

The Flanagan Aptitude Classification Tests

JOHN C. FLANAGAN

THE FIRST published edition of the Flanagan Aptitude Classification Tests [3], generally referred to as the FACT Battery, was issued in 1953. The development of this battery was based on the procedures and techniques originally developed in the program of aircrew aptitude classification testing carried out in the United States Army Air Force during World War II [1]. The experience gained in giving a battery of approximately 20 tests to more than a half million persons and comparing their scores on these tests with performance in jobs having rather different requirements such as pilot, bombardier, and navigator, provided new insights into predicting success from aptitude test scores. The success of this program and the new types of test items developed and evaluated during this five year period suggested that a battery of aptitude classification tests more extensive than those available at that time would provide a valuable tool for counselors.

Accordingly in the fall and winter of 1946-1947 a battery of 27 tests was developed. This battery was administered to 1600 graduating seniors in ten Pittsburgh Public High Schools in the spring of 1947. In addition to studies of the intercorrelations of the various tests, two follow-up studies [10, 11] were conducted to determine the occupations entered by members of this group and their progress in these occupations. These results suggested a number of desirable modifications in the original test

battery. In the meantime, a number of fairly typical occupations were studied by means of the critical incident technique and other systematic procedures for analyzing the job elements essential for success in an occupation. On the basis of these studies a new list of 21 job elements was defined. It is believed that this set of job elements provides at least a first approximation to comprehensive and systematic coverage of the tasks which are important determiners of success and failure in the occupations most frequently entered by present day high school graduates. Each job element has been defined so as to be general in the sense that it is included in a number of occupations, but specific or relatively unique in the sense that it measures something different than the other job elements included in the list.

These definitions of job elements formed the basis for the test rationales from which the aptitude classification tests were developed [2]. It is believed that this explicit derivation of test content from job elements tends to permit a personnel officer in charge of selection to identify those aptitude tests essential for a task which he has analyzed in terms of its important components. These tentative identifications on his part are regarded as his initial hypotheses as to the essential job requirements. Such hypotheses need to be empirically verified. However, it is only by formulating such hypotheses and testing them that the test user can improve the accuracy of his judgments regarding the relevance of tests for making predictions of performance.

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Flanagan Mott Tests

Hiroshi Shibasaki, Mark Hallett



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Getting Started Robert Eaker, Richard DuFour, 2009-11-01 Get answers to the most common question posed by educators seeking to build and sustain a PLC Where do we begin Access a solid conceptual framework and concrete illustrations of how schools operate when they are functioning as PLCs Two case studies examine schools that have made the transformation showcasing district and curriculum level efforts to focus on student learning

Contemporary Intellectual Assessment Dawn P. Flanagan, Erin M. McDonough, 2022-12-05 In one volume this authoritative reference presents a current comprehensive overview of intellectual and cognitive assessment with a focus on practical applications Leaders in the field describe major theories of intelligence and provide the knowledge needed to use the latest measures of cognitive abilities with individuals of all ages from toddlers to adults Evidence based approaches to test interpretation and their relevance for intervention are described The book addresses critical issues in assessing particular populations including culturally and linguistically diverse students gifted students and those with learning difficulties and disabilities in today s educational settings

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The Southeastern Reporter , 1961

Bulletin of the Board of Standards and Appeals of the City of New York New York (N.Y.). Board of Standards and Appeals, 1920

A Compendium of Neuropsychological Tests Esther Strauss, Elisabeth M. S. Sherman, Otfried Spreen, 2006-04-06 For the practicing neuropsychologist or researcher keeping up with the sheer number of newly published or updated tests is a challenge as is evaluating the utility and psychometric properties of neuropsychological tests in a clinical context The goal of the third edition of A Compendium of Neuropsychological Tests a well established neuropsychology reference text is twofold First the Compendium is intended to serve as a guidebook that provides a comprehensive overview of the essential aspects of neuropsychological assessment practice Second it is intended as a comprehensive sourcebook of critical reviews of major neuropsychological assessment tools for the use by practicing

