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Hello

I'm a psychologist working in the area of Organisational Psychology. I have worked in this area for the last 15 years. The biggest concerns I have with psychological assessment relate to its use in selection decisions. These include:

1. some tests are designed for development but are used for selection (e.g. MBTI)
2. psychologists often write a report for clients but they fail to integrate this information into other sources of data such as interview results and reference checking and so the testing data may be relied upon too much rather than seeing it as one source of data
3. non-psychologists are increasingly using assessments in a "blanket" approach for front line roles and are not tailoring their tools to suit the circumstances of the role or the organisational context
4. validity and reliability data are often not reviewed or available in enough detail to make more informed decisions
5. cheap on-line tests are often used to make selection decisions and the skill in analysing the information and providing considered recommendations is often lost or forgotten because of cost or time constraints

These are my initial thoughts. I hope they are helpful and I am happy to provide further insights if this is useful.

Regards

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