

Trait Model vs. Function Model

Comparison of Trait and Function Models of Psychometrics	
Trait Model	Function Model
This model attempts to measure underlying psychological constructs or traits that are important for the outcome of success, whether in educational or in occupational settings.	The test design is determined by its use or function within the context in which behaviors will align with job descriptions or with predetermined criteria to be met.
There is objectivity in scoring across raters.	Subjectivity in scoring can compromise objectivity.
Personality traits are emphasized over the actual ability to perform predetermined tasks in real-world settings.	Test items reflect job-related tasks as outlined in the job descriptions or criteria that have been predetermined.
Estimations of personality traits closely represent real-world decisions.	This model does not assume that traits underlie the ability to perform successfully.