

WPT™ Sample Questions

1. Assume the first 2 statements are true. Is the final one:
1 true, 2 false, 3 not certain?

The boy plays baseball. All baseball players wear hats.
The boy wears a hat.

2. Paper sells for 21 cents per pad. What will 4 pads cost?

3. How many of the five pairs of items listed below are exact duplicates?

Nieman, K.M.
Thomas, G.K.
Hoff, J.P.
Pino, L.R.
Warner, T.S.

Neiman, K.M.
Thomas, C.K.
Hoff, J.P.
Pino, L.R.
Wanner, T.S.

4. **PRESENT RESERVE** — Do these words
1 have similar meanings, 2 have contradictory
meanings, 3 mean neither the same nor opposite?

5. A train travels 20 feet in 1/5 second. At this same speed,
how many feet will it travel in three seconds?

6. When rope is selling at \$.10 a foot, how many feet can you
buy for sixty cents?

7. The ninth month of the year is
1 October, 2 January, 3 June,
4 September, 5 May.

8. Which number in the following group of numbers
represents the smallest amount?
7 .8 31 .33 2

9. In printing an article of 48,000 words, a printer decides to
use two sizes of type. Using the larger type, a printed page
contains 1,800 words. Using smaller type, a page contains
2,400 words. The article is allotted 21 full pages in a
magazine. How many pages must be in smaller type?

10. Three individuals form a partnership and agree to divide the
profits equally. X invests \$9,000, Y invests \$7,000, Z invests
\$4,000. If the profits are \$4,800, how much less does X
receive than if the profits were divided in proportion to the
amount invested?

11. Assume the first two statements are true. Is the final one:
1 true, 2 false, 3 not certain?

Tom greeted Beth. Beth greeted Dawn.
Tom did not greet Dawn.

12. A boy is 17 years old and his sister is twice as old. When the
boy is 23 years old, what will be the age of his sister?

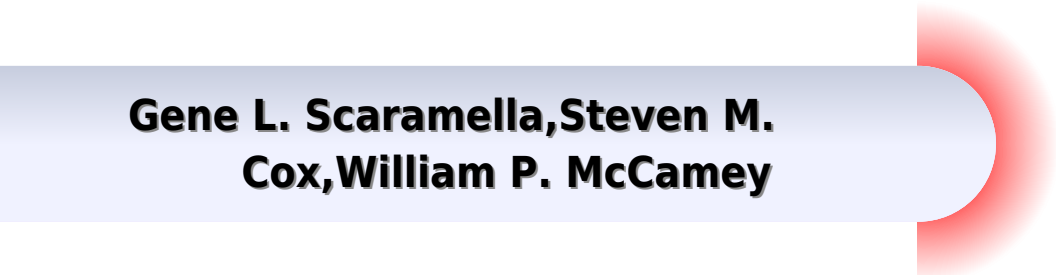
These are sample test questions and are intended for
demonstration purposes only. The Wonderlic Personnel
Test is published by Wonderlic, Inc.

Answers

- | | | |
|--------------|-----------------|------------------|
| 1. true | 2. 84 cents | 3. 1 |
| 4. 3 | 5. 300 feet | 6. 6 feet |
| 7. September | 8. .33 | 9. 17 |
| 10. \$560 | 11. not certain | 12. 40 years old |

Wonderlic Personnel Test Users Manual

**Gene L. Scaramella, Steven M.
Cox, William P. McCamey**



Wonderlic Personnel Test Users Manual:

The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field **Handbook of Nonverbal Assessment** R. Steve McCallum, 2017-02-21 The second edition of this comprehensive volume presents methods for nonverbal assessment of diverse individuals such as persons with speech or hearing deficits limited English skills or emotional problems Chapters provide a contemporary context for nonverbal evaluations accompanied by descriptions of best practices in detecting bias in cognitive tests multicultural assessment cross battery assessment of nonverbal cognitive ability and psychological and physiological influences on assessment The book discusses nonverbal assessment of cognition and intelligence as well as related domains such as academic skills neurocognitive functioning personality and behavior issues Guidelines for using common nonverbal assessment tools and strategies feature the most up to date information on administration and scoring psychometric properties and strengths and limitations Best practices for testing diverse children and adults and using reliable valid and fair assessment instruments are emphasized throughout the book Featured instruments in the Handbook include The Universal Nonverbal Intelligence Test Second Edition UNIT2 The newest version of the Leiter International Performance Scale Leiter 3 The Wechsler Nonverbal Scale of Ability WNV The Comprehensive Test of Nonverbal Intelligence Second Edition CTONI 2 The Test of Nonverbal Intelligence The General Ability Measure for Adults GAMA The Second Edition of the Handbook of Nonverbal Assessment is a must have resource for researchers and graduate students in school and clinical child psychology speech and language pathology educational technology social work and related disciplines as well as clinicians professionals and in service educators of diverse students

