



Tintin and the Exploded Confetti Plant: Big One or Big Bang?

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Own position in this “essay”:

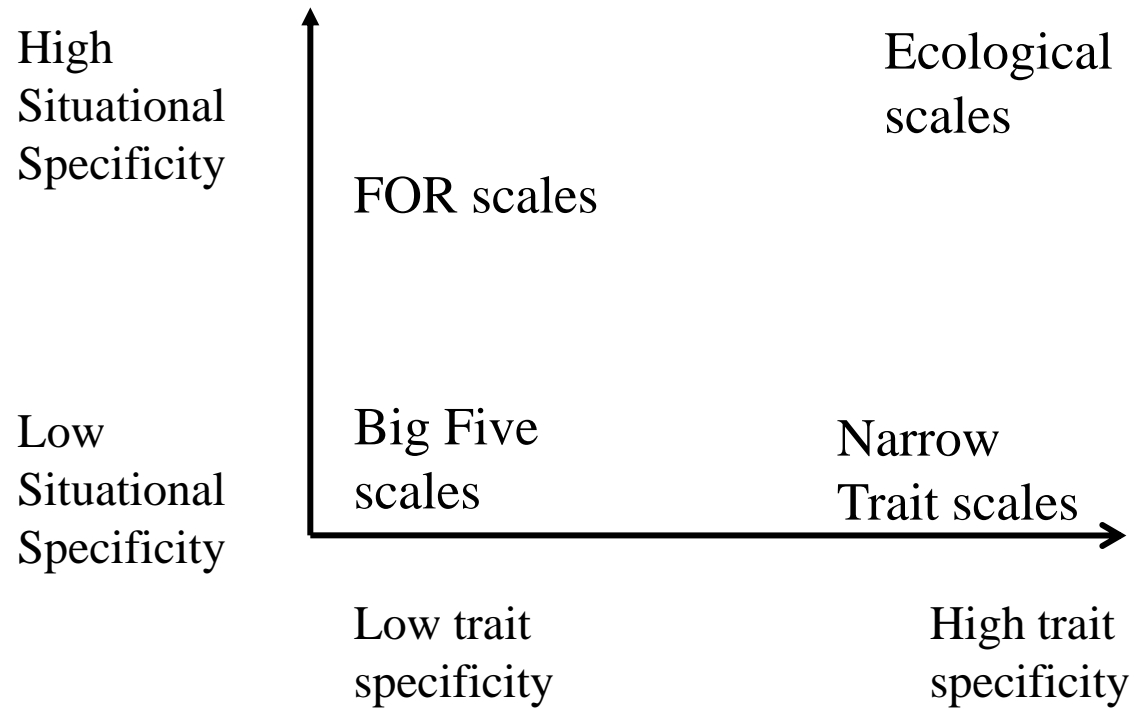
- Contextualized personality

- Frame-of-reference approach
- Narrow traits
- Ecological scales (Ph.D. Personality Questionnaire)

⇒ Practical approaches that take into account “the situation” and show increased external validity as compared to the Big 5

⇒ Butter, R. & Born, M. (2012). Enhancing criterion-related validity through bottom-up contextualization of personality inventories: Construction of an ecological conscientiousness scale for Ph.D. candidates. *Human Performance*, 25:4, 303-317.







Ecological scales

- Standard personality tests are off-the-shelf products that do not take into account the context in which a selection problem is situated
- This partly explains their rather low contribution to explaining job success
- ES's are tailor-made products that are constructed with/within the target organization
- ES's have a relatively high ecological validity
- ES's are better predictors of job success





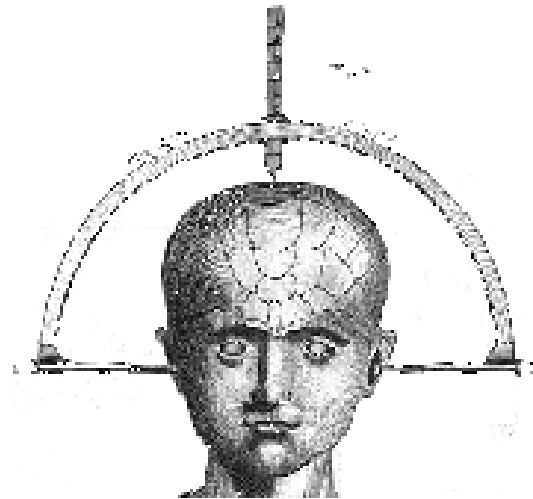
Historical reflections:

- Inspired by The Mismeasure of Man by Stephen Jay Gould

Verbal analogy item:

