

Positive Psychological Assessment

Welcome!



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Workshop Outline

- Positive Introductions
- About Aaron Jarden
- Workbook Tests
- An overview of the psychological assessment process and issues
- Measuring Strengths
- Key Assessment Points
- GROW

Common and Popular PP Measures

- The Happiness Measures (HM)
- The Satisfaction with Life Scale (SwLS)
- The Temporal Satisfaction with Life Scale (TSWLS)
- The Subjective Happiness Scale (SHS)
- The Gratitude Questionnaire (GQ-6)
- The Adult Hope Scale (AHS)
- The Meaning in Life Questionnaire (MLQ)
- The Flourishing Scale (FS)
- The Scale of Positive and Negative Experience (SPANE)
- The Short Grit Scale (GRIT)
- The Curiosity and Exploration Inventory-II (CEI-II)
- The Strengths Use and Current Knowledge Scale (SUCK)
- The Life Orientation Test-Revised (LOT-R)
- The Brief Resilience Scale (BRS)
- The Subjective Vitality Scale (VS)
- The Cantril Self-Anchoring Striving Scale (CSASS)
- The Valued Living Questionnaire (VLQ)
- The Scales of Psychological Wellbeing (SPW)
- The Centre for Epidemiological Studies Depression Scale (CES-DS)
- The Depression, Stress, Anxiety Scale (DASS21)
- The Loneliness Scale (LS)

Other Scales to Consider

- The Strengths Spotting Scale (SSS)
- Ways of Savouring Scale (WoSS)
- Savouring Beliefs Scale (SBS)
- Attributional Style Questionnaire (ASQ)
- Approaches to Happiness Scale (A.K.A = Orientations to Happiness Scale)
- Inspiration Scale (IS)
- Mindful Attention Awareness Scale (MAAS)
- Personal Growth Initiative Scale (PGIS)
- Quality of Life Inventory (QOLI)
- Silver Lining Questionnaire (SLQ)
- State-Trait-Cheerfulness Inventory (STCI)
- Transgression-Related Interpersonal Motivations Inventory (TRIM)
- PANAS (Positive and Negative Affect Schedule) (not really....)
- Generalised Self-Efficacy Scale (GSES)
- Warwick-Edinburgh Mental Well-being Scale (WEMWBS)
- Perceived Stress Scale (PSS)
- Time Perspective Inventory (TPI)
- Positive Affect (PA) and Negative Affect (NA) Scales (Bradburn, 1969)
- Mood Index (Batson, 1988)
- Self-Actualization Index (SAI)

Even More Scales

- Australian Personal Well-Being Index (PWI)
- Basic Psychological Needs Scale (Deci & Ryan)
- WHO-QOL
- CASP-19 - measuring QoL in older people
- European Social Survey - Module on well-being
- EQ-5D - health outcomes
- SF-6D - health outcomes
- Quality of Well-Being Scale
- Health Utilities Index (HUI)

Ways of Assessment

- Tests
 - Paper based and online.
 - No real difference between paper and online: "Research suggests no significant differences in the psychometric properties of psychological measures completed online, compared to paper-based versions" (Riva, Teruzzi, & Anolli, 2003).
- Self-monitoring
- Observation
- Physiological measures (heart rate, skin conductivity, etc)
- Interview
- Existing records
- Experience Sampling Method (ESM)
 - Validity and reliability of the Experience-Sampling Method:
<http://www.ncbi.nlm.nih.gov/pubmed/3655778>
 - Subjects carry a beeper device that signals randomly. Each time the beeper activates, subjects fill out a survey that typically includes questions asking what the subject was doing, who they were with, and how the subject was feeling at the time of the alarm.
- Day Reconstruction Method (DRM)(Kahneman & Kreuger)
 - Example DRM manual:
http://sitemaker.umich.edu/norbert.schwarz/files/drm_documentation_july_2004.pdf
 - A hybrid approach in which respondents first revive memories of the previous day by constructing a diary consisting of a sequence of episodes. Then they describe each episode by answering questions about the situation and about the feelings that they experienced, as in experience sampling.

