
RE: HBO
Max
'Persona'

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Overview

- Persona – HBO Documentary
- Review
- Debunking Myths & Misinformation
- Bad Practices in Selection System
- Future of Selection System

IN ASSOCIATION WITH CNN FILMS

max ORIGINAL

PERSONA

THE DARK TRUTH BEHIND
PERSONALITY TESTS



THE QUESTIONS ARE SIMPLE. THE ANSWERS ARE DANGEROUS.

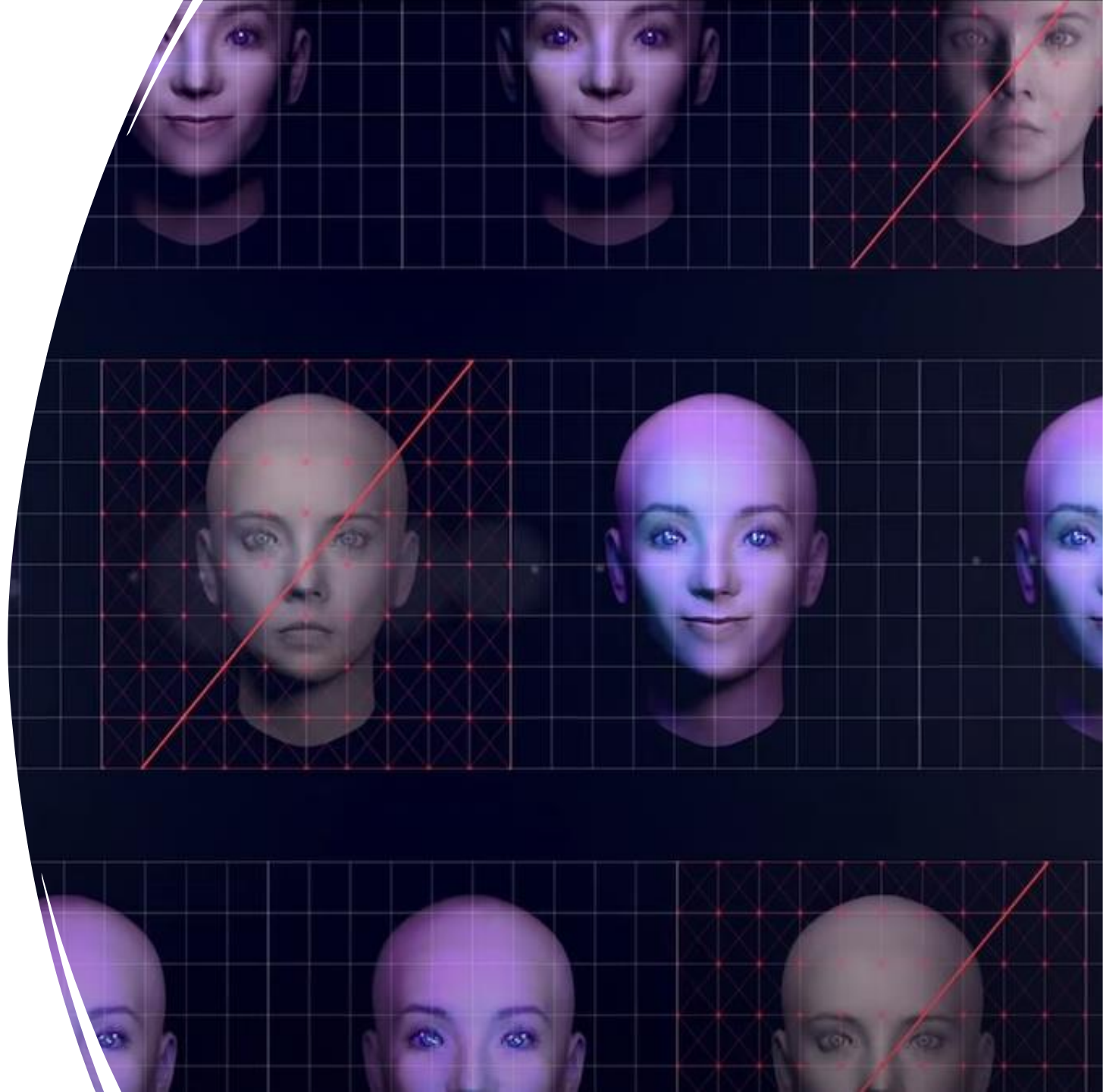
NEW DOCUMENTARY
STREAMING MAR 4

HBOMAX

Persona – HBO Max Originals

Concerns Raised

- Personality & mental disability
- Coaching in personality tests – or faking
- Able-ism and sane-ism
- AI-assisted selection systems
- Non-disclosure of reasons for employment decisions
- Organizations misusing personality tests
- Perceived flaws in validation studies
- Dystopian view of what IO psychology is and is not



Debunking Myths & Misinformation

Myth 1

Personality tests reveal what we didn't know about ourselves

- Self-report personality measures provide appealing vocabs to organization information about people.

Myth 2

You are either "I" or "E."

- Most things in life are not dichotomous, and human traits are on a continuum.

Myth 3

Personality tests can tell you who you are, what job you should have, and whom you should marry

- Best criterion-related validity of personality tests: .3 ~ .5
- Personality tests can't also find the job "you love"– this is a false promise.

Myth 4

Human capital investment is only about maximizing profits by squeezing employees

- Human capital investment has also been geared towards workplace safety, occupational health, and general well-being of employees.

Myth 5

MBTI and Big 5 are friends

- Five Factor Model (FFM) does NOT do categorization, unlike MBTI. FFM also have established validity evidence.

Debunking Myths & Misinformation

Myth 6

Personality tests alone label some as “losers” and prevent them from getting jobs.

- If any organization is solely relying on personality tests, they really need some I/O Psychologists

Myth 7

Personality tests alone are the culprit of all discrimination

- Any selection decision is based on probability (validity), and nothing is free from systematic or random errors.

Myth 8

“The whole industry infected the system”

- Any properly trained I/O Psychologists in the right mind will NOT recommend MBTI or any poorly validated measures for selection system

Myth 9

Personality tests discriminate against introverts.

- Use of any personality or other selection system should relate back to the necessary KSAO in a certain job.

Myth 10

Personality tests and selection system are almost practicing eugenics

- I certainly hope not.

Bad Practices in Selection System

- Use of MBTI in selection
- **Faking & coaching** in personality tests (or any other tests)
- **Inherent biases** in years of selection practices
 - Most measures created by a specific majority group
 - Culturally biased items – the need of **construct validity**
 - Most data fed to the system are also from a specific majority group
 - **Criterion problem**
- **Black box** in selection system
- Any selection system in this country (early education, college admission, employment, etc.) focuses on very specific type of talent
 - The need for better **social infrastructure**

Future of Selection System

How can we ensure *fairness and diversity* in specific selection measures?

Should organizations *be more open* with their selection process? If so, how?

How can we use *automated hiring system* while preventing discrimination?

- Online vs. in-person?

How can we *educate* organizations and non “I/O”s of the better selection practices?

Any question or thought?

More readings

- Siop response: <https://www.siop.org/Portals/84/PDFs/SIOP%20Response%20to%20HBO%20Max%20Persona%20Film.pdf?ver=mDvwL1fH14-yuLwF9IGd0g%3d%3d>
- DDI response: <https://www.ddiworld.com/blog/how-to-use-personality-tests-in-the-workplace#fairness>
- Hogan response: <https://www.hoganassessments.com/blog/the-unforeseen-and-unintended-consequences-of-bans-on-personality-testing/>

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