

# Curriculum Vitae



**Paul Thomas Barrett**  
**DoB:** 10<sup>th</sup> January, 1952

## Contact Details

19 Carlton Road  
Pukekohe  
Auckland 2120  
New Zealand

Communication	Number/ID
NZ Mobile	+64(0)21-415625
Skype ID	pbar088 (Paul Barrett)
Primary Email	<a href="mailto:paul@pbarrett.net">paul@pbarrett.net</a>
2 <sup>nd</sup> Email	<a href="mailto:paul@cognadev.com">paul@cognadev.com</a>
Web	<a href="http://www.pbarrett.net/">http://www.pbarrett.net/</a>

**Citizenship:** UK National (NZ permanent resident)

## Academic Information

Exeter University, Devon

From 1975-1981

Psychology Prize 1977, BSc Hons. Psychology (incl. 2 yrs Mathematical Statistics) - 1st class

PhD Psychometrics

## Journal Editor Responsibilities

**Editor Emeritus :** Personality and Individual Differences

**Consulting Editor:** Journal of Personality Assessment

**Editorial Board member:** Personality Science  
Canadian Psychology / Psychologie Canadienne

## Professional Organization Memberships

AAAS (American Association for the Advancement of Science)

IEEE (Institute of Electrical and Electronics Engineers)

APA Div5: Evaluation, Measurement, and Statistics.

APA Div14: SIOP - Society for Industrial and Organizational Psychology

BPS (British Psychological Society: Associate Fellow, member of the Division of Occupational Psychology)

## Relevant Employment History

### **From January 1982 to April 1982**

postdoctoral research fellow at Exeter University psychology department.

### **April 1982 to December 1982**

Technical consultant (EFTPOS and scanning systems) at Data Connection Ltd.

### **February 1983 to August 1991**

Research Fellow employed by Professor H.J. Eysenck and honorary lecturer in Psychology from 1989. Institute of Psychiatry, Department of Psychology

### **September 1991 to August 1992**

Senior Lecturer in Psychology – business and I/O psychology, University of Luton

### **August 1992 to February 1994**

Research Fellow employed by Professor H.J. Eysenck, Institute of Psychiatry.

### **March 1994 – December 1996**

Lecturer in Psychology (tenured) – research methods and I/O psychology. University of Canterbury, Christchurch, New Zealand.

### **December 1996 to November 1997**

Chief Scientist, Ashworth Hospital. Honorary senior research fellow at the University of Liverpool, department of clinical psychology.

### **From November 1997 to August 2001**

Chief Scientist, The State Hospital, Carstairs. Honorary senior research fellow at the University of Liverpool, department of clinical psychology.

**During August and September 2000**, Visiting Erskine Fellow (visiting Professor) at the University of Canterbury, New Zealand, within the departments of Mathematics and Statistics, and Psychology.

### **August 2001 – July 31<sup>st</sup> 2003**

Chief Psychologist at Mariner7 Ltd., the HR spin-off division of Carter Holt Harvey Corporation, New Zealand. Also, *Honorary Senior Research Fellow* at the University of Liverpool, department of clinical psychology; *adjunct associate professor* at the University of Canterbury, department of psychology, and *honorary senior research fellow* at the University of Auckland, department of psychology.

**April 2002 – August 2008** - Adjunct Associate Professor of Psychology, University of Canterbury, NZ.

**September 2002 – September 2005** Honorary senior research fellow, Dept. of Psychology, University of Auckland.

**September 2003 – March 2004** Director of Research and Development, Psytech International Ltd., UK. Psytech are a psychological test development and publishing company ([www.psytech.com](http://www.psytech.com)).

**September 2003 – August 2006**

Adjunct Professor of Psychometrics and Performance Measurement, Dept. of Management and Employment Relations, University of Auckland NZ.

**September 2006 - February 2007**

Independent consultant to Hogan Assessment Systems Tulsa (Tulsa, US)

**February 2007 - September 2009**

Chief Research Scientist at Hogan Assessment Systems (Tulsa, US).

**January 2010 ... August 2012**

Scientific Adviser to Psytech International Ltd. (UK)

**June 2011 ... October 2012**

Chief Adviser to PT. Aneka Search Indonesia.

**July, 2011 ... October 2012**

Member of the Scientific Board of RecruitAdvantage Pty (Australia).

**November 2012 ... October 2015**

Adjunct Professor of Psychology, University of Canterbury, NZ.

**August 2010 - March 2019**

Honorary Professor of Psychology, University of Auckland, NZ.

[October 2009 ... current](#)

MD of own consulting company (Advanced Projects R&D Ltd).

[November 2012 ... current](#)

Chief Research Scientist, Cognadev Ltd., UK and South Africa.

## Publications - Refereed journal/conference papers

### 1980

1. Barrett, P.T. & Kline, P. (1980) The location of superfactors P, E, N, within an unexplored personality factor space. *Personality and Individual Differences*, 1, 239-247.
2. Barrett, P.T. & Kline, P. (1980) Personality Factors in the Eysenck Personality Questionnaire. *Personality and Individual Differences*, 1, 317-333.
3. Barrett, P.T. & Kline, P. (1980) The observation to variable ratio in factor analyses. *Personality and Group Behaviour*, 1, 1-33.

### 1981

4. Barrett, P.T. & Kline, P. (1981) Radial Parcel Factor Analysis. *Personality and Individual Differences*, 2, 311-318.
5. Barrett, P.T. & Kline, P. (1981) A comparison between Rasch Analysis and factor analysis of items in the EPQ. *Personality and Group Behaviour*, 1, 11-28.
6. Kline, P., Barrett, P.T., Svasti-Xuto, B. (1981) Personality traits of Thai Students. *Journal of Social Psychology*, 141, 23-34.
7. Kline, P., Kline, P., Barrett, P., & Svasti-Xuto, B. (1981). The Junior Eysenck Personality Questionnaire in Thailand. *Journal of Social Psychology*, 115, 1, 135-136.

### 1982

8. Barrett, P.T. & Kline, P. (1982) The itemetric properties of the Eysenck Personality Questionnaire: A reply to Helmes. *Personality and Individual Differences*, 3, 73-80.
9. Barrett, P.T. & Kline, P. (1982) An item and radial parcel factor analysis of the 16PF questionnaire. *Personality and Individual Differences*, 3, 259-270
10. Barrett, P.T. & Kline, P. (1982) Factor extraction: an examination of three methods. *Personality and Group Behaviour*, 1, 84-98.

### 1983

11. Kline, P. & Barrett, P.T. (1983) The Factors in Personality Questionnaires. *Advances in Behaviour Research and Therapy*, 5, 141-202.
12. O'Looney, B. & Barrett, P.T. (1983) A psychometric investigation of the multidimensional Health Locus of Control questionnaire. *British Journal of Clinical Psychology*, 22, 3, 217-218.

### 1984

13. Barrett, P.T. (1984) Averaged Evoked Potentials and Intelligence. *International Medicine*, 4, 12-15.
14. Barrett, P.T and Eysenck, S.B.G. (1984) The assessment of Personality across 25 countries. *Personality and Individual Differences*, 5, 615-632.

15. Kline, P., Barrett, P.T., Svasti-Xuto, B. (1984) The Junior Eysenck Personality Questionnaire in Thailand. *Journal of Social Psychology*,

#### **1985**

16. Barrett, P.T. (1985) The psychophysiological Assessment of Intelligence. In D. Papakostopoulos et al (Eds.), *Clinical and Experimental Neuropsychophysiology*, Croom Helm.

17. Eysenck, H.J., Barrett, P.T., and Eysenck, S.B.G. (1985) Indices of factor comparison for homologous and non-homologous personality scales in 24 different countries. *Personality and Individual Differences*, 6, 400-403.

18. Eysenck, S.B.G., Eysenck, H.J., and Barrett, P.T. (1985) A revised version of the Psychoticism scale. *Personality and Individual Differences*, 6, 21-29.

19. Wilson, G.D. and Barrett, P.T. (1985) Social Attitudes of Schizophrenics. *Personality and Individual Differences*, 6, 645-647.

20. Eysenck, H.J. & Barrett, P.T. (1985) *Psychophysiology and the Measurement of Intelligence*. In C.R. Reynolds & V. Willson (Eds.) *Methodological and Statistical Advances in the Study of Individual Differences*. New York: Plenum Press.

#### **1986**

21. Barrett, P.T. (1986) Factor comparison: An examination of three methods. *Personality and Individual Differences*, 7,3, 327-340.

