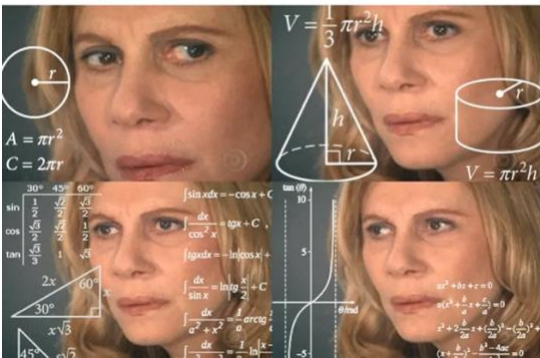# SMART Lab *@K-State Psych Sci*

Selection, Methodology, & Assessment Research via Technology

MISSION

To better understand human individual differences (i.e., bright/dark personalities, interests, social behaviors) in the workplace, with modern technology and methodological rigor.

But like...
How do you measure personality?? For work??

Representative areas of study

- Assess personality via online conversations w/ an AI chatbot
- Explore antecedents, functions, and consequences of gossip behaviors
- Examine hierarchical nature and structure of pleasurable emotions
- Inspect impression management in personnel evaluation contexts
- Investigate biases associated w/ personality tests in hiring

Take 30min and have fun w/ the bot yourself!

tinyurl.com/big5-chatbot

SMART Lab experience can help you

- Gain research experience in industrial-organizational (I/O) and personality psychology
- Acquire skills for critical thinking, problem solving, data analysis, project planning, etc.
- Involve in large-scale and/or cutting-edge discoveries in the applied behavioral science
- Prepare for grad school applications and studies (masters/PhD, in Psych or other areas)
- Access job opportunities in the (internal/external) consulting and tech industries

SMART Lab is looking for

- Interest(s) in I/O psych, personality, HR, business, and/or management research
- Experience in statistics and research methods (or is taking/have taken PSYCH 350 & 351)
- Knowledge of I/O psychology or related business/HR fields
- Ability to work independently and in an organized manner
- Flexibility to meet weekly/bi-weekly
- High self-motivation
- Attention to detail
- Strong GPA

SMART Lab contact

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