

Handwriting analysis (graphology) has been mentioned in several sources as a technique for screening applicants in the context of personnel selection. Levy (1979) reported that in Europe, where it was developed, graphology is routinely used as a hiring tool by an estimated 85% of all companies. American companies have been slower in accepting and developing graphology. Nonetheless sources estimate that some 3,000 American firms currently retain handwriting analysts as personnel consultants. Most sources promoting the technique stress that it is a quick, technically simple, and relatively inexpensive assessment procedure. Furthermore, it is one in which an applicant's active cooperation is not required, thus eliminating the danger of faking. However, most of the published work appears in sources not widely circulated and a systematic review of this literature reflects only limited research on this technique. The current study attempts to change this

writing has been established in a number of studies (e.g., Fluckinger, Tripp, & Weinberg, 1961, Lockowandt, 1976, Squire, 1967). However, the evidence is less definitive on the reliability of graphologists in their assessments of handwriting samples. Whereas Galbraith and Wilson (1964), Prystav (1971), and Hofsommer (1965) found median interjudge reliabilities for assessments around .75, the nature and quality of script samples used in these studies varied considerably. Because the field of graphology emphasizes the need for a standardized approach to obtaining scripts (Roman, 1952), this diversity is troublesome. Variation in the length of the sample (one line to a page), in the writing tool used (pen, pencil, felt pen), and in the content of the script may all affect the reliabilities obtained.

Two studies have examined the potential validity of handwriting analysis in the personnel area. In the Zden and Weaver (1967)

Success Through Handwriting Analysis

Carol T. Kulik



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Success Through Handwriting Analysis Malcolm W. Ater, 1985-01-01 Easily understood reference for accurate handwriting analysis

Signature for Success Arlyn Imberman, June Rifkin, 2003 In *Signature for Success* Imberman shares analysis techniques for readers to gain better insight into themselves co workers and their family and thus create improve and understand their relationships This useful volume even includes handwriting samples and analysis of the famous infamous and everyday people

Instant Handwriting Analysis Ruth Gardner, 1989 Briefly describes the development of handwriting analysis discusses zone baseline slant spacing margins and stroke and explains what writing reveals about self image

Handwriting in America Tamara Plakins Thornton, 1996-01-01 In this engaging history the author demonstrates handwriting in America from colonial times to the present Exploring such subjects as penmanship pedagogy handwriting analysis autograph collecting and calligraphy revivals Thornton investigates the shifting functions and meanings of handwriting 57 illustrations

99 Studies in Handwriting and Related Topics, 1988 *Predict Through Handwriting* Sayed Jafar Mahmud, 1992

Handwriting Analysis and the Employee Selection Process Kathryn K. Sackheim, 1990-10-05 The first graphology book written specifically for human resources professionals this volume is designed to help those involved in the selection of new employees find out how handwriting analysis can help them learn more about the people they plan to hire and promote As the author notes at the outset handwriting analysis is beginning to enjoy widespread acceptance in the U S as a valuable adjunct to other pre employment tests Sackheim suggests how managers can best work with a professional graphologist shows how to find a consultant with the proper credentials and demonstrates how to evaluate the various traits revealed by handwriting analysis according to how they affect business situations Numerous case studies and hundreds of handwriting samples are included to illustrate points made in the text Sackheim begins by placing graphology into historical perspective tracing its development from the time of Aristotle to the present Part I covers the process of graphology and moves from a general discussion of handwriting through such specifics as slant rhythm pressure and size spacing writing speed and style and straight lines circle letters and i dots The second section presents case studies of sales people managers presidents and other jobs and demonstrates how handwriting analysis can be an effective tool in evaluating candidates for various types of positions In the third section Sackheim provides the first complete survey of the graphology literature ever published Her review encompasses virtually every study written in English since 1919 as well as over 50 articles in psychological journals The final chapter addresses the legal issues involved and discusses discrimination laws and the right to privacy U S Supreme Court decisions and Equal Employment Opportunity Commission requirements With the background provided here human resource professionals will be able to add handwriting analysis to the tools they are already using for the selection and evaluation of employment candidates throughout the organization

