

# Four Innovative Ways to Lead and Facilitate SME Groups in the Assessment Industry

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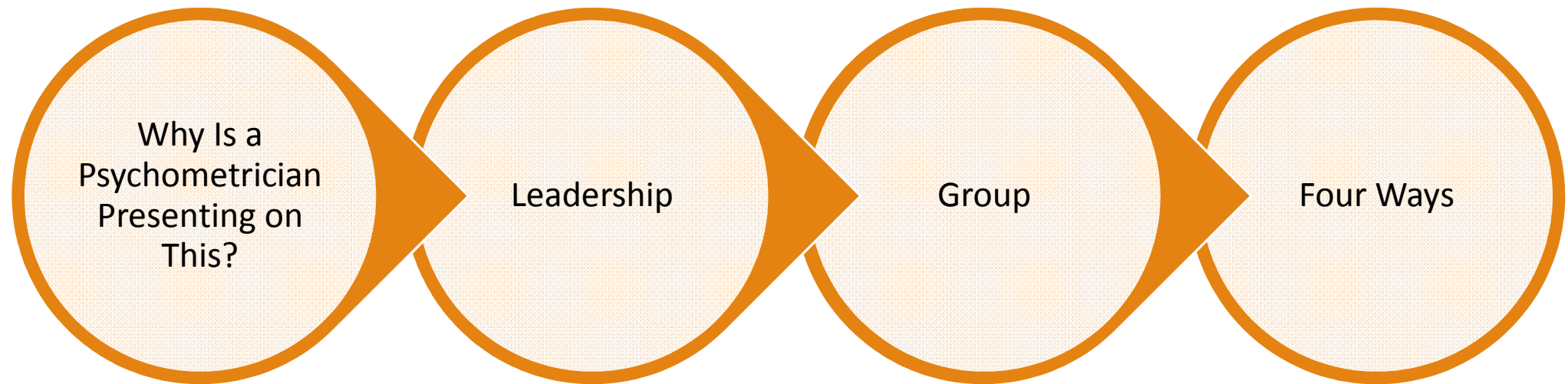


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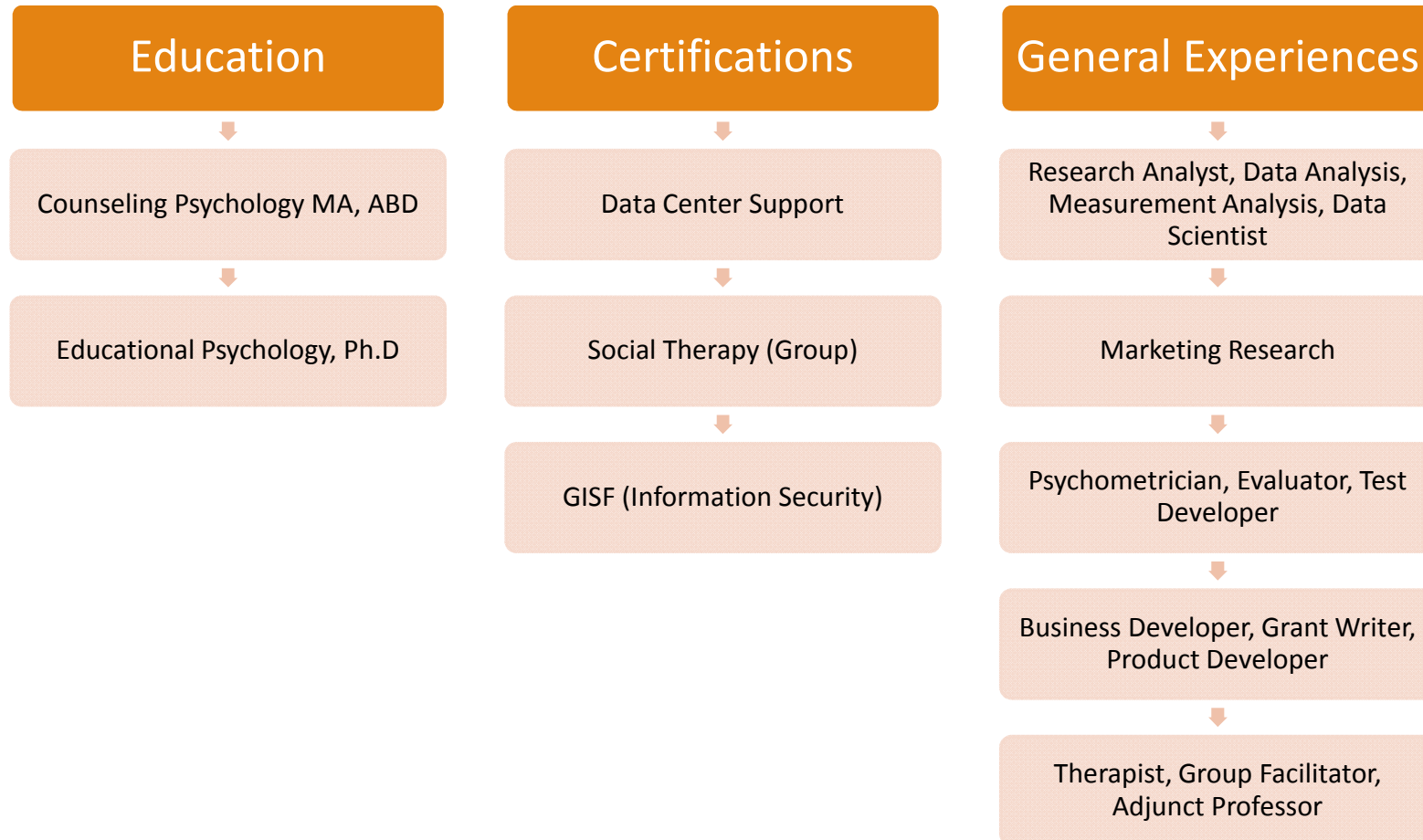
# Journey

