

Ethical Considerations In Workplace Assessments: An Interactive Discussion

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I. Topic of importance

II. APA Ethics Code discussion

III. Next steps

IV. References

WHY IS THIS TOPIC IMPORTANT?

- An abundance of assessments
- Unregulated industry
- Develop standard guidelines through discussion
- Integrity, justice, and respect for people's rights and dignity (APA, 2017)

BASES FOR ASSESSMENTS

When the budget is tight, how do you weigh prioritizing a valid but expensive assessment versus a less proven/questionably valid but cost-effective assessment (Brossoit et al., 2020) and why? What are the pros and cons of choosing either option?

USE OF ASSESSMENTS

The human resources department hired a management consulting company to assess their high potential employees. The executive managing these high potential employees got their hands on these reports and promoted one of the employees without consulting with the management consultant or human resources department. What are some possible outcomes in this scenario?

What could the executive have done differently? (Pool, 2013)

INFORMED CONSENT

An employee at Company A took a workplace assessment and worked for Company A for one year. When this employee voluntarily left Company A to join Company B, Company B wanted to assess the employee using the same assessment Company A did. How should Company B go about obtaining these results? Should the employee reassess? Whose job is it to maintain confidentiality?

RELEASE OF TEST DATA

What feedback are selection candidates entitled to receive? What about employees that took an assessment for development purposes? What information, if any, should be withheld if feedback is given? (Pool, 2013). To what extent is the reporting, and candidate/test-taker understanding of the full assessment results a critical factor for choosing an assessment? For example, in some cases only partial assessment results are used as they relate to key competencies. However, the test-taker may benefit from knowing the full extent of their results for personal growth and development.

TEST CONSTRUCTION; INTERPRETING ASSESSMENT RESULTS; ASSESSMENT BY UNQUALIFIED PERSON

Can feedback be provided to an entire group at once or is it more ethical to offer separate feedback sessions, allowing each individual to digest their results in a confidential space?

OBSOLETE TESTS AND OUTDATED TEST RESULTS

Should you assess more than once in a person's career? If you reassess, should you use the same assessment every time or switch it up? (Pool, 2013)

TEST SCORING AND INTERPRETATION SERVICES; EXPLAINING ASSESSMENT RESULTS; MAINTAINING TEST SECURITY

How should assessment results be stored? How long should you keep
assessment data and reports?

NEXT STEPS

What ethical issues are likely to arise in the future? How will the integration of assessments, technology, and the workplace shape the ethical considerations we discussed?

REFERENCES

American Psychological Association. (2017). Ethical principles of psychologists and code of conduct (2002, amended effective June 1, 2010, and January 1, 2017). <http://www.apa.org/ethics/code/index.html>

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Pool, R. (2013). Ethical Issues Related to Personnel Assessment and Selection. In *New Directions in assessing performance of individuals and groups: Workshop summary*. National Academy Press.