- Big 5 → Phrenology
- GFP → ?
- Craniometry





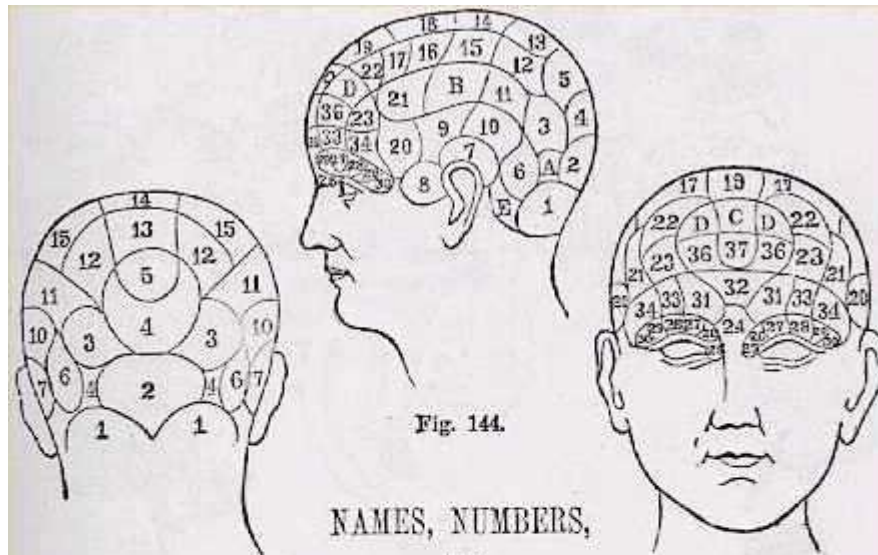


Fig. 144.

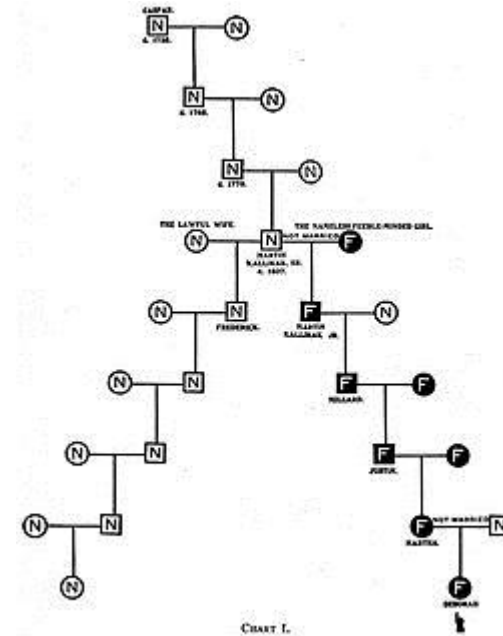
NAMES, NUMBERS,
AND
LOCATION OF THE ORGANS.

- | | | |
|----------------------|------------------------|------------------|
| 1. AMATIVENESS. | 13. SELF-ESTHEM. | 26. SIZE. |
| A. CONJUGAL LOVE. | 14. FIRMNESS. | 27. WEIGHT. |
| 2. PARENTAL LOVE. | 15. CONSCIENTIOUSNESS. | 28. COLOR. |
| 3. FRIENDSHIP. | 16. HOPE. | 29. ORDER. |
| 4. INHABITIVENESS. | 17. SPIRITUALITY. | 30. CALCULATION. |
| 5. CONTINUITY. | 18. VENERATION. | 31. LOCALITY. |
| E. VITATIVENESS. | 19. BENEVOLENCE. | 32. EVENTUALITY. |
| 6. COMBATIVENESS. | 20. CONSTRUCTIVENESS. | 33. TIME. |
| 7. DESTRUCTIVENESS. | 21. IDEALITY. | 34. TUNE. |
| 8. ALIMENTIVENESS. | B. SUBLIMITY. | 35. LANGUAGE. |
| 9. ACQUISITIVENESS. | 22. IMITATION. | 36. CAUSALITY. |
| 10. SECRETIVENESS. | 23. MIRTH. | 37. COMPARISON. |
| 11. CAUTIOUSNESS. | 24. INDIVIDUALITY | C. HUMAN NATURE. |
| 12. APPROBATIVENESS. | 25. FORM. | D. SVAVITY. |



- Mental testing on Ellis Island New York: ranking persons on 1 dimension
- Heritability: Goddard's Kallikak family =>

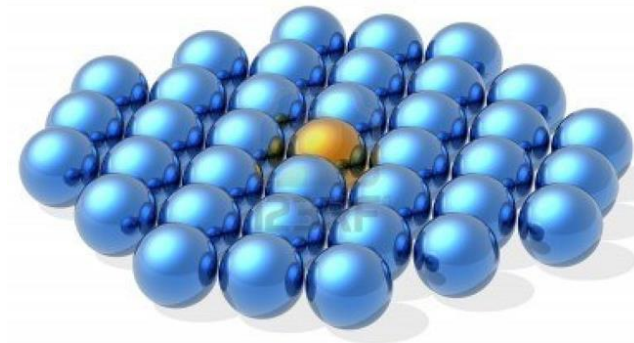
- Good or bad personality??





Conceptual reflections on G factor versus GFP?

