

Symposia

A. SYMPOSIUM – Issues in the Measurement of Social Hierarchy

Proponent: Robert Körner, Astrid Schütz
University of Bamberg, Germany

Discussant: Cato Grønnerød

Abstract: Hierarchy variables such as dominance, status, or the power motive pervade human relationships—“power is everywhere” as Foucault noted. Because of the centrality of hierarchy variables to interpersonal phenomena, several attempts have been made to operationalize social hierarchy variables. However, past research has often neglected the multidimensionality of these variables, ignored construct overlap between measures, or has used different names for measuring the same concept. This symposium will provide new insights into these problems and aims to advance measurement attempts of hierarchy concepts. First, the concept of dominance is introduced, its multifaceted nature will be presented as well as instruments that aim to assess dominance. Second, a new scale on measuring different aspects of the power motive (hedonic vs. eudaimonic motives) will be introduced and its relevance for consumer behavior and organizational research will be highlighted. Third, an overview of several hierarchy measures will be provided to clarify which scales may best be used to assess the different hierarchy concepts and thus contribute to construct validity in social hierarchy research. Altogether, the symposium will highlight problems in hierarchy assessment but also present solutions and new measurement tools to advance the assessment of hierarchy concepts in social, personality, and organizational psychology.

Keywords: power motive, dominance, hierarchy, construct validity, nomological validity

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Dominance Traits: Essential Factors in Understanding Social Disparities

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Abstract: Dominance is a basic organizing principle of social living and a frequent topic of study in the social sciences. Complex social nonhuman organisms tend to organize into hierarchies, and traits capturing dominance and submissiveness are readily measurable. Dominance in humans is also measurable, but multifaceted, and related to influential social behaviours. This talk will present findings on the general factor of dominance - which might also be termed assertiveness or power motivation - including what makes dominance distinct from other traits, and what aspects of dominance are actually measured by many classical instruments. Additionally, we will present findings on the nomological network of dominance facets, such as leadership and prestige. Dominance, as narrowly conceived, appears most useful in dyadic interactions, where intimidation and force are most effective. However, leadership is most useful in group situations, where a single individual cannot overpower a group and must rely on persuasion and/or manipulation. Prestige, although uniquely linked to dominant power motivation, may overlap with the achievement motive as well. The wider connections between dominance, hierarchies, and socioeconomic factors will also be discussed.

Keywords: dominance, assertiveness, leadership, prestige, social status, hierarchy

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Scale Development and Validation of the Hedonic and Eudaimonic Motives for Power Scale (HEMPS)

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Abstract: The motives behind a person's pursuit of power can have significant implications for their behavior and experiences of power over time. This study aimed to develop a scale that could measure the two underlying motivations for power as conceptualized by the Hedonic and Eudaimonic Motives for Power Theory. According to this theory, individuals either seek power for the purpose of pleasure (hedonic motive for power) or to achieve meaning (eudaimonic motive for power). The resulting Hedonic and Eudaimonic Motives for Power Scale (HEMPS) is a 22-item measure consisting of a 16-item Eudaimonic Motive for Power scale and a 6-item Hedonic Motive for Power scale. Through five phases of development, including multiple studies and samples, the authors demonstrated that the HEMPS effectively measures the fundamental dimensions of each motive. The validity of the scale was confirmed through various tests, and it was found to have good psychometric properties. The studies also demonstrated the scale's ability to predict important outcomes across consumption and organizational contexts. This research highlights the importance of understanding motives for power and their impact on behavior, and the HEMPS provides a valuable tool for researchers and practitioners interested in exploring these motivations in more depth.

