



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Gary Johnson, VP Programs

THURSDAY, JANUARY 17: Faking on Assessments

Nathan Kuncel, Ph.D.

Nathan Kuncel's research is focused on the measurement of human cognitive and non-cognitive characteristics and their relationship with important life outcomes including academic and job performance. Nathan is somewhat steeped in Minnesota Psychology.



He received his BA, MA, and Ph.D. all from the University of Minnesota and is an Assistant Professor of Psychology, also at the University of Minnesota. Nathan's research has appeared in *Science*, *Psychological Bulletin*, *Perspectives on Psychological Science*, *Review of Educational Research*, the *Journal of Personality and Social Psychology*, and the *Journal of Applied Psychology*, among others. His major hobbies include: playing with his 2 year old son, bathing his son, cleaning up after his son, feeding his son, cleaning up again after his son, and sharing dazed stares with his wife.

A New Method of Detecting Deliberate Faking

Accurate measurement of personality traits is important in personnel selection, counseling, clinical, and legal settings. Although there is unequivocal evidence that professionally developed personality measures predict important work outcomes, legitimate concerns remain about faking or response distortion because there is also unequivocal evidence that some people are willing to brazenly lie when applying for jobs. This talk delves into efforts to better understand faking behavior and develop a new method for detecting deliberate faking. Prof. Kuncel will discuss a series of studies designed to better understand the response process used when intentionally faking on personality measures. He and his colleagues challenge some traditional methods for developing personality scales and develop a novel method for detecting faking. This method yields high diction rates with low false positives even in samples with the majority of the sample re-

sponding honestly. Additionally, the faking detection scores are not meaningfully correlated with personality traits or cognitive ability and appears to be resistant to coaching. These studies represent new and promising directions in understanding faking, developing personality scales, and detection faking behavior.

MPPAW Update

By Amy McKee, President



Happy New Year, everyone! I hope all of you had a chance to relax, reflect, and share some joy with family and friends over the holidays. I certainly did, and with that opportunity to rejuvenate, I'm now revved up for new challenges in 2008. You know, the holidays usually offer chances to reconnect with old friends and colleagues, either through greeting cards or parties. I had the pleasure of doing this and becoming acquainted with new folks as well. The fascinating conversations about intersecting interests and comparable challenges made me think, why don't we do this more often? We certainly have some time to do it at MPPAW meetings, but perhaps we could also organize a breakfast or lunch roundtable for smaller groups to more intimately share current projects and provide advice and support to each other. What do you think? Drop me a line or talk to me at our January 17 meeting.

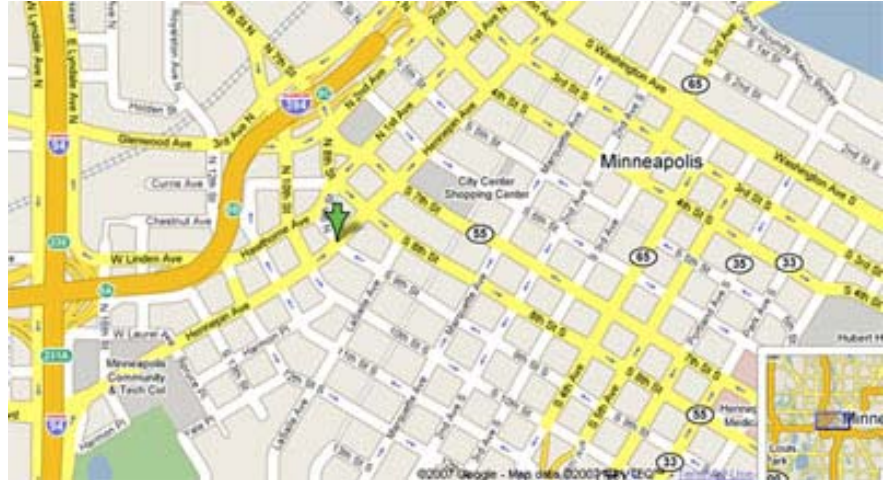
It seems so long ago, but we had a wonderful turnout for Jeff McHenry of Microsoft last November 15th. Hopefully we can replicate (or beat) that for our hometown hero, Nathan Kuncel! Dr. Kuncel is an Assistant Professor of Psychology at the University of Minnesota, returning to his alma mater after a few years at University of Illinois. He will discuss intentional faking on personality measures, challenge traditional methods for developing personality scales, and explain a novel method for detecting faking.

Don't let rain or snow or fog or ice keep you away from the next MPPAW meeting! We'll be warm, well-informed, and well-fed on the 2nd floor of Solera. See you there.

Format of Meetings

Meetings begin at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting will conclude at 7:45 p.m.

A fee of \$10.00 per MPPAW member and \$20.00 per non-member (\$5.00 and \$15.00 for students) covers food at the social hour, as well as the costs associated with the presentation that evening.



How to Get There...

Solera is located at 900 Hennepin Avenue in downtown Minneapolis. There is valet parking for \$6 or you can park in the Target Center garage directly behind Solera (and of course many other public lots around the 9th and Hennepin corner). Here's their website: <http://www.solera-restaurant.com/>

MPPAW Website: www.mppaw.org

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