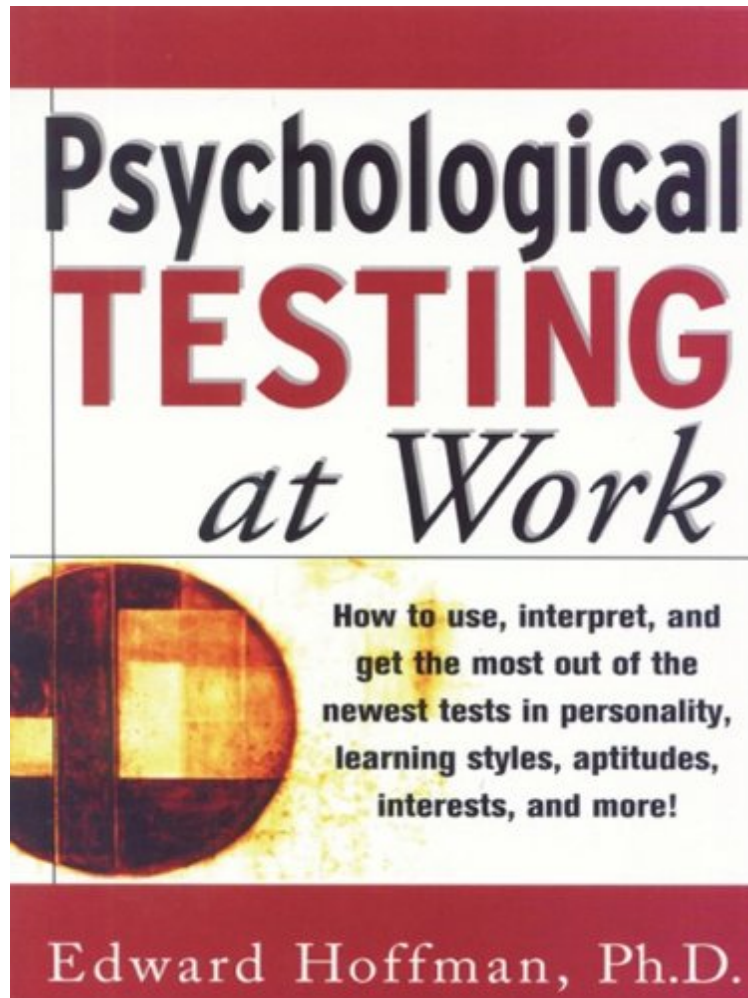


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Psychological Testing at Work: How to Use, Interpret, and Get the Most Out of the Newest Tests in Personality, Learning Style, Aptitudes, Interests, and More!

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Edward Hoffman : Psychological Testing at Work: How to Use, Interpret, and Get the Most Out of the Newest Tests in Personality, Learning Style, Aptitudes, Interests, and More! before purchasing it in order to gage whether or not it would be worth my time, and all praised Psychological Testing at Work: How to Use, Interpret, and Get the Most Out of the Newest Tests in Personality, Learning Style, Aptitudes, Interests, and More!:

Essential reading for managers and individual career builders alike After being out of favor for nearly two decades,

psychological testing is back with a vengeance. Companies of all sizes now use tests for everything from employee screening and selection to promotion, training, and development. At the same time, individuals in increasing numbers are turning to tests for help in planning and managing their careers. In this one-of-a-kind guide, a psychologist with more than 20 years of professional experience with psychological tests explains the purpose, construction, validity, and usefulness of 42 of today's most popular assessment tools. In plain, jargon-free English, Dr. Edward Hoffman tells managers and individuals what they need to know about using, interpreting, and getting the most out of tests of personality, learning style, aptitudes, interests, and more. Here are some of the critical questions answered in *Psychological Testing at Work*: Is the test reliable? Can it be beaten? What are the legal ramifications of using it? What can it tell me about myself or my employees?

From the Back Cover Unleash the power of knowledge in your business to hire top-notch employees who will ensure your success From employee screening to executive training, psychological testing has become a major force in today's marketplace. The ability to accurately assess job candidates' traits, interests, skills, and talents is crucial; and anyone who remains uninformed about this growing trend will be at a competitive disadvantage. *Psychological Testing at Work* offers you in-depth, practical coverage of numerous well-established means of personality assessment: Biodata; uses biographical information to identify a successful worker Myers-Briggs Type Indicator; aids in management and leadership training as well as the vital task of team building Personal Orientation Inventory (POI); determines an employee's level of job satisfaction and likelihood of burnout And many more Thanks to *Psychological Testing at Work*, every manager or executive charged with administering these assessment tests; or taking the tests themselves; now has an in-depth, up-to-the-minute primer on this blossoming field. Psychology expert Edward Hoffman shows how any business can join a growing list of industries ranging from banking and transportation to insurance and health care that benefit from psychological testing. You'll see how well-known, respected methods of gauging employee personality can allow you to: Attract and retain motivated workers Predict organizational efficiency and profitability Improve the synergy of your work-teams Reduce the likelihood of litigation by hiring honest, even-tempered workers Train employees in management and leadership skills Join the growing ranks of organizations; from the National Football League to Nordstrom, Inc.; that find psychological assessment an indispensable tool for survival in the new economy. Be fully prepared with *Psychological Testing at Work*. About the Author Edward Hoffman, Ph.D., is the critically acclaimed author of *The Right to Be Human: A Biography of Abraham Maslow* (McGraw-Hill), *The Drive for Self, and Future Visions: The Unpublished Papers of Abraham Maslow*. A licensed clinical psychologist based in New York City, he has over 20 years of professional experience with an emphasis on psychological evaluation, and lectures widely throughout the United States, Europe, South America, and Asia.