22. Barrett, P.T., Eysenck, H.J., and Lucking, S. (1986) Reaction Time and Intelligence: a replicated study. *Intelligence*, 10,1, 9-40.

23. Eysenck, S.B.G., Barrett, P.T., Spielberger, C., Evans, F.J., and Eysenck, H.J. (1986) Cross Cultural Comparisons of Personality Dimensions: England and America. *Personality and Individual Differences*, 7, 209-214.

#### **1987**

24. Barrett, P.T. (1987-1989) Paul's Page: A Quarterly review of all that's new in the fields of Psychophysiology, digital signal processing, biological cybernetics, and biomedical engineering. *Journal of Psychophysiology*, Almost Every Quarterly Issue from 1987 to 1989.

25. Barrett, P.T. (1987) *Validation and Technical Report: Attitudes to Honesty Questionnaire (ATH-1)*. London: Permetric Ltd.

26. Wilson, G.D. and Barrett, P.T. (1987) Parental Characteristics and Partner Choice: Some Evidence for oedipal imprinting. *Journal of Biosocial Science*, 19, 157-161.

#### **1988**

27. Barrett, P.T. (1988) Sample Size and Power: some interesting observations. *Journal of Psychophysiology*, 2, 301-305

28. Frearson, W., Barrett, P.T., and Eysenck, H.J. (1988) Intelligence, Reaction Time, and Smoking. *Personality and Individual Differences*, 9, 497-517.

### **1989**

29. Wilson, G.D., Barrett, P.T., and Gray, J.A. (1989) Human reactions to Reward and Punishment: A questionnaire examination of Gray's personality theory. *British Journal of Psychology*, 80, 509-515.
30. Wilson, G.D., Barrett, P.T., and Gray, J. (1989) Reacoes Humanas a Recompensa e a Punicao. *Rev. Port. de Pedagogia*, 23, 347-367.

### **1990**

31. Barrett, P.T., Daum, I., Eysenck, H.J. (1990) Sensory Nerve Conduction and Intelligence. *Journal of Psychophysiology*, 4, 1-13.
32. Frearson, W, Barrett, P.T., and Eysenck, H.J. (1990) The Furneaux Model of Human Problem Solving: its relationship to reaction time and intelligence. *Personality and Individual Differences*, 3, 239-258.
33. Wilson, G.D., Barrett, P.T., and Gray, J.A. (1990) A factor analysis of the Gray-Wilson Personality Questionnaire. *Personality and Individual Differences*, 11, 1037-1045.

### **1991**

34. Barrett, P.T. (1991) A Review of SYSTAT/SYGRAPH v.5.0 - MSDOS. *The Psychologist*, November.
35. Gosselyn, C., Wilson, G.D., and Barrett, P.T. (1991) The personality and sexual preferences of sadomasochistic women. *Personality and Individual Differences*, 12, 1, 11-15.
36. Hanin, Y., Eysenck, S.B.G., Eysenck, H.J., Barrett, P.T. (1991) A cross-cultural study of personality: Russia and England. *Personality and Individual Differences*, 12, 3, 265-279.

### **1992**

37. Barrett, P.T. and Eysenck, H.J. (1992) Brain Evoked Potentials and Intelligence: The Hendrickson Paradigm. *Intelligence*, 16, 3-4, 361-382.
38. Barrett, P.T. and Eysenck, H.J. (1992) *Brain Electrical Potentials and Intelligence*. In Gale, A. and Eysenck, M. (eds) - *The Handbook of Psychophysiology -Vol.3*. Wiley.
39. Barrett, P.T and Eysenck, S.B.G. (1992) Predicting EPQR Full scale scores from short scale scores. *Personality and Individual Differences*, 13, 851-854.
40. Eysenck, H.J., Barrett, P.T., Wilson, G., & Jackson, C. (1992) Primary Trait Measurement of the 21 Components of the P-E-N System. *European Journal of Psychological Assessment*, 8, 2, 109-117.
41. Eysenck, S.B.G., Barrett, P.T., and Barnes, G.E. (1992) A cross-cultural study of personality: Canada and England. *Personality and Individual Differences*, 14, 1, 1-10.

### **1993**

42. Barrett, P.T. and Eysenck, H.J. (1993) Sensory Nerve Conduction and Intelligence: a replication. *Personality and Individual Differences*, 15,3, 249-260.
43. Barrett, P.T. and Paltiel, L. (1993) The Concurrent and Structural Validity of the 15 Factor Personality Questionnaire. *International Journal of Recruitment Selection and Retention*, 2, 3, 30-36

44. Eysenck, H.J. & Barrett, P.T. (1993) The nature of Schizotypy. *Psychological Reports*, 73, 59-63.
45. Grossarth-Maticek, R., Eysenck, H.J., and Barrett, P.T. (1993) The prediction of cancer and coronary heart disease as a function of the method of questionnaire administration. *Psychological Reports*, 73, 3, 943-959.
46. Eysenck, H.J. & Barrett, P.T. (1993) Brain Research Related to Giftedness. In Heller, K., Monks, F, and Passow, A. (eds.) *The International Handbook for Research on Giftedness and Talent*. New York: Pergamon Press.

#### **1994**

47. Barrett, P.T. and Eysenck, H.J. (1994) The relationship between evoked potential component amplitude, latency, contour length, variability, zero crossings, and psychometric intelligence. *Personality and Individual Differences*, 16, 1, 3-32.
48. Barrett, P.T. and Kranzler, J. (1994) The use of personal computer hardware and software for the measurement of Inspection Time. *Personality and Individual Differences*, 16, 347-348.
49. Barrett, P.T. and Paltiel, L. (1994). The 15 Factor Personality Questionnaire: A Comparison with Cattell's 16PF Questionnaire. *Selection and Development Review*, 10, 6, 1-4
50. Eysenck, S.B.G., Makaremi, A., and Barrett, P.T. (1994) A Cross-Cultural Study of Personality: Iranian and English Children. *Personality and Individual Differences*, 16, 203-210.
51. Kline, P. & Barrett, P.T. (1994). Studies with the PPQ and the Five Factor Model of Personality. *European Review of Applied Psychology*, 44, 35-42.
52. Barrett, P.T. (1994) *Psychophysiological Data*. In Breakwell, G., Fife-Schaw, C., and Hammond, S. (Eds.) *Researching Psychological Processes*. Sage Publications

#### **1995**

53. Barrett, P.T. and Paltiel, L. (1995) The Concept 5.2 OPQ: Inefficient Measurement or broad occupational assessment? *Proceedings of the BPS Occupational Psychology Conference*, 45-50.
54. Barrett, P.T. and Paltiel, L. (1995) The comparability of the 16PF Form A and the 16PF5: Some observations on the 16PF5 test. *Proceedings of the BPS Occupational Psychology Conference*, 51-56.
55. Barrett, P.T. and Paltiel, L. (1995). Reductio ad Absurdum? A reply to Saville and Sik (1995). *Selection and Development Review*, 11, 6, 3-5
56. Eysenck, H.J., Eysenck, S.B.G., and Barrett, P. T (1995) Personality differences according to gender. *Psychological Reports*. 76, 3, (1) , 711-716
57. Wilson, G.D., Barrett, P.T., and Iwawaki, S. (1995) Japanese reactions to reward and punishment: a cross-cultural personality study. *Personality and Individual Differences*, 19, 1, 109-112.

#### **1996**

58. Barrett, P.T., Kline, P., Paltiel, L., and Eysenck, H.J. (1996). An evaluation of the psychometric properties of the Concept 5.2 OPQ Questionnaire. *Journal of Occupational and Organisational Psychology*, 69, 1, 1-19



59. Barrett, P.T. and Paltiel, L. (1996). Can a single item replace an entire scale? POP vs the OPQ 5.2. *Selection and Development Review*, 12, 6, 1-4

60. Hammond, S. and Barrett, P.T. (1996) The Psychometric and Practical Implications of the use of Ipsative, forced-choice format, Questionnaires. *Proceedings of the BPS Occupational Conference, January*, 135-144. Leicester: BPS Press.

### **1997**

61. Barrett, P.T. (1997) *Process Models of Individual Differences*, In Cooper, C., and Varma, V. (Eds.) *Processes in Individual Differences: A Festschrift in honour of Paul Kline*. London: Routledge.

### **1998**

62. Barrett, P.T. (1998). Science, Fundamental Measurement, and Psychometric Testing. *Selection and Development Review*, 14, 4, 3-10.

