



Personality tests have gained increased acceptance over the past two decades as managers have come to realize that personality is related to important work-related criteria, such as job performance (Barrick & Mount, 2000). While there are a variety of commercially available personality tests, these tests vary in the extent to which they i) have documented reliability, validity and perceived utility, ii) were designed for use in business and provide relevant feedback to clients, and iii) require an advanced reading level. PREP Profile Systems personality tests excel in each of these domains, which is explained in more detail below.

Development of PREP Profile Systems Personal Strengths Profile

PREP Profile Systems Personal Strengths Profile (PSP) is based on a synthesis of theory and research from three major perspectives on personality theory: Jungian (as measured by the Myers-Briggs Type Indicator, MBTI), the Quadrant model (as measured by Cattell's 16 PF and the popular DiSC), and the Five Factor Model or "Big Five" (commonly measured by the IPIP/NEO-PI). The PSP was developed based on collaborative personality and vocational research between JoAn Mann, PREP Founder, and Dr. Sam Houston, PREP Founding Statistician (Mann & Houston, 1984). The PSP measures four personality dimensions: Controlling-Supportive, Outgoing-Introspective, Relaxed-Urgent and Exacting-Generalizing, or CORE™. In addition to information about one's personality, the PSP provides information about one's Energy Level and Stress Resilience, which are unique to PREP, and have been shown to be related to important work-related outcomes, such as career matching (Houston & Mann, 1992).

Research Behind PREP

Years of continuous research and testing have proven PREP Profile Systems personality tests to be reliable and valid. Our personality tests were developed based on contemporary psychological science, best Human Resources Practices (post Affirmative Action, EEOC and ADA) and were subjected to a variety of statistical procedures to demonstrate their reliability and validity. Research behind PREP has been ongoing, and recent research continues to demonstrate the sound statistical properties of PREP Profile Systems personality tests. We are continuing to refine our tests based on our ongoing research, cultural and global applications in order to ensure our instruments are optimal in terms of their statistical properties. While advanced psychometric testing continues to support the strong validity and reliability of PREP personality tests, the perceived validity of the tests is also important and indicates the extent to which users will utilize their feedback. In a recent survey of over 900 individuals, the vast majority (90%) felt that their personality report was very accurate (between 80 and 100% accurate), and a majority of respondents (55%) found their report to extremely accurate (90 to 100% accurate; Mann &

Pichler, 2008), indicating that PREP Profile Systems personality tests and feedback are face-valid, and are useful to clients.

The PSP has been shown to be both reliable and valid. The PSP is internally consistent and reliable (Mann & Pichler, 2008), with internal consistency reliabilities ranging from .70 (good) to well above .80 (excellent). As part of a longitudinal research study, the PSP was shown to also be reliable across time, with a mean test-retest reliability of .91 (Houston & Mann, 1992).

The PSP has demonstrated construct and criterion-related validity. Original development and factor analysis of survey items was conducted using exploratory factor analysis, and only those factor loadings that exceeded .60 were utilized (Mann & Houston, 1984). Confirmatory factor analysis, using LISREL 8.8, continues to support the factor structure of the PSP, indicating that survey items successfully measure the four CORE™ personality traits (e.g. RMSEA < .05; Mann & Pichler, 2008), which supports the construct validity of the scales. Correlations with some of the Big Five personality dimensions further support the convergent validity of the scales (Mann & Pichler, 2008). For instance, the Outgoing trait correlates strongly with Extraversion ($r = .71$, $p < .05$). Correlations with the Myers-Briggs Type Indicator also support the convergent validity of the PSP. Three studies have documented cross-correlations between the PSP and the MBTI (Mann, 1993), also indicating that the instrument is construct-valid: Extraversion (Proactive/Controlling+Outgoing) T-F(Communication Style) and NS (Problem Solving Style) and Judging(Exacting).

Correlations with validated scales measuring work-family conflict, interpersonal communication competence and generalized stress also support the criterion-related validity of the scales (Mann & Pichler, 2008). For instance, persons who are relatively Relaxed tend to have less work-family conflict ($r = -.10$, $p < .01$), and less stress ($r = -.30$, $p < .01$); persons who are relatively Outgoing tend to have more interpersonal communication competence ($r = .57$, $p < .01$); individuals higher on Energy Reserve tend to have less stress ($r = -.39$, $p < .01$), better interpersonal communication competence ($r = .57$, $p < .01$), and higher career satisfaction ($r = .32$, $p < .01$); and individuals with higher personal expectations tend to have less stress ($r = -.35$, $p < .01$), higher interpersonal communication competence ($r = .56$, $p < .01$) and higher career satisfaction ($r = .29$, $p < .01$).

Applications of PREP

Whereas many popular personality tests were designed to measure broad personality traits from a basic, theoretical approach, PREP Profile Systems personality tests were designed from an applied perspective, with applications to human resource management solutions in mind. This makes PREP Profile Systems personality tests particularly useful, since the feedback they generate can be specifically applied to employment-related decisions, such as employee selection, team development, identifying training and development needs, coaching, and career counseling. Indeed, whereas feedback generated by many popular personality tests, such as the Myers-Briggs and the IPIP, (a measure of the “Big Five”) provide broad statements about one’s personality, PREP Profile Systems feedback reports are detailed, with rich and accurate information about how one’s personality is likely to be related to one’s interpersonal communication style, career interests, and performance across different job types. Years of

collaborations with a variety of organizations across industries attest to the utility of PREP Profile Systems for informing employment-related decision making.

Broad Applicability of PREP

PREP Profile Systems personality tests can be utilized by clients with an eighth-grade reading level and above (Houston & Mann, 1984; Mann, 1983). Most commercially available personality tests require a college-level reading ability, and are therefore only valid for persons of restricted age range and education and job levels. Given that PREP personality tests were designed with organizational decision making in mind, research has been conducted to ensure that our tests are EEO-compliant. Previous research studies (Houston & Mann, 1992; Mann & Houston, 1984) documented that PSP scales were invariant across race, gender and age. Recent research has similarly documented that group differences, i.e. due to racioethnicity, age and gender, across various traits measured by PREP Profile Systems personality tests, where they occur, are small and practically insignificant. Research has also shown that the PSP is cross-culturally valid, and we are conducting ongoing research in other national cultures, such as China and Germany.

| <i>Comparison of PREP PSP with other Commercially Available Personality Tests</i> | | | | |
|---|--|---|----------------------------------|------------------------|
| | PREP | MBTI | 16 PF | NEO/PI-IPIP |
| Cost | \$14.95-\$50.00 free intro report | \$29.00 – \$79.00 | \$32.00 - \$60.00 | Free online |
| Time for Completion | 5-7 minutes | 25 minutes | 35-50 minutes | 25-30 minutes |
| Scoring Time | Immediate | Work Days 90 minutes | Online Reports not available | Immediate |
| Customer Support | 24-hour response time, all time zones | Depends on consultant | Depends on consultant | Not available |
| Cross-Cultural Applicability | Good | Questionable | Marginal | Marginal |
| Vocabulary Level | 8 th grade | High School-College | High School-College | High School-College |
| Type of Feedback | 8-21 Page narrative feedback report with charts and graphs | Paired numbers on side-to-side factor basis | Brief report with charts, graphs | Brief narrative report |

References

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