The Complete Guide to the Wonderlic Personnel Test Beat the Wonderlic, 2015-01-04 ABOUT This Kindle edition eBook is a fully comprehensive guide that covers everything tested on the WPT Q and WPT R in detail We have helped thousands of people beat the Wonderlic Personnel Test also referred to as the Wonderlic Cognitive Ability Test and look forward to helping you next DESCRIPTION The Beat the Wonderlic Personnel Test The Complete Guide to the WPT Q and WPT R is the definitive guide to the Wonderlic Personnel Test and the Wonderlic Personnel Test Quicktest also known as the Wonderlic Cognitive Ability Test and Wonderlic Cognitive Ability Pre Test This is the world's leading test prep product created especially for those taking the Wonderlic Personnel Test or Wonderlic Personnel Quicktest This Kindle Edition eBook is a fully comprehensive guide that covers everything tested on the WPT Q and WPT R in detail FEATURES 100% aligned to the real exam If it is in this ebook then it has been on a real WPT Every topic is covered in detail with question specific lessons strategies examples practice problems and detailed answer explanations 2 full length exams that mimic the real exam

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The Cambridge Handbook of Workplace Training and Employee Development Kenneth G. Brown, 2017-10-19 With comprehensive coverage of topics related to learning training and development this volume is a must have resource for industrial and organizational I O psychologists human resource HR scholars and adult education specialists Brown provides a forward looking exploration of the current research on workplace training employee development and organizational learning from the primary point of view of industrial organizational psychology Each chapter discusses current practices recent research and importantly the gaps between the two In analyzing these aspects of the topic the chapter authors both present the valuable knowledge available and show the opportunities for further study and practice *Handbook of Employee Selection* James L. Farr, Nancy T. Tippins, 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection In this volume a diverse group of recognized scholars inside and outside the United States balance theory research and practice often taking a global perspective Divided into eight parts chapters cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs The second edition features a new section on technology and employee selection The Handbook of Employee Selection Second Edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields **Psychological Testing** Theresa J.B. Kline, 2005-02-15 Psychological Testing A Practical Approach to Design and Evaluation offers a fresh and innovative approach for graduate students and faculty in the fields of testing measurement psychometrics research design and related areas of study Author Theresa J B Kline guides readers through the process of designing and evaluating a test while ensuring that the test meets the highest professional standards The author uses simple clear examples throughout and fully details the required statistical analyses Topics include

but are not limited to design of item stems and responses sampling strategies classical and modern test theory IRT program examples reliability of tests and raters validation using content criterion related and factor analytic approaches test and item bias and professional and ethical issues in testing

International Encyclopedia of Ergonomics and Human Factors - 3 Volume Set Informa Healthcare,2000-12-14 The first encyclopaedic source in this interdisciplinary field This is a unique professional reference available in either three hardback volumes or CDROM

Cultural Intelligence in the World of Work Yuan Liao,David C. Thomas,2020-01-28 This book provides a comprehensive review of both the theoretical development and empirical study of the concept of cultural intelligence A review of previous work on cross cultural competence provides an historical backdrop against which the two main theories of cultural intelligence are presented These two approaches as well as the assessments derived from them are compared and evaluated Issues associated with the measurement of cultural intelligence are examined in detail An important feature of the review of the empirical work on cultural intelligence is that results are discussed in terms of the relationship of the four sub dimensions of the Cultural Intelligence Scale CQS and also that results using the Short Form Cultural Intelligence Scale SFCQ and other measures of the concept are included The review of empirical work includes studies that cast cultural intelligence as an antecedent as a dependent variable and as a moderator and a mediator Cultural intelligence at the group and organizational levels are also discussed Finally this review sets the stage for a discussion of appropriate future directions in the study of cultural intelligence Scholars in organizational psychology interested in the concept of cultural intelligence will find this an essential guide

Concussive Brain Trauma Rolland S. Parker,2016-04-19 Focusing on a public health problem affecting millions of people of all ages the second edition of Concussive Brain Trauma Neurobehavioral Impairment and Maladaptation reflects Dr Rolland S Parker s more than 25 years of neuropsychological practice and research in traumatic brain injury and stress and his prior experience as a clinical psychol

