

Profile

- + **Lucas Kaup**
Junior Psychometrician

Psychology (majoring in human resources and business)
(M.Sc.)
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Professional focus and project experience

- + Developing psychometric testing procedures (including cognitive performance tests, personality questionnaires, interest tests and knowledge tests) based on probabilistic and conventional test models
- + Planning and implementing a research project on graded paired comparisons (forced choice) and faking in recruitment
- + Performing standardisations and reviewing suitability for specific target groups
- + Planning and implementing statistical analyses (e.g. regression or classification) based on assessment data as well as processing appropriate to the target group
- + Evaluating psychometric testing procedures and other instruments for measuring competence (assessment centres, 360° feedback, interviews)