Keywords: power, motivation, motive for power, hedonic, eudaimonic, scale development

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How to Measure the Vertical Dimension of Relationships: An Overview of Self-Report Measures on Power, Status, Dominance, and Prestige

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Abstract: Research on the vertical dimension of interpersonal relationships is flourishing. Often, researchers employ self-report measures to assess variables such as power or dominance. This makes sense because the subjective experience is central to psychology. However, one drawback of studies in this line of research is that researchers use different scales to measure the same constructs and different researchers use the same scale but aim to measure different constructs. Moreover, hierarchy concepts have been used interchangeably and terms were used for a specific variable but operationalized with a measure that taps into another construct. This practice leads to problems such as jingle fallacy (distinct constructs have the same name) and jangle fallacy (identical constructs are titled differently). As these fallacies occur at the construct and the measurement level, we first provide definitions of different verticality concepts (power, status, prestige, dominance, motives regarding these variables). Based on a systematic literature search we then present several validated scales that aim to measure these constructs. In an ongoing study, we collect data with several hierarchy scales and will present analyses on factor structure and construct overlap. Based on our findings we will derive recommendations on which scales to use for measuring which hierarchy variable.

Keywords: power, status, hierarchy, construct validity, factor analysis

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B. SYMPOSIUM – The Psychometric Assessment of Employability. Recent Trends and Developments

Proponent: Alessandro Lo Presti

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Discussant: Francesco Pace

Abstract: The Employability concept – generally understood as an individual’s chances of getting a job in the internal and/or external labour market – is widespread in career studies, with various conceptualisations and operationalisations. The basic distinction between input-based (i.e., the individual factors that could make an individual employable) and output-based conceptualisations (i.e., the individual’s estimation of employment chances) indeed underpins several concepts (e.g., “competence-based”, “dispositional” or “self-perceived” employability). However, conceptualisation efforts have diverted attention from the psychometric examination of measures based on various operationalisations. Accordingly, this symposium aims at gathering contributions examining the psychometric properties of some well-known and emerging employability operationalisations. Petruzzello and colleagues examined the self-Perceived Employability (PE) – other-PE relationship and the relationship between PE and human capital indicators in a sample of 341 university students. Then, Picco and colleagues tested the psychometric properties of the Capability Index – aimed at capture Sustainable Employability – on a sample of 197 employees. Thirdly, Mamcarz and colleagues advanced the Polish version of the Self Perceived Employability Scale, developed on a sample of 1200 university students. Finally, Lo Presti and De Rosa examined the psychometric properties of the Italian version of the resource-based employability scale through three different studies.

Keywords: employability, sustainable employability, perceived employability, resource-based employability.

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A Comparison between Self-Report and Other-Rated Measurements of Perceived Employability in a Sample of Italian University Students

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Abstract: Theoretical Background - Research in the vocational and career field has chiefly adopted self-report to measure one's perceived employability (PE). However, many scholars have advocated using multi-source approaches that consider PE reported by significant others to minimise methodological issues. Goal. This study aims to provide evidence that two different rating sources of PE (i.e. self- vs other-rated) provide comparable information. In particular, we tested the self-PE – other-PE relationship and the relationship between PE and human capital indicators. Moreover, we examined the relationship between career management (i.e. career engagement) and PE. Methods We surveyed 341 university students. Each participant was asked to complete the variables' scales and involve a significant other (e.g. a relative or a study fellow) to respond to PE items. Results Self- and other-rated PE measurements were not related. Self- and other-rated PE showed different correlation patterns with relevant correlates, while only self-rated PE was revealed to be predicted by career engagement. Discussion The results warn about the adoption of other-ratings of employability, especially when the source used is not acquainted with the labour market. This has implications for research and practice about the involvement of family/friendship relationships in people's career development.

