

Step 8 of 13

Biographical Assessment - Page 1

1. How would you describe your ideal job?

- A. Ability to decide for myself what to do and how to do it
- B. Being told what to do, but not how to do it
- C. Being told what to do, and getting suggestions on how to do it
- D. Being clearly told what to do and how to do it
- E. I am not sure

2. In the past, what did you do when you were working on something and nothing seemed to go right?

- A. I took a break from working to relax and started again sometime later.
- B. I continued working, but I was frustrated and upset.
- C. I let others know I was angry, then I began to feel better and continued working.
- D. I took the day as it came and tried to remain upbeat.
- E. I stopped what I was doing, figuring things would go better the next day.

3. What has been the major cause of your failures?

- A. Lack of ability
- B. Not trying hard enough
- C. Goals that are too difficult
- D. Bad luck
- E. Some other cause

4. Which of the following statements do you agree with the MOST?

- A. It takes a lot of luck to be an outstanding employee on most jobs.
- B. You need connections to important people to be an outstanding employee on most jobs.
- C. It takes time to be an outstanding employee on most jobs.
- D. You need specific skills and abilities to be an outstanding employee on most jobs.
- E. It takes hard work and persistence to be an outstanding employee on most jobs.

# Biographical Inventory Test Sample Questions

**Paul E. Spector**

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**Bibliography of Scientific and Industrial Reports** ,1947      **The Validation of a Biographical Inventory as a Predictor of College Success** Anne Anastasi,College Entrance Examination Board,1960      *Industrial and Organizational Psychology* Paul E. Spector,2021-08-31 Explore the foundations of and latest developments in industrial organizational psychology from employee and employer perspectives In the newly revised Eighth Edition of Industrial and Organizational Psychology Research and Practice distinguished researcher and psychologist Paul E Spector delivers a robust and up to date review of the industrial organizational field that covers the latest research on contemporary trends and traditional areas of the subject The author draws on four decades of research and teaching experience balancing employee and organizational perspectives by covering issues relating to both employee well being and productivity The new edition places a special focus on how technology is affecting a variety of issues in industrial organizational psychology especially employee selection and training The growing trend of gamification as it relates to employee assessment motivation and training is discussed Each chapter includes a special feature that links to the author s weekly blog expanding on the topics explained within the book The book includes an instructor guide for using the blog in class The book also offers Current and balanced discussions of the most pertinent issues in industrial organizational psychology today A special focus on the use of technology by employers to impact employee selection and training Practical discussions of gamification as a tool in employee assessment motivation and training Special features in each chapter that link back to the author s popular weekly blog on a variety of industrial organizational issues Perfect for undergraduate and graduate students studying industrial organizational psychology Industrial and Organizational Psychology Research and Practice will also earn a place in the libraries of business students with an interest in organizational psychology seeking an accessible overview of the industrial organizational field

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