Attitudes towards tests and test use in Germany

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DRESDEN
concept
Exzellenz aus
Wissenschaft
und Kultur

Test use in Germany

Legal situation

- No legal restrictions
- Some publishers try to limit access to "competent" persons
  Main aim: Not everyone should have access to tests
- Groups:
  psychologists
  teachers
  different groups of persons using them for professional assessment
- Many tests are available from publishers with no restrictions
- Tests not available to the public made by
  companies (e.g. professional assessment with a large variance in quality) and
  individuals (psychologists and non-psychologists)

- Tests for any purpose can be purchase

Test use in Germany

Competence standard

- German standard for professional assessment DIN 33430
- For persons of any profession
90% of personnel assessment procedures carried out by non-psychologists

- Practically only important for persons with higher standard
- Legally not much influence
- Anyone can claim to work according to the standard: Exam and license not required

- Media: focus more on forensic cases (rare, sensation) and childcare by parents (social workers, psychologists seldom envolved)

Test use in Germany

Methods

Questionnaire

- German part of European survey, June to September 2009
- Plus German questions

  Incorrect test interpretation by non-psychologists

  How well DIN 33430 and German test review system was known

  If knowledge stated – questions not included in factor analysis: Ratings whether and how much these instruments help to improved professional assessment and tests

- Germany had not taken part in 2000 – no replication possible

Test use in Germany

Methods

Participants

- 217 persons graduated in psychology
  216 with Diplom/Master, 1 with Bachelor

- Finished studying 1964 to 2009, median 1997

- 115 women, 101 men, 1 unknown

- Areas of work
  95 clinical psychology / psychotherapy
  66 work and organizational psychology
  38 pedagogic psychology
  28 health psychology
  20 school psychology
  16 forensic psychology
  10 traffic psychology
      others

Test use in Germany

Results

Factor analysis

1   "Problems" (13.9% of variance):

    all problems concerning test use
German questions about incorrect test interpretation by non-psychologists and lack of information about quality of tests

2   "Computer/Internet" (11.2% of variance):

    all questions concerning testing by computer or internet

3   "Regulation" (8.9% of variance):

    laws, standards, limited access to tests
and questions if knowledge in bachelor / master studies is sufficient to use tests correctly

4   "Tests in general / knowledge" (6.8% of variance):

    attitudes towards tests in general, test use, level of knowledge compared to what was learnt at university
knowledge of DIN 33430 and German test rewiew system

Test use in Germany

Results

Differences between clinical psychologists and work and organizational psychologists

General linear model

Same items as in factor analysis

Attitudes towards DIN 33430 and test review system excluded

Differences between clinical psychologists (n=74) and work and organizational psychologists (n=46)

Factor / Item	Clinical		Work	
Problems	Mean	SD	Mean	SD
25d Failing to check one's own interpretations with others	3.0	1.2	**3.7**	1.0
Computer / internet				
G2 Data can be protected if sufficient measures are taken	3.1	1.4	**4.0**	1.2
7 Test administration over internet advantages compared paper-and-pencil.	3.0	1.1	**3.5**	1.1
17 The privacy of the test taker is not protected when testing by Internet	**3.1**	1.3	2.1	1.2
G1 Testing by internet has advantages compared to computer without internet	2.4	1.1	**3.2**	1.3
5 In my professional field computer-based testing is progressively replacing paper and pencil tests	2.6	1.4	**3.7**	1.3
Regulation				
8 use of psychological tests should be restricted to qualified psychologists	**4.5**	0.8	4.2	1.0
14 Anyone who can demonstrate their competence as a test user (whether a psychologist or not) should be allowed to use tests	2.1	1.1	**2.8**	1.4
Tests in general / knowledge				
G5 knowledge of German test review system	2.0	0.9	**2.4**	1.0
G4 knowledge of DIN Screen	2.0	0.8	**2.9**	1.0
21 I use tests regularly in the exercise of my profession	**4.6**	.8	4.2	1.0

Tests used most

Test	
Hamburg-Wechsler-Intelligenztest für Kinder (HAWIK / HAWIK-II / HAWIK-III / HAWIK-IV)	**41**
Beck Depressions-Inventar (BDI / BDI-II)	**22**
Intelligenz-Struktur-Test (I-S-T / I-S-T 2000 / I-S-T 2000-R)	19
Freiburger Persönlichkeitsinventar (FPI / FPI-R)	18
Aufmerksamkeits-Belastungs-Test (d2)	17
Kaufman Assessment Battery for Children (K-ABC)	**15**
Bochumer Inventar zur berufsbezogenen Persönlichkeitsbeschreibung (BIP)	13
Wechsler Intelligenztest für Erwachsene (WIE)	**13**
Symptom-Checkliste von L.R. Derogatis (SCL / SCL-90)	12
Grundintelligenztest (CFT / CFT 1 / CFT 20 / CFT 20-R)	**11**
Adaptives Intelligenz Diagnostikum (AID 2 / AID 2.2)	**9**
NEO-Fünf-Faktoren-Inventar (NEO-FFI)	9
NEO Persönlichkeitsinventar nach Costa und McCrae (NEO-PI-R)	9
16-Persönlichkeits-Faktoren-Test (16PF / 16PF-R)	6
Berliner Intelligenzstruktur-Test (BIS)	6
Testbatterie zur Aufmerksamkeitsprüfung (TAP)	6

Test use in Germany

Tests used most

- Among 18 tests:
- 8 intelligence tests
- 3 performance tests: concentration, attention, writing
- 5 personality questionniares
- 2 questionnaires for clinical purposes

- Projective tests: only 3 persons mentioned using them

- BUT: Only 68% of participants use tests

Test use in Germany

Discussion

- General attitude positive
- Internet testing might be a disadvantage for some persons
- High agreement to regulation

- Work and organizational psychologists
  NOT more positive towards tests
  use test NOT more frequently than clinical psychologists
  computer testing more important than in clinical psychology

Test use in Germany

Limits to the study

- Low number of participants
- Self selection of participants:

  Many psychotherapists not member of psychologists`association

  Psychologists who consider tests as part of their work

  Probably psychologists working at universities or in research are overrepresened
- No objective data on (relative) numbers of sold tests from publishers

- Many persons who use tests are non-psychologists
  What do they know?

  What do they use how?

Thank you!