Keywords: perceived employability, university students, multi-source study

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Development of the Capability Index and Assessment of Sustainable Employability Network Associations

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Objectives: Despite its worth for quality of working life, literature is still fragmented in the conceptualization and operationalization of sustainable employability (SE). Drawing on Van der Klink et al. model of SE, this study presents a revised model of SE and develops a flexible SE assessment package based on the new model, with the aims of: 1) testing the psychometric properties of the core instrument included in the SE assessment package, the Capability Index (CI); and 2) exploring the organization of the new SE model's elements. **Methods:** 197 employees (67.5% female, mean age 37.8 years, and 40.6% master's degree education) answered an online cross-sectional survey. Descriptive, validity, reliability, and network analyses were performed. **Results:** Results of the Principal Component Analysis revealed the CI to consist of 4 scales: (1) Valuable work capabilities; (2) Health capabilities; (3) Productivity capabilities; and (4) Long-term perspective capabilities. Construct and reliability were good. Results of network analysis showed SE to be a complex construct at the interplay of personal and contextual factors. Capabilities had a central role in the network with high levels of strength and predictability in connection with organizational factors (e.g., SE policies and leadership) and outcomes (i.e., job satisfaction and task performance). **Conclusions:** The fostering of employee capabilities at the workplace may work as the keystone in the SE promotion.

Keywords: sustainable employability; capability; questionnaire; network analysis; health promotion

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The Polish Adaptation of Self-Perceived Employability Scale

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Abstract: The concept of employability has evolved from a traditional view focused on short-term employment outcomes to a more appropriate approach of facilitating skill development for sustaining careers. In recent times, employability is understood as the ability to attain sustainable employment appropriate to one's qualification level, perceived on four different levels. This study aimed to adapt the Self Perceived Employability Scale (Rothwell, 2007) and assess self-perceived employability among 1200 first-year students at a Polish University. Results indicated a two-factor structure explaining 47.6% of the variance with lower internal consistency compared to the original version. The stability of the scale assessed at an interval of 4 weeks was satisfactory, with good model fit indices. Limitations included reliance on self-report measurement and a single university sample. The study underscores the importance of perceived employability as an economic, educational, and individual variable. However, it highlights a gap in students' employability perception and reality after graduation, calling for university study programs to incorporate courses on developing students' managerial, communication, and career development skills. Further research should consider possible socio-economic changes resulting from the global situation.

Keywords: employability; personal development; confirmatory factor analysis; psychometric values

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The Psychometric Properties of the Italian Version of the Resource-Based Employability Scale. A Multi-Sample Study

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Objectives: Following the validation of the Italian version of the resource-based employability scale (Lo Presti et al., 2019), which originally showed satisfactory psychometric properties, this study aims to further examining its psychometric properties in terms of factorial invariance and concurrent validity with other well-established employability measures. **Methods.** Study one was carried out on 381 Italian employees. Study 2 was carried out on 422 Italian employees. Study 3 was carried out on 549 Italian employees. **Results.** First, the factorial solution with four correlated factors as well as the second-order factorial solution showed similar and adequate goodness-of-fit indices, moreover, the measure showed metric factorial invariance across two times (Study 1). Secondly, it positively correlated with the competence-based measure of employability by Van Der Heijde and Van Der Heijden (2006) as well as with measures of employability culture and perceived organizational support for competence development (Study 2). Finally, it positively correlated with the competence-based measure of employability and with a perceived employability scale (Berntson & Marklund, 2006) (Study 3). **Conclusions.** The resource-based employability scale showed satisfactory psychometric properties suggesting - also considering available evidence about its associations with other career-related variables - that it can be fruitfully used for assessing an individual's employability.

Keywords: employability; resource-based employability; confirmatory factor analysis; measurement invariance; concurrent validity

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C. SYMPOSIUM – New Strategies to Detect Response Style in Psychological Assessment

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Discussant: Paola Rigo

Abstract: In the field of psychology assessment, several methods have been proposed to detect respondent's intentional distortion, feigning, and acquiescent response styles. New strategies developed for this purpose could support experts by indicating the true nature of assessment data as genuine or fabricated. To illustrate some of the new frontiers in psychological assessment, Mazza et al. will present an integrated machine learning model that combines self-report T scores, response time, kinematic indicators, and eye movements to identify socially desirable responding (SDR), which could be used effectively in both organizational and legal settings. Lorenzoni et al. will describe the results of a simulation design comparing the Positive Response Bias emerging from a remote and in-person administration of the Personality Assessment Inventory (PAI) in a sample of healthy Italian adults. Ferraris et al. will explain the effects of symptom coaching (i.e., coaching on which symptoms to endorse) and test-coaching (i.e., coaching on the strategies that tests use to detect faking) that may affect examinees' performance on the Inventory of Problems-29 (IOP-29) and the new Inventory of Problems-Memory (IOP-M). Finally, Monaro et al. will compare the results of facial micro expressions classification by human judges with those obtained by artificial intelligence (AI).

