Caught in the Mystery –

What Happens to Psychologists in Cross-Cultural Personality Assessment and/or Treatment?

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personality assessment

• is used more and more in career development and coaching, selection procedures etc.

• Mental-health professionals' and semi-professionals' diagnoses and treatments are based on explicit or implicit assessment of their patients' personality.

• Cross-cultural personality assessment is expected to become the norm rather than the exception

• Awareness of its challenges is usually focused on assessment instruments' validity rather than on the impact on the professionals performing the assessment
Research question & Method

• **Research question:** what happens to professionals who attempt to perform personality assessment in multicultural contexts?

• **Method:** qualitative. 79 mental health professionals or semi-professionals were asked to describe a case in which their patient had belonged to a cultural group other than their own.
Results & Conclusions

Results:

• Attempts to cope with language-gaps (e.g. using body-language, voices, gestures; calling ad-hoc interpreters)

• Professional’s Feelings: Frustrated, Helpless, Missing out, Lacking efficacy, Doubtful.

• Damage to their professional confidence

Conclusions:

• Cultural-competence must be included in the training of personality-assessment professionals and semi-professionals

• Needing culturally-diverse mental-health teams.