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# Why is a Psychometrician Presenting On This?

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# What is Leadership?

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# Leadership Models in 15 seconds

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● <b>1840s</b>	Great Theory Model
● <b>1930s</b>	Trait Theory
● <b>1940s</b>	Behavioral Theories
● <b>1960s</b>	Contingency
● <b>1970s</b>	Transactional
● <b>1970s</b>	Transformational

# What is Group?

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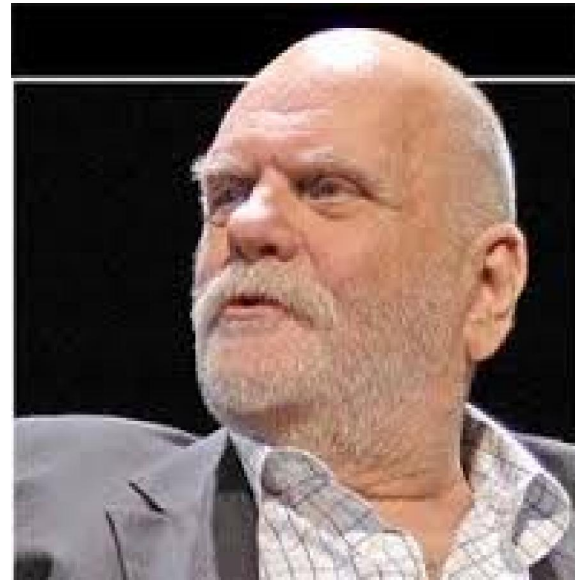
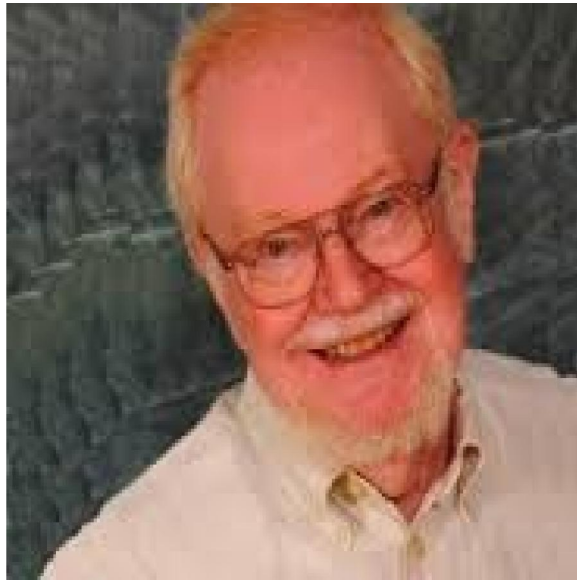
- Gathering of two individuals or more
- Accomplish goals
- Dynamic
- Interpersonal
- Systemic

“There is a natural tendency for people to gather in groups for mutually beneficial purposes. Through groups, individuals accomplish goals and relate to others in innovative and productive ways (McClure, 1990). People would not survive, let alone thrive, without involvement in groups. This reliance and interdependence is seen in all types of groups from those that are primarily task-oriented to those that are basically Therapeutic” Gladding, 1994