Psychological Assessment Process

- Planning the assessment
 - Why is the person being assessed? Answer points to the goal of assessment. Goals could include aspects such as diagnosis / classification, description, prediction.
- Data collection
 - Methods include various ways of assessment.
- Data processing
 - Data analysis involves judgement vs statistical precision. Qualitative vs. quantitative methods.
- Communicating findings
 - Written report, verbally, conference presentation, academic paper.

Measuring Strengths

- Three main strengths assessments:
 - The VIA (Values in Action).
 - Realise2 (CAPP: Centre for Applied Positive Psychology).
 - The Strengths Finder 2.0 (Gallup).
- Also a newcomer: Stand Out Strengths - <http://standout.tmbc.com/gui/>
- Cost \$15US

Using the newest research technologies, the assessment measures you on nine Strength Roles and reveals your top two. These are the focal point of all your talents and skills.

The screenshot displays the StandOut assessment interface for Marcus Buckingham. The user's name and a 'logout' link are at the top right. A navigation menu on the left includes 'STANDOUT', 'POP Reports', 'ADVISOR', 'PIONEER', 'COMBINE YOUR TOP 2 ZONES', 'YOUR COMPLETE ROLE RANKING', and 'WHAT'S NEXT?'. The main content area shows 'YOUR STRENGTH ROLE RANK ORDER' with a table of results:

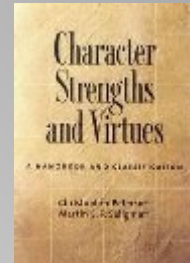
Rank	Strength Role	Description
1	ADVISOR	You are a practical, concrete thinker who is at your most powerful when reacting to and solving other people's problems.
2	PIONEER	You see the world as a friendly place where, around every corner, good things will happen. Your distinctive power starts with your optimism in the face of uncertainty.
3	CONNECTOR	You are a catalyst. Your power lies in your ability to put two things together to make something bigger than it is now.
4	CREATOR	You make sense of the world, pulling it apart, seeing a better configuration, and creating it.
5	EQUALIZER	You are a level-headed person whose power comes from keeping the world in balance, ethically and practically.
6	INFLUENCER	You engage people directly and convince them to act. Your power is your persuasiveness.
7	STIMULATOR	You are the heart of other people's emotions. You feel responsible for them, for having them around, for elevating them.
8	PROVIDER	You sense other people's feelings and you feel compelled to recognize these feelings, give them a voice and act on them.
9	TEACHER	You are filled by the potential you see in each person. Your power comes from knowing how to unleash it.

