



Cognitive Ability Testing in the Workplace: Modern Approaches and Methods

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Message from the Guest Editors

Despite the increasing importance of cognitive abilities in the modern world of work, the ways in which cognitive abilities are conceptualized and measured in workplace applications have changed very little over the past century (Scherbaum et al., 2012). Many other fields have made considerable progress in understanding cognitive ability constructs, their role in the modern world, and how they can be measured (Goldstein et al., 2009; Scherbaum et al., 2015). Additionally, evolutions in technology have created new possibilities for measuring individual differences. However, these innovations have not substantially influenced the conceptualization and measurement of cognitive abilities in the workplace. As a result, an opportunity to better understand, measure, and use cognitive abilities in the workplace is being missed (Ployhart & Holtz, 2008).

The goal of this Special Issue is to feature innovative research applying modern theories of cognitive ability, analytical approaches, and measurement methods to workplace applications, demonstrating the value of adopting modern thinking and approaches for tackling the so-called validity/diversity dilemma.





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Message from the Editor-in-Chief

The relatively new and ambitious *Journal of Intelligence* is devoted to the study of human intelligence. Intelligence is a fundamental core of being human, with far-ranging implications for all members of our society. Now more than ever, in a world in which most have access to the Internet, information, and misinformation, with reduced face-to-face interactions, understanding how to measure and develop human intelligence is a critical and vital mission. Human intelligence is studied from many different perspectives, for different purposes, and this journal has an open policy with respect to approaches and methodologies. We encourage submissions with the potential to innovate, show alternative perspectives, and highlight the importance of developing and measuring intelligence as well as studies on intelligence that have an impact on our lives.

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