

## Chapter 2

### Multiple Choice Questions

1. Why is psychological testing important?
  - A) People often use test results to make important decisions.
  - B) Tests can quite accurately tell you things about yourself you did not know.
  - C) The federal government requires businesses to use them to hire employees.
  - D) Most psychiatrists and psychologists use them to diagnose mental illness.Ans: A
  
2. When Sally applied to law school, the admittance committee accepted her because her LSAT scores were higher than 99% of those who also applied to law school. What type of a decision did the committee make?
  - A) An individual comparative decision
  - B) An institutional comparative decision
  - C) An individual absolute decision
  - D) An institutional absolute decisionAns: B
  
3. When Alan received his score on an interest inventory, he used the test result to finalize his decision to become a chef. What type of decision did Alan make?
  - A) An individual decision
  - B) An institutional decision
  - C) An absolute decision
  - D) A comparative decisionAns: A
  
4. The State Board of Education where Joy went to college decided to give every graduate student in a science program with a combined GRE score more than 1400 a \$5,000 education grant. What type of decision was this?
  - A) An absolute individual decision
  - B) An absolute institutional decision
  - C) A comparative individual decision
  - D) A comparative institutional decisionAns: B
  
5. In \_\_\_\_\_ settings, psychologists use the results of tests to determine eligibility for gifted programs and to identify developmental, visual, and auditory problems for which children might need special assistance.
  - A) organizational
  - B) institutional
  - C) educational
  - D) hospitalAns: C

6. Psychologists, psychiatrists, social workers, counselors, and other health care professionals use psychological tests in \_\_\_\_\_ settings.

- A) educational
- B) organizational
- C) informational
- D) clinical

Ans: D

7. Human resource professionals and industrial-organizational psychologists use psychological tests in

- A) graduate business programs.
- B) universities and colleges.
- C) mental health clinics.
- D) organizations.

Ans: D

8. According to your textbook, one of the largest and most deeply rooted controversies about psychological testing pertains to

- A) errors and bias in scoring.
- B) use of projective testing.
- C) discrimination against protected classes.
- D) educating the public.

Ans: C

9. According to your textbook, activists who believe that intelligence is determined primarily by environment have worked for years to \_\_\_\_\_ what they consider to be the unfair use of such tests.

- A) enhance
- B) eliminate
- C) encourage
- D) protest

Ans: B

10. During World War I, the American military gave Robert Yerkes permission to administer mental tests to more than 1.75 million U.S. Army recruits. As a result, Yerkes designed

- A) the Army Alpha and Beta tests.
- B) the Stanford-Binet tests.
- C) the Rorschach test.
- D) assessment centers.

Ans: A

11. Walter Lippmann questioned whether intelligence tests actually measured “intelligence” and whether intelligence was determined by heredity or through life experiences—a question that came to be known as the

- A) nature versus nurture controversy.
- B) quid pro quo debate.
- C) IQ controversy.
- D) creationism question.

Ans: A

12. The \_\_\_\_\_ required test takers to follow directions and perform a series of ballet movements that were confusing and distracting.

- A) Wechsler Intelligence Test
- B) Alpha and Beta tests
- C) Stanford-Binet test
- D) Army's assessment center

Ans: B

13. The American Psychological Association published a report called Intelligence: Knowns and Unknowns that stated that

- A) their interpretation of the Herrnstein and Murray's data on gaps in IQ supported the researchers claim that IQ is inherited.
- B) Jensen's article published in 1969 and Herrnstein and Murray's book in 1994 clearly proved that IQ is inherited.
- C) there is no support for the idea that the 15-point difference on IQ tests between Black and White Americans is due to genetics.
- D) IQ testing should be abolished because all intelligence tests discriminate against minorities.

Ans: C

14. What type of test do critics believe are discriminating against minorities?

- A) Aptitude tests
- B) Personality tests
- C) Interest inventories
- D) Driving tests

Ans: A

15. What is the practice of administering the same test to every test taker, but scoring the test differently according to the race of the test taker, called?