63. Barrett, P.T. and Eysenck, S.B.G. (1998) Cross-cultural psychometrics: the Eysenck paradigm, measurement, and psychological science. *Psihologija* (a Yugoslav journal – the paper was invited – a special journal issue in honour of the late Hans Eysenck), 3, 171-192.

64. Barrett, P.T., Petrides, K.V., Eysenck, H.J. (1998) Estimating Inspection Time: response probabilities, the BRAT IT algorithm, and IQ correlations. *Personality and Individual Differences*, 24, 3, 405-419

65. Barrett, P.T., Petrides, K.V., Eysenck, S.B.G., and Eysenck, H.J. (1998) The Eysenck Personality Questionnaire: an examination of the factorial similarity of P, E, N, and L across 34 countries *Personality and Individual Differences*, 25, 5, 805-819.

### **1999**

66. Barrett, P.T. (1999) A Response to: The future of Psychometric Testing: A user's view. *Selection and Development Review*, 15, 2, 7-8.

67. Barrett, P.T. (1999) Rejoinder to: The Eysenckian Personality Structure: A "Giant Three" or "Big Five" model in Hong Kong? *Personality and Individual Differences*, 26, 1, 175-186.

68. Brown, R. and Barrett, P.T. (1999) Differences between Applicant and Non-Applicant Personality Questionnaire Data: some implications for the creation and use of norm tables. *BPS Test User Conference Proceedings*, pp. 34-42. Leicester: British Psychological Society.

### **2000**

69. Barrett, P.T. (2000) The Psychopathy Checklist-Revised Diagnostic cut-off score: test-equating across cultures based upon a false premise. *Rasch Measurement Transactions*, 14:1, 732-733

70. Barrett, P.T. (2000) g, intelligence, psychometrics, IQ, and mental abilities: quantitative methodology dressed as science. Book Review of Jensen's "The g-factor". *Psychology*: 11(046) Intelligence g Factor (45). At: <http://www.cogsci.ecs.soton.ac.uk/cgi/psyc/newpsy?11.046>

71. Barrett, P.T. and Hutton, R. (2000) The Distortion of Meaning and Measurement in Applicant Sample Personality Questionnaire Responses. *BPS Occupational Psychology Proceedings*, pp. 76-91, Leicester: British Psychological Society.

72. Barrett, P.T. and Hutton, R. (2000) Personality and Psychometrics. *Selection and Development Review*, 16, 2, 5-9

72. Barrett, P.T. and Sowden, P.(2000). *Psychophysiological Methods*. In Breakwell, G., Hammond, S., & Fife-Schaw, C., (Eds.) *Researching Psychological Processes* 2<sup>nd</sup>. Edition. Sage Publications

74. Lyne De Ver, J., Barrett, P.T., Williams, C., and Coaley, K. (2000) A Psychometric evaluation of the Occupational Stress Indicator. *Journal of Occupational and Organizational Psychology*, 73, 2, 195-220

### **2001**

75. Lyne, J. and Barrett, P.T. (2001) *Action on Health Questionnaire: Organisational and Employee Well-Being Assessment*. Slough (UK): ASE Ltd. (NFER).

\* this was a big R&D year – culminating in the Patent application lodged in New Zealand and internationally via PCT – on the *Mariner7 Assessment Technology and Preference Profiler*.

### **2002**

76. Abdel-Khalek, A.M., Lester, D., and Barrett, P. (2002) The factorial structure of the Arabic Obsessive-Compulsive Scale in Kuwait and American College students. *Personality and Individual Differences*, 33, 1, 3-10.

77. Barrett, P.T. (2002) The Professional Personality Questionnaire. In Boele de Raad and Marco Perugini (eds.) *Big Five Assessment*. Hogrefe and Huber.

78. Duncan, J., Short, A., Barrett, P.T., and Lewis, J. (2002) The Analysis of Readmission Data in the State Hospital, 1992-1997. *Scottish Health Bulletin*, 60, 1, 1-14.

### **2003**

79. Barrett, P.T. (2003) Beyond Psychometrics: Measurement, non-quantitative structure, and applied numerics. *Journal of Managerial Psychology*, 3, 18, 421-439.

80. Barrett, P.T. (2003) A Review of SYSTAT 10.2. *British Journal of Mathematical and Statistical Psychology*, 56, 189-195.

81. Barrett, P.T. (2003) Systat 10.2: Comprehensive Statistical Analysis Software. *Statistical Society of Australia Incorporated: Newsletter*, May, p7.

82. Popovich, M., Milne, D., and Barrett, P. T. (2003) The scale of perceived interpersonal closeness. *Clinical Psychology and Psychotherapy*, 10, 5, 286-301.

### **2004**

83. Barrett, P.T. (2004) The future of ability testing: what happened to the Science of mental ability? Commentary on Susan Embretson's "The Second Century of Ability Testing: Some Predictions and Speculations" target article. *Measurement: Interdisciplinary Research and Perspectives*, 2, 1, 33-36.

### **2005**

84. Barrett, P.T. (2005) What if there were no psychometrics? Commentary on Robert McGrath's "Constructs, complexity, and measurement" target article. *Journal of Personality Assessment*, 85, 2: 134-140

85. Barrett, P.T. (2005) A biography of Raymond Bernard Cattell. *The Encyclopaedia of Statistics in Behavioral Science*. p. 242-243, Wiley Publishers.

86. Barrett, P.T. (2005) Person-Target Profiling. In André Beauducel, Bernhard Biehl, Michael Bosnjak, Wolfgang Conrad, Gisela Schönberger, and Dietrich Wagener (Eds.) *Multivariate Research Strategies: a Festschrift for Werner Wittman*. Chapter 4, pp 63-118. Aachen: Shaker-Verlag.

87. Tyler, G., Newcombe, P., & Barrett, P. (2005). The Chinese challenge to the Big-5. *Selection and Development Review*, 21, 6, 10-14.

## **2006**

88. Barrett, P.T. (2006) *Integrity Testing*. In J. Greenhaus and G.A. Callanan (eds) *Encyclopedia of Career Development*. Sage Publications.

89. Lyne, K., Barrett, P.T., Evans, C., & Barkham, M. (2006) Dimensions of variation on the CORE-OM. *British Journal of Clinical Psychology*, 45, 2, 185-204.

90. Sowden, P. & Barrett, P.T. (2006). *Psychophysiological Methods*. In Breakwell, G., Hammond, S., Fife-Schaw, C., Smith, J. (Eds.) *Research Methods in Psychology 3<sup>rd</sup> Edition*. Sage Publications (Chapter 15, pp. 211-223).

## **2007**

91. Barrett, P.T. (2007) Structural Equation Modelling: Adjudging Model Fit. Target article for *Personality and Individual Differences*, 42, 5, 812-824 (with 9 peer review commentaries)

92. Wellenreuther, M., Barrett, P.T. and Clements, K. (2007) Ecological diversification in habitat use by subtidal triplefin fishes (Tripterygiidae). *Marine Ecology Progress Series*, 330, 235-246.

93. Hogan, J., Barrett, P., and Hogan, R. (2007) Personality measurement, faking, and employment selection. *Journal of Applied Psychology*, 92, 5, 1270-1285.

94. Popovich, M., Milne, D., and Barrett, P. T. (2007) Assessing Clients' Satisfaction with Psychological Services: New Client Satisfaction Survey Questionnaire. *Counselling Psychology Review*, 22, 2.

## **2008**

95. Hogan, R., Hogan, J., and Barrett, P. T. (2008) Good Judgment: the intersection of intelligence and personality. In O. Y. Chebykin, G. Z. Bedney, & W. Karwowski (Eds.) *Ergonomics and Psychology: Developments in Theory and Practice*, chapter 17, pp. 357-376. London: CRC Press, Taylor and Francis.

96. Barrett, P. T. (2008). The consequence of sustaining a pathology: scientific stagnation. A commentary on the target article "Is psychometrics a pathological science?" by Joel Michell, in the journal *Measurement: Interdisciplinary Research & Perspective*, 6:1, 78 – 83.

## **2009**

97. Wellenreuther, M., Barrett, P.T. and Clements, K.D. (2009). The evolution of habitat specialisation in a group of marine triplefin fishes. *Evolutionary Ecology*, 23, 4, pp. 557-568.

98. Barrett, P. T. (2009). A Review of Statistical Models: Theory and Practice. D. A. Freedman. *Structural Equation Modeling*, 16, 2, pp. 391-395

## **2011**

99. Barrett, P.T. (2011) Invoking arbitrary units is not a solution to the problem of quantification in the social sciences. *Measurement: Interdisciplinary Research & Perspective*, 9:1, 28 – 31.