<https://www.counseling.org/resources/library/ERIC%20Digests/94-02.pdf>

# Just for Kicks – Theoretical Approach

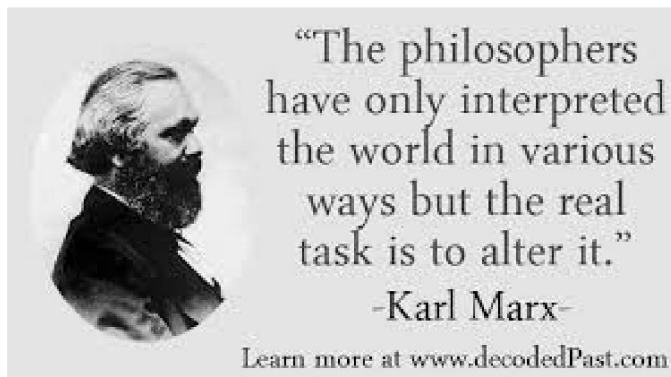
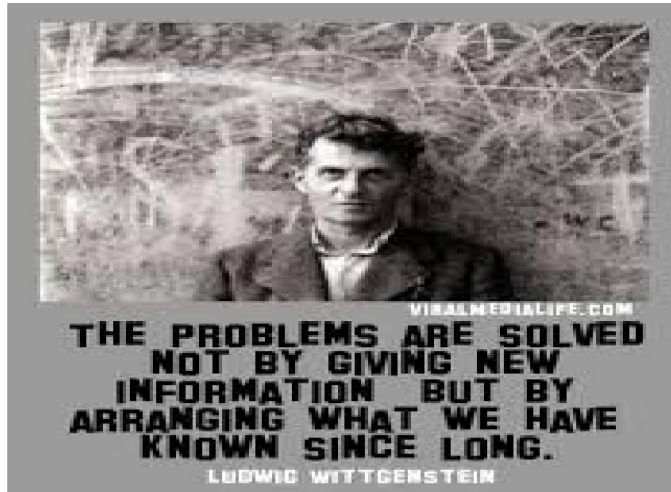
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# Social Therapy

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# Type of Groups in Assessment

Assessment Group	Purpose
Feasibility/Marketing	Purpose, Strategy, Value, Cost, Satisfaction, Salary
Job Analysis	Identify Content, KSAOs, Critical Incident
Item Development	Write and Review Items
Item Audit	Review Statistical Outcomes
Standard Setting/Cut Score	Set the Passing Score
Maintenance Activities	Determine Recertification Activities, Review Exam Outcomes, Oversee the Exam (Scheme Committee)
Policy and Legal Committees	Ethics, Appeals, Security, Accreditation Requirement Committees, EEOC, International Compliance,
Other Committees	Translation and Localization



