

CVE Practice Test Questions and Answers

1. A work sample is best defined as:

- A) A realistic task or set of tasks representative of actual job duties used to assess worker characteristics
- B) A standardized paper-and-pencil aptitude test
- C) An employer-administered on-the-job evaluation
- D) A self-report of prior work history

2. An ergonomic workplace assessment focuses on:

- A) Matching the physical demands of the workstation to the worker's functional capacities to reduce injury risk
- B) Measuring cognitive demands of the job
- C) Evaluating the psychological climate of the workplace
- D) Determining the worker's production quotas

3. Predictive validity is best demonstrated when:

- A) Test scores correlate with a future criterion such as job performance
- B) Test content matches job task requirements
- C) Two test forms yield similar scores
- D) The test measures the intended psychological construct

4. A percentile score of 60 means a client performed:

- A) At or above 60% of the normative sample
- B) Correctly on 60% of test items
- C) In the 60th IQ range
- D) 60 points above the mean

Answers: 1-A 2-A 3-A 4-A

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