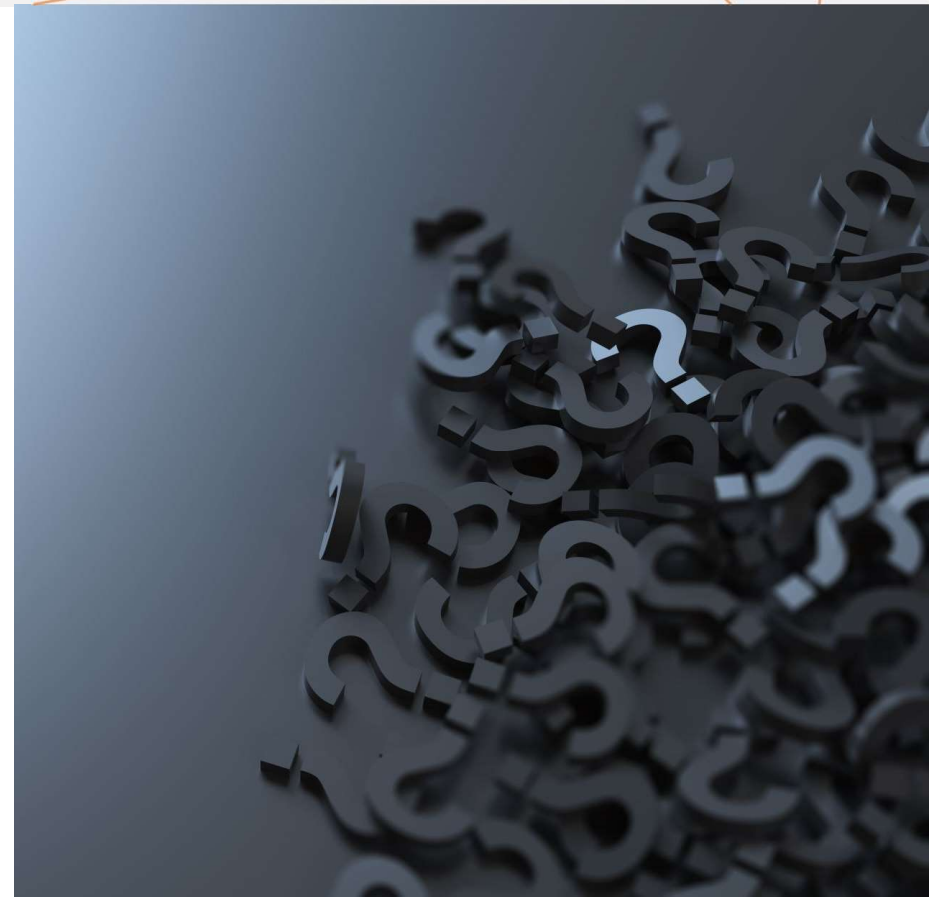
PROBLEMS

- 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.



CONSTRUCTION OF MEASUREMENT TOOLS

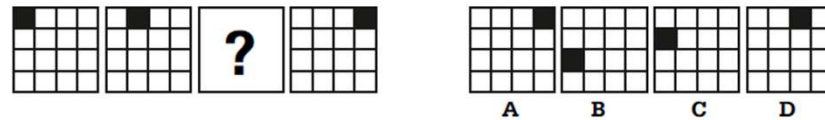
- Data collection from target audience (prison officers) :
- 5 sites: ENAP (Agen), Versailles prison, Argentan detention center, Majicavo prison (Mayotte) and Rennes inter-regional headquarters.
- A lot of observations of different positions
- 41 individual interviews (DSP, CSP, DPIP, Psychologists, Officers, SVT, Head of Detention, ERIS, MILRV): semi-directive interviews
- 9 group interviews: focus group, protolangage and critical incidents
- 5 individual interviews with inmates
- Fleishman FJAS questionnaires (adapted): 18 usable returns
- Interview content analysis (IRAMUTEQ) and questionnaire analysis