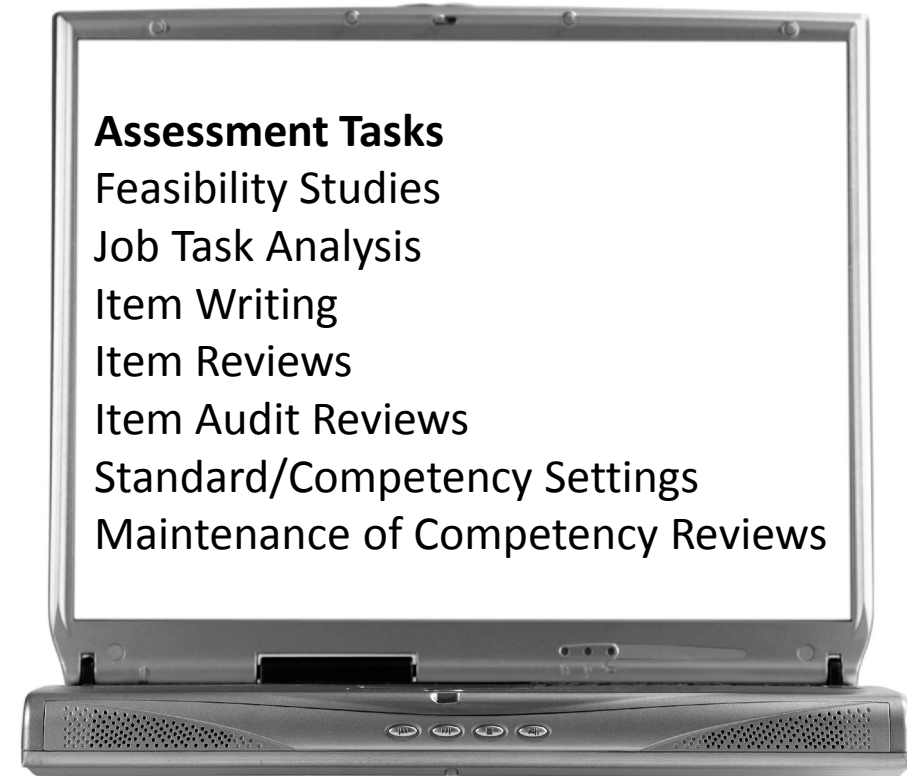
# Get Attention

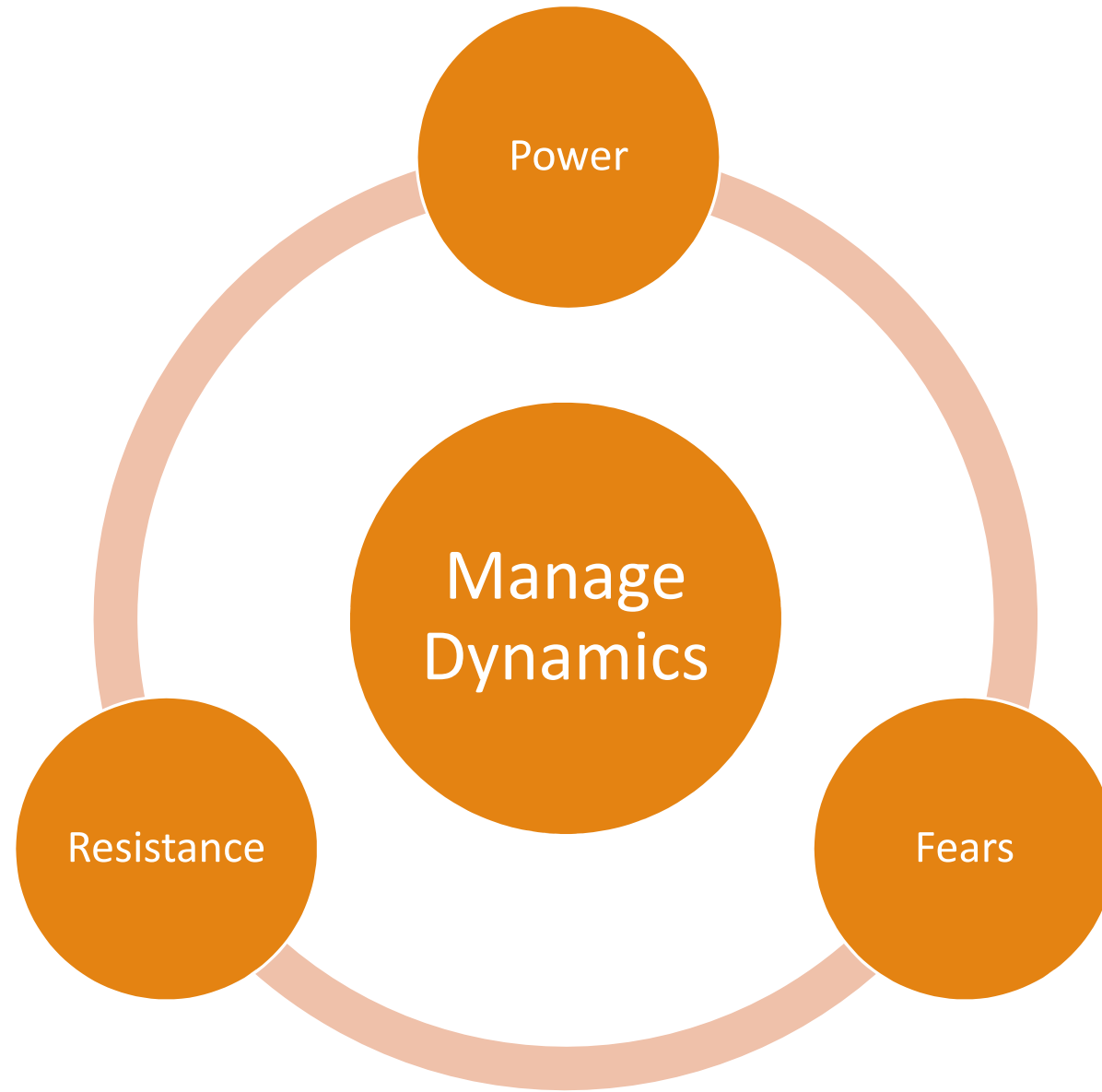
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# Manage Expectations

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# Power





# Resistance

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**Emotions**



**Thoughts**



# Disclosure and Silence

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# Humor

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# Thank You!

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Client-Centered, Solution-Focused, and Practicing the Practical