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Paper-and-pencil tests. The many and various paper-and-pencil tests are used for a variety of purposes. To be useful, such tests must be reliable (that is, they must yield very close scores each time they are administered to a particular individual) and valid (that is, they must measure what they are designed to measure).

Paper-and-pencil tests can be used to assess job-related knowledge and ability or skill qualifications. The possible range of qualifications which can be assessed using paper-and-pencil tests is quite broad.

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 • Get a pencil and paper to write your answers.

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On _____ personality tests, people are asked to describe themselves on paper-and-pencil tasks that have a limited number of response options and a standardized scoring system. Objective. A multiphasic personality test measures _____. A range of personality traits.

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performance of students on the National Assessment of Educational Progress computerized tests when compared to traditional paper and pencil tests. They compared 42 students tested on a computer-administered test with scores of 47 students tested on a traditional paper and pencil test. In addition to answering multiple-choice items, there were open-

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