Keywords: Eye and mouse tracking; positive response bias; test and symptom coaching; facial micro expressions; artificial intelligence

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An Integrated Machine Learning Model Considering T-Scores, Response Time, Kinematic Indicators, and Eye Movements in Identifying Socially Desirable Responding

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Abstract: Socially desirable responding (SDR) is a behavior in which subjects present themselves in a favorable manner, endorsing desirable traits and rejecting undesirable ones. While the underreporting scales of personality questionnaires are commonly used to identify SDR, they have been criticized for high item transparency. The present study aimed at investigating the utility of mouse- and eye-tracking for SDR detection. Eighty-five participants completed a questionnaire twice: once answering honestly and another time with SDR instruction. Repeated measure univariate analyses on L and K scale T-scores, as well as mouse- and eye-tracking features, compared the honest and SDR conditions. Machine learning models were developed, integrating T-scores, kinematic indicators, and eye movements to predict SDR. The results showed that, relative to participants in the honest condition, participants in the SDR condition recorded significantly higher T-scores on the L and K scales, longer response times, and wider mouse trajectories, and avoided looking at the answer to be feigned. Machine learning algorithms predicted SDR on the L and K scales with 70%–78% accuracy. The results highlight that a combination of self-report and implicit measures may significantly improve SDR detection, with major implications for organizational and legal contexts. Future directions will be discussed.

Keywords: socially desirable responding; mouse-tracking; eye-tracking; machine learning; MMPI-2

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Positive Response Bias at the PAI: A Comparison of the Remote and In-Person Administrations

Alessandro Lorenzoni, Lorenzo Brienza, Marzia Di Girolamo, Luciano Giromini,
Alessandro Zennaro, Enrico Vitolo, Francesca Ales, Claudia Pignolo

Department of Psychology, University of Turin

Abstract: Positive Response Bias involves the intentional or unintentional masking of psychological difficulties or undesirable traits and the attribution of positive qualities. The Personality Assessment Inventory (PAI) contains three classic (i.e., Positive Impression, PIM; Defensiveness Index, DEF; Cashel Discriminant Function, CDF) and two newly developed (i.e., Hong Defensiveness Index, HDI; Positive Distortion Scale, PDS) measures for detecting positive impression management. However, research on these indicators is sparse. The present study aimed to fill this gap in the literature by examining Positive Response Bias in a sample of healthy Italian adults. Ninety-nine participants were recruited for this study. The study adopted a simulation design, i.e., participants were asked to imagine themselves as ideal candidates for employment in a managerial position: all experimental simulators were given a vignette to facilitate pretending. In addition, 51 participants completed the computerized version of the PAI remotely, whereas 48 participants completed the paper-and-pencil version of the PAI in person. When comparing the two modes of administration, only the PDS showed a negligible mean difference ($d = -0.09$), whereas the other indicators showed small to moderate differences, with the largest mean difference in the HDI.