- A) Within-group norming
- B) Independent group norming
- C) Non-discriminatory norming
- D) Individual norming

Ans: A

16. Using \_\_\_\_\_, a minority test taker who scored the same as a White test taker could rank higher than the White test taker.

- A) individual norming
- B) within-group norming
- C) independent norming
- D) discriminatory norming

Ans: B

17. Many psychologists were outraged about the use of race norming. They claimed it was

- A) an innovative way to even test scores between Blacks and Whites.
- B) a plot to bypass Equal Opportunity legislation.
- C) an illegal "quota system" that unfairly discriminated against Whites.

D) important that researchers conduct studies before allowing employers to use race norming.  
Ans: C

18. In 1964, the U.S. Congress passed \_\_\_\_\_, which was intended to bring about equality in hiring, transfers, promotions, compensation, access to training, and employment-related decisions.

- A) Title VII of the Civil Rights Act
- B) the Equal Employment Opportunity Act
- C) the Uniform Guidelines on Employee Selection Procedures
- D) the Fairness in Employment Testing Act

Ans: A

19. One reason given by the Educational Testing Service (ETS) that the SAT scores of graduating high school seniors had declined between 1963 and 1975 was

- A) an increase in Black students caused the average SAT score to decline.
- B) the type of educational experience students had during the late 1960s and early 1970s had caused a decrease in performance on standardized tests.
- C) the nation's attitude- particularly the attitudes of parents and high school students - toward education had changed causing many people to no longer value education.
- D) that students thought making high grades on standardized tests was not "cool."

Ans: B

20. Integrity tests claim to measure an individual's attitudes toward what?

- A) Answering test questions correctly or to the best of the test taker's ability
- B) Academic honesty and plagiarism
- C) Theft, taking drugs and abusing alcohol
- D) The ethical principles prescribed for psychologists

Ans: C

21. Which one of the following statements about integrity tests is false?

- A) Many individuals oppose the use of honesty tests because they believe the tests are neither reliable nor valid.
- B) Many individuals and labor groups oppose the use of honesty tests because they believe that the tests are politically and culturally incorrect.
- C) Many individuals oppose the use of honesty tests because they believe the test questions are an invasion of privacy.
- D) Many individuals oppose the use of honesty tests because they believe the tests have a different and more inhibiting effect on minority job applicants than for White job applicants.

Ans: B

22. After 2 years of research, a task force appointed by the American Psychological Association concluded that

- A) research had proven that integrity tests published for organizational use were neither valid nor reliable.
- B) employers who asked their employees to periodically complete an integrity test were liable to be sued for damages.
- C) integrity tests were valid, reliable, and valuable tools for identifying potential thieves in the workforce.

D) for most integrity tests, publishers have little information regarding whether integrity tests actually predict honesty.

Ans: D

23. Tanya passionately believes she can make positive changes in the world. Which one of Kouzes and Posner's Five Practices of Exemplary Leadership does she demonstrate?

A) Model the Way

B) Enable Others to Act

C) Encourage the Heart

D) Inspire a Shared Vision

Ans: D

24. What psychological test did approximately 3 million students take between 2010 and 2011?

A) Graduate Record Exam

B) College Board

C) Scholastic Aptitude Test

D) SAT

Ans: D

25. The Leadership Practices Inventory (LPI) is a 360-degree, multi-rater leadership assessment that predicts how well the test taker is likely to exert leadership in a group.

B) matches individuals to various types of leadership jobs.

C) provides test takers with a score that indicates whether they are leaders or followers.

D) helps measure the extent to which leaders demonstrate five leadership practices.

Ans: D

26. Which one of the following is a Practice of exemplary leadership?

A) Challenge the Process

B) Push as Well as Pull

C) Examine the Way

D) Encourage Others

Ans: A

27. The Leadership Practices Inventory (LPI) was developed based on what assumption?

A) Leaders are born, not made

B) Leaders have strong social skills

C) Leadership can be taught and learned

D) There are five types of leaders

Ans: C

28. In California, Wendy Strong, an African-American mother, could not get help for her daughter, Brianna, who had problems in learning because

A) she passed an intelligence test.

