

# International standards on psychological assessment



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# Agenda

- European Federation of Psychologists' Associations (EFPA) review Model
- Test Development

# Test Standards

- Mitigate the risk of testing causing harm
- Ensure that the benefits of using tests are realized

# EFPA REVIEW Model 2013

- Arne Evers, José Muñiz, Carmen Hagemeister, Andreas Høstmælingen, Patricia Lindley, Anders Sjöberg, Dave Bartram
- Dutch Association of Psychologists, Spanish Psychological Association, German Psychological Association, Norwegian Psychological Association, British Psychological Society, Swedish Psychological Association

# Definition test

- any evaluative device or procedure in which a sample of examinee's characteristics in a specified domain is obtained and subsequently evaluated and scored using a standardized process

# The EFPA Test Review Model

- Description of the instrument
- Evaluation of the instrument
- References

# Information

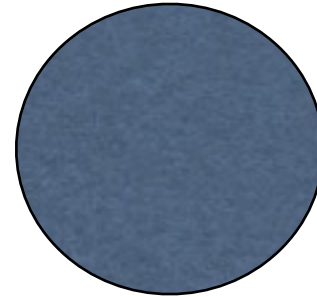
- the manual and /or reports that are supplied by the publisher for the user,
- open information that is available in the academic or other literature,
- reports held by the publisher that are not formally published or distributed, and
- reports that are commercial in confidence, as in some instances, publishers may have technically important material that they are unwilling to make public for commercial reasons

# Evaluation

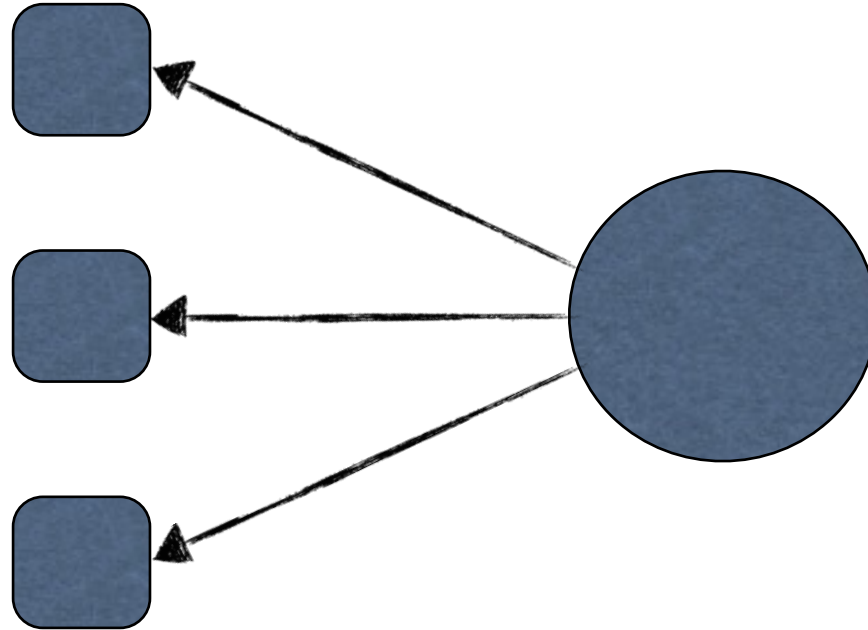
- Quality of the explanation of the rationale
- Quality of the test materials
- Norms
- Reliability
- Validity
- Quality of computer generated reports
- Final evaluation



