

THE CONCEPT OF VALIDITY

making good predictions. Any additional specialised technique should therefore make contributions over and above this information and this implies that the non-overlap of the technique with previous information is as important as, or more important than, its own correlation with the criterion. Thus an interview judgments with better correlations than Rorschach or intelligence test may merely cover such the same ground as the level of education achieved, whereas Rorschach or the interview may throw light on quite independent factors and therefore be more useful, provided it is not overweighted in prediction equation. (We have already touched on this point in our discussion with the Stereotype and Differential Accuracy of interview judgments.)

This is particularly likely to happen in situations involving differential prediction, i.e. distinguishing candidates suitable for one type of work from those suitable for another, or in instrument diagnosis of patients. Here the value of a selection with one outcome as high as much in the formness with the other: and its independence from other predictors is crucial. Thus interests tests are generally more useful than ability tests in predicting relative success in different university courses, although their correlations with good grades than be low. For interest in science is likely to be negatively correlated with interest in Arts, and to correlate more strongly with science courses than with Arts grades. Whereas achievements are all likely to show substantial positive correlations. Again, then, we might expect complex patterns of personality characteristics, to be at an advantage over the psychometric characteristics of particular patterns and, of course, as we have seen, by the distortions arising from his 'built-in' personality, stereotypes and halo.

... by the rarity of his 'built-in' personal stereotypes and halo.

emental and differential validities. Chab
pointed out that in many decision consider
nsidering only the validity of a test for cer
tain information is often very inaccu
racy such as age, education, social class, ex
perience, and these items by themselves

Personality Tests And Assessments Psychology Revivals

VM Jensen

Personality Tests And Assessments Psychology Revivals:

Personality Tests and Assessments (Psychology Revivals) Philip E. Vernon, 2014-01-27 Originally published in 1953 this book provided the first comprehensive account of methods of personality assessment by a British author. It starts with a short survey of personality theory pointing out the difficulties in any method of testing or assessment. Next it describes the weaknesses of the common interview method. Throughout the emphasis is on methods which are usable in educational or vocational guidance and selection not on methods which are mainly of scientific interest. Thereafter it takes up each main type of technique tests based on physique or psychological measures on expressive movement such as gestures and handwriting tests of behaviour including War Office Selection Board house party methods ratings and rating scales questionnaires and so called projective techniques. The evidence for or against each test or method is surveyed and numerous references provided for relevant literature. Illustrative excerpts are given of many of the more promising tests and some pictorial illustrations. British work in this field at the time is covered completely and an attempt is made to provide a fair summary of the main contributions of American and other psychologists of the day

Personality Assessment

(Psychology Revivals) Philip E. Vernon, 2014-01-27 Originally published in 1964 the aim of this book was to analyse the psychological processes involved in understanding personality and to consider how the psychologist could help in making more accurate assessments. Professor Vernon discusses in detail the scientific status of psychoanalytic and other depth theories of motivation the value of different types of psychotherapeutic treatment and counselling the influence of upbringing on the development of personality and the effectiveness of projective techniques. He also examines the reasons for the highly variable results obtained with personality tests and questionnaires. As well as providing a balanced review of theories of personality and of various types of test this work made a fresh contribution to developing improved techniques of assessment.

Personality Assessment Philip E. Vernon, 2015-01-09 Originally published in 1964 the aim of this book was to analyse the psychological processes involved in understanding personality and to consider how the psychologist could help in making more accurate assessments. Professor Vernon discusses in detail the scientific status of psychoanalytic and other depth theories of motivation the value of different types of psychotherapeutic treatment and counselling the influence of upbringing on the development of personality and the effectiveness of projective techniques. He also examines the reasons for the highly variable results obtained with personality tests and questionnaires. As well as providing a balanced review of theories of personality and of various types of test this work made a fresh contribution to developing improved techniques of assessment.

International Histories of Psychological Assessment Sumaya Laher, 2022-08-11 To look forward it is necessary to look back and learn. History is more than just facts about the past it is a narrative told from a particular perspective. A proverb from Africa Until lions have their own historians tales of the hunt shall always glorify the hunter captures this best. Most of the scholarship about psychological assessment comes from very specific nationalities and cultures which does not

truly reflect the diversity and breadth of histories pertaining to the field. Covering 50 countries this collection gives voice to those that have previously been under represented and sometimes marginalized. This book not only describes important moments in psychological assessment from around the globe but also equips readers with the tools to map the future of psychological assessment across nations. It advocates for a more globally inclusive science of assessment that holds promise for enhancing creativity and innovation in the field.

Personality Paul Kline, 2015-06-11 Originally published in 1983 and written in the tradition of the British School of Psychology Spearman Burt Eysenck Cattell this book from a well known author was exceptional at the time in its attempt to wed quantification and psychological theory in the study of personality. The student is presented with a discussion of the different methods of measuring personality and the various findings which have been made. The results are then discussed in the light of psychological theories of personality and here the author stresses the need for a theory with a properly quantified bias. However the emphasis on findings from measurement and not the measurement itself makes the book psychological truly about personality and not simply another text on psychological measurement.

