Personality Testing
By: Shaye Smith
Faculty Sponsor: Dr. Marcus Cox

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.zeepeida.com/read.php%3Fassessment_of_personality_advantages_of_mmpi-2_intelligence_tests_abnormal_psychology%26b%3D83%26c%3D18
http://career.iresearchnet.com/career-assessment/california-psychological-inventory-cpi/