

## The “dog tail-hunting” phenomenon of hyper-effort on solving HR tests.

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HR testing world used not to be this way. People used to solve for fun, used to solve within acceptable time limits (one of goals of removing time factor is to remove stress, not to add extra), used to have a healthy point of view towards tests. And didn't cheat that much to get a score. There always have been, however, some ludicrous exceptions; as just said, exceptions. Sarcastic language follows.

It's been some years now that things are not like this. Rivalry between testees as if they were knights fighting for princess' heart or as starving people in front of a single plate of food. Just to add here, no matter our “high scores”, we haven't - and it seems we won't - solved the problem of people starving at 21<sup>st</sup> century. Things that follow are several ways of cheating, solving-a-test-a-whole-year candidates and strange test normings (for commercial purposes). This, also, brought the result of over twenty 190 scores awarded within people of the same generation. Don't forget the ones not tested yet. Poor extraterrestrials, all high IQ is on earth, no place for you.

Statistics, however, seem to be more intelligent than us and set things as they should be. Reminding us rarity. If a lot with the same trait appear, then it can't be thought of as rare.

So, let there be a test of forty items, with a score distribution at 30 candidates as shown below. The mean IQ of reported scores on standard batteries is 142,1 at a mean raw score equivalent to test's mean. The author makes the hypothesis that scores do follow normal distribution and calculates respective z-scores.

		Raw	Z-Score
1.	5		
2.	8	5	108,8244558
3.	12	8	115,7891046
4.	13	12	125,075303
5.	14	13	127,3968526
6.	14	14	129,7184022
7.	15	15	132,0399518
8.	16	16	134,3615014
9.	16	17	136,683051
10.	17	18	139,0046005
11.	17	19	141,3261501
12.	17	20	143,6476997
13.	17	21	145,9692493
14.	18	22	148,2907989
15.	18	24	152,9338981
16.	19	25	155,2554477
17.	19	27	159,8985469
18.	19	29	164,5416461
19.	20	30	166,8631957
20.	20	31	169,1847452
21.	21	32	171,5062948
22.	22	....	
23.	24	40	190,0786916
24.	25		
25.	25		
26.	27		
27.	29		
28.	30		
29.	31		
30.	32		
Mean	19,33333333		
SD	6,461201625		
Median	18,5		
Mean IQ	142,1		

So, at first glance, this author created a test with a ceiling of 190. Current top scorer at 172. Fine till here.

So, in a parallel universe, top five testees (the ones who previously scored  $\geq 27$ ) decided that they will submit after spending countless hours and months on this, so as to crash it, smash it, ace it etc etc.

So, the parallel author has a table as follows. Test ceiling at 182 and top scorer at 174.

		Raw	Z-Score
1.	5		
2.	8	5	111,9783922
3.	12	8	118,0567435
4.	13	12	126,161212
5.	14	13	128,1873291
6.	14	14	130,2134462
7.	15	15	132,2395634
8.	16	16	134,2656805
9.	16	17	136,2917976
10.	17	18	138,3179147
11.	17	19	140,3440318
12.	17	20	142,3701489
13.	17	21	144,3962661
14.	18	22	146,4223832
15.	18	24	150,4746174
16.	19	25	152,5007345
17.	19	27	156,5529688
18.	19	29	160,605203
19.	20	30	162,6313201
20.	20	31	164,6574372
21.	21	32	166,6835544
22.	22	33	168,7096715
23.	24	34	170,7357886
24.	25	35	172,7619057
25.	25	36	174,7880228
26.	31	....	
27.	32	40	182,8924913
28.	32		
29.	34		
30.	36		
Mean	19,86666667		
SD	7,403323267		
Median	18,5		
Mean IQ	142,1		

Now, let's see what these testees managed after stressing themselves, losing a lot of their personal time, divorcing their girlfriend, losing their friends and job, in order to be in the 180s and 190s.

Normal Effort		Hyper-effort	
Raw	IQ	Raw	IQ
27	159,89	31	164,65
29	164,54	32	166,68
30	166,86	32	166,68
31	169,18	34	170,73
32	171,5	36	174,78

Nice scores. However, smashing-crashing-earth ruling scores are not to be seen. Why is that? In simple words, mean score has risen, whereas mean IQ remains the same. That's one part. The other part is that SD has risen, too - that means, less IQ points are gained. The more the high scores, the less "value" they have. Rarity.

"Come on, no one uses z-scores, distribution is not necessarily normal, everyone uses rank equation".

So, simple rank equation. That means, 1-1 matching of achieved raw scores to reported IQs (used only raw scores by people that have reported IQ scores).

As in former example, parallel authors and testees.

Raw	IQ			Raw	IQ
5	109			5	109
8	120			8	120
8	121			8	121
8	121			8	121
8	124			8	124
12	130			12	130
12	133			12	133
14	134			14	134
15	137			15	137
17	137			17	137
17	137			17	137
17	140			17	140
18	142			18	142
18	143			18	143
.....	.....			.....	.....
27	147			31	147
27	149			31	149
27	153			31	153
29	153			32	153
30	156			32	156
30	158			32	158
31	160			34	160
31	163			34	163
31	168			34	168
32	172			36	172

So, let's see what results did hyper-effort bring in this case. It can't be, we 'll get that 190!

Normal Effort		Hyper-effort	
Raw	IQ	Raw	IQ
27	149,67	31	149,67
29	153	32	153
30	157	32	157
31	163,67	34	163,67
32	172	36	172

Not again?

So, how can this be controlled? How can we protect tests?

1. Healthy view towards high range tests (the only solution).
2. Bizarre, necessarily time consuming tests. In that case, say goodbye to fun, reliability, validity. It will only be a strange puzzle awarding IQ scores.

So, take it easy.

PS: I know what some may be thinking. "I will let others take it easy and I will struggle to achieve a high score and eventually get that 190." Unfortunately, you will never be alone at that.

In order for things to go straight, it requires "*Unus pro omnibus, omnes pro uno*" way of thinking. If other than that, it is simply a dead end. Decency should accompany intelligence.





