Errata. A formatting error was introduced into Worked Example Table WE1.

The error inserted a blank line between the data for Demetrius and Giorgos. In column 1 of the section "Standardized scores of 4 items using a within-person z score transformation" The minus sign was removed from Giorgis and placed in the inserted blank line. The corrected table is below.

Worked Example Table WE1**. Illustrative example: Steps in calculating within-person z-score transformed items**

	Raw scores of 4 items				**Calculation of elevation and scatter in raw scores**		**Standardized scores of 4 items using a within-person z score transformation**				**Calculation of elevation and scatter in standardized scores**		**Standardized SJT scores**	
Respondents	1	2	3	4	Elevation (mean across 4 raw score items)	Scatter (sample *SD* across 4 raw score items)	1	2	3	4	Elevation (mean across 4 standardized items)	Scatter (sample *SD* across 4 standardized items)	SJT Score 1	SJT score 2
Aesop	5	3	5	3	4	1.15	0.87	-0.87	0.87	-0.87	0.00	1.00	1.05	3.95
Demetrius	5	1	5	1	3	2.31	0.87	-0.87	0.87	-0.87	0.00	1.00	1.05	3.95
Giorgos	4	4	4	5	4.25	0.50	-0.50	-0.50	-0.50	1.50	0.00	1.00	4.21	0.79
					Mean of standardized items scores across respondents		0.41	-0.74	0.41	-0.08				

Note. The SJT Score 1 is a squared deviation score from the mean across respondents for each standardized item score. The squared deviations for each item are then summed. The SJT Score 1 is calculated here for the respondent Aesop: (.87 - .41)^2 + (-.87 – (-.74))^2 + (.87 - .41)^2 + (-.87 – (-.08))^2 = 1.05. Aesop's SJT Score 1, which is 1.05, is identical to Demetrius's SJT Score 1 because their standardized item scores are identical. SJT Score 1 has a maximum value of zero (the better test performers have the lower scores). Because scores with a maximum value of zero are confusing to many, SJT scores are typically converted so that the higher scores reflect

better test performance. In this example, we created SJT Score 2, by subtracting SJT Score 1 from 5 (i.e., 5 – 1.05 = 3.95). The choice of 5 is arbitrary; the goal was to get all scores above zero and have higher scores reflect better performance. Finally, the deviation score from the mean for a given SJT need not be squared as was done in this example. Practice varies. In the table, the calculated scores are formatted with two decimal points. The actual calculations used all available decimal points.