

JobMatchTalent validity

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Three scientific validity studies (two of which were under my supervision) have been carried out on the occupational psychological test, "JobMatchTalent". These studies describe convergent and discriminant validity correlation analyses between the outcomes of the JobMatchTalent and the NEO PI-R tests (Archer, Garcia & Ali Nima, 2013), a supervisory rating of JobMatchTalent (Jansson, 2012) and an ecological validity study (Archer & Winge, 2012).

These three studies suggest that JobMatchTalent has achieved a reliable level of construct and criterion validity and that the test offers even a sufficient capability to predict work-related behaviors, attributes and eventual performance.

Short overview of the studies

In the convergent and discriminant validity study, we investigated the relationship between the JobMatchTalent test and one of the most common instruments to operationalize the Big-Five model of personality: the NEO Personality Inventory-Revised (NEO PI-R). This study demonstrated strong indications of significant convergent and discriminant validity between the JobMatchTalent test and the NEO PI-R. The study suggests that four of the five NEO PI-R dimensions may be discerned in a logical categorization along the JobMatchTalent characteristics. (Archer, Garcia & Ali Nima, 2013).

In the second study (criterion validity study), a supervisor rating, whereby executives in Sweden were asked to rate their employees (who was recruited by the JobMatchTalent) on 11 different performance parameters similarly encouraging results were obtained. The study demonstrated that the JobMatchTalent test maintained a sufficient ability to predict an employee's job performance within: a) productivity, b) quality and structure, c) motivation and d) cooperation skills. *Please see the supervisory rating report for details.* (Jansson, 2012)

The third study (ecological validity) presented an analysis whereby the JobMatchTalent test results of 9055 executives were used to ascertain whether or not the JobMatchTalent instrument could differentiate between different types of executives on the basis of leadership attributes. The study indicated that JobMatchTalent testing may facilitate the identification of which type of leader has been self-reporting and whether or not the type and level of leadership is governmental/county council or private enterprise/corporate graded (Archer & Winge, 2012)

Recommendations

Based on the studies described above, I present the strongest recommendation that the JobMatchTalent instrument offers is a valid test to predict work-related performance and behavior.

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CV attached