

Psychology for Work

Critical discussion of 'faking' in self-report measures

Tett, R.P., Freund, K.A., Christiansen, N.D., Fox, K.E. & Coaster, J. (2012). Faking on self-report emotional intelligence and personality tests: Effects of faking opportunity, cognitive ability, and job type. *Personality and Individual Differences*, 52, 195–201

1. What is the rationale for the study?
2. What were the aims of the study and what were they expecting to find?
3. What were the three constructs explored in this study, and how were they operationally defined?
4. What measures were used for each? Do you consider these to be valid measures of the constructs explored in this study? How reliable were each of these measures?
5. What was the Dependent Variable and how was this measured?

6. What main effects were found? How are these identified in the results section?
7. What interaction effects were found? How are these identified in the results section?
8. What does Table 3 tell you about whether people are more likely to fake for some jobs than others?
9. What were the main conclusions of the study and what are the implications for recruitment and selection?
10. If you were reviewing this study for publication, what would be your critique of this study/paper?