Multi-Level Issues In Organizational Behavior And Leadership Francis J. Yammarino,Fred Dansereau,2009-05-27 Offers an outlet for the discussion of multi level problems and solutions across a variety of fields of study This title contains five major essays with commentaries and rebuttals that cover a range of topics but in the realms of organizational behavior and leadership

Introduction to Policing Gene L. Scaramella,Steven M. Cox,William P. McCamey,2010-12-09 Focusing on the thought provoking contemporary issues that underscore the challenging world of policing this easy to understand text balances theory research and practice to give students a comprehensive overview of both the foundations of policing and the expanded role of today s police officers The engaging writing style and stories from the field coupled with unique coverage of the issues of policing in multicultural communities the impact of globalization on policing make this book a must have for policing courses

The Scientific Study of General Intelligence Helmuth Nyborg,2003-07-11 This book celebrates two triumphs in modern psychology the successful development and application of a solid measure of general intelligence and the personal courage and skills of the man who made this possible Arthur R Jensen from Berkeley University The volume traces

the history of intelligence from the early 19th century approaches to the most recent analyses of the hierarchical structure of cognitive abilities and documents the transition from a hopelessly confused concept of intelligence to the development of an objective measure of psychometric g The contributions illustrate the impressive power g has with respect to predicting educational achievement getting an attractive job or social stratification The book is divided into six parts as follows Part I presents the most recent higher stream analysis of cognitive abilities Part II deals with biological aspects of g such as research on brain imaging glucose uptake working memory reaction time inspection time and other biological correlates and concludes with the latest findings in g related molecular genetics Part III addresses demographic aspects of g such as geographic race and sex differences and introduces differential psychological aspects as well Part IV concentrates on the g nexus and relates such highly diverse topics as sociology genius retardation training education jobs and crime to g Part V contains chapters critical of research on g and its genetic relationship and also presents a rejoinder Part VI looks at one of the greatest contemporary psychologists Professor Emeritus Arthur R Jensen as teacher and mentor

Successful Emotions Katharina, 2016-01-04 This book provides first time insight into whether emotions impact performance of an online ability test This question is gaining in relevance as online assessment is used increasingly in personnel selection and since it has been shown that emotions impact the way humans think Moreover the author demonstrates for the first time how short film clips can elicit different emotions in an online setting Furthermore she gives an overview of the area of online assessment of models of intelligence and emotion and of how emotion and cognition interact

Measurement Theory in Action Kenneth S Shultz, David J. Whitney, Michael J Zickar, 2013-11-20 This book helps readers apply testing and measurement theories Featuring 22 self standing modules instructors can pick and choose the ones that are most appropriate for their course Each module features an overview of a measurement issue and a step by step application of that theory Best practices provide recommendations for ensuring the appropriate application of the theory Practical questions help students assess their understanding of the topic while the examples allow them to apply the material using real data Two cases in each module depict typical dilemmas faced when applying measurement theory followed by Questions to Ponder to encourage critical examination of the issues noted in the cases Each module contains exercises some of which require no computer access while others involve the use of SPSS to solve the problem The book's website houses the accompanying data sets and more The book also features suggested readings a glossary of the key terms and a continuing exercise that incorporates many of the steps in the development of a measure of typical performance Updated throughout to reflect recent changes in the field the new edition also features A new co author Michael Zickar who updated the advanced topics and added the new module on generalizability theory Module 22 Expanded coverage of reliability Modules 5 detailed worked solutions to the exercises and PowerPoint slides Students and instructors can access the SPSS data sets additional exercises the glossary and website references that are helpful in understanding psychometric concepts Part 1 provides an introduction to measurement theory

and specs for scaling and testing and a review of statistics Part 2 then progresses through practical issues related to text reliability validation meta analysis and bias Part 3 reviews practical issues related to text construction such as the development of measures of maximal performance CTT item analysis test scoring developing measures of typical performance and issues related to response styles and guessing The book concludes with advanced topics such as multiple regression exploratory and confirmatory factor analysis item response theory IRT IRT applications including computer adaptive testing and differential item functioning and generalizability theory Ideal as a text for any psychometrics testing and measurement or multivariate statistics course taught in psychology education marketing and management professional researchers in need of a quick refresher on applying measurement theory will also find this an invaluable reference