Keywords: under-reporting; tele-assessment; PAI Plus; simulation design

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Detecting Symptom-and Test-Coached Simulators with the Inventory of Problems-29 (IOP-29) and Inventory of Problems-Memory (IOP-M)

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Department of Psychology, University of Turin

Abstract: The effectiveness of Symptom Validity Tests (SVTs) and Performance Validity Tests (PVTs) depends on the examinee not knowing and recognizing their detection strategies. However, third parties (e.g., attorneys) can coach their clients on how to alter their symptom presentation without being caught before the assessment process. Therefore, researchers should investigate how both symptom-coaching (i.e., coaching on which symptoms to endorse) and test-coaching (i.e., coaching on the strategies that tests use to detect feigning) may affect the examinees' performance on SVTs and PVTs. In the present study, the effects of symptom- and test-coaching were examined using an SVT (i.e., the Inventory of Problems-29, IOP-29) and a PVT (i.e., the Inventory of Problems- Memory, IOP-M). All experimental simulators were randomly divided into two groups: The first group received symptom-coaching instructions, whereas the second group received both symptom- and test-coaching instructions. In addition, they were given a vignette to facilitate feigning and were warned that their performance would not be credible if they were too dramatic about their symptoms. Overall, the results suggest that both the IOP-29 and the IOP-M provided similar results in mean scores and classification accuracy between the two groups.

Keywords: Negative Response Bias; Symptom Validity Test (SVT); Performance Validity Test (PVT); simulation design

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Detection of Simple and Complex Deceits through Automatic Facial Micro-Expression Analysis: Open Challenges for Artificial Intelligence

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Abstract: In the recent past, interest in micro-expressions has increased in both academic and professional settings as a result of Ekman and Friesen's work, which laid the foundation for today's knowledge of how emotions (and concealments) may be identified by considering the onset of brief facial displays. Regrettably, micro-expressions result almost imperceptible to the naked eye, impelling to work on automatic detection tools. As machine learning (ML) models have shown promising results within the lie detection domain, the current study's objective was to compare the results human judges and an artificial intelligence (AI) stack (Support Vector Machine, Long Short-Term Memory network and 3D convolutional neural network) produce on a novel dataset of stimuli. Additionally, it was also sought to evaluate the influence the type of lie (namely, the complexity of the deception target) has on the associated likelihood of good guesses. Human judges' scores emerged as being coherent with those observed in previous studies, thus standing around the chance level. Conversely, the same consistency did not apply to ML techniques results (respectively, 0.5750 ± 0.0502 ; 0.5640 ± 0.0872 and 0.5572 ± 0.0600) that were expected to outperform those of human judges, posing the issue of why similar procedures obtained better results in other experimental contexts: the key and unmatched features of the deceits (non-planned and short-lasting) here employed are discussed, presenting crucial evidence for the understanding of those distinguish characteristics under which lies may still remain undetected by ML algorithms.

Keywords: deception; facial micro-expressions; machine learning; lie detection

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D. SYMPOSIUM – The Computerized Assessment of Executive Functions in Children. New Tools for The Italian Population

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Discussant: Mark Schittekatte

Abstract: In recent years, the number of computerized tools for psychological assessment has grown significantly. The COVID-19 pandemic has further accelerated the spread of these tools, and in particular tools aimed at remote assessment. Compared with other psychological processes, there are still few computerized tools aimed at assessing Executive Functions (EF). To fill this gap, in the Italian context, two tools for EF assessment have recently been developed and standardized: i) the TeleFE platform (Cooperativa Sociale Anastasis) aimed at the assessment of inhibition, working memory, cognitive flexibility and planning in children aged 6 to 12 years; ii) the Moxo-d-CPT test (Neurotech Solution, Hogrefe), which offers an assessment of the attentional profile of children and adults through the 4 indices of Attention, Timeliness, Hyperactivity and Impulsivity. After the presentation of a systematic review of the literature on tele-assessment of cognitive processes in developmental age (Ruffini et al.), the two instruments will be presented through an overview of the tasks, its indices, the Italian standardization, and their use with typically developing children and children with neurodevelopmental disorders.

