



SIOP Locator Project

What is your name? (First Name, Middle Initial, Last Name)

[THE FOLLOWING QUESTIONS RELATE TO THE CONSULTING ORGANIZATION WITH WHICH YOU ARE AFFILIATED]

What is the name of the Consulting Organization? _____

What is your title in that Organization? _____

What is the URL of the website for this Organization? (if applicable) _____

What year was the Organization incorporated? (if applicable) _____

What is the size of the Organization in number of degreed professionals?

- 5 or less degreed professionals 1
- 6-25 degreed professionals..... 2
- More than 25 degreed professionals..... 3
- Does not apply 4

The following items are intended to provide Locator System users with an opportunity to generate lists of providers that meet very specific interests and needs

Can you immediately provide references upon request?

- Yes..... 1
- No 2

Can you provide verification of insurance upon request?

- Yes 1
- No 2

Can you verify the financial soundness of your primary business upon request?

- Yes..... 1
- No 2



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Please provide the primary address of your Organization:

Address1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/PostalCode: _____

Country (If other than USA) _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

You have the option to enter up to twelve "other" addresses for your organization. Do you have any additional addresses you would like to enter now?

Additional addresses to enter..... 1

No more addresses to enter 2

Next address for Organization (1st other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____



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Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (2nd other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (3rd other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____



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Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (4th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (5th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____



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Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (6th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (7th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____



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Do you have another State/Province address to enter for your Organization?

- Yes..... 1
- No 2

Next address for Organization (8th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

Do you have another State/Province address to enter for your Organization?

- Yes..... 1
- No 2

Next address for Organization (9th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____



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Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (10th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

Do you have another State/Province address to enter for your Organization?

Yes..... 1

No 2

Next address for Organization (11th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____



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Do you have another State/Province address to enter for your Organization?

- Yes..... 1
- No 2

Next address for Organization (12th other):

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

What are your Consulting Organization's areas of practice and research emphases: (For each category, please check all that apply.)

Employee Selection:

- Attracting, sourcing, and recruiting candidates 1
- Testing and assessment methods (includes speed & power testing) 2
- Personality testing 3
- Simulations - situation-based measurement methods..... 4
- Interviewing (includes behavioral and clinical)..... 5
- Background screening (e.g., application/resume screening, reference checking)..... 6
- Physical ability screening (e.g., medical exams)..... 7
- Multi-phase, multi-method selection systems 8
- Computer-based applications of selection technologies 9
- Downsizing/right-sizing methods of applications of selection technologies..... 10
- Placement and outplacement methodologies 11
- Rapid and/or large-scale staffing (e.g., start-up)..... 12
- Affirmative Action 13
- Expatriate selection 14
- All of the above..... 15

Developmental Assessment for Current Employees:

- Establishing eligibility criteria or nomination processes 1
- Testing & assessment methods (includes speed, power, & personality tests) 2
- Simulations 3
- Interviewing 4
- Computer-based applications of developmental assessment 5
- Multi-phase/multi-method developmental assessment systems (e.g., assessment center)..... 6
- Multi-rater assessments (e.g., 360s, upward feedback) 7
- Performance appraisals 8
- Use of assessment for succession planning/management 9
- Needs analysis 10
- Career planning 11
- Succession planning..... 12
- All of the above 13



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Legislation, Regulations, Compliance, Professional Standards:

Principles for validation and use of selection procedures	1
Guidelines & ethical considerations for assessment center operations	2
Ethical principles of psychologists and code of conduct.....	3
Legislation/regulations re: Employment opportunities	4
Legislation/regulations re: Labor relations	5
Legislation/regulations re: Compensation, rewards, & recognition	6
Legislation/regulations re: Local/state fair employment practices	7
Expert witness testimony	8
Uniform Guidelines	9
All of the above	10

Testing Issues (e.g., cutoff scores, test bias, validity generalization):

Cutoff scores	1
Validity generalization	2
Fairness analyses	3
Adverse impact	4
Criterion development	5
All of the above	6

Job Analysis/Competency Modeling/Needs Analysis:

For employee selection	1
For employee training and/or development	2
For integrated HR systems	3
All of the above	4

Training and Development Events and Methods:

Program design/development	1
Training delivery (current jobs and future jobs)	2
Performance appraisal	3
Multi-rater evaluations/surveys	4
Instructional systems/technology	5
Computer-based systems	6
Training evaluation	7
Training transfer	8
Train-the-trainer	9
Coaching and mentoring	10
Career planning	11
Succession management	12
Leadership development	13
Executive development	14
Retraining	15
Aging	16
All of the above	17

Large-scale Organizational Issues:

