

# 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**.