BT INSIGHTS

Decoding the technical jargon used in psychometric assessments

Psychometric assessments are increasingly prevalent for employee selection and development. However, their use is fraught with technical jargon, which practitioners are often not familiar with. This ready reckoner decodes some of the most commonly used terms.

Reliability	Precision of measurement
Validity	If it measures what it intends to
Norms	Comparable benchmark data

Reliability

- ❑ Reliability of a psychometric instrument is about the precision of measurement, so if we take it repeatedly, it should give the same results.
- ❑ Reliability involves the errors of measurement within the test and its administration and scoring.
- ❑ Reliability is a pre-requisite of a valid instrument. This means that a test cannot be valid, if it is not first reliable.

Test-Retest Reliability	Are scores stable over multiple assessments over time?
Parallel Form Reliability	Do different forms of the test measure the same ability?
Internal Consistency	Do different items of the test measure the same ability?

Validity

- ❑ Validity is the extent to which an instrument measures what it intends to measure.
- ❑ High validity is the single most important factor to consider when using an aptitude test or personality questionnaire.
- ❑ Instruments typically do and should report multiple forms of validity data.

Emotional: Face Validity	Empirical: Concurrent or Predictive Validity
Does it feel right for what it is supposed to measure?	Does it link to current or future performance?
VALIDITY	
Is the content of the instrument relevant for the job?	Does the instrument measure what it is supposed to?
Rational: Content Validity	Theoretical: Construct Validity

Norms

- ❑ Tests provide maximum information when you can see how someone has performed in relation to others from a similar background.
- ❑ A psychometric instrument should be supported by norms for a local, relevant, up-to-date comparison group.

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