100. Barrett, P.T. (2011) Foreword to James Grice's book: "Observation Oriented Modeling: Analysis of cause in the behavioral sciences. New York: Elsevier.

101. Barrett, P.T. (2011) Foreword to Suitbert Ertl's book: "Modeling Complexity" (in German: "Komplexität modellieren"). University of Goettingen Press.

## **2012**

102. Grice, J.W., Barrett, P.T., Schlimgen, L.A., & Abramson, C.I. (2012). Toward a brighter future for psychology as an observation oriented science. *Behavioral Sciences*, 2, 1-22.

103. Barrett, P.T.(2012). Interpreting Commercial Personality Test Scores: Separating the Subjective from the Objective . *Psyche*, 64, Spring, 6-7.

104. Barrett, P.T. (2012). Employability, corporatization, global unemployment, and I/O psychologists: What psychologists say employers need -&- What employers say they want in new hires. *Psyche*, 66, Winter, 5-7.

## **2013**

105. Chapman, B., Weiss, A., Barrett, P.T., & Duberstein, P. (2013). Hierarchical structure of the Eysenck Personality Inventory in a large population sample: Goldberg's trait-tier mapping procedure. *Personality and Individual Differences*, 54, 4, 479-484 .

106. Eysenck S.B.G. and Barrett, P.T. (2013). Re-introduction to cross-cultural studies of the EPQ. *Personality and Individual Differences*, 54, 4, 485-489 (includes the complete 40,000+ case, 35-country EPQ cross-cultural data-archive for free download in the Elsevier article supplementary data area).

107. Prinsloo, M. & Barrett, P.T. (2013). Cognition: Theory, Measurement, Implications. *Integral Leadership Review*, June, 1-47, published online:  
<http://integralleadershipreview.com/9270-cognition-theory-measurement-implications/>

108. Barrett, P.T. & Prinsloo, M. (2013). Rethinking reliability and validity of psychological measurements. > 0.05: *The Non-Significant Journal of Business and Consumer Psychology*, Autumn, 2, 2, 28-55.

## **2014**

109. Barrett, P.T. (2014). Big data and workforce analytics: an unresolved ambivalence. *Psyche*, 69, 5-7.

110. Grice, J., & Barrett, P. (2014). A note on Cohen's overlapping proportions of normal distributions. *Psychological Reports: Measures & Statistics*, 115, 3, 741-747.

## **2015**

111. Barrett, P.T. The utility of psychometric tests for small organizations. *Psyche*, 74, Summer, 5-10.

## **2016**

112. Barrett, P.T. Electrophysiology, chronometrics, and cross-cultural psychometrics at the Biosignal Lab: Why it began, what we learned, and why it ended. *Personality and Individual Differences*, 103, 128-134.

113. Grice, J. W., Cota, L. D., Barrett, P. T., Wuensch, K. L., & Poteat, M. (2016). A Simple and Transparent Alternative to Logistic Regression. *Advances in Social Sciences Research Journal*, 3(7), 147-165. <https://doi.org/10.14738/assrj.37.2125>

## **2017**

114. Jones, A.J., Kuijjer, R.G., Livingston, L., Myall, D., Horne, K., MacAskill, M., Pitcher, T., Barrett, P.T., Anderson, T.J., & Dalrymple-Alford, J.C. (2017). Caregiver burden is increased in Parkinson's disease with mild cognitive impairment (PD-MCI). *Translational Neurodegeneration* (<http://rdcu.be/tx3p>), 6, 17, 1-9.

115. Grice, J., Barrett, P., Cota, L., Felix, C., Taylor, Z., Garner, S., Medellin, E., & Vest, A. (2017). Four bad habits of modern psychologists. *Behavioural Sciences*, 7, 3, 53, 1-21.

## **2018**

116. Barrett, P. (2018). The EFPA test-review model: When good intentions meet a methodological thought disorder. *Behavioural Sciences*, 8, 1, 5, 1-22; (<http://www.mdpi.com/2076-328X/8/1/5/>) .

## **2020**

117. Eysenck, S.B.G., Barrett, P.T., & Saklofske, D.H. (2020). The Junior Eysenck Personality Questionnaire (incl. data archive) *Personality and Individual Differences*, 109974 (<https://doi.org/10.1016/j.paid.2020.109974>)

## **Commercially Published/Client-Specific Applied Psychological Tests**

118. Barrett, P. T. (1987) ATH-1: The Attitudes to Honesty Questionnaire - 1. Originally published by Permetric Ltd., now published by Psychological Consultancy Ltd (UK).

119. Barrett, P. T. (1991) English Literacy Test for European Parliament Ushers. A Closed Test for the European Parliament, Luxembourg, constructed by contract in conjunction with Psytech International Ltd.

120. Lyne, J. and Barrett, P. T. (2001, revised 2012) EWQ: Organisational and Employee Well-Being Assessment. Originally published by ASE-NFER/Previsor, UK, now by Psytech International.

121. Hogan, R., Barrett, and P., Hogan, J. (2007) The Hogan Business Reasoning Inventory – version 1.0. The concepts, items, and data were originally created by a previous research team. I constructed the test from their item data. Hogan Assessment Systems Inc., Tulsa, OK.

122. A new Complex Situational Judgment item-design (for a National Health Service Assessment on behalf of Mendas Consultancy, UK; 2011).

123. The **ISIP Single-item-construct Safety Profiler** (2011) – a 14-attribute employee safety assessment constructed for a large multinational corporate infrastructure company in conjunction with colleagues from the Insight Partnership Ltd. (UK) and John Gosling (RealNeedSoftware Ltd.)

124. A single-item-construct personality assessment for an Australian online applicant-tracking-system company (2011).

125. A single-item-construct teamwork preference profiler for an Australian online applicant-tracking-system company (2011).

126. A single-item-construct organizational-culture assessment for an Australian online-applicant-tracking system organization (2011).

127. The [Barrett Cognitive Inventory](#) (2012). Was originally to be setup online in GeneSys by Psytech International Ltd., an assessment of Rule Finding and Rule Following. This was the initial reasoning assessment that was eventually to be coupled with a complex Situational Judgement Test as the two-component assessment of 'Good Judgement' for senior executive/decision-maker candidates. But, that line of assessment development is now shelved.

## Hogan Test Manuals containing Analyses & Technical Chapter material written by myself

- The Hogan Personality Inventory Manual, 3<sup>rd</sup> edition, 2007 (Chapter 2: Inventory Construction, Reliability, and Confirmation). ISBN: 978-0-9794448-1-4.
- The Hogan Business Reasoning Inventory, Brief Technical Manual, 2007. I created about 80% of the entire manual, as well as constructing the test from the data acquired by a previous research team. ISBN: 978-0-9794448-3-8.
- The Hogan Development Survey Manual, 2<sup>nd</sup> Edition, 2009 (Chapter 2: Inventory Construction, Reliability, and Structural Psychometrics). ISBN: 978-0-9816457-7-3.

## Cognadev Test Manuals containing Analyses & Technical Chapter material written by myself

- The Values Orientation (VO) Test Manual (2015) – design, programming, and validation of new algorithmic scoring procedures, reliability, validity, and adverse-impact analyses and chapters.
- The Motivational Profile (MP) Test manual (2016) – the reliability, validity, and adverse-impact analyses and chapters.
- The Cognitive Process Profile (CPP) Technical Manual (2016).
- The Learning Orientation Index (LOI) Technical Manual (2016).

## Publications – Non-refereed Strategic Whitepapers

(all available for download from: <http://www.pbarrett.net/stratpapers.html> )

1. The ROI of the Gallup Q12: Assessing the true value of high-cost HR interventions (revised, Aug, 2016).
2. Normative test scores in a performance-oriented personnel selection strategy.
3. The Meta-Analytic Correlation between the Big Five Personality Constructs of Emotional Stability and Conscientiousness: Something is not quite right in the woodshed.
4. Using psychometric test scores: Some warnings, explanations, and solutions for HR professionals.
5. Using psychometric test scores: When outcomes are critical.
6. The public perception of institutional leadership as a function of \$\$ spend on executive training and development.
7. A review of commercial products and academic articles associated with the psychological assessment of Safety Attributes within prospective and incumbent employees.

