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## ABSTRACT

The main purpose of this study was to determine the validity of the admission test battery as an instrument of selection of the Ph.D. in Counseling Psychology program of DLSU, on the basis of academic performance, characteristics and competencies.

The subjects in the study were 23 graduates and candidates of the program with complete data on the predictor variables (Mental Ability Tests MAT 1 and 2, and a 14-scale personality inventory) and criterion variables (GPA, characteristics and competencies). A Counselor Characteristics and Competencies Scale (CCCS) was constructed, as a criterion instrument, on which the subjects were rated by two judges. Correlation coefficients were computed to establish the relationship between the predictors and criteria. Multiple correlation and stepwise regression were done to evaluate the relationship between each criterion variable and various combinations of predictor variables.

Results indicated that MAT 2 (critical thinking) correlated significantly ( $r = .58, p < .01$ ) and was found to be the better predictor of GPA. Scales 7 (sociability) and 10 (anxiety) moderately correlated with



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GPA ( $r = .429$ ,  $p < .05$ , and  $r = .546$ ,  $p < .01$ , respectively) but anxiety proved to be the better predictor. MAT 1 (dealing with high level abstract ideas) was the better predictor of characteristics and competencies as it significantly correlated with both of them ( $r = .522$ ,  $p < .05$ , and  $r = .696$ ,  $p < .01$ , respectively). Several Scales: 5 (autonomy), 8 (emotional expressiveness), 9 (emotional well-being), and 11 (concern for others), had a significant correlation with characteristics ( $r$ 's ranging from  $.433$  to  $.496$ ,  $p < .05$ ). However, Scale 12 (practicality), which negatively but significantly correlated with characteristics ( $r = -.595$ ,  $p < .01$ ) was found to be the best predictor. Among Scales 3 (esthetic sensitivity), 9 (emotional well-being), and 11 (concern for others), all of which correlated significantly ( $r = .467$ ,  $p < .05$ ,  $r = .534$ ,  $p < .01$ , and  $r = .430$ ,  $p < .05$ , respectively) with competencies, Scale 9 was the best predictor. The combination of MAT 2 with Scale 10 was found to be predictive of GPA, Scale 12 and MAT 1 together were able to predict characteristics, and MAT 1 plus Scale 9 could predict competencies.

The findings suggest that the current admission test battery of the Ph.D. in Counseling Psychology program at DLSU may continue to be used as follows: MAT 2



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to predict academic performance; MAT 1 as an indicator of a student's potential to acquire the characteristics and competencies needed for success in the program; and the Personality Inventory as a predictor of the characteristics and competencies of successful trainees, with special emphasis on Scales 3, 5, 8, 9, 11, and 12. Furthermore, the successful candidate seems to be one who can think critically and deal with high level abstract ideas, has some degree of anxiety, is interested in socializing and being with people, is concerned about others, is emotionally expressive and esthetically sensitive, is less interested in practical and applied activities, has the tendency to be flexible and with the need to be independent.

