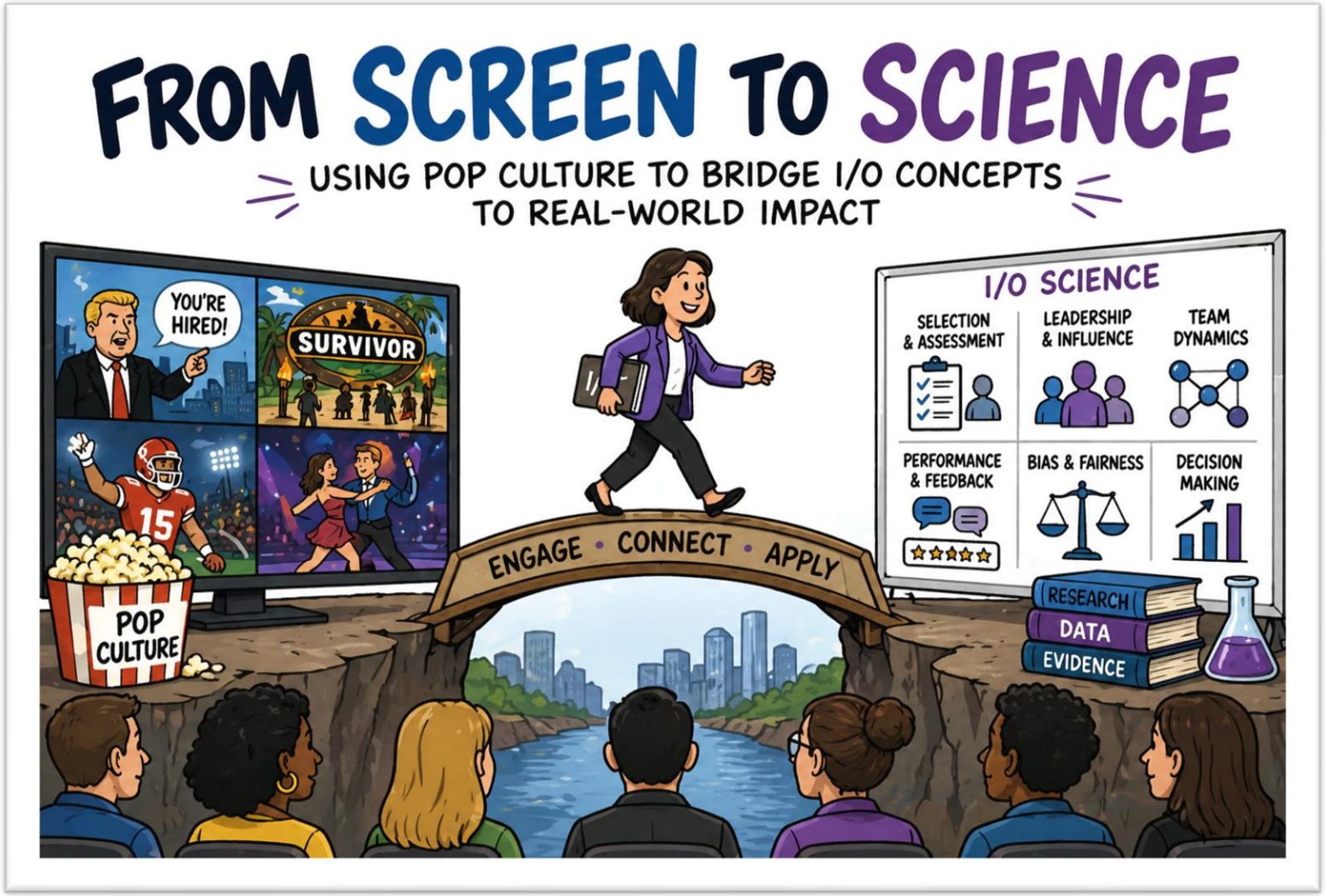


Take the poll!

Kamin, A., Lionetti, S., Walsh, M., Grubb, A., and Gallman, J. (2026). From Screen to Science: Finding IO in Movies, Games, and Sports. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LO, United States.