Organizational vision, mission, strategy	1
Organizational structure and design	2
"Soft" organizational performance issues – leadership, culture, climate, & commitment	3
Intra-organizational alliances/partnerships	4
Team/Group development (e.g., chartering, roles, self-management, teambuilding)	5
Human factors/human engineering design (human-machine systems interactions)	6
Organization development & change (change management, process re-engineering)	7
Communication	8
Motivation	9
All of the above	10



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Development and Implementation of Organizational Systems:

Employee relations	1
Employee retention or turnover	2
Employee safety, security, and/or health (e.g., QWL, EAPs morale, job satisfaction)	3
Performance management systems (i.e., incentive plans)	4
Compensation and benefit systems	5
Personnel administration systems (including HRIS)	6
Rewards and recognition plans	7
Integrated human resource management systems	8
Production quality and standards	9
Service quality	10
Employee attitude surveys	11
Organizational analysis	12
All of the above	13

External (Environmental) Organizational Issues:

Customer attraction and retention (e.g., customer product preferences, customer satisfaction)	1
Labor relations	2
Community relations/organizational stewardship	3
Extra-organizational alliances/partnerships	4
Mergers and acquisitions	5
Government regulations	6
All of the above	7

Measurement and Information Management:

Production quality	1
Service quality	2
Employee attitude surveys	3
Multi-rater evaluations (e.g., 360 feedback)	4
Program evaluation	5
Balanced scorecard systems	6
Enterprise information management systems (e.g., SAP)	7
Utility analysis/return on system investments/human resources accounting	8
All of the above	9

Research Methodology, Approaches, and Applications:

Controlled experiments and quasi-experimental studies, field research	1
Descriptive and inferential statistics	2
Exploratory and confirmatory factor analysis, causal modeling	3
Meta-analysis	4
Cutting edge or emerging research issues and advances	5
Case study	6
Theories: Contingency, decision, organizational	7
All of the above	8

General Professional Issues:

Writing and publishing (e.g., books, articles)	1
Government funding and grants	2
Political activism	3
Professional education and continuing education	4
Licensure	5
Scientist-Practitioner issues	6
Ethics	7
All of the above	8

Other (Please specify): _____



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Which of the following Functional Areas do you have experience serving?

Sales and Marketing	1
Finance	2
Administration	3
Legal	4
Research and Development	5
Risk Management	6
Medical	7
Human Resources	8
Quality.....	9
Information Technology/Systems	10
Trades and Crafts (Semi-Skilled to Skilled)	11
Line Management.....	12
Production	13
Distribution	14
All of the above	15
Other (Please specify)	16

In which of the following Business Sectors do you have experience?

Manufacturing and Production	1
Construction	2
Retailing	3
Service (e.g., Hospitality, Restaurants)	4
Professional Business Services (e.g., Legal, Consulting)	5
Insurance/Risk Management	6
Healthcare Services (e.g., Medicine, Pharmacy, Dentistry)	7
Pharmaceutical or Biotechnology Products	8
Computer Hardware (e.g., CPUs, microchips)	9
Computer Software	10
Telecommunications	11
Media/Entertainment	12
Utilities	13
Agriculture	14
Food (e.g., consumer products, food processing)	15
Mining	16
Metals	17
Chemicals/Petrochemicals	18
Transportation	19
Aviation	20
Military/Defense	21
Government	22
All of the above	23
Other (Please specify)	24

Which organizational levels/strata do you have experience serving?

Executive	1
Senior management	2
Middle management	3
First-level management/supervisor	4
Technical/professional/individual contributors	5
Non-exempt full-time staff	6
Non-exempt support staff	7
Part-time or temporary staff	8
All of the above	9
Other (Please specify)	10



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In terms of Geographical Experience, in which of the following regions are you experienced in providing solutions or support in a timely manner?

United States.....	1
Canada	2
Mexico	3
Central and South America (including the Caribbean)	4
Europe	5
Africa, Near East, and South Asia	6
Middle East	7
Asia, Pacific Rim, Far East	8
Australia, New Zealand	9
All of the above (Worldwide)	10

[THE FOLLOWING QUESTIONS RELATE TO YOURSELF AS A CONSULTANT]

Do you have a private practice that is a Sole Proprietorship?

- Yes..... 1
- No2

[If you answer “Yes” you will be asked a series of questions to describe this practice to system users. If you answer “No” the next page will ask you about your affiliation with a research/consulting organization.]

What is the name of your practice? _____

List your website, if applicable: _____

What is your title? _____

In what year did you begin your practice? _____

The following items are intended to provide Locator System users with an opportunity to generate lists of providers that meet very specific interests and needs

Can you immediately provide references upon request?

- Yes 1
- No2

Can you provide verification of insurance upon request?

- Yes 1
- No2

Can you verify the financial soundness of your primary business upon request?

- Yes 1
- No2



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Are you affiliated with a Research/Consulting Organization (one which is not a Sole Proprietorship)?