History of StandOut

Measuring Strengths: VIA

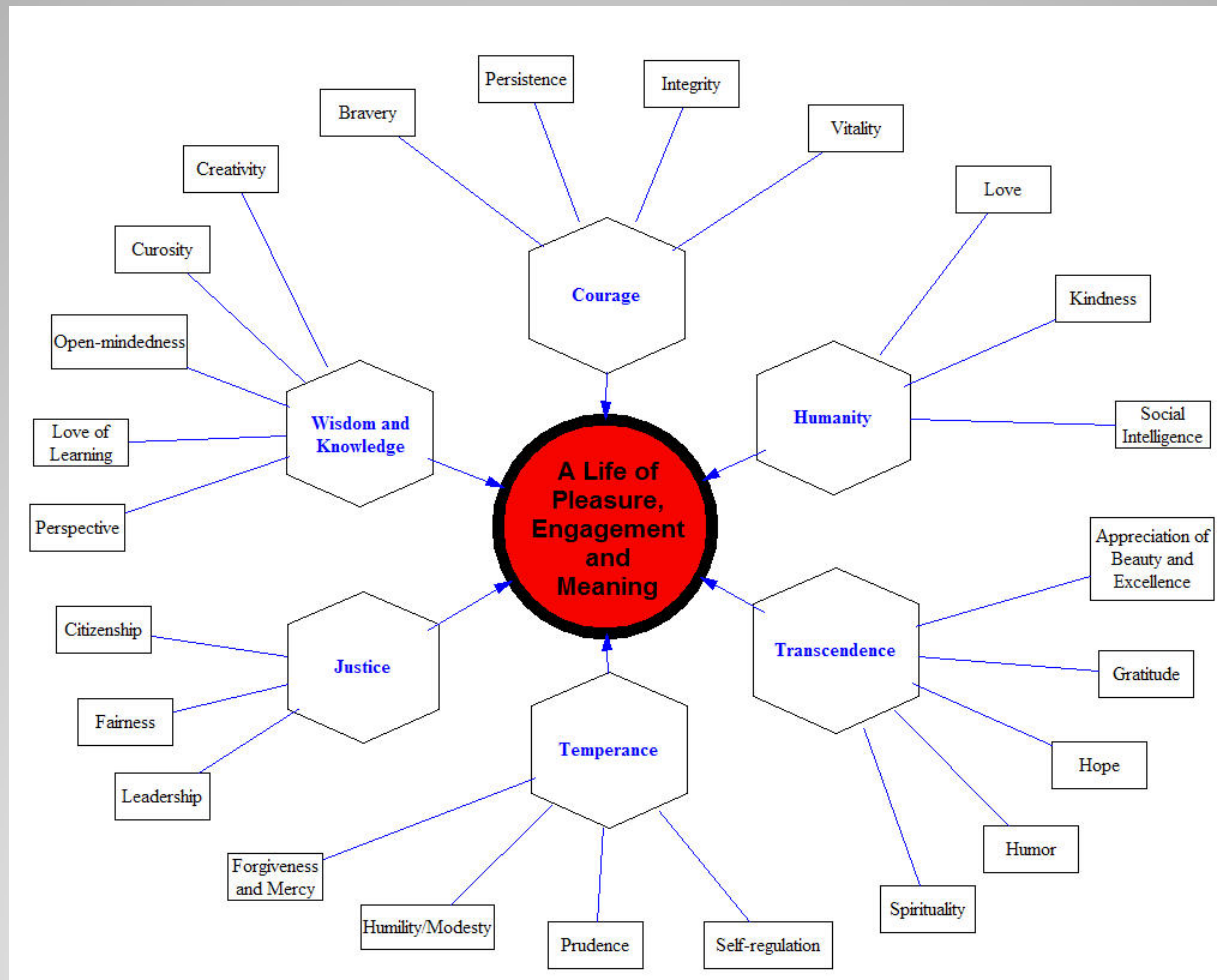
- The VIA.

- Identifies an individual's profile of character strengths.
- Involves 240 questions and takes about 30 to 40 minutes to complete.
- Free.
- Based on the *Character Strengths and Virtues* (CSV) handbook.
- Breaks strengths down into 6 virtues, and 24 character strengths.



- Wisdom and Knowledge: creativity, curiosity, open-mindedness, love of learning, perspective, innovation
- Courage: bravery, persistence, integrity, vitality
- Humanity: love, kindness, social intelligence
- Justice: citizenship, fairness, leadership
- Temperance: forgiveness and mercy, humility, prudence, self control
- Transcendence: appreciation of beauty and excellence, gratitude, hope, humour, spirituality