B) she was placed on a waiting list.

C) the school's records showed Brianna as an African American.

D) the teacher refused to help her.

Ans: C

29. Which one of the following is FALSE about the Armed Services Vocational Aptitude Battery?
- A) It was developed by the Department of Defense in the 1960's
  - B) It is an interest inventory that helps people choose military careers
  - C) It is administered to men and women when they leave the military
  - D) It assesses the skills soldiers need in combat
- Ans: C
30. According to research, middle and upper class \_\_\_\_\_ tend to score highest on intelligence tests.
- A) Hispanics
  - B) Blacks
  - C) Whites
  - D) Asian Pacific Islanders
- Ans: C
31. Who promoted the use of mental testing during World War I?
- A) Sigmund Freud
  - B) Thomas Thorndike
  - C) Walter Lippman
  - D) Robert Yerkes
- Ans: C
32. What is the Flynn effect?
- A) An increase in raw IQ scores over time
  - B) A decrease in raw IQ scores over time
  - C) An increase in raw IQ scores, followed by a decrease
  - D) Stability of IQ scores over time
- Ans: A
33. What test did the U.S. Employment Service develop in the 1940s to assist with job referrals and career counseling?
- A) SAT
  - B) LPI
  - C) General Aptitude Test Battery
  - D) Armed Services Vocational Aptitude Battery
- Ans: C
34. How many cognitive and manual aptitudes does the General Aptitude Test Battery measure?
- A) 3
  - B) 6
  - C) 9
  - D) 12
- Ans: C
35. The United States Department of Defense uses ASVAB scores to determine what?
- A) An individual's likelihood to succeed in the military
  - B) An individual's qualifications for certain military occupations
  - C) Enlisted personnel's promotion potential

D) Enlisted personnel's developmental coaching needs  
Ans: B

36. Which one of the following is FALSE about integrity tests?  
A) Their use may be justified by alarming figures associated with employee theft.  
B) Employers have used integrity tests for many years to screen job applicants  
C) Many individuals and labor groups oppose their use by organizations  
D) In the early 1990s, their use by organizations was outlawed by the APA  
Ans: D

37. What mental test designed for group testing was developed for test takers who were unable to read, write, or speak English?  
A) Army Alpha-Beta test  
B) Army Omega test  
C) Army Alpha test  
D) Army Beta test  
Ans: D

38. According to your textbook, what test do National Football League executives use to help select professional football players?  
A) Wonderlic Basic Skills Test  
B) Army Alpha-Beta test  
C) Hogan Personality Inventory  
D) Leadership Practices Inventory  
Ans: A

39. Ranking a minority test taker higher than a White test taker with the same test score is an example of  
A) equating test scores.  
B) test norming.  
C) race norming.  
D) race equivalency.  
Ans: C

40. Human resource professionals and industrial-organizational practitioners use psychological tests for all EXCEPT which one of the following?  
A) Determine training needs  
B) Make hiring decisions  
C) Evaluate employee performance  
D) Plan treatment programs  
Ans: D

### Essay Questions

1. Explain why psychological tests are important. Give three examples of why psychological tests are important.

2. Describe two types of decisions that are made using psychological tests. Give examples.
3. Explain the difference between individual decisions and institutional decisions. Explain the difference between absolute decisions and comparative decisions. Give examples that relate to psychological testing.
4. Describe the nature vs. nurture controversy. Discuss its relationship to intelligence and intelligence testing. Give an example.
5. What have you learned in Chapter 2 of your textbook that has made you better informed about using psychological tests? Have you changed any of your opinions about psychological testing? If so, what was your opinion that changed and why did it change? If not, what confirmed the opinions you held before reading Chapter 2?