## Publications – Non-refereed Technical Whitepapers

(all available for download from: <http://www.pbarrett.net/techpapers.html> )

1. Conventional interrater reliability: definitions, formulae, and worked examples in SPSS and STATISTICA.
2. Skewness and Pearson correlations: attenuation of coefficient size as a function of skewed data.
3. Percentiles and percentile ranks: confused or what?
4. Numbers of variables, cases, and factor-solution stability.
5. Ordinary least squares regression: assumptions and some clarity.
6. Euclidean distance: raw, normalized, and double-scaled coefficients.
7. KR-20, Cronbach alpha, and binary-response items.
8. Likert coarse-categorization: Pearson correlation attenuation due to categorizing a continuous-valued quantitative variable.
9. Test reliability and validity: The inappropriate use of the Pearson and other variance ratio coefficients for indexing reliability and validity.
10. The Binomial Effect Size Display (BESD): Is this always an accurate index of effect?
11. Equifinal Profiling.
12. Hierarchical Multiple Linear Regression: Interpreting Deviation R-Squares.
13. Prorating Scale Scores: A consequential analysis.
14. Raw Score Data Transformations (#15 in the Cognadev series)
15. Verification of the data analyses reported in: Eysenck, H.J. and Barrett, P.T. (1993) The nature of Schizotypy. *Psychological Reports*, 73, 59-63. (March 6th, 2020).

## Barrett View articles – non-refereed opinion pieces

all available for download from: <http://www.pbarrett.net/bview.html>

1. Team Building: In the words of the inimitable Lord Alan Sugar "This is not a game".
2. Downsizing, and making incumbent employees apply for their own job: A matter of professional negligence?
3. Richard Feynman, conferences, and intellectual trivia.
4. The accurate reporting of small effect sizes: A matter of scientific integrity.
5. Does it Matter if Psychological Attributes Do Not Vary as Quantities?
6. The reporting of effect sizes: Will those who understand nothing about explanatory accuracy please remain silent.

## Cognadev Blog articles

1. Calculating the ROI of Psychological Assessment (Aug, 22<sup>nd</sup> 2016)  
<http://www.cognadev.com/calculating-roi-psychological-assessment/>
2. Pedigree: How Elite Students get Elite Jobs (Aug, 30<sup>th</sup> 2016)  
<http://www.cognadev.com/pedigree-elite-students-get-elite-jobs/>
3. What is the Scientific Basis of the Cognitive Process Profile (CPP)? (Sep, 5<sup>th</sup>, 2016)  
<http://www.cognadev.com/scientific-basis-cognitive-process-profile-cpp/>
4. Psychological Assessment: Beyond Self-Report Questionnaires (Nov, 1<sup>st</sup>, 2016)  
<http://www.cognadev.com/psychological-assessment-beyond-self-report-questionnaires/>
5. The CPP Levels of Work: Their relationship with actual job complexity (Jan, 16<sup>th</sup>, 2017)  
<http://www.cognadev.com/cpp-levels-work-relationship-actual-job-complexity/>



6. Assessing the validity of a psychological assessment (March, 22<sup>nd</sup>, 2017)  
<http://www.cognadev.com/assessing-validity-psychological-assessment/>
7. Motivation Assessment Just Got a Whole Lot More Important (May, 15<sup>th</sup>, 2017)  
<http://www.cognadev.com/motivation-assessment-just-got-whole-lot-important/>
8. Predicting Job Performance: Unstructured Interviews Second Only to Cognitive Ability (May, 23<sup>rd</sup>, 2017)  
<http://www.cognadev.com/predicting-job-performance-unstructured-interviews-second-cognitive-ability/>
9. Self-Report Personality Assessment: Going, Going Gone! (May, 24<sup>th</sup>, 2017)  
<http://www.cognadev.com/self-report-personality-assessment-going-going-gone/>
10. Are Longer Assessments a Turn-Off for Applicants? (May, 25<sup>th</sup>, 2017)  
<http://www.cognadev.com/longer-assessments-turn-off-applicants/>
11. The Achilles' Heel of Psychometrics (Jan, 16<sup>th</sup>, 2018)  
<http://www.cognadev.com/longer-assessments-turn-off-applicants/>
12. Three questions to ask if considering the use of a psychological assessment for selection purposes (Dec, 5<sup>th</sup>, 2019)  
<https://www.cognadev.com/three-questions-to-ask-if-considering-the-use-of-a-psychological-assessment-for-selection-purposes>
13. Using self-report personality questionnaires for high-stakes employee assessment: The end of an era? (Jan, 15<sup>th</sup>, 2020)  
<https://www.cognadev.com/using-self-report-personality-questionnaires-for-high-stakes-employee-assessment-the-end-of-an-era>
14. The CPP and IQ: Are they "good enough" equivalent? Part 1 (May, 18th, 2021)  
[https://www.cognadev.com/blog\\_104.html](https://www.cognadev.com/blog_104.html)
15. The CPP and IQ: Wisdom & Metacognition? Part 2 (May, 24th, 2021)  
[https://www.cognadev.com/blog\\_105.html](https://www.cognadev.com/blog_105.html)
16. Which is better, Hogan or Cognadev (May, 18th, 2021)  
[https://www.cognadev.com/blog\\_115.html](https://www.cognadev.com/blog_115.html)
17. Diversity in the Workplace: it's complicated (August, 30th, 2021)  
[https://www.cognadev.com/blog\\_136.html](https://www.cognadev.com/blog_136.html)
18. Leadership and the Dark Side: An unresolved paradox (February 22nd, 2022)  
[https://www.cognadev.com/blog\\_147.html](https://www.cognadev.com/blog_147.html)
19. The Cliguity System - Part 1. (April, 10th, 2022)  
[https://www.cognadev.com/blog\\_149.html](https://www.cognadev.com/blog_149.html)
20. The Soft-Skills Matrix (SSM) - Part 2. (April, 10th, 2022)  
[https://www.cognadev.com/blog\\_150.html](https://www.cognadev.com/blog_150.html)

21. Psychological assessment deployment within my organization, does it make a difference? (June 18th, 2022)

[https://www.cognadev.com/blog\\_151.html](https://www.cognadev.com/blog_151.html)

22. Conscientiousness and GMA as predictors of Job Performance - smaller and more complex than imagined. (June 27th, 2022)

[https://www.cognadev.com/blog\\_152.html](https://www.cognadev.com/blog_152.html)

23. Predicting Job Performance. (October 20th, 2022)

[https://www.cognadev.com/blog\\_153.html](https://www.cognadev.com/blog_153.html)

24. The relevance of the EFPA psychological assessment checklist-review model for “Next Generation” assessments (February, 2023)

[https://www.cognadev.com/blog\\_154.html](https://www.cognadev.com/blog_154.html)

Many LinkedIn content posts on the Cognadev LinkedIn Page

<https://www.linkedin.com/company/1494472>

### Other Cognadev articles

#### Cognadev Concept Whitepapers

available for download from: [www.pbarrett.net/cognadev/#concept\\_papers](http://www.pbarrett.net/cognadev/#concept_papers)

- 🔍 Investigating the reliability and validity of the Cognitive Process Profile (CPP) (2013)

#### Cognadev Technical Report Series

available for download from: <http://www.cognadev.com/resources/>

1. The Cognitive Process Profile (CPP) and cognitive ability/IQ (2014)
2. The retest reliability of the Values Orientations (VO) Assessment (2014)
3. Theta, Alpha, and Omega estimates of reliability for the Values Orientations (VO) Assessment (2014)
4. Relationships between Values Orientations, MBTI Personality scores and types, Belbin ranked team types, and Cognadev CPP attributes.
- 5: The retest reliability of the Cognitive Process Profile.
6. Hierarchical Multiple Linear Regression and the correct interpretation of the magnitude of a Deviation R-square.
7. The ROI of the Gallup Q12: Assessing the true value of high-cost HR interventions.
8. Comparing SST job levels with CPP-SST levels of job incumbents.
9. Cognitive Processing Attributes, Value Orientations, and Bar-On EQi Trait Emotional Intelligence.
10. Cognitive complexity and cognitive styles: implications for strategic work.
11. Increasing age and changes in CPP preferred cognitive style across job families
12. CPP Information Processing Competency Trends as a function of Levels of Education and Age
13. The Binomial Effect Size Display (BESD).
14. Equifinal Profiling
15. Raw Score Data Transformations
16. Binary-sum-percent person-target profiling (online interactive educational exposition and pdf)

## Computer Programs (all made freely available to the Research Community)

installations with helpfiles, web-help, and occasional pdf manuals distributed via the **software** page at [www.pbarrett.net](http://www.pbarrett.net). However, many are now old and not really distributable anymore without an Extended validation certificate (required now by Microsoft Windows) and professional installation software for distributing it and the software. So, I'm gradually moving over to web-hosted applications/worksheets. E.g.

