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WHITE PAPER · CONFERENCE INSIGHTS

From science to regulation: building a culture of quality in test use

An expert panel in Kraków explored about who is responsible for test quality, and how the updated EFPA Test Review Model can help.

TOPIC	FOCUS	CONTRIBUTOR	PUBLISHED
Psychological assessment	**Quality in organisational test use**	**European Test Publishers Group**	**October 2026**

> "The guarantor of quality is not so much a well-developed measurement tool, as a culture of accurate interpretation."

An ETPG publication prepared for the European Test Publishers Group by **Ian Florance**.

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01

ETPG in Kraków

ETPG members joined the 7th Congress of the Polish Association of Organizational Psychology (PSPO), held at the Institute of Applied Psychology of the Jagiellonian University, Kraków, on 10–13 September 2026.

7th
PSPO Congress, hosted by the Jagiellonian University

6
Expert panellists from science, business and regulation

4
Days of congress, 10–13 September 2026

The congress theme was “Psychology that Shapes the Future of Work”.

Ian Florance, Urszula Brzezińska and Krzysztof Szostok joined other experts on a panel drawing on the work of EFPA’s Test Review Model working party. Urszula organised the session. It reflects an aim ETPG shares with her: strengthening cooperation between the different voices in the testing ecology.

FIGURE 1 THE EXPERT PANEL AT THE PSPO CONGRESS



Urszula Brzezińska chairs the panel “From Science to Regulation”, Jagiellonian University, Kraków.

From science to regulation

The panel, “From Science to Regulation: Expert Contributions to Quality in Test Use within Organizations”, brought together experts from academia, the assessment tools industry and the regulatory field.

Panellists were associated with institutions including the European Test Publishers Group, EFPA and the EFPA Board of Assessment. The panel set out to share examples of good practice in Europe, both in assessing test quality and in managing policies for test use in organisations, bringing the perspectives of science, business and practice together.

The panel

01 **Urszula Brzezińska (chair)**

Senior Test Specialist, Psychological Test Laboratory of the Polish Psychological Association (R&D).

02 **Dariusz Ambroziak**

Organisational psychologist; co-founder and Chief Strategy Officer of collaboration.tech, and co-founder of Instytut Gaussa (Warsaw).

03 **Paweł Jurek, PhD**

Associate Professor of Psychology, University of Gdańsk and Medical University of Gdańsk.

04 **Ian Florance**

Executive Director, European Test Publishers Group (ETPG).

05 **Mark Schittekatte**

Faculty of Psychology and Educational Sciences, Ghent University, since 1984; first as a researcher (PhD 1993), then as an assistant professor.

06 **Krzysztof Szostok**

Organisational psychologist; R&D Director and Board Member at ALTA sp. z o.o., a Katowice-based publisher and developer of psychological assessment tools and diagnostic systems.

03

A culture of accurate interpretation

The panel's central idea: a well-developed measurement tool is not enough on its own. What guarantees quality is a culture of accurate interpretation.

Today a psychological test is more than an analytical tool in the hands of a skilled test user. It is three things at once.

An analytical tool

In the hands of a skilled test user, a test helps people make sound decisions about individuals.

A product

Tests are developed, published and sold on a commercial market, where buyers need to be able to see quality.

A scientific instrument

Tests draw on several scientific fields at once, and rest on that interdisciplinary evidence base.

That makes quality a shared responsibility. A culture of accurate interpretation depends on many stakeholders in the testing industry, on the commercial market and in academia, as well as in the media and in society, whose members need psychological assessment at many important moments in their lives.

WHO SHARES RESPONSIBILITY FOR QUALITY

Test publishers	Academia	Test users	The media	Society

04

The updated EFPA Test Review Model

The main reason for the panel was to present the new, updated version of the European Test Review Model (EFPA TRM).

The panel was also part of a campaign, led by the EFPA Board of Assessment community, to promote a responsible interpretive culture. The campaign supports the publication of good tests and a transparent description of the competencies needed to use them (EFPA, 2025).

It created space for an international debate on three linked themes:

- Responsible psychological accurate interpretation
- The quality of psychological tests
- The continuing education of competent test users

Key takeaways

Five ideas from the panel for anyone who develops, publishes or uses tests in organisations.

01 **Quality is a culture, not just a tool**

A well-developed test is necessary but not sufficient. Quality depends on how tests are chosen, used and interpreted.

02 **A test is three things at once**

An analytical tool, a commercial product and a scientific instrument, each with its own quality demands.

03 **Quality is everyone's responsibility**

Publishers, academics, test users, the media and society all play a part.

04 **Good tests need shared standards**

The updated EFPA Test Review Model gives Europe a common way to describe and evaluate tests.

05 **Competent users need continuing education**

A transparent description of the competencies needed to use tests, and ongoing learning, support quality in organisations.

This is another step in ETPG's aim to cooperate with other test experts to improve test quality, at a time when testing, psychology, society, economics and politics are all going through paradigm shifts.

FIGURE 2 KRAKÓW BEYOND THE PANEL



Left: Urszula and Ian at Old Town Market Square. Right: delegate tour in the rain.

SOURCES

References

European Federation of Psychologists' Associations (2025). EFPA review model for the description and evaluation of psychological and educational tests, version 5.0. https://www.efpa.eu/consultation-model-review-description-and-evaluation-psychological-and-educational-tests

Polish Association of Organizational Psychology (2026). 7th Congress of the Polish Association of Organizational Psychology: Psychology that Shapes the Future of Work. https://pspo2026.confer.uj.edu.pl

ABOUT

The European Test Publishers Group

A group of psychological test publishers, all based in Europe, formed in 1991 to help create an intellectual and commercial environment which values scientific measurement in psychological testing.

ETPG supports its members and works with test customers, users, developers, researchers, academics and policy makers. Its annual conference focuses on new developments in psychological testing, and its white papers on key testing topics contribute to scientific and professional conferences as well as relevant policy proposals.

ETPG works with other associations - including the European Federation of Psychologists' Associations (EFPA), the International Test Commission (ITC) and the Association of Test Publishers (ATP) - to continually improve testing practice.

OUR MISSION

- Raising standards in test design and use
- Progressing creative developments in testing
- Promoting professional use of tests internationally
- Developing fair systems of copyright protection
- Increasing the benefits of applied psychology to European citizens
- Developing links with test industries outside Europe

OUR VALUES

- Innovating
- Social engagement
- Being evidence-based
- Using scientific methods
- Being open and transparent
- Adhering to professional standards

Let's make things happen.

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