

6. The Ghiselli Self-Description Inventory should be administered but not as a screening device. Test scores for this instrument should be available to those carrying out the interview to allow them to assess whether interpersonal values of the candidate are consistent with the demands of the Department. High scores of the Self Assurance subscale would suggest lack of Originality as defined by the judges in this study. A low score on the Sociometric Popularity subscore would raise questions about the candidate's ability to Work Effectively with Others. Comparing Ghiselli scores and ratings on associated dimensions by the group interviewer would provide cross-validating information upon which to make their final selection.