

Unit 2: Personality and Individuality

Part 3: Measuring Achievement,
Abilities and Interests

Objectives:

- 1. Identify the most widely used aptitude tests, achievement tests, and interest tests.*
- 2. Explain the application of aptitude tests, and interest tests.*

I. Aptitude Tests

- A. **Aptitude tests** estimate the probability that the person will be successful in learning a specific new skill.



- B. Aptitude tests are assessed in terms of their predictive validity.

I. Aptitude Tests (con't)

C. Examples of aptitude tests include the:

- Differential Aptitude Test (DATE)
- General Aptitude Test Battery (GATB)
- SAT
- ACT

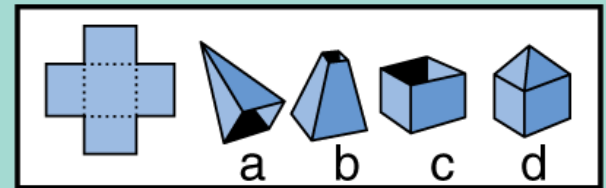
I. Aptitude Tests (con't)

D. The DATE's and the GATB's test results show a person's promise for a large number of job fields (occupations).

The GATB

Samples of items from the GATB testing verbal skills, mathematical skills, and manual skills are shown here.

1. Which two words have the same meaning?
(a) open (b) happy
(c) glad (d) green
2. Which two words have the opposite meaning?
(a) old (b) dry
(c) cold (d) young
3. A man works 8 hours a day, 40 hours a week. He earns \$1.40 an hour. How much does he earn each week?
(a) \$40.00 (b) \$50.60
(c) \$44.60 (d) \$56.00
4. At the left is a drawing of a flat piece of metal. Which object at the right can be made from this piece of metal?



I. Aptitude Tests (con't)

E. The ACT and SAT are general aptitude tests which are designed to predict a student's success in college. The best prediction indicator of college success is how well a student did in high school. However, high school grades themselves are not enough to predict success because graduation standards vary from school to school and state to state. Grades, combined with SAT and ACT test scores increase the ability to predict college success.

II. Achievement Tests

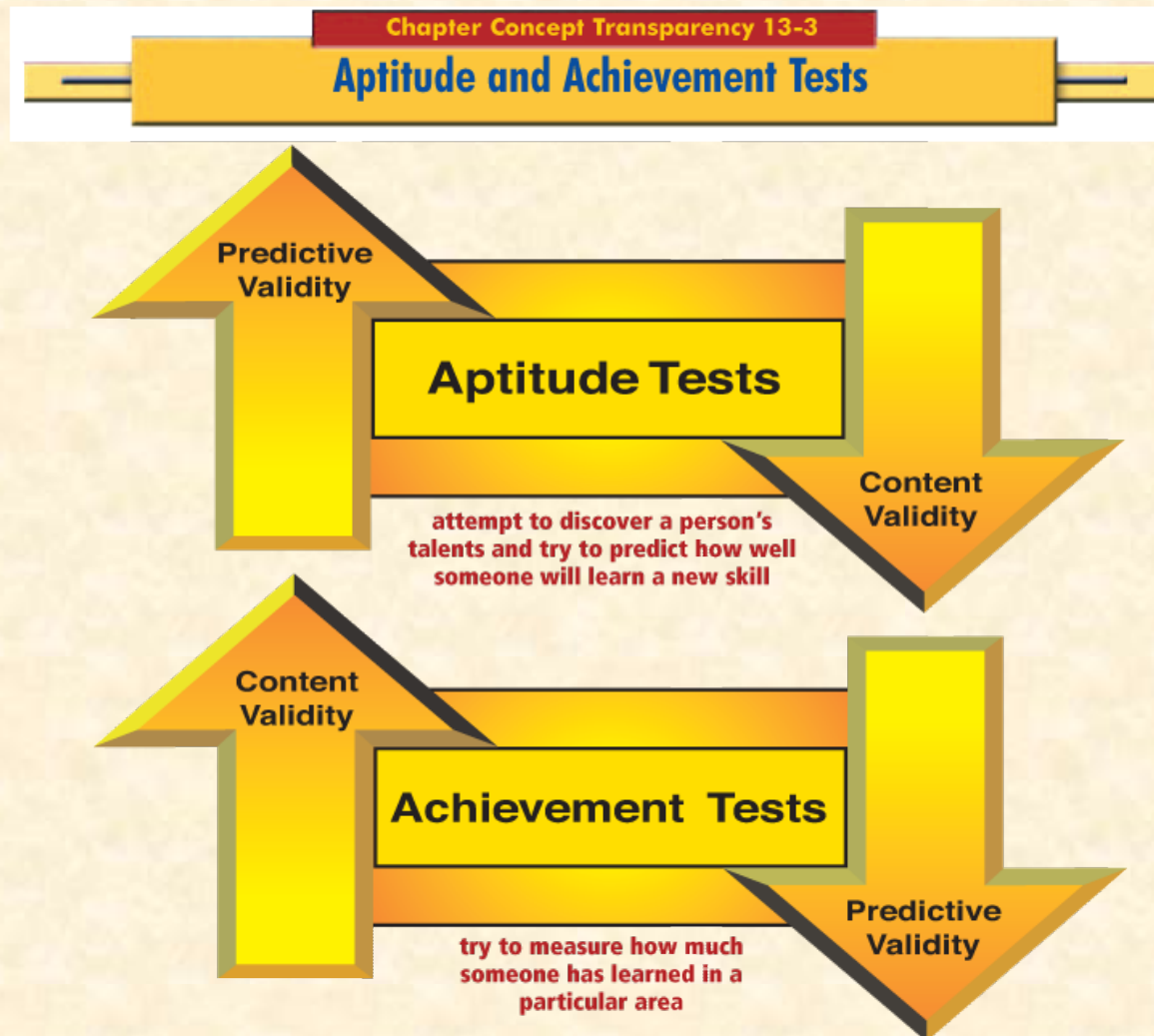
- A. **Achievement tests** are designed to measure how much a person has already learned in a particular area.

