The First International Talent Management Congress

Shefa Neuroscience Research Center, Tehran, Iran, 15-17 December, 2015

The Neuroscience Journal of Shefaye Khatam

Volume 3, No. 3, Suppl 2

Oral Presentation

Applying the Methods of Psychological Assessment in Diagnosis of Talented People: Issues and Solutions

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Published: ***15 December, 2015***

Abstract

Measuring individual talent is a prerequisite of talent management. In order to do so, there are methods which have been established such as intelligence tests, general and individual tests, ratings scale and the literature of educational performance. Applying these methods are effective, if measurement error is low and validity is high. All current available methods are faced with issues related to inaccurate talent measurement. Issues of methodology in tools for talent identification will be discussed, such as ambiguity in the conceptual definition of talents, how to design a question, how to estimate reliability, and how to collect evidence of validity. Through an investigation of these theories, a solution for accurate talent measurement emerges.

Keywords: Psychological Assessment, Talent, Educational Performance.

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