

**GUIDANCE AND COUNSELLING, 2ND YEAR, COURSE-11(D), UNIT -02,
TECHNIQUES AND PROCEDURES OF GUIDANCE, -----BY RAJU KUMAR
(LECTURE SERIES NO.- 24)**

Self Rating and Personality Inventories (Paper and Pencil Personality Tests):

An individual's written account of the past behavior, feeling and wishes can be a good source of information about his/her personality. Self-ratings can be done through personality inventories and paper and pencil tests. Both of these serve as an excellent basis for interviews later.

Limitations of Paper and Pencil Personality Tests

- i) Majority of the questions in these inventories deal with personal matters.
- ii) Subject's unconscious resistance also affects his responses to a great extent. It is very difficult to get valid and correct information.
- iii) Suggestion is another important factor which tampers with validity. Our recollections of emotionally toned experiences are liable to be false. Moreover, it is quite easy that suggestive questioning may lead us to accept experiences as our own which never really occurred.
- iv) The influence of temporary mood, optimism, worry, etc. might also affect test responses.