California Psychological Inventory
(from http://cmhs.utoledo.edu/npiazza/Adv%20Personality/CPI.htm)

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Introduction
The CPI was originally introduced in 1956.
Revised form released in 1987.
Current format reflects minor changes to comply with ADA and EEOC requirements.
Purpose. To assess everyday variables (folk concepts) that ordinary people use in their daily lives to understand, classify, and predict their own behavior and that of others.

Comparison with the MMPI-2
The CPI has 194 items in common with the MMPI.
General intent of the CPI is to look at interpersonal not intrapsychic functioning.
CPI developed for use with nonclinical groups.
CPI scales based on a single normal distribution and not a bi-modal distribution.

Reliability
Overall reliability is reported to be .70.
Test-retest reliabilities for the individual scales range from .53 for empathy to .80 for Self-control.
Internal consistency reliabilities range from .52 for Self-acceptance to .85 for vector 3, .81 for vector 1, and .80 for Self-control.

Weaknesses
Lack of factor analysis.
Many scales are highly correlated and conceptually similar.
Insufficient number of studies used for configural analysis.

Strengths
Extensive research and continuous improvement.
Because it uses common folk concepts, it is readily understood by lay people.
About the only comprehensive measure of normal personality available.
The only other popular measure of normal personality is the 16PF.

Uses & Applications
Employee selection.
Career guidance and development.
Work group or team building.
Succession planning.
Individual understanding and development.

**General Interpretation**

Verify that the profile has been plotted using the appropriate sex norms

Evaluate for "fake good," "fake bad," or random profiles

**Validity Scales**

Raw score for Gi > 31 suggests faking good.

Raw score for Wb < 20 suggests faking bad or exaggerated negative self-concept with feelings of dysphoria.

Raw score for Gi < 8 suggests possible faking bad.

Raw score for Cm < 29 in males or Cm < 24 in females.

High scores on Cm suggest that the examinee responded in a valid fashion.

**Validity Equations**

The "fake good" equation

\[ 0.15Do + 0.18Em + 0.35Gi - 0.11Wb - 0.13To - 0.12Fx > 56.65 \]

The "otherwise invalid" equation

\[ 0.68Cm - 0.18Wb + 0.12Ac > 58.55 \]

Random vs. fake bad equation

\[ 0.13In + 0.22Gi - 0.06Cm + 0.14 Py + 0.13Fx < 50.00 \]

Random > 50.00
Fake bad < 50.00

**Structural Scale Interpretation**

Gough eventually identified three vectors that were assessed by the CPI.

Vector 1 = Introversion versus extraversion

Vector 2 = Norm or rule-following versus norm or rule-challenging

Vector 3 = Level of realization or positive development

The outcome was the development of three scales, one for each vector: v.1, v.2, & v.3

**High Vector Meanings**

High v.1: scorers tend to be viewed as reticent, shy, reserved, moderate, modest, and reluctant to initiate or take decisive social action.

High v.2 scorers are well-organized, conscientious, conventional, dependable, and controlled.
High v.3 scorers feel capable, able to cope with the stresses of life, and reasonably fulfilled or actualized. They are relatively free of neurotic trends and conflicts, and possess a higher level of adjustment.

Low Vector Meanings

Low v.1 scorers tend to be outgoing, confident, talkative, and possess social poise and presence.
Low v.2 scorers are rebellious, restless, pleasure-seeking, and self-indulgent.
Low v.3 scorers feel they are lacking in resolve, vulnerable to life's traumas, and not at all fulfilled or actualized. They are unsure, dissatisfied, and uncomfortable with uncertainty and complexity. They are reporting a lower level of adjustment.

The Cuboid Model

Scales v.1 and v.2 can be said to describe four types of psychological organization of personality: alpha, beta, gamma, and delta.
Scale v.3 is used to determine the degree to which the positive potential for a particular personality type has been developed.
Development occurs along a scale from 1 (lowest) to 7 (highest).
Highly developed types possess most of the strengths and few of the weaknesses inherent in that type

Cuboid Model Illustrated

![Cuboid Model Diagram]

Cuboid Model Described

Two major vectors
Interpersonal orientation (internal v. external)
Normative perspective (favoring v. questioning)
Result in four types: Alpha, Beta, Gamma, Delta

Along 7 levels of realization
1 = poor realization of positive potential
4 = average realization of positive potential
7 = superior realization of positive potential

The Personality Types

Alpha Types
Alphas invest themselves in the shared, interpersonal world, and in adherence to norms.
Alphas are doers, people who carry out the sanctioned mandates of the culture.
They are ambitious, assertive, enterprising, and outgoing.
At their best, they can be charismatic leaders and instigators of constructive social action.
At their worst, they can be self-centered, opportunistic, defensive, and manipulative.

Beta Types
Betas center their interests internally, and on the acceptance of norms and precepts.
They are the preservers of values, sources of wisdom, and the nurturers and restorers of tradition.
They are steady, cautious, moderate, and conventional.
At their best, they can be inspirational models of goodness and insight.
At their worst, they can be conformist, constricted, fearful, and anergic.

Gamma Types
Gammas are externally oriented, but make their decisions on personal values.
Gammas are the doubters, the skeptics, who strive to change the status quo.
They are adventurous, clever, headstrong, and progressive.
At their best, they are innovative, insightful, and creative.
At their worst, they are rebellious, intolerant, self-indulgent, and disruptive.

Delta Types
Deltas are focused on their own internal and personal value systems.
Deltas are reflective, sensitive idiosyncratic, preoccupied, quiet, reserved, and detached.
At their best, they are ideationally and imaginatively creative, esthetically perceptive, and visionary.
At their worst, they are fragmented, self-defeating, withdrawn, and prone to decompensation.

Cluster Analysis
Evaluate the profile by examining the average elevations on different groups of scales.
The scales are organized on the profile sheet according to class.