Robust Cohen d effect size - independent means t-test comparison analysis

[https://www.pbarrett.net/worksheets/robust\\_d/](https://www.pbarrett.net/worksheets/robust_d/)

Levy (1967) Short vs Longform Corrected Correlation

<https://www.pbarrett.net/worksheets/Shortform/>

## Windows installation applications

- ▶ **ATTEN3** : v3.1 - disattenuation of correlation coefficients due to unreliability of measurement and restriction of measurement range - including the three variable problem (June, 2017)
- ▶ **DICHOT 3.2** program compile for Windows ME/2000/NT/XP installation - 2x2 Table analysis routine (2003, updated Dec 2013)
- ▶ **ORTHOSIM 3**: Factor and Multidimensional Scaling orthogonal procrustes vector-Matrix comparison ... with new SPSS utility files (Dec, 2019)
- ▶ **T-TEST v.3.1** Independent means t-test and effect sizes from estimated parameter data (24th March, 2006, updated June 2012)
- ▶ **CORVIZ 1.1**: Correlation visualizer and cut-score graphics/analysis, with Taylor–Russell selected group statistics, and comparative test efficiency analysis. (June, 2017)
- ▶ **TARGET MATRIX GENERATOR**: for use with procrustes matrix comparisons (2007)
- ▶ **STANSCORE 5**: Normalized Standardized test score Norm-Score Lookup Table generator, used for creating normative score tables from raw score distributions (stens, stanines, T-scores, and percentiles) (June, 2019)
- ▶ **FACTOR LOADINGS TO ORTHOSIM**: Two conversion svb programs - Statistica workbook spreadsheet and hand-created spreadsheet file conversion to Orthosim-2 .vf file format. Zipfile download also contains a help file (a Word .docx, and pdf file) which takes you step-by step through the conversions (March, 2010)
- ▶ **GOWER 1.1**: the Gower agreement index 'diagnostics' program; which also computes pearson monotonicity, ICC-1, ICC-2, ICC-3, Double-scaled euclidean and Kernel Smoothed Distance. (Aug, 2016)
- ▶ **BOOTSTRAP**: a program which bootstraps an empirical sampling distribution for the Gower coefficient, and one for testing the difference between two Gower coefficients. (Aug, 2016)
- ▶ **KSD-ANALYZER**: Kernel Smoothed Distance coefficient shaped-distance analyzer. (Aug, 2010)
- ▶ **GRAPHICAL PROFILER**: Assessment Application Shell (available from: <http://www.pbarrett.net/gprofile/main.html>) (March, 2011)

## Papers presented at conferences/invited seminars

Most of these presentations are available for download in powerpoint or Acrobat format from:

Very old: <https://www.pbarrett.net/presentations.html>

Older: <https://www.pbarrett.net/oldpres.html>

Newer: <https://www.pbarrett.net/newpres.html>

SIOPSA 2021 Video: [https://www.pbarrett.net/SIOPSA\\_21/SIOPSA\\_Intro.html](https://www.pbarrett.net/SIOPSA_21/SIOPSA_Intro.html)

### **1992**

Hammond, S., and Barrett, P.T. (1992) Non-metric approaches to multitrait-multimethod analysis. Paper presented at the International Congress of Psychology, Brussels, July.

### **1993**

Hammond, S., Wilson, M., and Barrett, P.T. (1993) Facet Theory and the Analyses of Multi-Trait-Multi-Method Matrices. Paper presented at the Fourth International Facet Theory Conference, Prague, August.

### **1995**

Barrett, P.T. and Paltiel, L. (1995) The Concept 5.2 OPQ: Inefficient Measurement or broad occupational assessment? (Subtitled: the Reality behind the Myths). BPS Occupational Psychology Conference.

Barrett, P.T. and Paltiel, L. (1995) The comparability of the 16PF Form A and the 16PF5: Some observations on the 16PF5 test. (Also subtitled: the Reality behind the Myths). BPS Occupational Psychology Conference.

### **1996**

Hammond, S. and Barrett, P.T. (1996) The Psychometric and Practical Implications of the use of Ipsative, forced-choice format, Questionnaires. BPS Occupational Conference, January.

### **1997**

Barrett, P.T. (1997) Risk Assessment: Clinical Practice, Actuarial Analysis, and Psychological Theory. 1 day *invited workshop*: Clinical Decision Making and Risk Assessment. The State Hospital, Scotland.

### **1998**

Barrett, P.T. (1998). Science, Fundamental Measurement, and Psychometric Testing. BPS 3<sup>rd</sup> Test User Conference (*Keynote Speaker*). 4<sup>th</sup>-6<sup>th</sup> June, Brighton, UK. Published in Conference Proceedings, British Psychological Society, pp 11-20.

Barrett, P.T. (1998). Personality and Forensic Psychology: picking up the pieces after Ziskin, Michell, Maraun, and Kline. European Conference on Personality.

Barrett, P.T. (1998) Rasch scaling: yet another incomprehensible test theory or something much more dangerous? BPS Conference, November: Assessment for the Millennium: Beyond Psychometrics (*Invited Speaker*)

### **1999**

Barrett, P.T. (1999) *Invited organizer and protagonist* at the British Psychological Society (Occupational Psychology Conference) debate. The debate was entitled: Psychological Assessment and Occupational Psychology: a marriage made in hell?

Barrett, P.T. (1999) The String Measure, Evoked Potential Correlate Research, and Psychometric IQ. *British Psychophysiology Conference: Institute of Neurology, UK. December.*

Barrett, P.T. (1999) Beyond Psychometrics: the strategic implications for occupational psychology. *BPS Conference, March: Assessment for the Millennium: Beyond Psychometrics (Invited Speaker)*

Brown, R. and Barrett, P.T. (June, 1999) Differences between Applicant and Non-Applicant Personality Questionnaire Data: some implications for the creation and use of norm tables. *BPS Test User Conference.*

## **2000**

Barrett, P.T. (2000) Meaning, Measurement, and Personality Disorder. Pragmatic psychometric profiling vs measurement based upon causal theory. *The High Security Forensic Psychologists Group Conference, Leeds, March.*

Barrett, P.T. (2000) Risk Prediction and Risk Management: obviously **not** a priority for senior managers in psychiatry and psychology. Strategy, strategy, strategy! *The High Security Forensic Psychologists Group Conference, Leeds, March*

Barrett, P.T. (2000) Quantitative Science and Individual Differences: Candidate Models for Intelligence and Personality. *European Conference on Personality Assessment 10, Krakow, Poland, July.* Given within a symposium entitled "New Perspectives on Personality and Intelligence Relations"

Barrett, P.T. (2000) Clinical Governance: the organisational impact of a government-imposed strategy on a high-security forensic psychiatric hospital. *NZ Corrections Department conference, Rotorua, NZ. (Invited Speaker)*

Barrett, P.T. and Hutton, R. (2000) The Distortion of Meaning and Measurement in Applicant Sample Personality Questionnaire Responses. *BPS Occupational Psychology Conference.*

O'Rourke, S. and Barrett, P.T. (2000) Investigation of the Child and Adolescent Taxon Scale as a replacement for the Psychopathy Checklist within the Violence Risk Appraisal Guide. *State Hospital Annual Research Conference, Scotland.*

## **2001**

Barrett, P.T. (2001) Pre-Employment Integrity Testing: Current Methods, Problems, and Solutions. *British Computer Society SSIG, March, Oxford. (Invited speaker)*

Barrett, P.T. (2001) The Role of a Concatenation Unit. London: December. *British Psychological Society, Maths, Stats, and Computing Section annual conference.* Invited [Keynote speaker](#).

## **2002**

Barrett, P.T. (2002) Single Item/Attribute Psychometrics: Can it be done? *New Zealand Psychological Society, I/O psychology special interest group, Auckland.*

Barrett, P.T. (2002) Measurement cannot occur in a theoretical vacuum. *AERA Annual Educational Measurement Conference, Rasch Measurement SIG. New Orleans, April.*

Barrett, P.T. (2002) *Graphical Profiler Assessment: a new methodology for psychometric assessment.* NZ Psychological Society Annual Conference, Christchurch, NZ.

Barrett, P.T. (2002) *Implementing Psychological Assessment for Personnel Selection, Succession Planning, Personal Development, and Downsizing*. A half-day workshop held at the NZ Psychological Society Annual Conference, Christchurch, NZ.

