Confirming the Constructs of the Adlerian Personality Priority Assessment (APPA)

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Abstract

The primary purpose of this study was to confirm the four-factor structure of the 30-item Adlerian Personality Priority Assessment (APPA) using a split-sample cross-validation confirmatory factor analysis (CFA). The APPA is an assessment, grounded in Adlerian theory, used to conceptualize clients based on the four personality priorities most commonly used in the Adlerian literature: superiority, pleasing, control, and comfort. The secondary purpose of this study was to provide evidence for discriminant validity, examine predictive qualities of demographics, and explore the prevalence of the four priorities across demographics. For the cross validation CFA, I randomly divided the sample, 1210 undergraduates, at a large public research university (53% Caucasian, 13.1% Hispanic/Latino(a), 21.4% African American, 5.4% American Indian, and 5.8% biracial; mean age =19.8; 58.9% females), into two equal subsamples. I used Subsample 1 (n = 605) to conduct the initial CFA. I held out Subsample 2 (n = 605) to test any possible model changes resulting from Subsample 1 results and to provide further confirmation of the APPA’s construct validity. Findings from the split-sample cross-validation CFA confirmed the four-factor structure of the APPA and provided support for the factorial/structure validity of the APPA’s scores. Results also present initial evidence of discriminant validity and support the applicability of the instrument across demographics. Overall, these findings suggest Adlerian counselors can confidently use the APPA as a tool to conceptualize clients.