

Trego Takeaways

At A Glance

The Exaggeration Scale measures an applicant's willingness to answer questions in a candid and straightforward manner.

Exaggeration (faking) Scale

The Trego Personnel Survey and the StartRight EQ contain a measure of exaggeration or "faking good", an attempt to create a false positive profile by exaggerating strengths and minimizing weaknesses.

The Exaggeration Scale measures an applicant's willingness to answer questions in a candid and straightforward manner. It provides an estimate of accuracy of the other scale scores and gives decision makers a greater level of confidence in the test results.

A recent analysis of Exaggeration Scale scores for 430 applicants indicated that higher Exaggeration Scale scores tend to be related to lower general mental ability scores.

Some of the best fiction written today can be found in resumes. A study of 1200 job applicants revealed that 34% of them exaggerated the following;

- a) level of experience 22%
- b) salary 12%
- c) employment history 11 %
- d) education 09%

Although "faking good" cannot be prevented, the Trego Personnel Survey and the StartRight EQ can detect and measure it.

Key Takeaway

Although "faking good" cannot be prevented, the Trego Personnel Survey and the StartRight EQ can detect and measure it.