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the notion that one can work in a single company or job for an extended period of time has changed companies are in need of talent people are in search of jobs and just the right position for themselves how do we find that perfect match in years past one might pivot once perhaps even twice over the course of their career today a person may need to pivot multiple times can a business adapt to the amount of change their employees may need to make over the course of their lifetime will an individual want to or be prepared to change jobs on an ongoing basis throughout their career sometimes there is a need to pivot can the pivot be made smoothly finding starting points for these conversations can be challenging is it a pivot or is it a career change both are acceptable pivots if planned can be easier to navigate career changes require more preparation either way fluctuations can be daunting for both the individual and the organizations they work for especially when there is a

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this text presents basic concepts in tests and assessment and contribute to a more intelligent understanding and use of psychological and educational tests

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this book is an introductory text to the field of psychological testing primarily suitable for undergraduate students in psychology education business and related fields this book will also be of interest to graduate students who have not had a prior exposure to psychological testing and to professionals such as lawyers who need to consult a useful source psychological testing is clearly written well organized comprehensive and replete with illustrative materials in addition to the basic topics the text covers in detail topics that are often neglected by other texts such as cross cultural testing the issue of faking tests the impact of computers and the use of tests to assess positive behaviors such as creativity

a guide to job hunting includes instruction on using the internet to find current job listings creating and posting an electronic resume and researching potential employers online

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