### **2003**

Invited [Keynote speaker](#) at the June 2003 Society for Industrial and Organisational Psychology of South Africa (SIOPSA) conference in Johannesburg. Paper entitled: Psychological Assessment and Data Utility: it's time to Innovate.

Barrett, P.T. (June 2003). *Pre-SIOPSA workshop in Johannesburg: Person-Target Profiling in I/O applications: The Logic, Methodologies, and Optimal Contexts*.

Barrett, P.T. (2003 – August) *Personality Assessment via Graphical Profiler* NZ Psychological Society Annual Conference, Massey University, NZ.

Barrett, P.T. (2003 – August) *Making intelligent use of Psychometric and other applicant data for selection/assessment: Profiling*. A half-day workshop held at the NZ Psychological Society Annual Conference, Massey University, NZ.

Barrett, P.T. (2003 – December) *The Business case for Psychometrics*. [Invited seminar and workshop](#) presented at Carter Holt Harvey plc corporate headquarters, Auckland, NZ.

Carlin, P., Barrett P.T., and Gudjonsson, G. (2003 – August) *Factor 1 and 2 Score Discrepancies in Hare's Psychopathy Checklist-Revised*. NZ Psychological Society Annual Conference, Massey University, NZ.

### **2004**

Barrett, P.T. (2004) *Measurement Error in Psychology*. A 1-hour paper presented at a Symposium entitled "The Limits of Psychological Measurement" at the University of Canterbury, March 1<sup>st</sup>, 2004.

Barrett, P.T. (2004) *Maximising Business Performance: using psychometrics to improve efficiency, productivity, and performance*. A 2-hour seminar given to the business communities in Christchurch, Wellington, and Auckland cities on March 2<sup>nd</sup>, 4<sup>th</sup>, and 5<sup>th</sup>, 2004. This was sponsored by OPRA NZ Ltd. and Psytech International (UK).

### **2005**

Barrett, P.T. (2005) *Strategic Psychometrics*. A workshop for Auckland MBA students – Residential Week (Feb-Mar) - Roturua, NZ.

Barrett, P.T. (2005) *Validity and Utility in I/O Psychology*. Auckland I/O and HRINZ SIG meeting at Auckland Town Hall, May 10<sup>th</sup>.

Barrett, P.T. (2005) *Research Methods for the 21st Century: A Specimen Curriculum*. A contribution to the Symposium entitled "Research methods for the 21st century" at the 2005 New Zealand Psychological Society conference in Dunedin, September 1<sup>st</sup>-4<sup>th</sup> 2005.

Barrett, P.T. (2005) *Person-Target Profiling: Issues in Matching and Construction*. [Keynote Speaker](#) at the international conference on Consumer Personality and Research, Croatia, Sept. 20<sup>th</sup>-24<sup>th</sup> 2005.

Tyler, G., Newcombe, P., Barrett, P.T., and Paltiel, L. (2005) The Chinese challenge to the big five. British Psychological Society Test Users Conference, UK, Peterborough Moat House, 25<sup>th</sup>-26<sup>th</sup> May.

Wellenreuther, M., Barrett, P.T., and Kendall, S. Divergence in resource use and mate choice in a sister pair of triplefin fishes from New Zealand. Poster presented at the 10<sup>th</sup> Annual Congress of the European Society for Evolutionary Biology, Krakow, Poland, August 15<sup>th</sup>-20<sup>th</sup>, 2005.

## **2006**

M. Wellenreuther, M., Barrett, P.T., and Clements, K.D. Ecological diversification in habitat use in triplefin fishes (*F. Tripterygiidae*). 7th International Temperate Reef Symposium in Santa Barbara in CA, USA

M. Wellenreuther, M., Barrett, P.T., and Clements, K.D. The role of body size in ecological divergence and reproductive isolation in a sister species pair of triplefin fishes (*Tripterygiidae*). Evolution conference at Stony Brook University, New York, USA.

## **2007**

Barrett, P.T. Predictive Accuracy as the criterion for organizational psychological assessment: the research and practical implications of changing the focus of interest of data analyses. 8th Annual Work Research Conference – Rotorua, New Zealand, May 26<sup>th</sup>, (keynote)  
[http://www.pbarrett.net/presentations.htm#Predictive\\_Accuracy](http://www.pbarrett.net/presentations.htm#Predictive_Accuracy)

Barrett, P.T. Intelligence as Good Judgment: the contrast between psychometric and evolutionary models of ability. Annual New Zealand Psychological Society Conference, Hamilton, New Zealand, August 23<sup>rd</sup>-26<sup>th</sup>. [http://www.pbarrett.net/NZ\\_Psych\\_2007.htm](http://www.pbarrett.net/NZ_Psych_2007.htm)

Barrett, P.T. Two Big Ideas, and their Consequences. Annual New Zealand Psychological Society Conference, Hamilton, New Zealand, August 23<sup>rd</sup>-26<sup>th</sup>. [http://www.pbarrett.net/NZ\\_Psych\\_2007.htm](http://www.pbarrett.net/NZ_Psych_2007.htm)

Barrett, P.T. Brunswik Symmetry, Complexity, and Non-Quantitative Psychology. Annual New Zealand Psychological Society Conference, Hamilton, New Zealand, August 23<sup>rd</sup>-26<sup>th</sup>.  
[http://www.pbarrett.net/NZ\\_Psych\\_2007.htm](http://www.pbarrett.net/NZ_Psych_2007.htm)

Expert Panel Discussant on the Role of I/O Psychologists in Organizations. Annual New Zealand Psychological Society Conference, Hamilton, New Zealand, August 23<sup>rd</sup>-26<sup>th</sup>.

## **2008**

Expert Panel Discussant: Current Issues in Internet Assessment - The Providers' View. SIOP 2008, San Francisco, April 10-12.

## **2009**

Barrett, P.T. Measurement Invariance and Latent Variable Theory in Cross-Cultural Psychology. SIOP 2009, New Orleans, April 2-4.

Facilitator in a session #43 entitled "Faking Personality: Some of my best friends are Imposters". SIOP 2009, New Orleans, April 2-4.

Barrett, P.T., Hogan, R., Hogan, J. Interrater Reliability: measuring agreement and nothing else. ISSID 2009, Evanston, Illinois, July 18-22.



## **2010**

Barrett, P.T. Taxonomies, traits, dispositions, motivations, and personality dynamics: How now to interpret personality test scores? (April 2010, Invited seminar, University of Auckland).

Barrett, P.T. James Grice's Observational Oriented Modeling: The Fundamental Logic, Implementation, and Implications for Psychological Science. (October 18<sup>th</sup>, Invited seminar, University of Canterbury)

## **2011**

Barrett, P.T. Single Item Assessment of Psychological Attributes: Graphical Profiler, Dynamic Analog, and Visual Analog Scales. (April 2011, University of Auckland Academic Seminar).

Barrett, P.T. Evidence-Based I/O Psychology (August 23<sup>rd</sup>, 2011) Invited seminar, University of Auckland).

## **2012**

Barrett, P.T. Employability: the gap between what employers want in candidates and what psychologists recommend. It's a "Houston we have a problem" moment for psychologists and society at large. Seminar at Auckland University for students and I/O alumni (October 11<sup>th</sup>)

## **2013**

Member of an expert panel in a conference debate on the status of evidence within I-O psychology. NZ Annual Psychology Conference, Auckland, September 7<sup>th</sup>, 2013

Barrett, P.T. (2013) Can we trust the scientific literature in I/O psychology? Seminar at Auckland University for students and I/O alumni (October 16<sup>th</sup>)

## **2014**

Barrett, P.T. Beyond GMA: Cognition, Cognitive Processes, and Psychometric Abilities. June 25<sup>th</sup>, 2014; addressing the Psychometrics Forum in London UK (the Air Force Club, London, UK). Parts 1 & 2 presentations & hand-outs available for download from: [www.pbarrett.net/cogpres.html](http://www.pbarrett.net/cogpres.html)

Barrett, P.T. & Herbst, R. (2014). Evaluating Practitioner-Led Workplace Interventions. NZ Annual Psychology Conference, Nelson, August 31<sup>st</sup>, 2014). Available for download from: [www.pbarrett.net/newpres.html](http://www.pbarrett.net/newpres.html)

Barrett, P.T. (2014). Good Judgement: The Next Assessment Frontier. Seminar at Auckland University for students and I/O alumni (October 16<sup>th</sup>) Available for download from: [www.pbarrett.net/newpres.html](http://www.pbarrett.net/newpres.html)

## **Patents Held/Applied For – (never finalized as far as I'm aware)**

Barrett, P.T., Ter Wahl, B, and Jamieson, P. (2002) Preference and Attribute Profiler. Mariner7 Ltd. Provisional Application: March 2001 – Filed international application February, 2002. PCT National Phase entry of PCT/NZ02/00028, Preference and Attribute Profiler.

