

Paul Vorster



Dr. Paul Vorster (Senior Research Specialist/Industrial Psychologist - The Ethics Institute (TEI)).

Dr. Paul Vorster earned a doctorate of philosophy degree in industrial/organisational psychology at the University of Johannesburg in 2016. He has specialised in psychometric assessment and research and has worked in areas of applied research, psychometrics, test-development, safety, employee selection, and assessment. From 2011-2015 Paul worked at JvR Psychometrics where he focused on applied organisational research, test construction, psychometric modelling and psychometric assessment. Paul completed his PhD at the University of Johannesburg specialising in the development of a computer adaptive assessment model of personality. In 2016 Paul joined The Ethics Institute as an internal research specialist focusing on quantitative research design, survey construction, statistical behavioural modelling and the identification of behavioural predictors of (un)ethical behaviour. His primary areas of interest include quantitative research, statistical analysis, computer adaptive testing, personality psychology, item response theory, behavioural precursors of moral reasoning and conduct, and applied research. Paul also holds a strong interest in the areas of leadership profiling and selection and often gives advice to organisations on leader selection and development. He currently holds an academic affiliation with the University of Johannesburg's Department of Industrial Psychology and People Management and is a member of the International Test Commission (ITC) as well as a founding member of the World Congress of Personality. Paul was presented with the Johann Schepers Award for outstanding and pioneering work in the field of psychometric research.

Additionally, Paul is a certified ethics practitioner having completed the Ethics Officer Certification Programme through the University of Stellenbosch Business School.