Personality Structure and Measurement (Psychology Revivals) Hans J. Eysenck, Sybil B.G. Eysenck, 2013-11-26 Originally published in 1969 this book deals extensively with the description and measurement of personality. Beginning with a statement of the principles of typological research in psychology set against the background of general taxonomic principles in biology the study discusses in detail results and generalisations from the Eysencks previous work. The second part of the book describes several large scale studies using personality questionnaires prepared by the authors as well as the standard ones of Cattell and Guilford. There is a comparative study of the Eysenck Cattell and Guilford inventories which analyses the degree to which similar factors can be found in these three instruments and discusses areas of agreement and disagreement between the three authors. The third part deals with personality studies in children and includes a chapter on personality structure in subnormal subjects. These studies are concerned with discovering the extent to which personality structure changes with increasing age and to what extent it is possible to measure personality in younger children. They also examine sex differences in personality structure and show quite marked differences between the sexes on a number of primary personality traits. The results of the Eysencks work in this field directed new light on the structure of personality and cast doubt on many widely accepted findings of the time.

A Handbook of Test Construction Paul Kline, 2015-06-03 Psychological tests provide reliable and objective standards by which individuals can be evaluated in education and employment. Therefore accurate judgements must depend on the reliability and quality of the tests themselves. Originally published in 1986 this handbook by an internationally acknowledged expert provided an introductory and comprehensive treatment of the business of constructing good tests. Paul Kline shows how to construct a test and then to check that it is working well. Covering most kinds of tests including computer presented tests of the time Rasch scaling and tailored testing this title offers a clear introduction to this complex field a glossary of specialist terms an explanation of the

objective of reliability step by step guidance through the statistical procedures a description of the techniques used in constructing and standardizing tests guidelines with examples for writing the test items computer programs for many of the techniques Although the computer testing will inevitably have moved on students on courses in occupational educational and clinical psychology as well as in psychological testing itself would still find this a valuable source of information guidance and clear explanation

Psychological Testing and Assessment Ronald Jay Cohen,Mark E. Swerdlik,Douglas K. Smith,1992

This is a careful and thoroughly updated revision of the most highly acclaimed and successful undergraduate text in testing over the last fifteen years PSYCHOLOGICAL TESTING AND ASSESSMENT examines the philosophical historical and methodological foundations of psychological testing assessment and measurement while helping students appreciate their benefits and pitfalls in practice

The Practice of Psychological Assessment Norman Tallent,1992 This volume examines psychological assessment and psychological assessors an indissoluble combination in the professional enterprise of understanding individuals for defined and useful purposes Extremely practice oriented the book deals with the nuts and bolts of tests and testing observing and interviewing theories of tests and measurement personality theory classification ordering data and applications involved with selecting and formulating meaningful psychological information The book includes helpful guidelines to practice approaches and strategies

Individual Psychological Assessment Richard Jeanneret,Rob

Silzer,1998-07-08 A Unique Resource for a State of the Art Practice Presented by the Society for Industrial and Organizational Psychology this is the first and only work to offer readers a comprehensive look at individual psychological assessment as currently practiced in business environments Here you will examine the best methods and techniques now in use You will see how assessment is being used to alter organizational cultures and achieve specific business goals You will discover a framework you can use to make your own practice state of the art And you will benefit from thought provoking discussions on issues vital to the field s continued success as well as informed predictions for its future All of which makes this an essential resource any person concerned with individual psychological assessment should possess

The Lancet

,1949 **ILR Research** ,1965 **Logotherapy and Cultural Development** Rachel B. Asagba,2007 Comprehensive

Dissertation Index, 1861-1972: Psychology Xerox University Microfilms,1973 The Psychological Methods of

Word-association and Reaction-time as Tests of Deception Harold Randolph Crosland,1929 Psychology Leslie

Swartz,Cheryl De la Rey,Norman Duncan (Ph. D.),2004 This is a solid foundational undergraduate text written from a fresh and innovative perspective The text is divided into ten sections covering various key theoretical areas in psychology There are 41 chapters written by contributors representing universities across South Africa and in the United States and UK A golden thread narrative is written by psychologist Kerry Gibson at the beginning of each chapter linking the concepts explained to the southern African scenario

Psychological Monographs ,1962 **The American Journal of Psychology**

Granville Stanley Hall,Edward Bradford Titchener,Karl M. Dallenbach,Madison Bentley,Edwin Garrigues Boring,Margaret

Floy Washburn,1965 **Theories of Personality** Susan C. Cloninger,2000 This engaging text provides an overview of major classic and current theories of personality integrating clear explanation of theory with the latest research It features an up to date evaluation of the scientific status of theoretical assertions and related currently important research topics and brings theories to life through the interpretation of illustrative biographies NEW Expanded discussions e g the recovered memory controversy empirical research by Rosen et al on Jungian archetypes Jung as a cult phenomenon early memories in terms of how they vary cross culturally racial identity narcissism and current research attachments in adulthood religious orientations suppression and social constructivism and postmodernism Organized by theoretical perspective With introductions to each of the six perspectives explaining clearly how the perspective is distinctive Critical thinking questions at the end of each chapter provoke critical thinking **Jungian Psychology in Perspective** Mary Ann Mattoon,1981

Reviewing **Personality Tests And Assessments Psychology Revivals**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing.

Within the pages of "**Personality Tests And Assessments Psychology Revivals**," an enthralling opus penned by a highly acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve to the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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