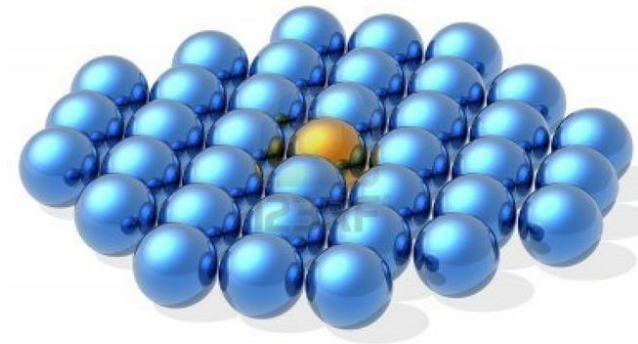
- Similarities, but also important differences=>
 - Intelligence tests show positive manifold and Big 5 scales do not
 - IQ test items differ intrinsically from personality items (reversing items can produce a GFP)
 - ω_h (proportion of correlations accounted for by general factor divided by the sum of original correlations) is much lower for GFP than for G (abt. .30 vs. .70)





Psychometric reflections

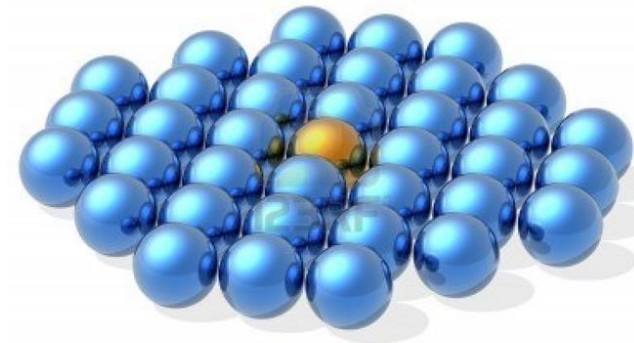
- GFP argument hinges on correlation between the Big 5 factors
- Why should personality factors be uncorrelated?
- Traits can correlate and still be meaningful “entities”
- Factor analysis does not imply causality
- When (self-report) GFP correlates with other variables (superior rated job success or parent rated behavioral inhibition) no substantive claim for GFP can be made.





Psychometric reflections 2

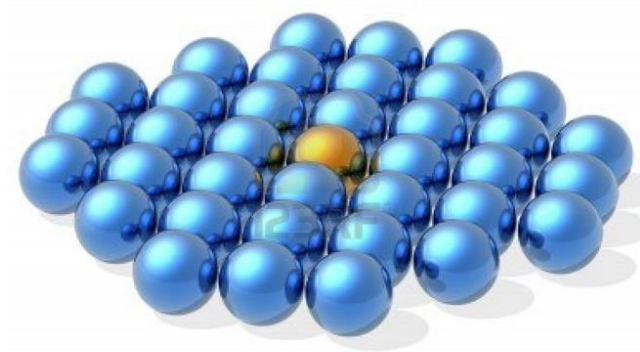
- Because the Big 5 scores will also correlate with these external variables
- Big 5 does not add variance to a GFP (**incorrect test**)
- The new test (GFP) must add predictive power to the old one (Big 5)
- GFP and Big 5 are two sides of the same coin in the predictive sense
- GFP is another (simplified) representation of the individual differences
- How does GFP relate to selection psychology (for example predictor-criterion alignment)?





Philosophical reflections

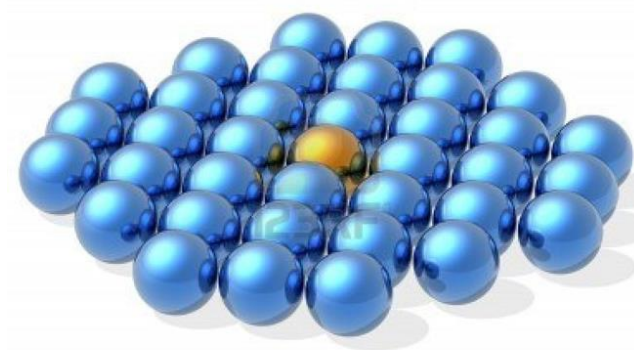
- Risk of reification
- Evolutionary arguments are weak (why should adaptive behavior be based on the same mix for all contexts??)
- Grand narrative (colossus built on shaky foundations)?
- GFP capitalizes on impression management and sanctifies it (high scores are favorable under all conditions) => typical or maximum performance??
- What about authenticity and the dark side?
- Rather reduced perspective on the human condition (one size fits all)





Practical reflections

- GFP does not take into account the context
- How can GFP facilitate (individual) recruitment and selection decisions for specific jobs or any other person-environment fit issue?
- How can GFP support triangulation, for example between personality scores and assessment center simulations?
- How can GFP support developmental coaching ?



The Grand Picture...







GFP raises many questions and does not (so far) seem to provide convincing answers:

- Historical questions
- Conceptual questions
- Psychometric questions
- Philosophical questions
- Practical questions



=> GFP approach will probably not glue the scattered confetti bits together



Thanks for your attention!

