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10x Psychology Responds to HBO Max Documentary ‘Persona: The Dark Truth Behind Personality Tests’

HBO Max and CNN Films’ ‘Persona: The dark truth behind personality tests’, is a documentary that aims to showcase the impact of personality tests in recruitment by following the development and use of the Myers-Briggs Type Indicator (MBTI). Whilst the documentary rightly focuses on the experiences of diverse candidates using the MBTI, it fails to acknowledge the existence, and industry-use of alternative, accessible scientifically developed personality assessments.

Personality assessments that have been developed within the context of Occupational Psychology, are the product of decades of established research into enabling and empowering both candidates, and organizations, within the world of work. Despite the documentary depicting personality tests as the sole decider of a candidate’s success, this is rarely the case – the selection process usually combines a range of procedures, such as interviews, role-based exercises and ability tests in addition to a personality assessment. Within this context, personality assessments can serve to minimize bias and showcase candidate potential; enhancing compliance with guidelines for fair and non-discriminatory hiring outcomes.

Whilst based on principles of Carl Jung’s theories, the MBTI was not developed by Psychologists and focuses on establishing a general personality type based on a range of characteristics that are not work related. Personality assessments developed within the field of Occupational Psychology base their construction on evidence-based research that indicates the validity, and reliability of the measure for the world of work. Scientifically developed assessments often feature trait-based models and deliver results that can predict performance within a role based on the extent to which an individual identifies with a range of job-focused behaviors and characteristics.

Trait-based personality assessments, such as those offered by 10x Psychology have been developed to empower candidates from the outset of their journey with valid, predictive measures that enable the organizations and the candidate themselves to understand their strengths, and areas for development within the context of a role.

Scientifically developed personality assessments, such as those offered by 10x Psychology are developed outside of a clinical context; they cannot be used to indicate mental health conditions and are screened for compliance with the American with Disabilities Act and the Equalities Act within the UK.

At 10x Psychology, we believe in ensuring a better way forward for candidates and organizations across the selection process. 10x Personality has been built upon extensive research into the best possible way to measure the specific characteristics attributed to exceptional performance within the workplace. Our research, and candidate-enabled platform culminate in an accessible, neuro-diverse optimized experience that benefits candidates, and organizations together.

We understand that there remains work to be done across the psychometric industry; including within our own organization, where we hope to continue developing and improving the accessibility of our Solutions to reflect the needs of every candidate.

For more information please contact 10x Psychology’s Chief Product Officer
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