**PSY640 CHECKLIST FOR EVALUATING TESTS**

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| **Test Name and Versions** | |
| **Assessment One** | **Assessment Two** |
| Wonderlic Personnel Test-Revised | PAPER-AND-PENCIL INTEGRITY TESTS |

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| **Purpose(s) for Administering the Tests** | |
| **Assessment One** | **Assessment Two** |
| Wonderlic Personnel Test-Revised (WPT-R) is really a group test of general mental ability  ([Hunter, 1989](https://content.ashford.edu/books/Gregory.8055.17.1/sections/bm02" \l "bm02bib800); [Wonderlic, 1983](https://content.ashford.edu/books/Gregory.8055.17.1/sections/bm02" \l "bm02bib1783)) | An **[integrity test](https://content.ashford.edu/books/Gregory.8055.17.1/sections/bm01" \l "bm01gloss160)** evaluates attitudes and experiences relating to the honesty, dependability, trustworthiness, and pro-social behaviors of a respondent. |
| **Characteristic(s) to be Measured by the Tests**  (skill, ability, personality trait) | |
| **Assessment One** | **Assessment Two** |
| What makes this instrument somewhat of  an institution in personnel testing is its format  (50 multiple-choice items), its brevity (a 12-minute time limit), and its numerous   parallel forms (16 at last count). Item types on the Wonderlic are quite varied and include  vocabulary, sentence rearrangement, arithmetic problem solving, logical induction, and interpretation of proverb. | Integrity tests typically consist of two sections. The first is a section dealing with attitudes toward theft and other forms of dishonesty such as beliefs about extent of employee theft, degree of condemnation of theft, endorsement of common rationalizations about theft, and perceived ease of theft. The second is a section dealing with overt admissions of theft and other illegal activities such as items stolen in the last year, gambling, and drug use. |
| **Target Population**  (education, experience level, other background) | |
| **Assessment One** | **Assessment Two** |
| **Working adults** | **Current employees** |

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| **Test Characteristics** | | | |
|  | **Assessment One** | **Assessment Two** | |
| 1. **Type** (paper-and-pencil or computer)**:**   **Alternate forms available:** | **Paper and pencil** | | **Paper and pencil or computer** |
| 1. **Scoring method** (computer or manually)**:** | **Manually** | | **Computer or manually** |
| 1. **Technical considerations:** 2. **Reliability: *r* =** 3. **Validity: *r* =** 4. **Reference/norm group:** 5. **Test fairness evidence:** 6. **Adverse impact evidence:** 7. **Applicability** (indicate any special groups)**:** | **A. .90**  **B. .92**  **C. Adult men/women**  **D.**  it has such a heavy  reliance on  speed that points are added for  subjects aged 30 and older  **E. NA**  **F.NA** | | **A. NA**  **B. .41**  **C. All Employees**  **D. NA**  **E. NA**  **F. NA** |
| 1. **Administration considerations:** | **Group** | | **Individual** |
| 1. **Administration time:** | **A 12 min. time limit** | | **30Mins** |
| 1. **Materials needed** (include start-up, operational, and scoring costs)**:** | **Test, pencils, testing site, desk** | | **Test, pencils, testing site, desk** |
| 1. **Facilities needed:** | **Classroom** | | **classroom** |
| 1. **Staffing requirements:** | **Administrator** | | **Administrator** |
| 1. **Training requirements:** | **None** | | **NA** |
| 1. **Other considerations** (consider clarity, comprehensiveness, and utility)**:** | no accommodation is made for  nonnative English speakers who  might also perform more slowly. | | The debate about integrity tests juxtaposes the legitimate interests of business against the individual rights of workers. |
| 1. **Test manual information:** | **NA** | | **NA** |
| 1. **Supporting documents available from the publisher:** | **NA** | | **NA** |
| 1. **Publisher assistance:** | One solution to the various issues of   fairness cited would be to provide  norms for untimed performance on  the Wonderlic. However, the publishers  have resisted this suggestion. | | **NA** |
| 1. **Independent reviews:** | **NA** | | Perhaps in the years ahead we will see integrity testing sharply curtailed by an Employee Integrity Test Protection Act. Berry, Sackett, and Wiemann ([2007](https://content.ashford.edu/books/Gregory.8055.17.1/sections/bm02" \l "bm02bib152)) provide an excellent review of the current state of integrity testing. |

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| **Overall Evaluation**  (One to two sentences providing your conclusions about the test you evaluated) | |
| **Assessment One** | **Assessment Two** |
| **Name of Test:** Wonderlic Personnel Test-Revised **Overall, the wonderlic test is a good way to test people on their knowledge and how well they can answer question at a last pace.** | **Name of Test:** PAPER-AND-PENCIL INTEGRITY TESTS **Overall, this test would help employers find out if their employees are happy at work.** |

**References**

**List references in APA format as outlined by the Ashford Writing Center.**

Gregory, R. J. (2014). *[Psychological testing: History, principles, and applications](https://ashford.instructure.com/courses/52709/external_tools/retrieve?display=borderless&url=https%3A%2F%2Fcontent.ashford.edu%2Flti%3Fbookcode%3DGregory.8055.17.1" \o "Psychological testing: History, principles, and applications" \t "_blank)* (7th ed.). Boston, MA: Pearson.