

内田のペリ心検査®

— The Uchida-Kraepelin Test —

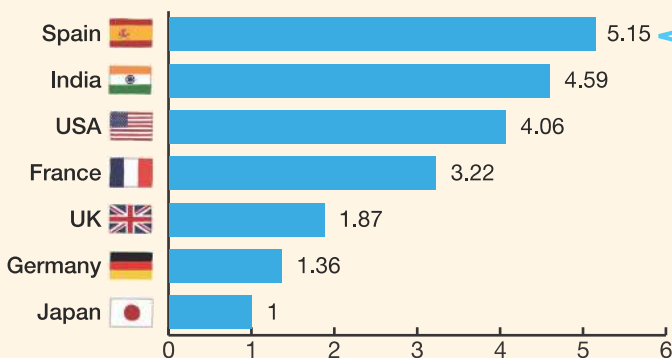
What is the Uchida-Kraepelin Psychodiagnostic Test (the UK test)?

Building up on researches made by E. Kraepelin, a German psychiatrist, Yuzaburo Uchida, a Japanese psychologist, developed this test after years of studies of its methodology and validity.

An aptitude test that has been working behind **“Made in Japan”**

The UK test has been used to probe aptitudes of train driver candidates in Japan. The test has been thus at work in prevention of human errors with Japan's railways.

“Outstanding safety of Japan's railways”



Numbers of accidents per train-kilometer, with Japan's being 1



Source: “Heisei 17-nendo Kaigai Shuyokoku tonno Jiko Joho Kyoyuka niyuru Tetsudo no Anzensei Kojo Hosaku ni kansuru Chosa Kenkyu Hokokusho” (“2005 Research Report on Measures to Improve Railway Safety through Sharing Accident Information with Major Countries”) by Japan Railway Technical Service (an incorporated association), February 2006

What good does use of the UK test do?

- 1** While many railways are facing shortage of human resources, the test helps you pick up quality human assets.
- 2** The test provides some helpful information on what position each of your existing employees should serve. This way, it helps you improve productivity.
- 3** All that an examinee does is to make many additions of single-digit integers. So, no linguistic element affects the test results. (There are English and Chinese editions also available.) Also, the test takes only 50 minutes or so to complete. A large number of examinees can take the test at the same time.



What are the advantages of the UK test?

In most other aptitude tests, it takes multiple sub-tests to measure an examinee's "intelligence," "personality," and so on. The UK test, however, measures two characteristics simultaneously – an examinee's "capabilities in work (activity)" and "characteristics of using such capabilities."

Furthermore, the test is not of a format of the examinee answering questions.

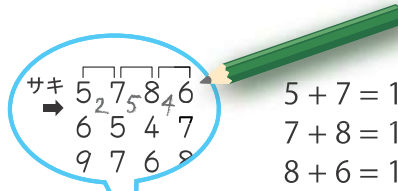
Thus, an examinee is unable to deliberately manipulate his/her test results, which is a favorable characteristic.

What does an examinee do?

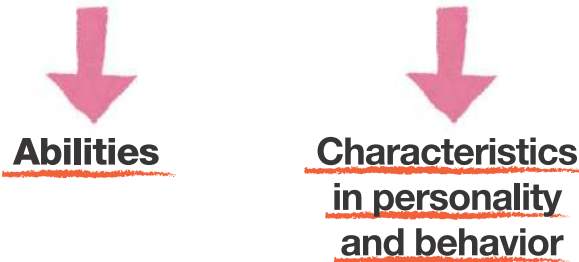
He/She does simple additions of single-digit integers, moving on to the line immediately below, every one minute.

The test takes net 30 minutes, 15 minutes of the first half and another 15 of the last half, with a break in between.

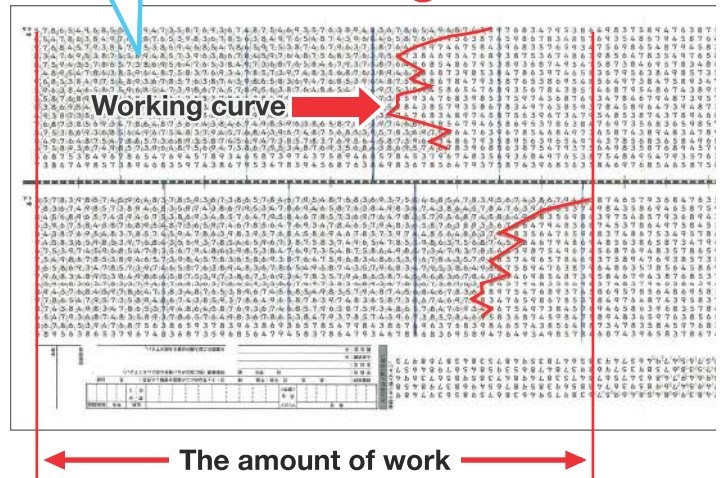
- Total additions made (the amount of work)
- Changes in the quantity of additions made every minute (working curve)
- Number of addition errors(errors)



- Add two neighboring figures and write in the last digit number, as shown in the illustration left.



Considering all the three scores listed above, the test evaluates an examinee comprehensively, in terms of both his/her abilities and characteristics in personality and behavior.



What characteristics of an examinee does the test reveal?

What images of examinees' characteristics does the test reveal?

There is a famous fairy tale of a race between "the Tortoise and the Hare."

If they take the UK test, they can come up with results shown below:

The hare

A person of the hare type is able to get many different jobs with good quality, and with good efficiency. He/She, however, hates keep doing a monotonous job for long. He/She can occasionally get fed up.

The tortoise

A tortoise is not competent in getting many different jobs with good efficiency. And he/she is not very efficient. He/She is capable of, however, keep doing a routine job on and on at his/her own pace.

The famous fable of the Tortoise and the Hare reveals the two animals' different running speeds and behaviors.

Compare the race to the top of a mountain to the UK test. Let the two animals run the race.

The final win and lose are not determined by their amount of work alone, but rather by their personalities and behavioral characteristics (working curves and errors).

The UK test evaluates the whole picture of each examinee's abilities, personality, and behavioral characteristics, as he/she performs a modeled job of addition.