



**Psychological Testing at Work: How to Use,
Interpret, and Get the Most Out of the Newest
Tests in Personality, Learning Style, Aptitudes,
Interests, and ... Style, Aptitudes, Interests, and
More!**

Edward Hoffman

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Essential reading for managers and individual career builders alike

After being out of favor for nearly two decades, psychological testing is back with a vengeance. Companies of all sizes now use tests for everything from employee screening and selection to promotion, training, and development. At the same time, individuals in increasing numbers are turning to tests for help in planning and managing their careers.

In this one-of-a-kind guide, a psychologist with more than 20 years of professional experience with psychological tests explains the purpose, construction, validity, and usefulness of 42 of today's most popular assessment tools.

In plain, jargon-free English, Dr. Edward Hoffman tells managers and individuals what they need to know about using, interpreting, and getting the most out of tests of personality, learning style, aptitudes, interests, and more.

Here are some of the critical questions answered in *Psychological Testing at Work*:

- Is the test reliable?
- Can it be beaten?
- What are the legal ramifications of using it?
- What can it tell me about myself or my employees?

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