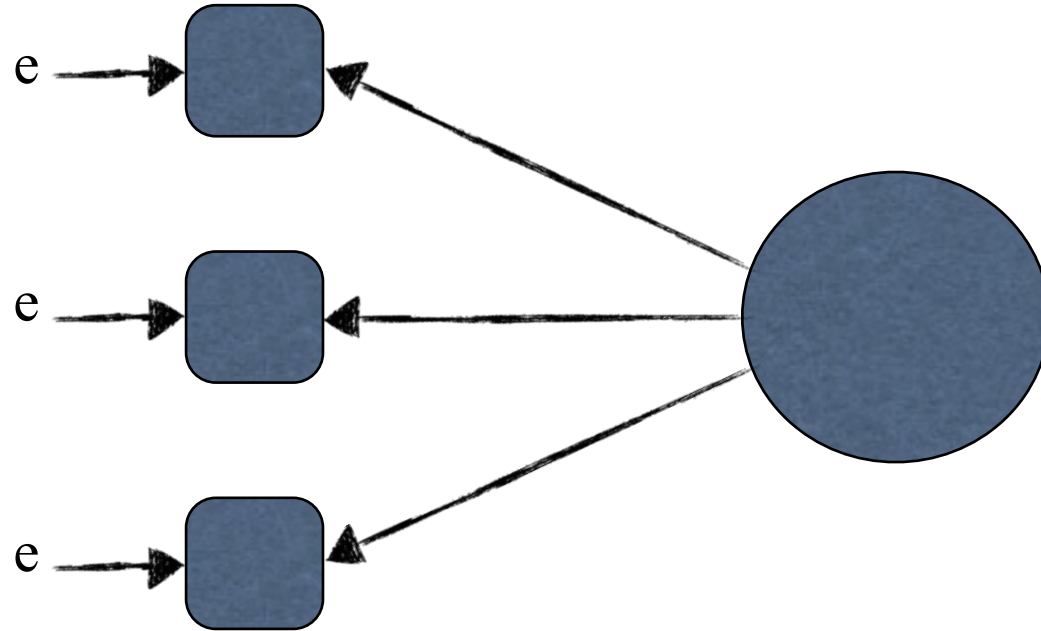
# Test Development



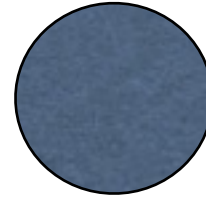
# Test Development



# Test Development

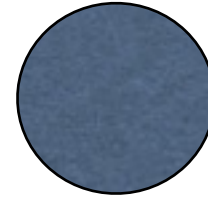


# Agreeableness



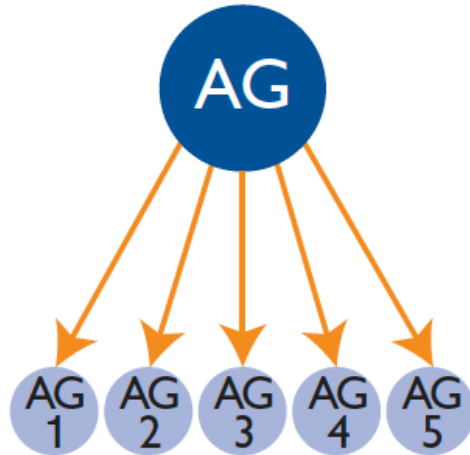
- The Agreeableness scale offers an insight into which style an individual tends to apply in their interpersonal relationships

# Agreeableness








- A person's social style is characterized by the extent to which the person feels trust in human nature, assuming that humans are good in general. This fundamental trust affects the interaction with others, through verbal communication and body language, and creates the foundation for the extent to which one radiates consideration, affection and warmth toward others

# Test Development



# Facets

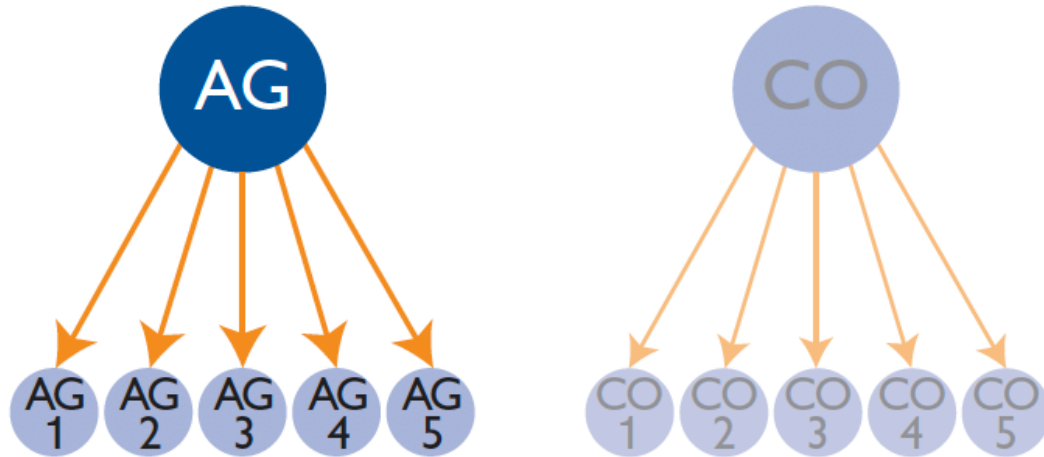
- AG1 Trust 
- AG2 Communication 
- AG3 Altruism 
- AG4 Compassion 
- AG5 Affection 

