

MyAnalyser - A Handwriting Analysis System for Career Guidance

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ABSTRACT

Handwriting Analysis or Graphology is a field of study that uses analysis of handwriting to identify a person's personality and character. This information about a person has been used by employers during job interviews to determine whether a candidate is suitable to fill a job vacancy or role. A research was conducted to study the effectiveness of handwriting analysis to assist in career guidance. In this connection, a computer-based handwriting analysis system, MyAnalyser, was developed as a dynamic web application for the purpose, using Microsoft ASP 3.0 as the programming language and Microsoft Access as the database management system. A survey was conducted to collect samples of handwritings of participants who comprised IT professionals in the Klang Valley of Malaysia, for analysis. The handwriting analysis identified the personality type and the recommended occupations for different personality types of the participants. The handwriting analysis results were evaluated by the participants themselves to determine the accuracy of the personality type identified and occupations recommended by MyAnalyser by comparing the personality type identified with participants' own personality type and the recommended occupations with the participants' current or expected occupation. The results of the evaluation show that of 264 participants, 201 (76.14%) participants agreed that the personality types identified by MyAnalyser are accurate, and 219 (82.95%) participants said that the occupations recommended by MyAnalyser match their current or expected occupations.

Key words: Handwriting analysis, Graphology, Career guidance, Computer-based handwriting analysis, MyAnalyser

INTRODUCTION

Handwriting Analysis or Graphology is a field of study which uses analysis of handwriting to identify a person's personality and character. It is not something new but has existed a long time ago with reports about it from many countries such as Italy, Germany, France, Britain and the United States of America (Lowe, 1999). One of the commonly-and widely-use applications of handwriting analysis is in the employment field. Companies and employers are looking into handwriting analysis to complement their conventional screening of job applicants (Schorr, 1999). This is because the conventional screening process such as interviewing applicants, reviewing applicants' educational background, their working experiences and other information will not reveal the applicants' personality or the personality traits suitable for a certain job. European employers often require applicants to submit their resume written in their own handwriting. The resume is submitted for handwriting analysis which would reveal the personality type of the applicants (Kohn, 2003).