- Yes 1
- No 2

What is the name of this Organization? _____

What is your title in this Organization? _____

Do you have a faculty position at an educational institution?

- Yes 1
- No 2

What is the name of this educational institution? _____

What is the name of the Department within this institution? _____

What is your primary position in this educational institution? _____

Please provide your Primary Contact Information:

Address 1: _____

Address 2: _____

City: _____

State/Province: _____

ZIP/Postal Code: _____

Country (If other than USA) : _____

Telephone: e.g. (651) 688-1111 ext. 1234 _____

Fax: _____

e-mail address: _____

What Professional/Academic degrees have you attained? (Check all that apply)

- MS 1
- MA 2
- MBA 3
- PhD 4
- EdD 5
- PsyD 6
- DBA 7
- Other (Please specify) _____ 8



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Please indicate in which States/Provinces you currently hold Certification/Licensure:

Alabama	1	New York	33
Alaska	2	North Carolina	34
Arizona	3	North Dakota	35
Arkansas	4	Ohio	36
California	5	Oklahoma	37
Colorado	6	Oregon	38
Connecticut	7	Pennsylvania	39
Delaware	8	Puerto Rico	40
District of Columbia	9	Rhode Island	41
Florida	10	South Carolina	42
Georgia	11	South Dakota	43
Hawaii	12	Tennessee	44
Idaho	13	Texas	45
Illinois	14	Utah	46
Indiana	15	Vermont	47
Iowa	16	Virginia	48
Kansas	17	Washington	49
Kentucky	18	West Virginia	50
Louisiana	19	Wisconsin	51
Maine	20	Wyoming	52
Maryland	21	Alberta	53
Massachusetts	22	British Columbia	54
Michigan	23	Manitoba	55
Minnesota	24	New Brunswick/Nova Scotia/ Prince Edward Island	56
Mississippi	25	Newfoundland	57
Missouri	26	Northwest Territories/ Nunavut/Yukon	58
Montana	27	Ontario	59
Nebraska	28	Quebec	60
Nevada	29	Saskatchewan	61
New Hampshire	30		
New Jersey	31		
New Mexico	32		

Please specify any countries outside the US and Canada in which you hold Certification/Licensure: _____

What are your areas of Practice and Research emphases? (Please check all that apply under each category)

Employee Selection:

Attracting, sourcing, and recruiting candidates	1
Testing and assessment methods (includes speed & power testing)	2
Personality testing	3
Simulations - situation-based measurement methods	4
Interviewing (includes behavioral and clinical)	5
Background screening (e.g., application/resume screening, reference checking)	6
Physical ability screening (e.g., medical exams)	7
Multi-phase, multi-method selection systems	8
Computer-based applications of selection technologies	9
Downsizing/right-sizing methods of applications of selection technologies	10
Placement and outplacement methodologies	11
Rapid and/or large-scale staffing (e.g., start-up)	12
Affirmative Action	13
Expatriate selection	14
All of the above	15

Developmental Assessment for Current Employees:



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Establishing eligibility criteria or nomination processes.....	1
Testing & assessment methods (includes speed, power, & personality tests)	2
Simulations	3
Interviewing	4
Computer-based applications of developmental assessment	5
Multi-phase/multi-method developmental assessment systems (e.g., assessment center).....	6
Multi-rater assessments (e.g., 360s, upward feedback)	7
Performance appraisals	8
Use of assessment for succession planning/management	9
Needs analysis	10
Career planning	11
Succession planning	12
All of the above	13
Legislation, Regulations, Compliance, Professional Standards:	
Principles for validation and use of selection procedures	1
Guidelines & ethical considerations for assessment center operations	2
Ethical principles of psychologists and code of conduct	3
Legislation/regulations re: Employment opportunities	4
Legislation/regulations re: Labor relations	5
Legislation/regulations re: Compensation, rewards, & recognition	6
Legislation/regulations re: Local/state fair employment practices	7
Expert witness testimony	8
Uniform Guidelines	9
All of the above	10
Testing Issues (e.g., cutoff scores, test bias, validity generalization):	
Cutoff scores	1
Validity generalization	2
Fairness analyses	3
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All of the above	6
Job Analysis/Competency Modeling/Needs Analysis:	
For employee selection.....	1
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For integrated HR systems	3
All of the above	4
Training and Development Events and Methods:	
Program design/development.....	1
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Instructional systems/technology	5
Computer-based systems	6
Training evaluation	7
Training transfer	8
Train-the-trainer	9
Coaching and mentoring	10
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Succession management	12
Leadership development	13
Executive development	14
Retraining	15
Aging	16
All of the above	17
Large-scale Organizational Issues:	



