

## Psychological "Truthfulness"

Psychological truthfulness is the degree of "covering up" or not disclosing your "true personality" because of some conscious or unconscious gain. The most overt personality is seldom influenced by the situation (i.e., "what you see is what you get") and more covert personalities can radically change based upon the person's interpretation of the setting and what they hope to achieve. Listed below are several measures that detect a person's inclination to be more covert. It is not necessarily bad (e.g., the person accommodates to the situation) but it adds complexity and makes interpretation difficult. The more of these checked the more suspicious you should be about the Psychological truthfulness.

- 1- **Socially Covert** \_\_\_\_: A tendency to suppress one's personality based upon a direct reading of the situation. As this score gets higher the person consciously changes his personality based upon what he hopes to achieve. This is similar to "playing a temporary role" where one may be naturally aggressive and one "tones down his aggression or contrary views" when his boss is present but is very aggressive toward his subordinates when his boss is absent. It is sensitivity to a specific setting or an ability to play a temporary role. (See **Response Bias** below)
- 2- **Ideal Employee** \_\_\_\_: A strong desire to "fit into one's surroundings" and basically change one's personality based upon a setting. It is also called the "marketing personality" in that the person responds as if he asks, "What type of personality would you like to see" and then he becomes that person. It is as if the person has distinct personalities for each setting (e.g., work, spouse etc.) and "puts them on" in that situation. There is a continuum from **Socially Covert**, which is reading a particular situation and changing one's behavior at that time (i.e., short term) versus the **Ideal Employee** who is "always seen as accommodating at work" because that is what is expected. Hence the **Ideal Employee** has "lasting personalities" for each setting (e.g., work) and **Socially Covert** changes based on a particular situation.
- 3- **Deny Motivation** \_\_\_\_: The person claims certain behavior (e.g., aggressive) but then denies why they are aggressive (e.g., need to control a social setting). If the person "admits to their aggressive behavior" it is that they acknowledge they are aggressive and they don't try to hide it from others (assuming they don't have the first two biases above) and we usually say they are "consistent in expressing their personality." When a person denies their motivation they exhibit behavior (e.g., aggressive) and if someone calls them on showing overt aggressive behavior they make up an excuse. They may say they just have strong feelings, never intended to come across that way or are just showing integrity. Strong denial may result in projected behavior (e.g., I'm not aggressive at all, you just lack commitment). This may be conscious (I know I am aggressive but I'll deny it) or unconscious (what aggression are you talking about?).
- 4- **Deny Defenses** \_\_\_\_: The person denies most any stress reaction (e.g., anxiety, overt anger, stubbornness) and claims they never experience any of the typical defense mechanisms. In essence, this means the person is "perfect" and they never get angry, anxious, suspicious or anything else so they are always the picture of rationality. The difficulty is that all problems never stem from their behavior and are always "someone else's problems." For example, they are never angry or upset but "you misinterpreted

their behavior.” Hence, there can never be any discussion about any relationship problems or concerns. This may be conscious (I’ll hide my anger and deny it) or unconscious (what anger are you talking about?)

5- **Response Bias** \_\_\_\_: The person completes the Digital Couch and denies that any of the questions fit their personality (i.e., LOW response Bias). This is almost always a conscious mechanism to avoid answering anything about yourself so that others will NOT know what you are like. This makes it difficult to determine the **Ideal Employee** or **Socially Covert** scores because of a lack of data. The personality profile can be statistically corrected but the results are more suspect and less accurate. When the Response Bias is low (i.e., less than 20%), the **Deny Motivation** and **Deny Defenses** are almost always conscious.

**Levels of Psychological “Truthfulness” or limits to judging behavior from one’s Personality**

Level	Description	What predicts behavior?
<b>Very OVERT</b>	<p>Person always acts just how he feels or what he is like. If he is aggressive, he always acts aggressively without any concern for his surroundings.</p> <p><b>Derogatory:</b> Immature, “loose cannon”  <b>Complimentary:</b> Acts with integrity</p>	<p>Overt measure of <b>TRAITS</b></p> <p>e.g.,  <b>Dominant</b>  <b>Extraverted</b>  <b>Socially rigid</b></p>
<b>Normally OVERT</b>	<p>Person usually acts how he feels or what he is like. However, he tempers this using his social maturity and his concern for his surroundings.</p> <p><b>Derogatory:</b> “Backs down when conflict happens”  <b>Complimentary:</b> Sensitive to others</p>	<p>Overt measure of <b>TRAITS</b></p> <p><b>PLUS</b></p> <p>Understanding his <b>VALUE SYSTEM</b> (i.e., how he feels he must treat others)</p>
<b>SOCIALLY COVERT</b>  SCORE: _____	<p>Person may act how he feels or what he is like. However, the major driver in ambiguous settings is what he hopes to gain from others.</p> <p><b>Derogatory:</b> “Socially calculating” Self-serving  <b>Complimentary:</b> Politically Sensitive/Astute</p>	<p>Overt measure of <b>TRAITS</b> when personal gain is not an issue.</p> <p>His ability to “read power base” and how much he values the potential gain.</p>
<b>IDEAL EMPLOYEE</b>  SCORE: _____	<p>Person may /will change his Traits based upon his reading of the culture or environment.</p> <p><b>Derogatory:</b> Chameleon or Brown-noser</p>	<p>Overt measure of <b>TRAITS</b></p> <p>What he views as the</p>

	<b>Complimentary:</b> Sensitive to our culture and a positive fit. Super team player.	traits that are accepted or rejected by a given culture.
<b>Very hard to predict Behavior from Personality because it is NOT the major driver</b>		
<b>DENY MOTIVATIONS</b>  SCORE: _____	Person no longer worries about his Traits but bases his behavior on what he hopes to gain.  <b>Derogatory:</b> Slippery, hard to pin down <b>Complimentary:</b> Clever, socially gifted, politically astute and/or brilliant.	Overt measure of <b>DYNAMICS</b>  Egoism Social control Need to be loved
<b>DENY DEFENSES</b>  SCORE: _____	Person sees himself as having very few limits, often has grandiose self-image. Seldom stressed, always able to deflect all criticism to others.  <b>Derogatory:</b> Egotistical, Narcissistic, arrogant extreme <b>Complimentary:</b> Brilliant, born leader, confidence, highly charismatic.	Overt measure of <b>DEFENSES</b>  Suspicious Subtle/projected anger Suffocating/manipulative
<b>Response Bias</b>  SCORE: _____	Very Low responding to a Psychological Test in order to hide "True self-view". Strong need to avoid disclosing any potential limits/vulnerabilities.	Watch <b>ACTUAL</b> behavior and don't believe the words