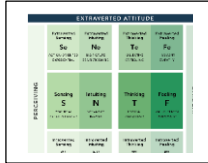




Assessment Characteristics

Part 1: Pearman Personality, 60 items—Type mental functions (Se, Si, Ne, Ni, Te, Ti, Fe, Fi)

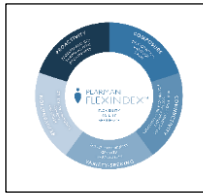


Part 2: Pearman FlexIndex, 39 items –FlexIndex and five dimensions

Two response modes: Natural and Demonstrated behaviors for type related behaviors

Scores

Circle scores show degree of differentiation for a type mental function ranging from 51-99.



Means for the selected preferred type function shows comparison for preferred and non-preferred functions.

Standard scores used with the Pearman FlexIndex, 100 is mean, 15 point SD. Five dimensions include: Proactivity, Connectivity, Variety Seeking, Connectivity, and Rejuvenation.

Norm Groups

US and Canadian sampling, using stratified methods for age, race, gender, ethnicity. Normative sample of 2400 adults.

Reliability

Traditional measures of internal consistency and test-retest reliability were used. Alpha ranges .61 to .88.

Validity

Estimates established through the use of convergent and discriminant methods with other measures, cross group analysis, exploratory and confirmatory factor analysis, and adverse impact analysis. Statistical analysis of significance confirms viability of concepts.

Manual

Web-based manual available to users of the assessment. Covers the theory, administration and scoring, lenses and modules, understanding results, giving feedback, stages of development, and standardization, reliability, and validity.

Publisher

Multi-Health Systems, Inc. Toronto, Canada.

Contact

<https://tap.mhs.com/Certification/PearmanCertificationProcess.aspx> for certification details.

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