Keywords: Computerized assessment, tele-assessment, executive functions, children, neurodevelopmental disorders

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The Tele-Assessment of Cognitive Function in Developmental Age: A Systematic Review

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Abstract: Cognitive Tele-Assessment (CTA) is the use of information and communication technologies for remote assessment of cognitive function (Krach et al., 2020). Following the Covid-19 pandemic, clinical and research interest in CTA in children has increased significantly (Farmer et al., 2020). The present systematic review aims to: 1. describe the cognitive functions most frequently measured with the CTA in children, the procedures used, and the characteristics of the samples examined; 2. compare the results obtained with the CTA versus In-Person Assessments (IPA). Using keywords referring to three categories (developmental age, tele-assessment, and cognitive function) and the PRISMA method (Moher et al., 2009), 23 studies were included. Different cognitive functions were assessed by a CTA procedure on 2193 typically and atypically developing children. Despite some technical problems, CTA proved feasible and reliable, given the participants' satisfaction and the high concordance between children's performance on IPA and CTA. Finally, some guidelines for proper CTA procedure in developmental age are described.

Keywords: Tele-assessment, children, cognitive functions, systematic review

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Teleassessment of Executive Functions in Children with Specific Learning Disorders

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Abstract: Executive Functions (EF) are high cognitive processes relevant to learning and adaptation, frequently altered in children with Specific Learning Disorders (SLD). This study aimed to investigate EF in children with SLD and explore the role of specific EF-related subprocesses. Fifty-seven SLD and 114 typically developing (TD) children, completed four tasks on a web platform, TeleFE. TeleFE is a battery of remote assessment of EF, usable via browser both in presence and remotely, standardized on girls and boys aged 7 to 13 years. It consists of 5 tests, divided into 15 subtests for a total time of about 1 hour, which the clinician can decide to include selectively. The tests and questionnaires included are QUFE, Executive Functions Questionnaire for families and teachers, Flanker, interference control and cognitive flexibility test, Go/NoGo, inhibition task, N-back, high and low load working memory, and TPQ for daily planning skills. The results show that children with SLD performed lower in all EF tasks compared to TD children, regardless of stimulus types and conditions. The mediation analyses suggested that differences between the SLD and TD groups are mediated by EF-related subprocesses, offering an interpretational model of EF deficits in children with SLD.

Keywords: Tele-assessment, executive functions, DSA, children

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Moxo d-CPT. A Comparison between the Normative Sample and Children with ADHD

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Abstract: The Moxo-d-CPT test is a Continuous Performance Test that allows for a multidimensional assessment of a child's attentional skills by providing 4 different indices: i) Attention, which measures sustained attention; ii) Timeliness, which measures the ability to respond quickly and accurately; iii) Impulsiveness, which measures the ability to inhibit inappropriate responses; and iv) Hyperactivity, which measures the ability to regulate motor skills. Compared with classical CPT tests, MOXO test's strength is that it includes within the test, distractor items that make the test more similar to the context of daily life and more sensitive to capturing the child's true functioning profile. With this contribution, an overview of the instrument and its Italian standardization will be made. The results obtained from comparing the attentional profile of typically developing children and children with ADHD will then be presented.

Keywords: Tele-assessment, attention, inhibition, hiperactivity, children

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E. SYMPOSIUM – New Horizons in Personality Assessment

Proponent: Rainer Kurz
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Discussant: Krunoslav Matešić & Nigel Evans

Abstract: This symposium reports on recent advances in personality assessment related to the development of the HUCAMA FACTORS suite of assessments. Personality Factors was designed to measure dispositional variables underpinning the Great 8 Success Factors (Kurz, 2023). Paper 1 explores the model and factor structure of Personality Factors (PF48) in relation to DeYoung's (2015) Cybernetic Personality theory with particular emphasis on Stability and Plasticity meta-factors. Paper 2 outlines a new Ipsatisation method developed to produce Intra-Personal scores which is illustrated through a role wheel report. Paper 3 shows how Emotional Intelligence constructs can be covered through personality assessment at facet and compound level. The symposium showcases solutions to decade-old challenges about personality assessment, constructs and instruments.