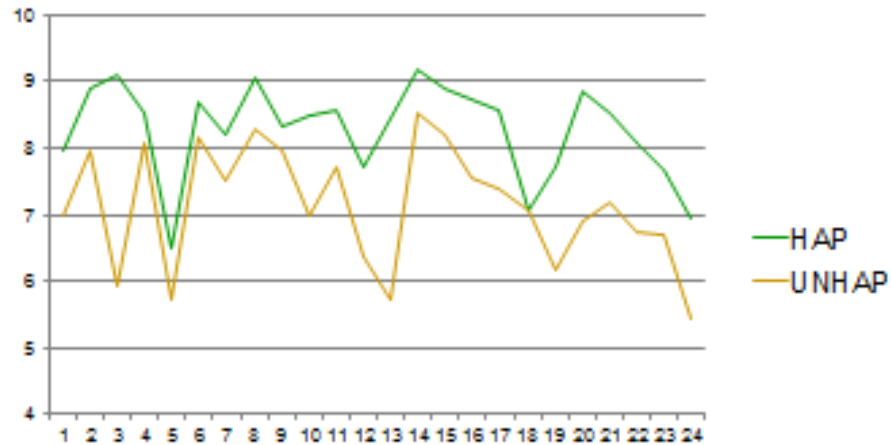
Measuring Strengths: VIA



Measuring Strengths: VIA

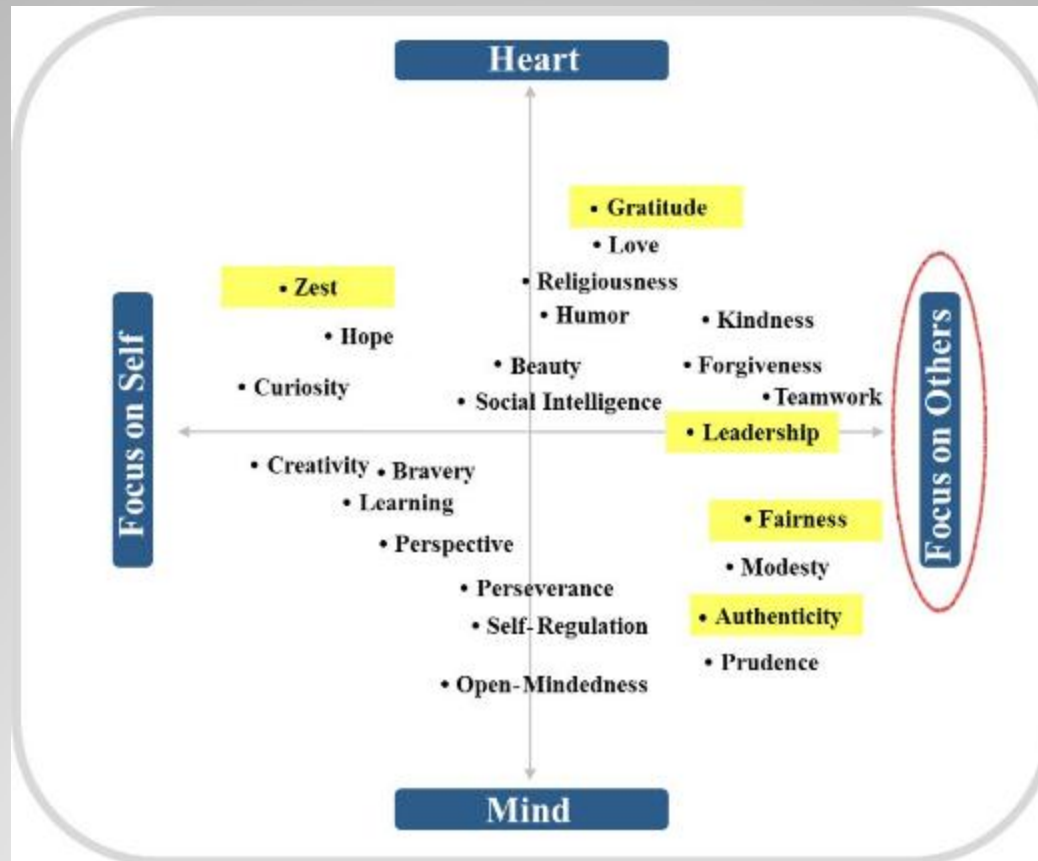
The Values Study

- Happiness and strengths:
 - HAP report more strengths overall.
 - (3) Hope, optimism, and future-mindedness (3.18 diff).
 - (13) Zest, enthusiasm, and energy (2.71 diff).
 - (20) Capacity to love and be loved (1.91 diff).
 - (19) Leadership (1.54 diff).
 - (10) Social intelligence (1.51 diff).

