Personality Testing
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Origins/Usage
- Originated from WWII to sort recruits for a suitable role.
- Used to be used as a hiring practice until they were found to be unreliable in practice.

Why are personality tests used?
- Evaluate candidates to assist in the selection process
- Do the needs of the candidate match up with what the employer has to offer
- This industry has a huge potential

Problems with the tests
- Candidates manipulate the test
- Tests appearing neutral but discriminating against protected classes
- Not reliable, valid, not related to the job, invasion of privacy, faking by candidates, and labeling of test takers

https://www.psychologistworld.com/personality/five-factor-model-big-five-personality
http://www.zeepedia.com/read.php?fAssessment_of_personality_advantages_of_mmpi-2_intelligence_tests_abnormal_psychology%26b%3D83%26c%3D18
http://career.insearchnet.com/career-assessment/california-psychological-inventory-cpi/