Periodic Table of the Elements

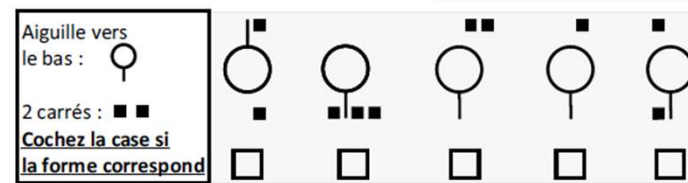
er →		1 H Hydrogen 1.008		← Symbol				13 IIIA B Boron 10.81							
e →				← Atomic Weight				5							
								13 Al Aluminium 26.9815385							
6 IIIB		7 VIIB		8 VIII B		9 VIII B		10 VIII B		11 IB		12 IIB			
24 Cr Chromium 51.9961		25 Mn Manganese 54.938044		26 Fe Iron 55.845		27 Co Cobalt 58.933194		28 Ni Nickel 58.6934		29 Cu Copper 63.546		30 Zn Zinc 65.38		31 Ga Gallium 69.723	
42 Mo Molybdenum 95.94		43 Tc Technetium (98)		44 Ru Ruthenium 101.07		45 Rh Rhodium 102.90550		46 Pd Palladium 106.42		47 Ag Silver 107.8682		48 Cd Cadmium 112.414		49 In Indium 114.818	
74 V Vanadium 50.9415		75 Re Rhenium 186.207		76 Os Osmium 190.23		77 Ir Iridium 192.22		78 Pt Platinum 195.084		79 Au Gold 196.966569		80 Hg Mercury 200.592		81 Tl Thallium 204.38	
106 G Germarium (99)		107 Bh Bohrium (270)		108 Hs Hassium (269)		109 Mt Meitnerium (278)		110 Ds Darmstadtium (281)		111 Rg Roentgenium (282)		112 Cn Copernicium (285)		113 Nh Nihonium (286)	
60 d Dysprosium 162.500		61 Pm Promethium (145)		62 Sm Samarium 150.36		63 Eu Europium 151.964		64 Gd Gadolinium 157.25		65 Tb Terbium 158.92535		66 Dy Dysprosium 162.500		67 Ho Holmium 164.93033	
91 J Jolium 228.02891		93 Np Neptunium (237)		94 Pu Plutonium (244)		95 Am Americium (243)		96 Cm Curium (247)		97 Bk Berkelium (247)		98 Cf Californium (251)		99 Es Einsteinium (252)	

EVALUATION DU RAISONNEMENT : 4 ÉPREUVES

- Assessment of fluid reasoning :



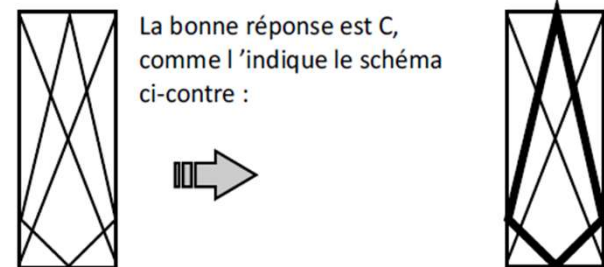
- Assessment of attentional abilities :



- Assessment of memory capacity :



- Evaluation of visual-spatial reasoning :



