



Online Psych Testing

How is our Online Psych Testing Unique?

- **We only use tests of superior reliability and validity.** This means our tests accurately measure what they say they measure. Such tests are designed and developed over many years by experts in psychometrics (psychologists with a recognised specialisation in test design). These experts are generally found within university environments or closely associated with university environments. Environments like these are required because they have the large resources necessary for successful test design and development. These tests have required input from a team of psychologists - professors and doctoral students. They are validated against large populations. So, before you use an online psychology testing service, ask these questions, "Are these tests reliable and valid? Are they backed by years of quality research published in reputable journals? Have they been designed by a team of experts or have they been designed by someone (may be only one person) with minimal qualifications and expertise?"
- **We only use tests "in the public domain".** Our tests are freely available to the wider scientific community so that further research can be done on them and results published in the public domain (scientific journals that are peer reviewed). This means that our tests must be able to withstand the scrutiny of psychologists around the world. So, before you use an online psychology testing services, ask "Are these tests similarly in the public domain? Are they available to the wider scientific community for review and research? Are the results published in peer-reviewed scientific journals?"
- **We only use restricted tests.** This is your guarantee of quality and "safety". In just the same way that a plumber cannot use an MRI machine or interpret its results, and only a licensed electrician can install electrical wiring, so our psychology tests are (in general) only available to licensed psychologists and can only be interpreted by licenses psychologists. So, before you use an online psychology testing service, ask the question, "Are the tests similarly restricted?"
- **We only use tests that are appropriate for online administration.** Some psych testing is not suitable for online testing. For example, we do not do IQ testing or certain clinical testing online. Consider IQ testing. The premier tests of IQ just aren't available (yet) for online use for a number of reasons including test security and the development of appropriate norms. And what is presently available for online use does not meet our standards for quality in psych testing.
- **A psychologist is always involved throughout the testing and reporting process.** We do not simply rely on computer generated reports. No computer generated report can equal the skills of interpretation of an experienced psychologist. No computer generated report can take into account the background information of a client relevant to proper interpretation of test results.
- **A psychologist always debriefs on the reports.** We do not simply hand reports back to candidates or to the organisational representative who ordered the testing. In our view, this would be irresponsible and unethical. Forwarding test reports without debriefing can be very disturbing to candidates and can lead to misunderstandings and misinterpretations amongst people who are not aware of the limitations of psych testing and the psychometric properties of the particular test.

Part of an Integrated Suite of Online Services:

Our online Psych testing is part of an integrated suite of online services. For example, our online Psych Testing can be used for identification of development needs amongst management and staff and these needs can then be addressed through our HRD Online system or our elearning software. The individual assessment obtained with our Psych testing can be blended with our online organisational assessments (Climate Surveys) for an even more accurate identification of developmental needs that will see your organisation acquire a unique competitive advantage.