Human Intelligence Earl Hunt, 2010-11-22 This book is a comprehensive survey of our scientific knowledge about human intelligence written by a researcher who has spent more than 30 years studying the field receiving a Lifetime Contribution award from the International Society for Intelligence Human Intelligence takes a non ideological view of a topic in which too often writings are dominated by a single theory or social viewpoint The book discusses the conceptual status of intelligence as a collection of cognitive skills that include but also go beyond those skills evaluated by conventional tests intelligence tests and their analysis contemporary theories of intelligence biological and social causes of intelligence the importance of intelligence in social industrial and educational spheres the role of intelligence in determining success in life both inside and outside educational settings and the nature and causes of variations in intelligence across age gender and racial and ethnic groups

Staffing Organizations Robert E. Ployhart, Benjamin Schneider, Neal Schmitt, 2005-11-30 Staffing Organizations Contemporary Practice and Theory the new third edition of a classic in the field shows how organizations of all sizes can use effective staffing procedures as a source of sustained competitive advantage Practically the book shows how to choose develop and administer effective staffing procedures including conducting job analyses defining and measuring job performance identifying predictors of performance that are both valid and legally defensible and using this information to make sound hiring decisions All three authors are active practitioners and recommendations based on their experiences are interwoven throughout the chapters The authors are also grounded in a scientific conceptual perspective that informs what they say and do in the staffing area They review cutting edge theory and research in diverse areas of importance to the practice of staffing and identify scientific advances as well as areas that should be informed by additional research Examples of such cutting edge issues include multilevel staffing models linking individual group and organizational levels comprehensive consideration of diversity and cross cultural challenges the opportunities and challenges of the use of information technology in staffing the legal professional and ethical challenges facing staffing practitioners modern statistical approaches e g structural equation modeling item response theory hierarchical linear modeling and integrated models of staffing predictors and frameworks for understanding predictor and criterion spaces Each chapter

contains real world examples and illustrations a discussion of best practices practical recommendations and directions for future research In doing so Staffing Organizations Contemporary Practice and Theory is a modern version of a genuine classic

Handbook of Psychology, Assessment Psychology John R. Graham, Jack A. Naglieri, 2003-03-11 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications and future course of major unresolved issues in the area

Emotional Intelligence at Work Chi-Sum Wong, 2015-08-27 Emotional intelligence is a very popular concept since it was made known to the general public in 1995 However it was under severe criticisms among scientific researchers and a lot of them did not believe that it should be accepted by scientists as true knowledge The author of this book who is one of the pioneers in this topic spent sixteen years to study this concept Together with other researchers they gradually changed the conclusion of early researchers Using rigorously scientific standards this research team demonstrated that emotional intelligence is an intelligence dimension that has significant impact on various life outcomes such as life satisfaction and job performance They developed testable theoretical framework for emotional intelligence in the workplace and attempted to show that the trainability of emotional intelligence is larger than traditional intelligence concept The book looks at not only the scientific reports but all the stories behind some of the rigorous scientific studies in the author's 18 year journey Their choice of research designs and how the designs are suitable to provide scientific evidence to demonstrate the validity of emotional intelligence are also described Through this book the process of scientific enquiry and important issues concerning the emotional intelligence concept are revealed in details by vivid stories and rigorous scientific reports

In the Know Russell T. Warne, 2020-10-29 Emotional intelligence is an important trait for success at work IQ tests are biased against minorities Every child is gifted Preschool makes children smarter Western understandings of intelligence are inappropriate for other cultures These are some of the statements about intelligence that are common in the media and in popular culture But none of them are true In the Know is a tour of the most common incorrect beliefs about intelligence and IQ Written in a fantastically engaging way each chapter is dedicated to correcting a misconception and explains the real science behind intelligence Controversies related to IQ will wither away in the face of the facts leaving readers with a clear understanding about the truth of intelligence

Becoming Wise Lesley Corbin, 2023-09-16 One of the greatest gifts we can give to another generation is our experience our wisdom Desmond Tutu Nobel Peace Prize winner Wisdom experts say there are few wise people today when our world needs wisdom more than ever before Is it perhaps because we do not know how to become wise This book takes you on a psychological exploration of wisdom Dr Corbin engages you with captivating stories and even though you may think you know some of the main characters in each of the stories she invites you to see their lives from a perspective that might surprise you You journey with the author through a rich blend of narrative and references to expert research to illuminate the complex and multifaceted concept that is wisdom She takes you on a tour through the thought processes of the wise their emotional inner

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