

# Contents

List of figures	vii
List of tables	ix
Preface	xiii
SECTION I    Setting the scene	I
CHAPTER 1	
The need for measurement	3
CHAPTER 2	
Obtaining assessment information	37
CHAPTER 3	
Developing a psychological measure	65
SECTION II    Basic psychometric theory	99
CHAPTER 4	
Reliability	101
CHAPTER 5	
Validity	121
CHAPTER 6	
Combining and interpreting assessment results	143
CHAPTER 7	
Fairness and equity	173

SECTION III    Assessment domains	221
CHAPTER 8 Assessment in organizations	223
CHAPTER 9 Assessing intelligence and ability	275
CHAPTER 10 The assessment of personality	331
CHAPTER 11 Assessing competence	377
CHAPTER 12 Assessing integrity and honesty in the workplace	403
CHAPTER 13 Interviewing	427
CHAPTER 14 Assessment centres	449
CHAPTER 15 What next?	487
Bibliography	537
Index	577