Practical Graphology Louise Guest Rice, 1910

2004 U. S. Master Human Resource Guide C C H, Incorporated, Donald W

Myers,2003-10-01 HR guide provides a foundation for the application of sound HR practices in business for teaching in the academic getting Psychology ,1929 **Human Resources for the Non-HR Manager** Carol T. Kulik,2004-06-30 Human Resources for the Non HR Manager appeals to anyone interested in management issues The book explains why human resource issues are increasing the responsibilities of front line managers rather than the HR department Chapters present the basics of HR including the fundamentals of hiring performance appraisal reward systems and disciplinary systems so that any manager regardless of his or her background or functional area can approach these parts of the job with confidence The book also covers the latest developments in equal opportunity law and describes the manager s responsibilities in controlling sexual harassment and managing diverse employees including older workers and employees with disabilities Each chapter s material is firmly grounded in the current HR academic literature but the book s friendly conversational tone conveys basic principles of good practice without technical jargon Designed to make the material more accessible and personally relevant the book includes the following special features Manager s Checkpoints a series of questions that help the reader apply the material to his or her own organizational context Boxes that describe real life examples of how companies respond to HR challenges For Further Reading references to articles published in outlets that bridge the academic practitioner divide Manager s Knots presented in a question and answer format these describe typical managerial problems take the reader into some of the gray ambiguous areas of HR and suggest ways to apply the chapter material to real life managerial dilemmas *Twenty Ways to Assess Personnel* Adrian Furnham,2021-07-01 Over the years there has been more and more research to test the validity of personnel assessment methods an area which is far from easy This book compares traditional practices against new techniques including social media analytics wearables mobile phone logs and gamification Researchers and businesses alike know the importance of making good and avoiding bad selection decisions but are unsure of how to proceed effectively This book maps out the viable options and advises on best practice The author combines both practical applications and academic psychological research to explain how each method works the theory behind it and the extent of the evidence that supports it **Encyclopedia of Career Development** Jeffrey H. Greenhaus, Gerard A. Callanan,2006-05-16 With more than 300 articles the Encyclopedia of Career Development is the premier reference tool for research on career related topics Covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions This multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives *Gaining the Edge by Analyzing Handwriting* ANTON L. INDERBITZEN PHD,2014-04-07 How to achieve greater success in professional and personal relationships Who can I really trust How do I pick the right person for a job or as a life partner How do I pitch an idea or product in order to maximize the chance of a sale You can answer these and similar questions with greater confidence if you

know as much as possible about the person you are dealing with What better way to gain insight into a person s personality thought patterns honesty and character than through what they express in their handwriting All you have to know is how to read it Gaining the Edge by Analyzing Handwriting is an easy to follow practical guide that will show you how to interpret the highlights of anyone s personality by studying their handwriting You ll learn how to Identify the personality traits that can most help you gain the edge in both business and personal relationships Tailor a sales pitch to different personality types Achieve greater success in collecting obligations owed to you Assess a person s honesty Find the right candidate for a particular job partnership or friendship Discover the secrets of handwriting analysis and gain an edge in all your relationships

Scientific Aspects of Graphology Baruch Nevo,1986 **Character Reading** ,1927 **Real World Leadership Strategies that Work** INSIGHT PUBLISHING,2004 [How to Create a Power Signature Using Handwriting Analysis](#) Fiona MacKay Young,2012-12-31 Are you as successful as you want to be If not your handwriting signature can help you become more success oriented Here you will find illustrations and instructions to create a Power Signature to take you where you want to go in life *You Can Analyze Handwriting* Robert Holder,2010 The Easiest Way to Read Minds Handwriting is much more than scribbles on a page it is a universal means of communication and expression It reveals how we re feeling who we really are and can even expose health issues we didn t know we had The ability to properly analyze handwriting to uncover these secrets is the closest we can ever come to reading people s minds It s also a great way to discover things about yourself You can look at someone s notes a signature or even a grocery list and find out more about them than you ever could from simply asking questions All the things we try to hide about ourselves all the things we don t like to admit about ourselves and even our true personalities are all revealed through our handwriting Discover Who You Truly Are And Know Everything about Everyone Else Too Analyzing handwriting is the most effective way to discover the truth about people You ll learn not only about yourself but also about your friends family and even people you are interested in dating hiring or doing business with This book will help you to easily start analyzing handwriting It has been specifically organized so that you can learn how to do it quickly and put it to use immediately You ll discover how to Classify people into different personality types within seconds Answer the most common questions people want answered about themselves and others Get started analyzing handwriting by using 10 simple rules Detect and discover anyone s health problems and issues just by reading their handwriting Analyze yourself build upon your best traits and eliminate your weaknesses Instantly spot warning signs in someone s handwriting Use handwriting to achieve lasting success and happiness discover hidden talents find the perfect job for yourself and learn how to handle difficult people If you re ready to uncover the truth about yourself and everyone you know get this book **Handwriting Secrets Revealed** Doc Grayson,2014-05-07 The book describes the various ways that handwriting analysis can be used by individuals to help them in their job family recreation and business success

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