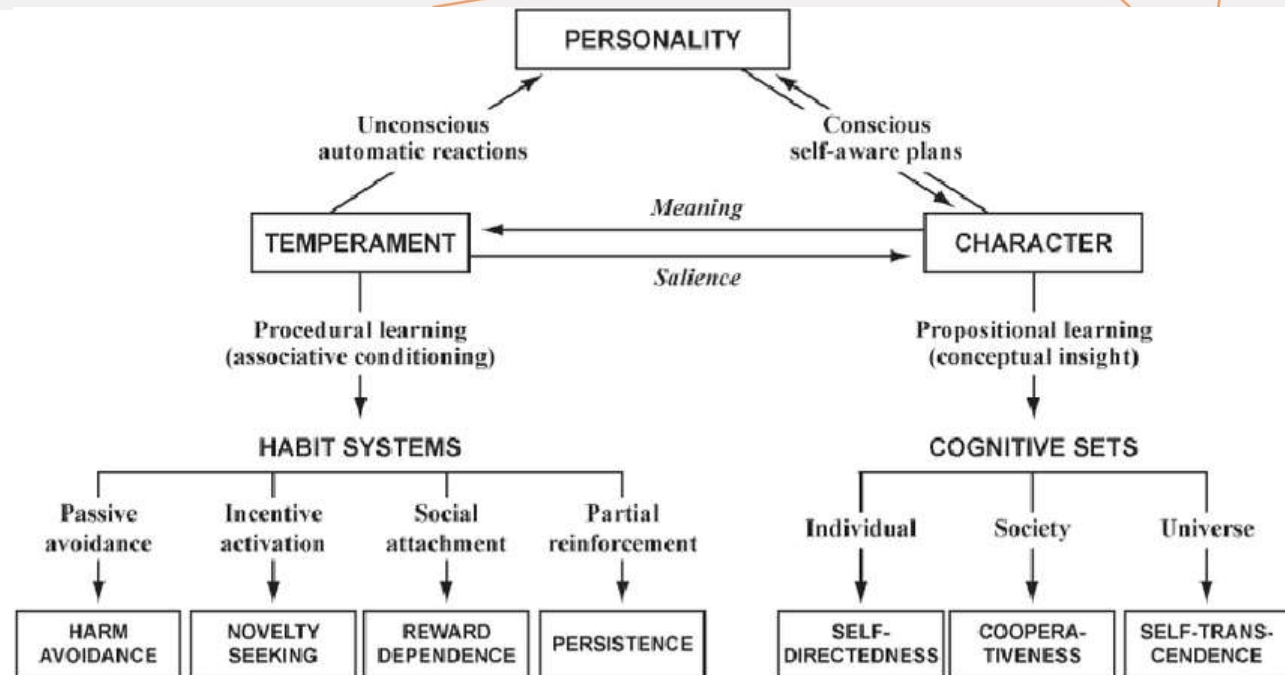
Dimensions	Facet scales	Label	Definition
Neuroticism	Anxiety	N1	Proneness to worry and rumination.
	Angry Hostility	N2	The readiness to experience frustration, anger and bitterness.
	Depression	N3	The tendency for guilt, sadness, loneliness and hopelessness.
	Self-Consciousness	N4	Sensitivity in social 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. Personnal motivation												

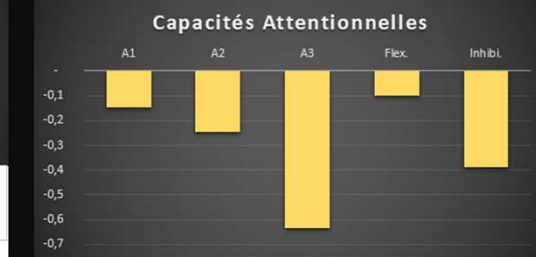
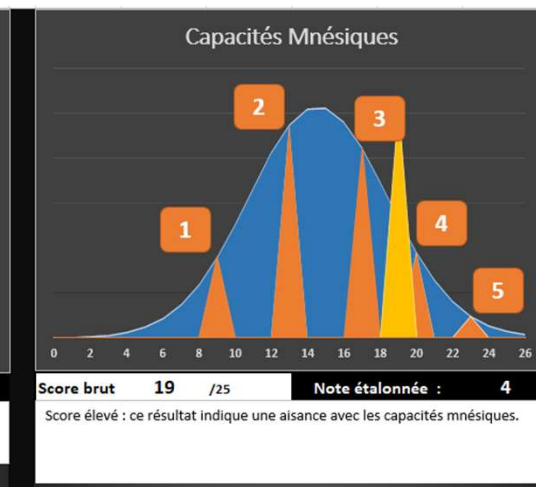
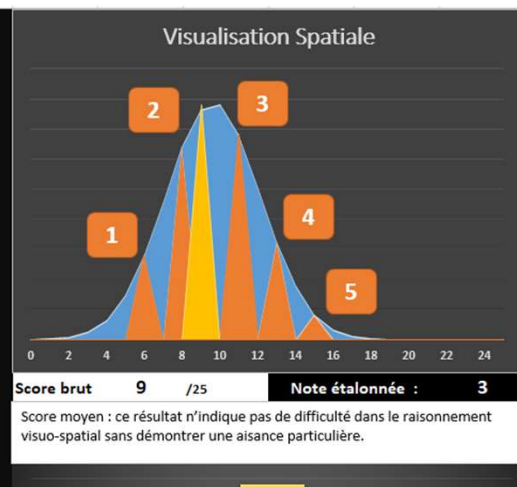
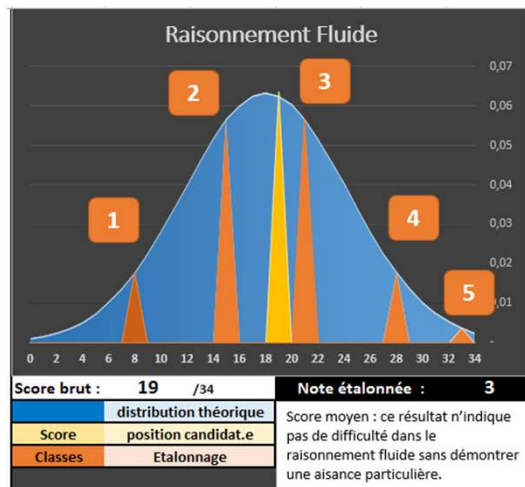
BUILDING A SITUATIONAL JUDGMENT TEST

