

Tests and Assessment

W. Bruce Walsh

Nancy E. Betz

The Ohio State University

Prentice-Hall, Inc., Englewood Cliffs, New Jersey 07632

Contents

Preface ix

Part I FOUNDATIONS OF TESTS AND ASSESSMENT

1	
The History and Meaning of Assessment	1
Introduction	2
History of Assessment	2
Theory and Assessment	7
The Use of Tests	8
The Meaning of Psychological Assessment	10
The Judgmental and Objective Approaches to Assessment	12
Diagnosis and Assessment	13
The Diagnostic and Statistical Manual of Mental Disorders (DSM III)	14
Measurement and Assessment	15
Tests and Assessment	16
Summary	18
2	
Basic Statistical Concepts in Testing and Assessment	19
Definition of a Psychological Test	20
Statistical Methods in Testing	22
Norms in the Interpretation of Test Scores	26
Test Construction	42
Summary	45

3

The Concepts of Reliability and Validity 46

<i>Introduction</i>	47	<i>The Concept of Reliability</i>	47
<i>The Concept of Validity</i>	56	<i>Test Construction</i>	69
<i>Sources of Information about Tests</i>	72	<i>Summary</i>	73

Part II

THE ASSESSMENT OF PERSONALITY

4

Objective Personality Assessment 75

<i>Models and Definitions in Personality Psychology</i>	76
<i>Response Sets</i>	77
<i>Objective Personality Tests</i>	78
<i>Summary</i>	107

5

Projective and Behavioral Personality Assessment 109

<i>Introduction to Projective and Behavioral Measures of Personality</i>	110
<i>Projective Techniques and Tests</i>	110
<i>Behavioral Techniques and Tests</i>	122
<i>Summary</i>	127

Part III

THE ASSESSMENT OF COGNITIVE ABILITY

6

The Nature and Assessment of Intelligence 129

<i>The Nature of Intelligence</i>	130
<i>Major Intelligence Tests</i>	142
<i>Summary</i>	161

7

The Assessment of Aptitudes 163

<i>Introduction</i>	164
<i>Measures of Scholastic Aptitude</i>	165
<i>Multiple-Aptitude Batteries</i>	182
<i>Summary</i>	197

8

The Assessment of Achievement 199

<i>Introduction</i>	200
<i>Educational Achievement Tests:</i>	
<i>Elementary and Junior High Levels</i>	202
<i>Educational Achievement Tests: High School Level</i>	213
<i>Special-Purpose Achievement Tests Used at the College Level and Beyond</i>	221
<i>Summary</i>	228

Part IV

THE ASSESSMENT OF INTERESTS AND CAREER DEVELOPMENT

9	
The Assessment of Interests	229
<i>Introduction</i>	230
<i>The Measurement of Interests</i>	232
<i>Summary</i>	260
10	
The Assessment of Work Values, Career Development and Maturity, and Career Indecision	263
<i>Measures of Work Values</i>	264
<i>Measures of Career Development and Career Maturity</i>	267
<i>Measures of Career Indecision</i>	285
<i>Career Planning Systems</i>	288
<i>Summary</i>	292

Part V

**THE ASSESSMENT OF ENVIRONMENT,
PERSON-ENVIRONMENT INTERACTION, AND HUMAN DEVELOPMENT**

11	
Environmental Assessment	293
<i>Introduction</i>	294
<i>Approaches to Environmental Assessment</i>	296
<i>Summary</i>	327
12	
Person-Environment Psychology and Assessment	329
<i>Introduction</i>	330
<i>The Interactional Perspective</i>	332
<i>The Person Perspective</i>	341
<i>The Environmental Perspective</i>	345
<i>Summary</i>	349
13	
Human Development and Assessment	351
<i>Introduction</i>	352
<i>Cognitive Developmental Theory</i>	352
<i>Psychosocial Theory</i>	362
<i>Summary</i>	367

Part VI

ETHICAL STANDARDS OF TESTS AND ASSESSMENT

14

**Professional and Ethical Standards and Social Issues
in Assessment 369**

Introduction 370

Ethical and Professional Standards for Tests and Test Use 370

Social Issues in Testing 377 Summary 395

References 396

Name Index 417

Subject Index 423