Intended Audience:

The instructional level of this session is intermediate. It is intended for a general audience at a post-graduate level; no specific content knowledge is required. I-O psychologists, HR practitioners, and managers who work in the area of selection and assessment may benefit from this session.

Saturday Program Learning Objectives:
After this program, participants will be able to:

1. Describe the scientific evidence that supports the usefulness of new assessment approaches within organizational contexts including rapid response measurement, structural topic models, and advances in neuroscience and biotechnology
2. Discern concerns with applicant faking on personality tests and how these new assessment techniques can mitigate those concerns
3. Articulate how text data can be used to provide meaningful assessment information
4. Illustrate how assessment data are used to drive individual, leader, and organizational growth
5. Explain how to leverage assessment data to make talent investment and development decisions