

Temperament, ability, interests: Kelly and Fiske (1950)

- A classic study of graduate school success showed how temperament, ability, and interests all predicted performance equally well (Kelly & Fiske, 1950).
- Graduate students enrolled in 40 different clinical psychology programs in 1946 were evaluated by ≈ 75 psychologists at UM
- Criteria included ratings of clinical diagnosis, skill at individual therapy, research skills, preference for hiring
- Predictive measures that worked included
 - Ability: Millers analogy test
 - Temperament: Measures of neuroticism
 - Interests: Measures of psychological mindedness in interests
- “The most efficient clinical predictions, in terms of both validity and economy of data, are those based only on the materials contained in the credentials file and in the objective test profiles. The addition of autobiographical and projective test data appears to have contributed little or nothing to the validities of the assessment ratings.”