clinicians and researchers Written in a comprehensive easy to read reference format and based on exhaustive review of research literature in neuropsychology neurology psychology and related disciplines the book covers topics such as basic aspects of neuropsychological assessment as well as the theoretical background norms and the utility reliability and validity of neuropsychological tests For this third edition all chapters have been extensively revised and updated The text has been considerably expanded to provide a comprehensive yet practical overview of the state of the field Two new chapters have been added Psychometrics in Neuropsychological Assessment and Norms in Psychological Assessment The first two chapters present basic psychometric concepts and principles Chapters three and four consider practical aspects of the history taking interview and the assessment process itself Chapter five provides guidelines on report writing and chapters six through sixteen consist of detailed critical reviews of neuropsychological tests and address the topics of intelligence achievement executive function attention memory language visual perception somatosensory olfactory function mood personality and response bias A unique feature is the inclusion of tables that summarize salient features of tests within each domain so that readers can easily compare measures Additional tables within each test review summarize important features of each test highlight aspects of each normative dataset and provide an overview of psychometric properties Of interest to neuropsychologists neurologists psychiatrists and educational and clinical psychologists working with adults as well as pediatric populations this volume will aid practitioners in selecting appropriate testing measures for their patients and will provide them with the knowledge needed to make empirically supported interpretations of test results

The Neurologic Examination Hiroshi Shibasaki, Mark Hallett, 2022 The Neurologic Examination Scientific Basis for Clinical Diagnosis provides a bridge from basic neuroscience such as anatomy physiology pharmacology and molecular biology to clinical symptomatology Neurologic examinations provide the foundation for diagnosis and only after a thorough and expertly executed examination can one begin to incorporate laboratory testing and treatment In contrast with most of the previously published books of clinical neurology which are disease or anatomy oriented this book is organized in terms of functional anatomy of the nervous system Correct interpretation of symptoms and signs based on modern scientific knowledge is of utmost importance in the diagnosis of neurological diseases For this purpose the importance of careful history taking and physical examination is emphasized and chapters are arranged in the order of actual steps of neurologic examination In this new editions the authors have updated all materials included within With up to date references new boxes to discuss specific topics of modern interest and additional chapters and figures this second edition of The Neurologic Examination Scientific Basis for Clinical Diagnosis is crucial to neurologists neurosurgeons clinicians and technicians Book jacket

Multiscale Phenomena in Plasticity: From Experiments to Phenomenology, Modelling and Materials Engineering Joël Lépinoux, Dominique Mazière, Vassilis Pontikis, Georges Saada, 2012-12-06 A profusion of research and results on the mechanical behaviour of crystalline solids has followed the discovery of dislocations in the early thirties This trend has been

enhanced by the development of powerful experimental techniques particularly X ray diffraction transmission and scanning electron microscopy microanalysis The technological advancement has given rise to the study of various and complex materials not to speak of those recently invented whose mechanical properties need to be mastered either for their use as structural materials or more simply for determining their fabricability processes As is often the case this fast growth has been diverted both by the burial of early fundamental results which are rediscovered more or less accurately and by the too fast publication of inaccurate results which propagate widely and are accepted without criticism Examples of these statements abound and will not be quoted here for the sake of dispassionateness Understanding the mechanical properties of materials implies the use of various experimental techniques combined with a good theoretical knowledge of elasticity thermodynamics and solid state physics The recent development of various computer techniques simulation ab initio calculations has added to the difficulty of gathering the experimental information and mastering the theoretical understanding No laboratory is equipped with all the possible experimental settings almost no scientist masters all this theoretical knowledge Therefore cooperation between scientists is needed more than ever before

Annual Report of the Board of Education of the City and County of New York New York (N.Y.). Board of Education, 1860 *Glucose Tolerance* Sureka

Chackrewarthy, 2012-12-12 The progression from normal glucose tolerance NGT to type 2 diabetes involves intermediate stages of impaired fasting glucose IFG and impaired glucose tolerance IGT also known as prediabetes The pathophysiology underlying the development of these glucose metabolic alterations is multifactorial leading to an alteration in the balance between insulin sensitivity and insulin secretion Our knowledge of the molecular basis of the signaling pathways mediating the various physiologic effects of insulin is steadily advancing New substrates and signaling molecules have been identified and potential mechanisms involved in the pathophysiology of type 2 diabetes have been revealed This book summarises the current state of knowledge on the pathophysiology underlying the progression from normal glucose tolerance to type 2 diabetes and therapeutic advances in the improvement of glycaemic control in prediabetic and diabetic states Minnesota

School Library List , 1912 **Corpus Juris Secundum** , 1936 Cumulated Index Medicus , 1979 **The Bulletin of Pharmacy** , 1896 **Bulletin of Pharmacy** , 1896 *Van Nostrand's Eclectic Engineering Magazine* , 1885 **The City Record** New York (N.Y.), 1873 *Toledo City Journal* , 1920 Independent Schools Yearbook 2012-2013 none, 2013-06-20

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