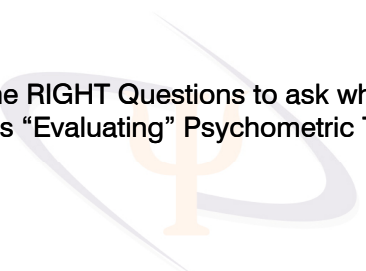




**The RIGHT Questions to ask when HR  
is "Evaluating" Psychometric Tests**





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**Introduction**

Those without training in psychometrics can never effectively evaluate a psychometric test.

The following very briefly gives an overview of the questions HR should be asking when contacting test vendors.

This brief presentation is not intended to replace competent training in psychometrics.



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**What is the test's rationale?**

Is the vendor clear on the model behind the test?

What was the test designed to assess?

Who designed the test?



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**Technical data: Reliability**

How consistently does the test measure what it purports to measure?

Are there documented studies to support for example test-retest reliability and internal consistency reliability? Look for .7 for personality scales and .8 for aptitude.

Does the vendor have a clue as to what you are talking about?



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**Technical data: Validity**

Are there documented studies which show the test is "fit for purpose"?

Is there evidence for criterion validity if you will use the test to predict performance directly? Look for significant and meaningful correlations between test score and performance. How does this compare with competitors?



Is there evidence for construct validity if you will use the test to assess various aspects of personality or aptitude that you will compare to others in the belief that higher scores in these areas will lead to performance in your job? Look for significant correlations between this test and another established test assessing similar constructs.

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**Other aspects of validity**

**Content Validity**

**Face Validity**

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### What about training?

If no training is required it's either a simple test which may not suit your needs or a test that may lead you to make errors in interpretation and decision-making due to insufficient training!

Who runs the training? Is it an expert in psychology/psychometrics whose competence has been assessed by external bodies (government registration and psychological societies)?





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### Is it possible to "evaluate" without being trained to do so?

The clear answer is no!



To properly evaluate a test one needs to understand how to assess reliability and validity among other things. This is a difficult issue – in order to buy into a test and get trained on it you want to know it is a good test, yet you can't fully evaluate a test until you've had training on how to evaluate it! You could have a look through PsyAsia's blogs and psychometric training sites or attend a general psychometric course though.



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### More information

- [www.psyasia.com](http://www.psyasia.com) Knowledgebase
- [www.psychometricassessment.com/blog](http://www.psychometricassessment.com/blog)
- [www.psychometricassessment.com/training](http://www.psychometricassessment.com/training)
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