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
Nervosisme : 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					
Rêverie	Esthétique	Sentiments	Actions	Ideées	Valeurs
0,823	0,888	0,637	0,727	0,76	0,749

Aptidão: afilia							Consciência: afilia							Extraversão: afilia							Neuroticismo: afilia							Destino: afilia						
Comparto							Comparto							Comparto							Comparto							Comparto						
	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
Destino1	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento1	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão1	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo1	-1261	-1261	-1261	-1261	-1261	-1261	Destino1	-1562	-1548	-1521	-1491	-1511	-1481
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Destino3	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento3	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão3	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo3	-1261	-1261	-1261	-1261	-1261	-1261	Destino3	-1562	-1548	-1521	-1491	-1511	-1481
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Destino27	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento27	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão27	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo27	-1261	-1261	-1261	-1261	-1261	-1261	Destino27	-1562	-1548	-1521	-1491	-1511	-1481
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Destino29	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento29	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão29	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo29	-1261	-1261	-1261	-1261	-1261	-1261	Destino29	-1562	-1548	-1521	-1491	-1511	-1481
Destino30	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento30	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão30	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo30	-1261	-1261	-1261	-1261	-1261	-1261	Destino30	-1562	-1548	-1521	-1491	-1511	-1481
Destino31	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento31	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão31	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo31	-1261	-1261	-1261	-1261	-1261	-1261	Destino31	-1562	-1548	-1521	-1491	-1511	-1481
Destino32	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento32	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão32	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo32	-1261	-1261	-1261	-1261	-1261	-1261	Destino32	-1562	-1548	-1521	-1491	-1511	-1481
Destino33	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento33	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão33	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo33	-1261	-1261	-1261	-1261	-1261	-1261	Destino33	-1562	-1548	-1521	-1491	-1511	-1481
Destino34	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento34	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão34	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo34	-1261	-1261	-1261	-1261	-1261	-1261	Destino34	-1562	-1548	-1521	-1491	-1511	-1481
Destino35	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento35	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão35	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo35	-1261	-1261	-1261	-1261	-1261	-1261	Destino35	-1562	-1548	-1521	-1491	-1511	-1481
Destino36	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento36	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão36	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo36	-1261	-1261	-1261	-1261	-1261	-1261	Destino36	-1562	-1548	-1521	-1491	-1511	-1481
Destino37	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento37	-1361	-1361	-1225	-1257	-1314	-1241	Extraversão37	-1211	-1224	-1241	-1261	-1261	-1261	Neuroticismo37	-1261	-1261	-1261	-1261	-1261	-1261	Destino37	-1562	-1548	-1521	-1491	-1511	-1481
Destino38	-1562	-1548	-1521	-1491	-1511	-1481	Temperamento38	-1361	-1361	-1225																								

