

Fakability of the Caliper Profile

The *Caliper Profile* items have been developed with the understanding that individuals taking the assessment are in the job market. In addition, the items and scales have been balanced to control for the effects of social desirability.

The forced-choice tetrad format is designed to eliminate or at least minimize the faking or distorting of assessment results based on social desirability. The forced-choice format addresses this issue by providing two positive options for a “most like me” endorsement and two negative options for a “least like me” endorsement. Theoretically, the two positive options and the two negative options “compete” with each other. The respondent is forced to choose one of the positive items as “most like me” and one of the negative items as “least like me.” Evidence suggests that when respondents have to make a forced choice between two equally desirable positives and two equally desirable negatives, it minimizes the possibility of answering solely to make the best impression. Thus, they select the positive item that is actually most like them: “most like me,” and the negative item that is truly least like them: “least like me” (Gordon, 1978).

Studies of assessments using the forced-choice tetrad format support the hypothesis that this format reduces fakability (Gordon, 1993; Jackson *et al.*, 2000; McCloy *et al.*, 2005).

For more information on this topic, please contact one of our specialists in the Research and Development department.

REFERENCES:

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