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Organizational vision, mission, strategy	1
Organizational structure and design	2
"Soft" organizational performance issues – leadership, culture, climate, & commitment	3
Intra-organizational alliances/partnerships	4
Team/Group development (e.g., chartering, roles, self-management, teambuilding)	5
Human factors/human engineering design (human-machine systems interactions)	6
Organization development & change (change management, process re-engineering)	7
Communication	8
Motivation	9
All of the above	10

Development and Implementation of Organizational Systems:

Employee relations	1
Employee retention or turnover	2
Employee safety, security, and/or health (e.g., QWL, EAPs morale, job satisfaction)	3
Performance management systems (i.e., incentive plans)	4
Compensation and benefit systems	5
Personnel administration systems (including HRIS)	6
Rewards and recognition plans	7
Integrated human resource management system	8
Production quality and standards	9
Service quality	10
Employee attitude surveys	11
Organizational analysis	12
All of the above	13

External (Environmental) Organizational Issues:

Customer attraction and retention (e.g., customer product preferences, customer satisfaction)	1
Labor relations	2
Community relations/organizational stewardship	3
Extra-organizational alliances/partnerships	4
Mergers and acquisitions	5
Government regulations	6
All of the above	7

Measurement and Information Management:

Production quality	1
Service quality	2
Employee attitude surveys	3
Multi-rater evaluations (e.g., 360 feedback)	4
Program evaluation	5
Balanced scorecard systems	6
Enterprise information management systems (e.g., SAP)	7
Utility analysis/return on system investments/human resources accounting	8
All of the above	9

Research Methodology, Approaches, and Applications:

Controlled experiments and quasi-experimental studies, field research	1
Descriptive and inferential statistics	2
Exploratory and confirmatory factor analysis, causal modeling	3
Meta-analysis	4
Cutting edge or emerging research issues and advances	5
Case study	6
Theories: Contingency, Decision, Organizational	7
All of the above	8

General Professional Issues:

Writing and publishing (e.g., books, articles)	1
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Government funding and grants	2
Political activism	3
Professional education and continuing education	4
Licensure	5
Scientist-Practitioner issues	6
Ethics	7
All of the above	8

Other (Please specify): _____

Which of the following Functional Areas do you have experience serving?

Sales and Marketing	1
Finance	2
Administration	3
Legal	4
Research and Development	5
Risk Management	6
Medical	7
Human Resources	8
Quality	9
Information Technology/Systems	10
Trades and Crafts (Semi-Skilled to Skilled)	11
Line Management	12
Production	13
Distribution	14
All of the above	15
Other (Please specify) _____	16

In which of the following Business Sectors do you have experience?

Manufacturing and Production	1
Construction	2
Retailing	3
Service (e.g., Hospitality, Restaurants)	4
Professional Business Services (e.g., Legal, Consulting)	5
Insurance/Risk Management	6
Healthcare Services (e.g., Medicine, Pharmacy, Dentistry)	7
Pharmaceutical or Biotechnology Products	8
Computer Hardware (e.g., CPUs, microchips)	9
Computer Software	10
Telecommunications	11
Media/Entertainment	12
Utilities	13
Agriculture	14
Food (e.g., consumer products, food processing)	15
Mining	16
Metals	17
Chemicals/Petrochemicals	18
Transportation	19
Aviation	20
Military/Defense	21
Government	22
All of the above	23
Other (Please specify) _____	24

Which organizational levels/strata do you have experience serving?

Executive	1
-----------------	---



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Senior management	2
Middle management	3
First-level management/supervisor	4
Technical/professional/individual contributors	5
Non-exempt full-time staff	6
Non-exempt support staff	7
Part-time or temporary staff	8
All of the above	9
Other (Please specify)	10

In terms of Geographical Experience, in which of the following regions are you experienced in providing solutions or support in a timely manner?

United States	1
Canada	2
Mexico	3
Central and South America (including the Caribbean)	4
Europe	5
Africa, Near East, and South Asia	6
Middle East	7
Asia, Pacific Rim, Far East	8
Australia, New Zealand	9
All of the above (Worldwide)	10

In terms of Language Fluency, please list all of the languages other than English that you both speak and write unaided.



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You are almost done, this is the last question on this survey! Once you click the "NEXT" button all of your answers will be submitted and cannot be changed. If you wish to review your answers please do so before entering your comments below.

Other information you would like included about you as a Consultant/Provider. (Please be succinct as only your first 400 characters will be included in the SIOP Locator Database.)

That concludes the data entry process. Your responses are now recorded in the Consultant Locator System enabling you and/or your firm to be identified, and possibly selected, according to the information you provided.

**Best wishes from SIOP to you,
and,
Thanks for you participation!**

Please check the SIOP Web site regularly for information and news about the Consultant Locator System. We plan to make the system available to the public at the end of April and expect to introduce it at the 16th Annual SIOP Conference in San Diego.