

Checklists to Help You Gauge the Quality of Psychometric Tools

General Criteria for Psychometric Instruments

Criterion	Sub Criterion	Evaluation*	Comment
Objectivity	Standardized administration		
	Standardized scoring		
	Standardized interpretation		
Reliability	Re-test reliability		
	Internal consistency		
	Alternate form reliability		
Validity	Construct validity		
	Criterion-related validity		
	Content validity		
Scaling			
Standardization			
Norms			
Test economy	Expenditure of time		
	Costs		
Usefulness			
Reasonableness			
Unfakeability			
Transparency	Instructions		
	Feedback		
Fairness	Accessibility		

*Suggestions for evaluation: available/not available; good/bad; ensured/not ensured

Additional Criteria for Online and Mobile Psychometric Tools

Criterion	Sub Criterion	Evaluation*	Comment
Technology	Compatibility of the test with user technology		
	Independence from Internet speed/robustness		
	Usability		
	Accessibility		
	Practice items/support		
Quality	Scoring algorithms		
	Specified interpretation of results		
	Feedback/report		
Control	Control of administration		
	Control of earlier test practice		
	Control of item exposure		
	Control of authenticity of test candidates		
	Elimination of cheating/distortion		
Security	Security of test materials/copy protection		
	Security of personal data		
	Security of test results		
Forgery-proof	Item generators to generate the instrument at runtime		
Hardware independent	Vectors for adaptation of task presentation		
Plug-in ready	Integration in existing systems		
Accessibility	Use of input assistance		