

ZhongZheng Shen

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RESEARCH INTERESTS

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

Methods Questionnaire, Laboratory Experiments, Eye tracking, Interview

EDUCATION

Departments of Psychology, Beijing Normal University, China (QS: 101)

Sep. 2020-Jun. 2022

- Master in *Applied Psychology*
- Relevant courses: Advanced psychological statistics; Talent assessment technology; Team & Organization measurement; Psychometrics; Social psychology;

GPA | 3.6/4.0

College of Humanities and Science, Northeast Forestry University, China

Sep. 2016-Jun. 2020

- Bachelor in *Laws*
- Relevant courses: Organizational behavior; Human resource management; Sociology; Management Principles; Social Science Research Methods;

GPA | 2.7/4.0

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., (8/2023) *Research on the Response Process of Faking in Conditional Reasoning Tests: Based on Eye Tracking Technology*. 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

First Prize in Innovation and Entrepreneurship Training Program (National Level)	May 2019
“Qi Yu Qi De” Excellent Student Scholarship	Jun. 2021
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
First Prize in Master of Applied Psychology Group Practice Scholarship	Jun. 2022
Second Prize in Master of Applied Psychology Individual Practice Scholarship	Jun. 2022
“Hong Sheng” Scholarship	Jun. 2022
Honors for Outstanding Graduate	Jun. 2022
Special Scholarship for the Master of Applied Psychology Practical Competition	Jun. 2022

TECHNICAL SKILLS

- **Excel:** Data cleaning; item analysis; norms transform etc.
- **SPSS:** Variance analysis, regression analysis, exploratory factor analysis (EFA), Hayes PROCESS etc.
- **Mplus:** Confirmative factor analysis (CFA), structural equation modeling (SEM) etc.
- **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.