



# Stream Selection Test

## Theory Behind The Test

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## Test Credibility

- This test is based on Carl Jung's and Isabel Briggs Myers' typological approach to personality.
- The Myers–Briggs Type Indicator (MBTI) is an introspective self-report questionnaire designed to indicate psychological preferences in how people perceive the world and make decisions
- The theory speculates that there are four principal psychological functions by which humans experience the world – sensation, intuition, feeling, and thinking – and that one of these four functions is dominant for a person most of the time
- The test then goes on to classify individuals in 16 distinctive personality types that result from the interactions among the preferences.
- The MBTI is frequently used in the areas of pedagogy, career counseling, team building, group dynamics, professional development, marketing, family business, leadership training, executive coaching, life coaching, personal development and marriage counseling. It is used by 89 of the Fortune 100 companies.
- The test involves some elements of MBTI but it does not fully depend on it, criticism of MBTI is it that it exhibits some psychometric deficiencies, notably including poor validity and reliability. In order to address this criticism, the test apart of using MBTI also uses Item Analysis, Assessment Norms and Validity scores



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- Additionally test is based on Item Analysis, Assessment Norms and Factor in Reliability and Validity scores:-
  - **Item Analysis** : After ensuring the conceptual clarity, items for the test were constructed with the help of leading experts for Aptitude and Interest that is required to study the various streams/careers/subjects. Each item in the test was carefully picked with the agreement of all the experts
  - **Norms** : In terms of testing, norms can be described as the average scores among an identified group of people. Such norms provide a basis at which test scores of individuals can be compared. In order to establish norms, tests was administered to a large population that was selected carefully in order to represent the proper population that was intended to be served
  - **Reliability** : Reliability of the assessment is measured to see the consistency of scores in different assessments of the same test. **Rater Reliability method** of reliability was used on all assessments of MCG. This type of reliability is assessed by having two or more independent judges score the test. The scores were then compared to determine the consistency of the rater's estimates
  - **Validity** : Content validity process was used. It is also known as logical validity and refers to the extent to which a measure represents all facets of a given social construct. Additionally, validity of scores by comparing to conventional counselling method and the assessment method was also used. The procedure that was used was as follows: career counsellors were asked to counsel a large number of student and decide a stream preferences for the students by adopting normal counselling procedure. Same set of student then took the assessment. Comparison of i.e. the stream/career/branch preferences given by the counsellors and the ones that are came out in the assessment Report was done. This process was done for more than 1000 student cases and the test was modified accordingly