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

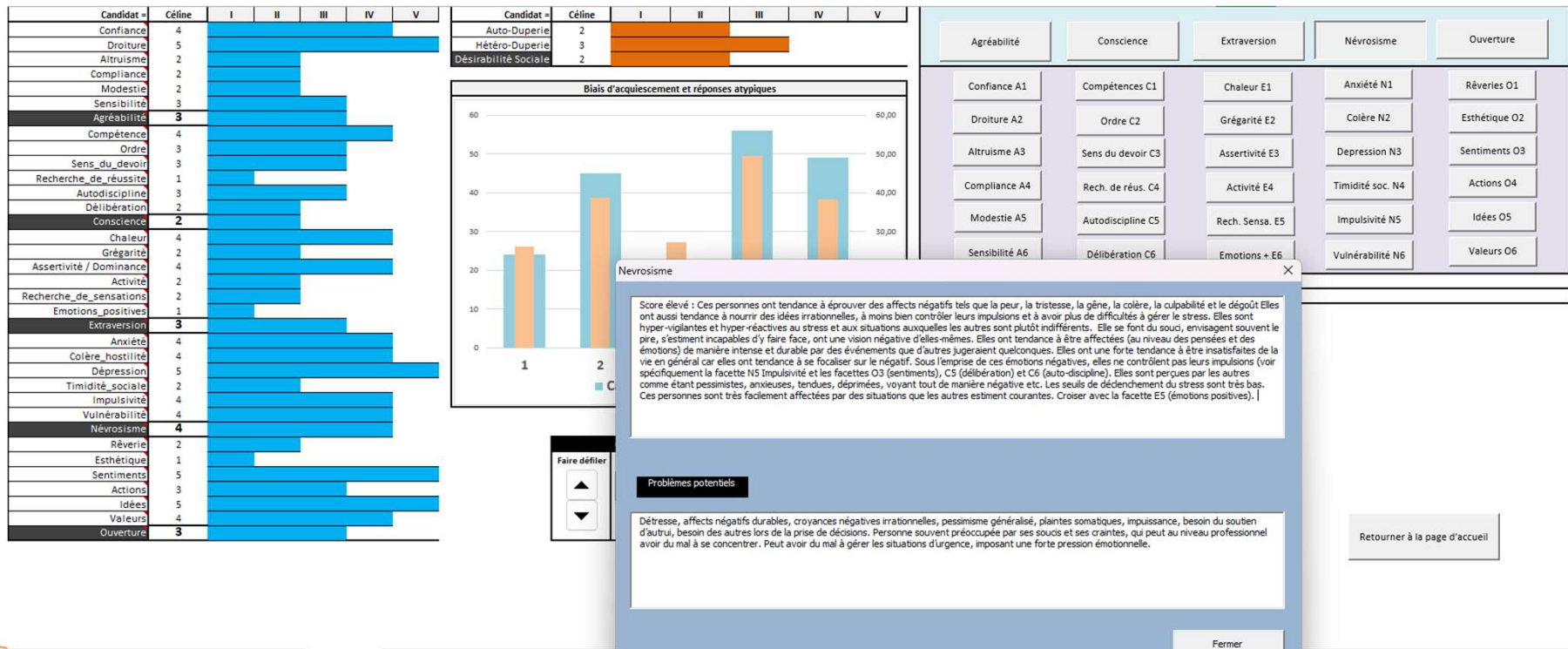
	Composante				
	Coopération / Détermination / persistance	Evitement	Nouveauté	Récompense	Transcendan ce
C1	,763	,109	,107	,175	,127
C2	,699	-,039	-,045	,347	-,148
C3	,798	,027	,054	,293	,061
C4	,710	-,044	,248	,108	,135
C5	,821	,031	-,046	,187	,075
HA1	-,002	,673	,301	-,369	,194
HA2	,089	,835	,181	-,204	,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





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 !

