ZhongZheng Shen

No.19, Xinjiekouwai St., Haidian District, Beijing, 100875, P.R. China

E-mail: shenzhongzheng@mail.bnu.edu.cn

RESEARCH INTERESTS

Topics Personality Assessment, Conditional Reasoning Test, Implicit Social Cognition, Faking, Competency Modelling

Methods Questionnaire, Laboratory & Online Experiments, Eye tracking, Interview

EDUCATION

Faculty of Psychology, **Beijing Normal University**, **China**   **Sep. 2020-Jun. 2022**

➤ Master in *Applied Psychology*   **GPA | 3.6/4.0**

➤ Core Courses: Advanced psychological statistics (97); Talent assessment technology (97); Modern Psychometric Theory and Applications (95); Development and Revision of Psychological Tests (91); Competency Model Development & Application (86).

➤ Thesis Title: Research on the Response Process of Faking in Conditional Reasoning Tests.

College of Humanities and Science, **Northeast Forestry University, China**   **Sep. 2016-Jun. 2020**

➤ Bachelor in *Laws*   **GPA | 2.7/4.0**

➤ Core Courses: Organizational behavior (93); Human resource management (83); Management Principles; Social Science Research Methods (82); Public Affairs Management (82); Crisis Management (91); Ecopolitics (81).

➤ Thesis Title: Coping Strategies of Psychological Guidance for College Students in the Internet Era.

RESEARCH EXPERIENCE

Project 1: Research into assessing morality of the leading cadres   **2020-2022**

➤ Write a literature review on Morality Assessment/Cadre Corruption/Dark Triad

➤ Conduct interviews with leading cadres and code interview data using NVivo, extract 4 dimensions to be measured

➤ Develop lots of conditional reasoning items and search the criterion scale

➤ Analyze test data (e.g. item-total correlation, criterion-related validity) and revise items (3 rounds, total $N = 881$)

➤ Construct the test norms, write project reports and the technical manuals for the test

Project 2: Development of the forced-choice HEXACO Personality Inventory   **2021-2023**

➤ Conduct a literature review on HEXACO/Big Five factor model, organize a dictionary of personality definitions

➤ Develop self-report items for neuroticism and openness dimensions

➤ Analyze test data (e.g. reliability, item-total correlation, content validity, construct validity, criterion-related validity) and revise items (3 rounds, total $N = 1066$)

➤ Convert the self-report items into sets of forced-choice item block based on social desirability ratings of the items

➤ Design a template for generating test reports, write report language for the neuroticism and openness dimensions

Project 3: Research on Personality Traits and Matchmaking Strategies of MOBA Game Players   **2021-2022**

➤ Conduct a literature review on Player Type/In-Game Personality/Personality Disorder/Dark Triad/Big Five factor model

➤ Conduct individual or focus group interviews with game players, code and build the game players' personality model

➤ Develop items for the Game Players' Personality Questionnaire and Negative Gaming Behavior Aversion Questionnaire

➤ Design game matching strategies for players with different in-game personality types based on the results of cluster analysis

Project 4: Competency Modelling of Chinese Civil Aviation Captains   **2023-present**

➤ Conduct interviews with civil aviation captains, code behavioral events and extract competencies from data

> ➢ Search for the most suitable assessment method for each competency (e.g. Situational Judgment Test, Oral-Fact-Finding-Exercise, Case Analysis), lead graduate students develop items and review together
> ➢ Review the items with experts in the field of civil aviation and revise the items (in progress)

UNDER REVIEW *Correspond author

Zhang, Z. H., **Shen Z. Z.**, Zhang, Y. Y., & Bian, R[*]. *(Under review)*. The Validity of Conditional Reasoning Test: Theoretical Foundations, Validity Evidence, and Future Challenges. *China Examinations*.

IN PREPARATION

Zhang, Z. H., **Shen Z. Z.**, Zhang, Y. Y., & Bian, R[*]. The Development and Validation of a Conditional Reasoning Test of Narcissism.

Shen Z. Z., Zhang, Z. H., Zhang, Y. Y., & Bian, R[*]. Validity Evidence for a Chinese Version of the Conditional Reasoning Test for Aggression.

CONFERENCE PRESENTATION

Shen, Z. Z., Bian R. (08/2023) *Research on the Response Process of Faking in Conditional Reasoning Tests.* Oral presented at the 14th Cross Strait Psychology and Educational Testing Academic Seminar and National Educational Statistics and Measurement Academic Annual Meeting. Guangzhou.

AWARDS, SCHOLARSHIPS, HONORS

"Hong Sheng" Scholarship	Jun. 2022
Honors for Outstanding Graduate	Jun. 2022
First Prize in Master of Applied Psychology Group Practice Scholarship	Jun. 2022
Second Prize in Master of Applied Psychology Individual Practice Scholarship	Jun. 2022
Third Prize in "Mu duo Cup" Online Questionnaire Research Competition (National Level)	Dec. 2021
First Prize in Master of Applied Psychology Academic Scholarship	Dec. 2021
"Qi Yu Qi De" Excellent Student Scholarship	Jun. 2021
First Prize in Innovation and Entrepreneurship Training Program (National Level)	May 2019

TECHNICAL SKILLS

- **Excel:** Data cleaning; item analysis; norms transform etc.
- **SPSS:** Variance analysis, regression analysis, exploratory factor analysis (EFA), Hayes PROCESS etc.
- **M*plus*:** Confirmative factor analysis (CFA), structural equation modeling (SEM) etc.
- **R:** Basic analysis; SEM.
- **Parscale & IRTPRO:** Rasch/2PL/3PL IRT model analysis etc.
- **Eye tracking technology:** Tobii Pro Lab programming and metrics analysis (e.g., number of viewpoints, gaze bias, pupil diameter, eye openness).
- **G*Power:** Effect size test, total sample size test etc.