## **Broadcast/Media Interviews**

**January, 1991:** BBC 1 Tomorrow's World: an 8-minute slot demonstrating the Inspection Time apparatus and software that I developed at the Biosignal Lab, Institute of Psychiatry

**January, 2002:** NZ Channel 1: Telstra Business Television Program – Interviewed for 5 minutes regarding the Graphical Profiler invention and Mariner 7's Talent Engine product.



**October 2002:** NZ National Radio, a 15-minute radio interview on the “Morning Report” programme about the use of Psychometrics in Industry.

**January, 2003:** NZ National Radio, a member of a 30-minute panel discussion about the use of Psychometrics in Industry.

**November, 2005:** An interview with a staff reporter reported as a half-page special entitled: Take care when testing staff”. NZ Herald broadsheet newspaper (19<sup>th</sup> November) – category = Business/Career.

## Invited Conference Papers, Chapters, and Awards

- Awarded Citation of Excellence by Anbar Electronic Intelligence (MCB publications) for the 1996 paper ... Barrett, P.T., Kline, P., Paltiel, L., and Eysenck, H.J. (1996). An evaluation of the psychometric properties of the Concept 5.2 OPQ Questionnaire. *Journal of Occupational and Organisational Psychology*, 69, 1, 1-19.
- Barrett, P.T. (1997) Risk Assessment: Clinical Practice, Actuarial Analysis, and Psychological Theory. 1 day *invited workshop*: *Clinical Decision Making and Risk Assessment*. The State Hospital, Scotland.
- Barrett, P.T. (1998). Science, Fundamental Measurement, and Psychometric Testing. BPS 3<sup>rd</sup> Test User Conference (*Keynote Speaker*). 4<sup>th</sup>-6<sup>th</sup> June, Brighton, UK. Published in Conference Proceedings, British Psychological Society, pp 11-20.
- Barrett, P.T. (1998) Rasch scaling: yet another incomprehensible test theory or something much more dangerous? BPS Conference, November: *Assessment for the Millennium: Beyond Psychometrics* (*Invited Speaker*)
- I was an Erskine Visiting Fellow at the University of Canterbury, Christchurch, New Zealand between August and September 2000, invited by the Dept. of Mathematics and Statistics and by the Psychology Department. I undertook teaching, seminar, and research activity in areas of measurement theory, neuroimage feature analysis, I/O psychology, multivariate statistics, and electroencephalography. I was also invited to address the Corrections Department Psychology Services at their annual conference in Rotorua, and was invited to address the Corrections Department Policy Group at their offices in Wellington.
- The Science Museum (UK) acquired (October 2000) most of the contents of the Biosignal Laboratory, originally set up by myself and the late Hans Eysenck. The laboratory now forms a permanent exhibit on display in the Welcome Trust Medical Science Floor of the Science Museum.
- Barrett, P.T. (2001) Pre-Employment Integrity Testing: Current Methods, Problems, and Solutions. British Computer Society SSIG, March, Oxford. (*Invited speaker*)
- Barrett, P.T. (2001) The Role of a Concatenation Unit. London: December. *British Psychological Society, Maths, Stats, and Computing Section annual conference*. Invited *Keynote speaker*.
- Invited *Keynote speaker* at the June 2003 Society for Industrial and Organisational Psychology of South Africa (SIOPSA) conference in Johannesburg. Paper entitled: Psychological Assessment and Data Utility: it's time to Innovate.
- Barrett, P.T. (2003 – December) The Business case for Psychometrics. *Invited seminar and workshop* presented at Carter Holt Harvey plc corporate headquarters, Auckland, NZ.
- Barrett, P.T. (2004) *Maximising Business Performance: using psychometrics to improve efficiency, productivity, and performance*. A 2-hour seminar given to the business communities in Christchurch, Wellington, and Auckland cities on March 2<sup>nd</sup>, 4<sup>th</sup>, and 5<sup>th</sup>, 2004. This was sponsored by OPRA NZ Ltd. and Psytech International (UK).
- Visiting Professor of Psychology, University of Mannheim, Germany (September 12<sup>th</sup>-17<sup>th</sup> 2005).

- Barrett, P.T. (2005) Person-Target Profiling: Issues in Matching and Construction. [Keynote Speaker](#) at the international conference on Consumer Personality and Research, Croatia, Sept. 20<sup>th</sup>-24<sup>th</sup> 2005.
- Barrett, P.T. *Predictive Accuracy as the criterion for organizational psychological assessment: the research and practical implications of changing the focus of interest of data analyses*. 8th Annual Work Research Conference – Rotorua, New Zealand, May 26th, 2007 ([keynote](#))
- Barrett, P.T. *Beyond GMA: Cognition, Cognitive Processes, and Psychometric Abilities*. June 25<sup>th</sup>, 2014; addressing the Psychometrics Forum in London UK (the Air Force Club, London, UK).

### Graduate Student Supervision

- Supervisor to three PhD and six MSc students (all successful), and three DClinPsy students.
- External examiner for a PhD student at the University of Adelaide, Psychology Department.
- Research Supervisor to two graduate clinical doctorate students (both completed successfully) 1997-2000. A recent one (Suzanne O'Rourke) also won the Clinical Psychology Prize for Excellence at Edinburgh University (for her coursework and thesis).
- Research Supervisor to four forensic psychology MSc students (all completed successfully).
- Research supervisor to an MSc Applied Psychology student at Canterbury University (completed successfully).

[2013-2016] ... I was a mentor for two organizational psychology PhD students in the Department of Psychology, University of Auckland, and just finished mentoring a Lebanese PhD student who was successful in attaining his PhD in educational psychometrics (2015), and have finished mentoring a PhD student from the University of Lodz, Poland; who was successful in attaining his PhD in Communications and Linguistics (2016)

### Student/Examiner Details (2004-2017)

- Co-supervisor (quantitative methods) to a Marine Biology **PhD** student, University of Auckland (awarded - January 2007)
- Co-supervisor to an I/O Psychology **PhD** student, University of Queensland, Australia (awarded - April 2006).
- External Examiner for a PhD student, Swinburne University of Technology, Australia; Centre for Neuropsychology (November 2004).
- External Examiner for a Masters student, University of Auckland Business School (January, 2014).
- External Examiner for a Masters student, University of Auckland Psychology Dept.,(January, 2014).
- External Examiner for a PhD thesis, Edith Cowan University, Australia (August, 2015).
- External Examiner for a Masters student, University of Auckland Psychology Dept.,(April, 2016).
- External Examiner for a Masters student, University of Auckland Psychology Dept.,(May, 2017).

### Sports and Interests

Occasional snorkel/free-diving and a lot of tennis – including competitive interclub tennis.

## Referees

<p><b>Dr. Maretha Prinsloo</b> President: Cognadev SA 18B Balmoral Avenue Hurlingham Sandton Johannesburg South Africa Email: <a href="mailto:mprinsloo@cognadev.co.za">mprinsloo@cognadev.co.za</a> Tel: +27 (11) 884 0878</p>	<p><b>Dr. Robert Hogan</b> President: Hogan Assessment Systems Inc 2622 East 21st Street Tulsa, Oklahoma 74114 USA Fax: +1 918-749-0635 Email: <a href="mailto:robert@hoganassessments.com">robert@hoganassessments.com</a> Tel: +1 918-749-0632</p>
<p><b>Professor James Grice</b> Oklahoma State University Department of Psychology 215 North Murray Stillwater, OK 74078-3064 USA Fax: +1 405-744-8067 Email: <a href="mailto:jgrice@okstate.edu">jgrice@okstate.edu</a> Tel: +1 405-707-7044</p>	<p><b>Professor Werner Wittman</b> Universitaet Mannheim Lehrstuhl fuer Psychologie II Schloss 68131 Mannheim Germany (DE) Fax: +49 621-181-2129 Email: <a href="mailto:wittmann@tnt.psychologie.uni-mannheim.de">wittmann@tnt.psychologie.uni-mannheim.de</a> Tel: +49 621-181-2137</p>