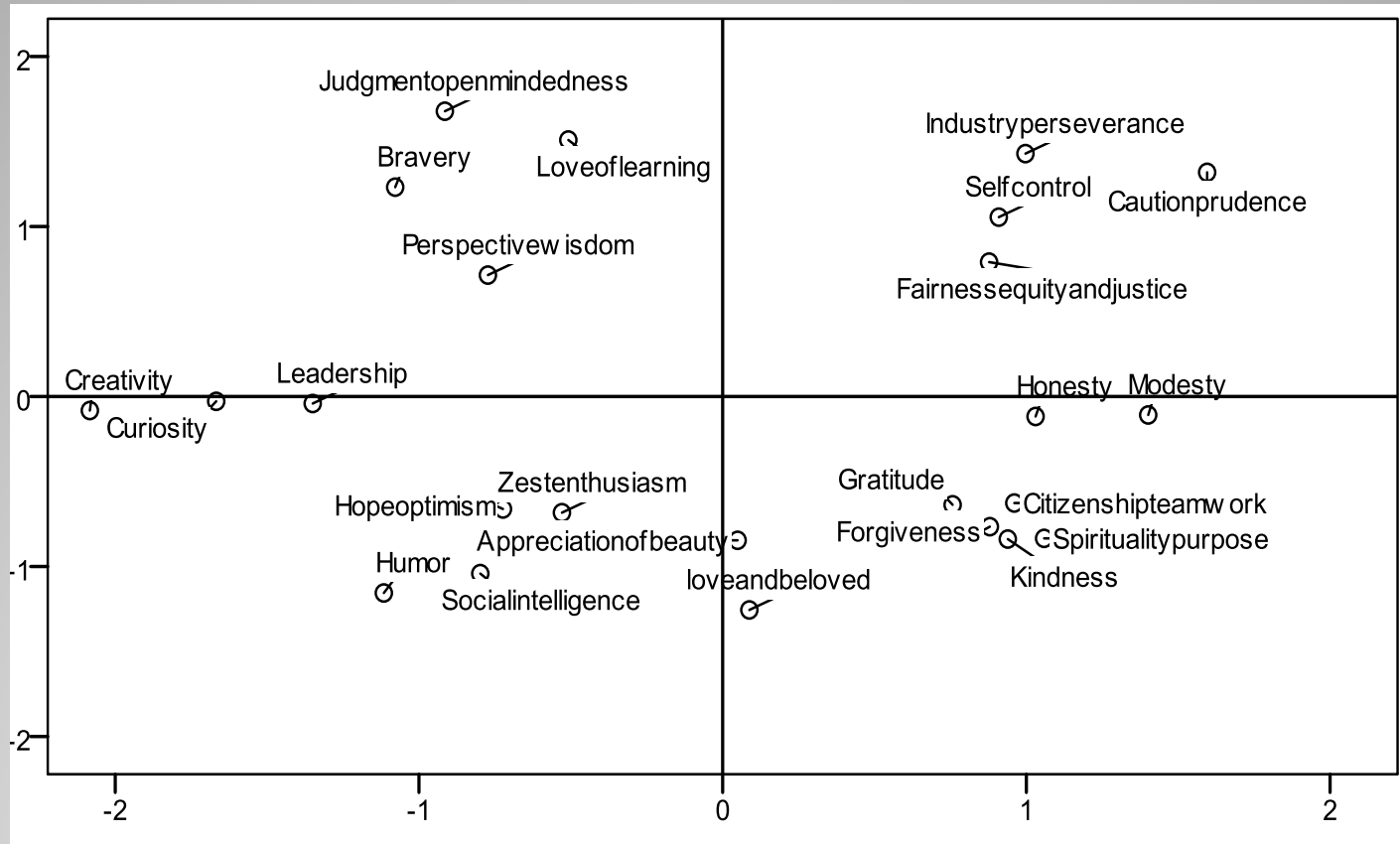


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Measuring Strengths: VIA

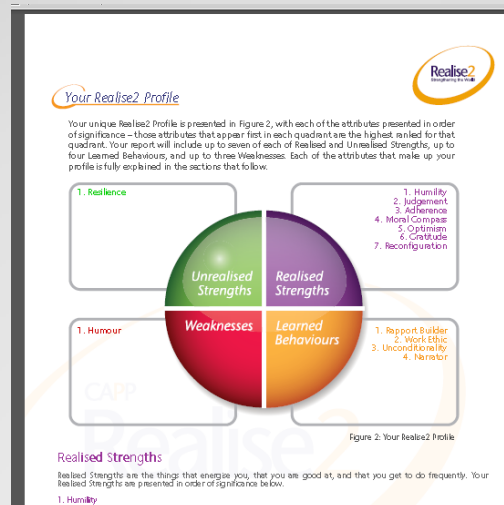


Measuring Strengths: VIA

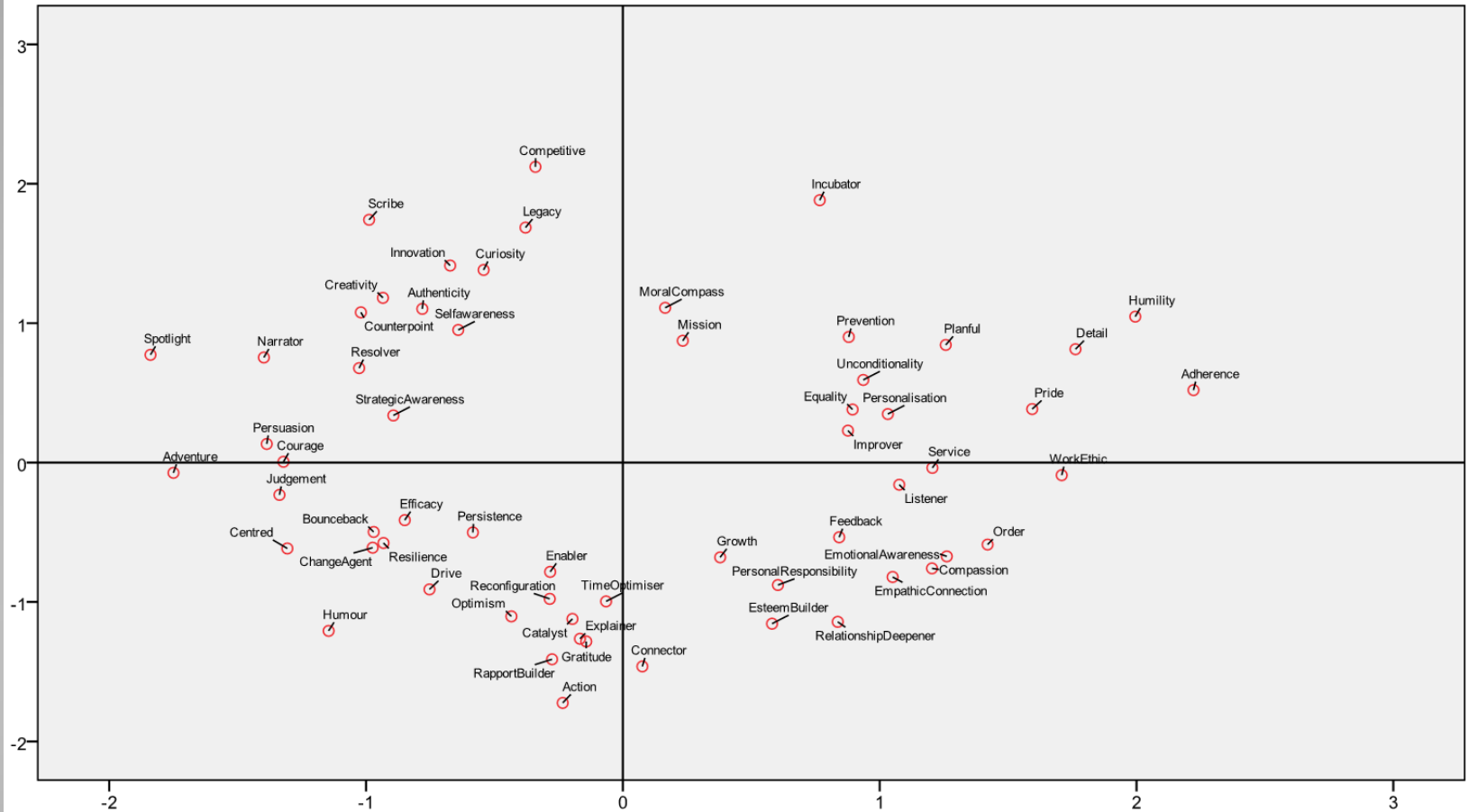


Measuring Strengths: Realise2

- Realise2.
 - Developed by the Centre for Applied Positive Psychology.
 - Cost = \$45 pounds (some slightly cheaper options)
 - 60 strengths: 14 Strengths of Being, 8 Strengths of Communicating, 13 Strengths of Motivating, 11 Strengths of Relating, and 14 Strengths of Thinking.
 - Assessment lists up to 7 realised strengths, 7 unrealised strengths, 4 learned behaviours and 4 weaknesses. One can prioritise the areas for development. Development Report includes development guidance written by CAPP's team of strengths coaches. One can then build a personal development plan.