- B. They are validated in terms of their content validity, or how well they measure a student's mastery of a set of knowledge.

II. Achievement Tests (con't)

- C. The distinction between aptitude and achievement tests rests more on purpose and validation than on content. These tests often overlap in what they measure. Aptitude is often defined as an inborn ability. Tests that measure aptitude also measure some learning while achievement tests also predict job talents and well as content knowledge. Thus, a test that is used to predict future ability is called an aptitude test while a test that is used to determine what someone already knows is called an achievement test.

II. Achievement Tests (con't)



II. Achievement Tests (con't)



D. Adaptive testing refers an achievement test given by a computer. The computer changes the questions to adapt to a test taker's performance. The purpose is to measure the ability by finding the right difficulty of the test taker.

III. Interest Tests

- A. **Interest inventories** measure a person's preferences and attitudes in a wide variety of activities to identify areas of likely success.

- B. The purpose of these tests is to help people find the career that is right for them. An example of an interest test is the Kuder Preference Scale.

III. Interest Tests (con't)

Example of An Interest Test:

The KPR

Shown are items from the Kuder Preference Record (KPR). The individual taking the test chooses from among three possible activities the one he or she would most like to do and the one he or she would least like to do.

	Most		Least
G. Read a love story	<input type="radio"/>	G.	<input type="radio"/>
H. Read a mystery.	<input type="radio"/>	H.	<input type="radio"/>
I. Read science fiction	<input type="radio"/>	I.	<input type="radio"/>
J. Visit an art gallery.	<input type="radio"/>	J.	<input type="radio"/>
K. Browse in a library	<input type="radio"/>	K.	<input type="radio"/>
L. Visit a museum	<input type="radio"/>	L.	<input type="radio"/>
M. Collect autographs	<input type="radio"/>	M.	<input type="radio"/>
N. Collect coins	<input type="radio"/>	N.	<input type="radio"/>
O. Collect butterflies	<input type="radio"/>	O.	<input type="radio"/>
P. Watch television	<input type="radio"/>	P.	<input type="radio"/>
Q. Go for a walk	<input type="radio"/>	Q.	<input type="radio"/>
R. Listen to music	<input type="radio"/>	R.	<input type="radio"/>