**Short Answer Questions Worksheet**

Marcus Thigpen

College of Humanities and Social Sciences, Grand Canyon University

CNL-523 Assessments, Tests, and Measurements

Dr. Enzor

May 6, 2024,

**CNL-523 Topic 6: Short Answer Questions**

**Part 1: Career Counseling Assessments**

**Directions:** Provide short answers of 75-150 words each for the following questions/statements. Do not exceed 250 words for your response. Use the textbook and any other scholarly resources to support your responses. Include two to three scholarly journal articles beyond the textbook and course readings.

1. **What is a performance appraisal?**

A performance appraisal is a structured assessment of an individual's job performance within an organization (Van Woerkom & Kroon, 2020). It involves evaluating an employee's strengths, challenges, achievements, and areas needing improvement, all aligned with their job responsibilities and organizational goals. Feedback on these aspects usually comes from supervisors, peers, or self-assessments, reflecting the evaluation results. This feedback can have both positive and negative implications for the employee. Positive outcomes may include bonuses or promotions within the company, highlighting areas of excellence. Conversely, it may also draw attention to areas needing improvement, prompting further development efforts.

1. **What are behavioral observation scales?**

Behavioral observation scales (BOS) are structured tools utilized to evaluate and quantify specific behaviors or skills demonstrated by individuals across diverse settings, including classrooms, workplaces, and clinical environments (Downer et al., 2010). This systematic approach entails predefined criteria and is conducted over time to capture consistent behavioral patterns. The time period varies as individuals vary which makes the assessment not a one size fits all. The outcomes of these observations serve to gauge social interactions, academic proficiencies, clinical manifestations, and job performance-related behaviors.

1. **What is meta-analysis?**

Meta-analysis entails synthesizing findings from individual studies to derive a more comprehensive and robust estimate of the overall effect or relationship under investigation (Cohen et al., 2022). This technique combines and analyzes data from multiple independent studies on a particular research topic or question. It seeks out patterns or trends within the data and assesses the strength of evidence for the intervention or phenomenon being studied. It’s applied across research domains like psychology, education, and medicine, meta-analysis plays a crucial role in informing evidence-based practices and decision-making processes.

**Part 2: Career Counseling Intelligence Tests**

**Directions:** Define the following tests and include the attributes (length, versions, languages, price, etc.). Use the textbook and any other scholarly resources to support your responses. Include two to three scholarly journal articles beyond the textbook and course readings.

1. **Stanford-Binet Intelligence Scales:**

The Stanford-Binet Intelligence Scales, as noted by (Roid & Pomplun, 2012), are established intelligence assessments employed to gauge cognitive abilities across a broad age spectrum, from early childhood to adulthood. They boast several noteworthy attributes, including customized versions catering to distinct age brackets, linguistic adaptations for diverse populations, flexible administration times based on the version used, and a cost range typically spanning from $100 to $500 per test. These scales play a pivotal role in clinical and educational environments, aiding in the identification of intellectual disabilities and the assessment of giftedness in individuals. Renowned for their precision and dependability, they provide comprehensive insights into cognitive strengths and areas needing support, informing tailored interventions and educational strategies. Their versatility and accuracy make them indispensable tools for professionals working in psychological assessment, educational planning, and intervention design.

1. **Wechsler Tests of Intelligence:**

The Wechsler Tests of Intelligence, including the Wechsler Adult Intelligence Scale (WAIS) and Wechsler Intelligence Scale for Children (WISC), are extensively utilized intelligence assessments that evaluate cognitive abilities across various age groups (Wechsler, 2014). They offer multiple versions tailored to different age ranges, provide options in various languages, and have administration times spanning 1 to 2 hours. Costs typically range from $200 to $600 per test. These tests are invaluable in clinical and educational settings for identifying intellectual strengths and challenges, aiding counselors in guiding educational and treatment planning.

**References**

Cohen, R. J., Schneider, W. J., & Tobin, R. M. (2022). Psychological testing and assessment: An introduction to tests and measurement (10th ed.). McGraw-Hill Companies. ISBN-13: 9781260837025

Downer, J. T., Booren, L. M., Lima, O. K., Luckner, A. E., & Pianta, R. C. (2010). The Individualized Classroom Assessment Scoring System (inCLASS): Preliminary Reliability and Validity of a System for Observing Preschoolers' Competence in Classroom Interactions. \*Early Childhood Research Quarterly, 25\*(1), 1-16. <https://doi.org/10.1016/j.ecresq.2009.08.004>

Roid, G. H., & Pomplun, M. (2012). The Stanford-Binet Intelligence Scales. In D. P. Flanagan & P. L. Harrison (Eds.), Contemporary intellectual assessment: Theories, tests, and issues (3rd ed., pp. 431-466). Guilford Press.)

Van Woerkom, M., & Kroon, B. (2020). The Effect of Strengths-Based Performance Appraisal on Perceived Supervisor Support and the Motivation to Improve Performance. Frontiers in Psychology, 11, 1883. <https://doi.org/10.3389/fpsyg.2020.01883>

Wechsler, D. (2014). Wechsler Intelligence Scale for Children (WISC). In R. Fernandez-Ballesteros (Ed.), Encyclopedia of psychological assessment (pp. 1-5). Sage Publications.)