# Item

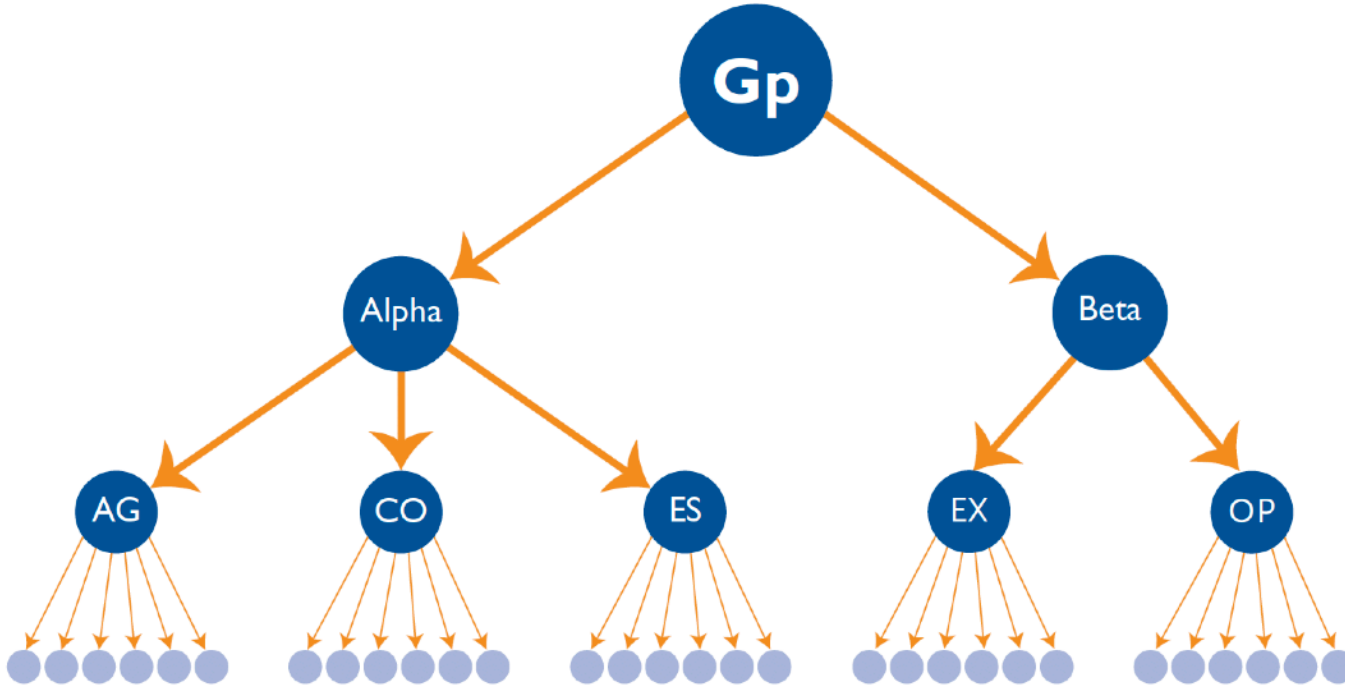
- AG1 Trust  I know that most of those who do me a favor are honest and reliable
- AG2 Communication  You don't always need to make your intentions so very clear (reversed score)
- AG3 Altruism  I am there for other people, even if it's at my own expense
- AG4 Compassion  Other people think I'm thickskinned (reversed score)
- AG5 Affection  I attach great value to nurturing my relationships



# Discriminant Validity



# Content/Construct Validity



# Low Scores

- People with low scores on the **Agreeableness** scale are more reserved, cautious and skeptical against their environment and are bound to adopt a more critical approach.

# High Scores

- People with high scores on the **Agreeableness** scale have a basic trust in other people. They are altruistic, caring, attentive and care about what others think and feel.

# Prediction

- The fact that a method (a test, an interview, an Assessment Centre-exercise and so on) is able to provide a comprehensive and/or detailed description of an individual's personality may be relevant, but this should not be confused with, and it should not automatically be assumed, that the method has a predictive validity

# **IMPORTANT EFPA review model**

- No requirements for test users

# Validity for test, and test user

- Validity is ultimately about reaching the “right” decisions based on a given amount of information

# ISO 10667



- This is a process standard, not a product standard
- Responsibilities of clients and service providers
- Before, during, and after the assessment process