 - Takes about 20 minutes. 180 questions (from memory)



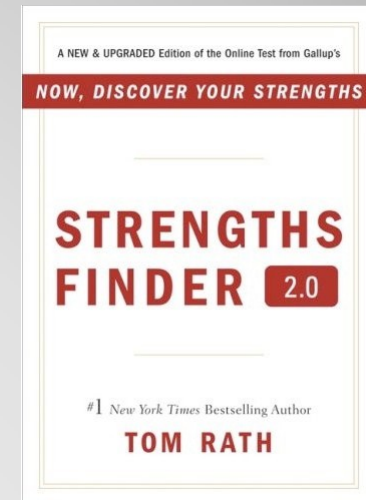
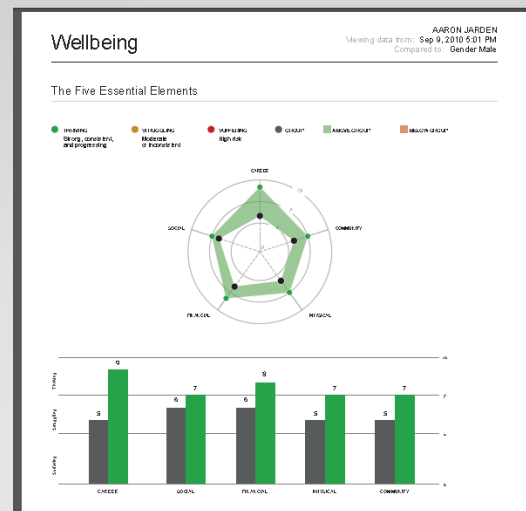
Measuring Strengths: Realise2



Measuring Strengths: Strengths Finder 2.0

- Strengths Finder 2.0
 - Need to buy a book from Gallup in order to access.
 - Gallup created a language of the 34 most common talents and developed the Clifton Strengths Finder assessment to help people discover and describe these talents.
 - Used a lot by businesses.

Wellbeing
Finder



Some Key Points

- ALWAYS CHECK COPYRIGHT
- CONSIDER ETHICS (e.g., dangers in testing feedback)
- Best practice = evidence based + ethical
- PP assessment is a relatively new area
 - There are various theories of wellbeing, and of most components which are measured.
- Assessment time frames matter
 - Past week, past month, in general...
 - Suitability for: One time, pre-post, over time...
- You can only manage what you measure
- Tracking change over time is important due to variability in responding's impact on validity. So is cross-correlating
- Too often wrong test used or no test used at all
- Consult Dr Google
- Cross-cultural considerations
- Terminology is very important
 - "When we ask people if they are happy, the answers tell us nothing if we don't know what our respondents mean by 'happy'. One person might mean, 'I'm not currently feeling any serious pain'; another, 'My life is pretty horrible but I'm reconciled to it'; another, 'I'm feeling a lot better than I did yesterday'.

GROW

Global Review Of Wellbeing