**PSY640 CHECKLIST FOR EVALUATING TESTS**

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| **Test Name and Versions** |
| **Assessment One** | **Assessment Two** |
| **Kolbe Index Test** | **International Personality Item Pool Test (IPIP-NEO)** |

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| **Purpose(s) for Administering the Tests** |
| **Assessment One** | **Assessment Two** |
| **Personality test for potential future employment** | **Personality test for future employment** |
| **Characteristic(s) to be Measured by the Tests** (skill, ability, personality trait) |
| **Assessment One** | **Assessment Two** |
| **Measures individuals problem solving skills/abilities** | **Measures personality on 5 personality catagories and 30 sub-catagores** |
| **Target Population** (education, experience level, other background) |
| **Assessment One** | **Assessment Two** |
| **Current and future employees** | **Potential future employees** |

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| **Test Characteristics** |
|  | **Assessment One** | **Assessment Two** |
| 1. **Type** (paper-and-pencil or computer)**:**

**Alternate forms available:** | **Paper and pencil multiple choice questions based on problem solving scenarios** | **Questionnaire on a 5 point scale; pencil and paper** |
| 1. **Scoring method** (computer or manually)**:**
 | **Computer and manual** | **Computer and manual** |
| 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)**:**
 | 1. **Predictions are .97**
2. **.69-.81**
3. **Multicultural competence/understanding**
4. **No biases regarding individuals differences**
5. **Helping test taker to be culturally more aware and use their critical thinking skills more effectivley**
 | 1. **Predictions are .87**
2. **.79**
3. **Employee personality**
4. **Test has been shorted from original version**
5. **For individuals taking this psychometric test, employers need to know if the individual can take a high paced stressful work environment**
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| 1. **Administration considerations:**
 | **Culturally completent** | **Large scale testing** |
| 1. **Administration time:**
 | **20 minutes** | **10 to 20 minutes** |
| 1. **Materials needed** (include start-up, operational, and scoring costs)**:**
 | **Pencil/paper/testing sheet** | **Pencil/paper/questionnarie** |
| 1. **Facilities needed:**
 | **Anywhere the test taker can sit comfortably and quietly** | **Anywhere the test taker can sit comfortably and quietly** |
| 1. **Staffing requirements:**
 | **The testing administrator** | **The testing administrator** |
| 1. **Training requirements:**
 | **Testing booklet overview** | **Testing booklet overview** |
| 1. **Other considerations** (consider clarity, comprehensiveness, and utility)**:**
 | **N/A** | **N/A** |
| 1. **Test manual information:**
 | **None** | **None** |
| 1. **Supporting documents available from the publisher:**
 | **N/A** | **N/A** |
| 1. **Publisher assistance:**
 | **N/A** | **N/A** |
| 1. **Independent reviews:**
 | **Yes** | **Yes** |

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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:****The Kolbe Index Test is a problem solving skills/abilities test given to potential future employees to see if they can think critically, creatively, and without bias’s and judgements against others in the work place of differences. This 36 question test measures how naturally and individual can do things.** | **Name of Test:****The International Personality Item Pool Test (IPIP-NEO) measures personality on 5 personality catagories and 30 sub-catagories. It assesses neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. Large companies use this test to see how future employees may act under stress.** |

**References**

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

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