Keywords: Big 5 Personality Factors, Stability & Plasticity Meta-Factors of Personality, Great 8 Success Factors, Role Wheel, Emotional Intelligence

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Relating the Great 8 Success Factors to Deyoung's Cybernetic Personality Theory

Rainer Kurz

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Abstract: The Great 8 Success Factors (Kurz, 2023) refine the Great 8 Competencies (Kurz & Bartram, 2002) that built on validation studies of personality and ability variables (Robertson & Kinder, 1993; Kurz, 1999; Bartram, 2005). The new model integrates circumplex approaches (Holland, 1970; Schwartz, 1992), the Ohio Leadership Studies (Judge, Piccolo & Ilies, 2004) and the Cybernetic Personality Theory of DeYoung (2015). This paper explores the structure of a dispositional predictor measure, and its relationship to the Stability and Plasticity meta-factors. 466 professionals and managers completed 758 items written to populate the model with aligned predictor and a criterion variables. 8 competency factors with six facets each were refined, and Personality Factors (PF48) developed with 240 items measuring 48 personality facets grouped into 8 factors. PCA with Varimax rotated solutions resulted in sound Big 5 and Great 8 solutions. Factor domain correlations were lowest (.04) for Structure vs Creativity in line with circumplex theory and highest (.57) for Drive (Need for Achievement) and Influence (Need for Power). The latter and Investigation had low correlations with Supportiveness. The results suggest that Need for Achievement and Power could be considered part of the Plasticity meta-factor and Investigation part of the Stability factor.

Keywords: Cybernetic Personality Theory, personality assessment, validation

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Normative and Ipsatised Role Wheel Assessments

Michele Guarini

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Abstract: This paper illustrates a novel 'Ipsatisation' method that applies the ideas of Bartram (1996) at item rather than scale level. It explores the relationships of normative scores on the Personality Factors (PF16) questionnaire that measures 16 facets with 5 items each and its ipsatized score. A validation study was conducted with a mixed group of 113 professionals and managers who rated themselves on a matched 16-item criterion measure covering the Great 8 Success Factors and were also rated by an external reviewer. A five component PCA accounted for 79% of the PF16 variance and clearly represented the Big 5 domains. The normative Success Factors achieved an average observed point-to-point validity of .43 whereas the ipsatized scores achieved an average of .21 both of which compare favorably to the observed validity value of .17 found in the Great 8 meta-analysis of Bartram (2005). The results suggest that ipsatized scores can play a valid role in assessment processes, but that validity will be reduced compared to normative scores. The method is attractive in group setting as the response style of participants is eliminated so that relative preferences can be compared more easily.

Keywords: Ipsatisation, scoring method, validation, normative data

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Assessing Aspects of Emotional Intelligence with Personality Variables

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Abstract: The relationship between Emotional Intelligence and Personality remains hotly debated. This paper reports on a construct validation study where 101 participants completed EQi2.0, a globally leading measure of Emotional Intelligence which measures 15 facets grouped into 5 compounds of 3 facets each, and Personality Factors (PF48) which measures 48 facets grouped into 8 factors covering the ground of the Big 5 comprehensively. An a priori mapping with 4 facets per compound was refined in the light of the data resulting in an average convergence with higher-order EQi2.0 compound groupings of .70 which, according to the 2013 EFPA Test Review Guidelines, is 'good' construct convergence: REFLECTING correlated .74 with Self-Perception; EXPRESSING correlated .69 with Self-Expression; CARING correlated .74 with Interpersonal; NAVIGATING correlated .68 with Decision Making; COPING correlated .70 with Stress Management. Correlations at facet level averaged .60 which is considered 'adequate'. However, four of the facet pairs remained below the .55 threshold set in the 2013 guidelines, but only one below the .45 threshold set by the BPS in 1996. The results suggest that popular Emotional Intelligence constructs can be covered through a comprehensive personality measure. Review of other models of Emotional Intelligence suggest the addition of an ACCOMPLISHING compound.

Keywords: emotional intelligence, personality, big-5, EQi

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