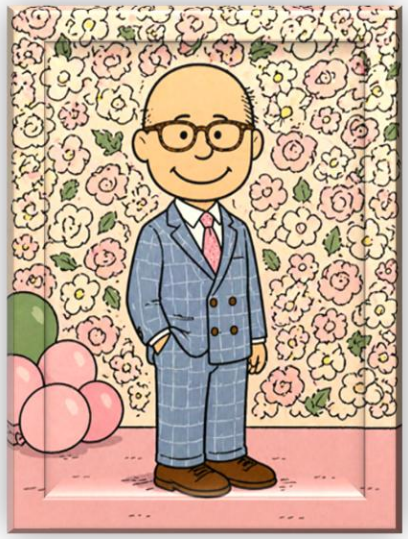
Session Flow

Warm up	Showdown	Examples to Insight	Decision to Take-aways
• Overview, orientation, and poll	• Showcase three examples of IO in the real world	• Audience reactions, critiques and open discussion	• Audience selects most compelling example • Panelist offer one final insight

Presenters



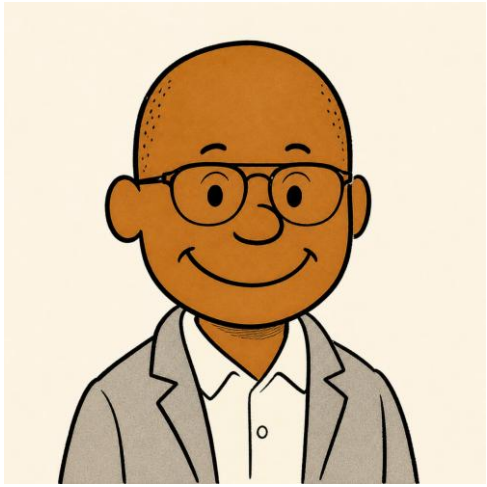
Sandy Lionetti



Michael Walsh

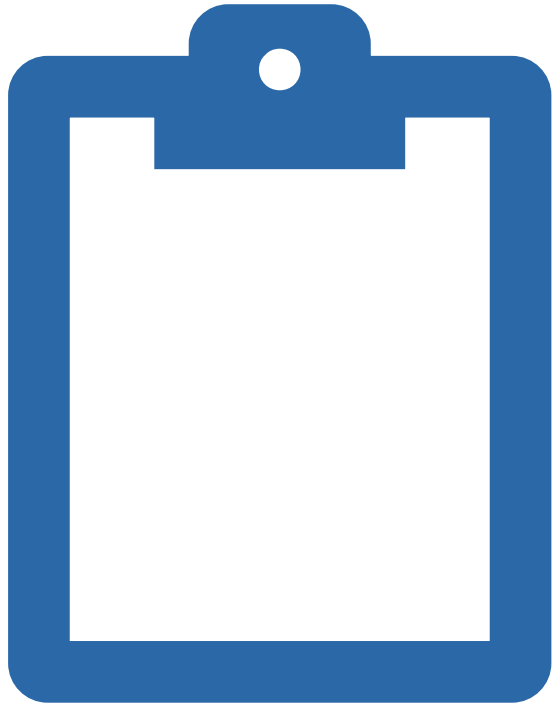


Allen Kamin



James Gallman

Discuss Poll Results



IT'S SHOWDOWN TIME!

THREE PRESENTERS. THREE POP CULTURE EXAMPLES. YOUR VOTE DECIDES THE WINNER!

Each presenter will show how IO psychology shows up in the real world

1 PRESENTATION 1

Pop Culture Competition

2 PRESENTATION 2

Classic Game Show

3 PRESENTATION 3

Greatest Rock Band In History

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Greatest Rock Band In History

Guessing Prices
and
Setting Defensible Cut Scores

Allen Kamin
May 2, 2026
2026 SIOP Conference in New Orleans


the PRICE is Right
TM
the PRICE is Right
TM


Right
PLINKO
1999
1998
2000

What's the average retail price of:



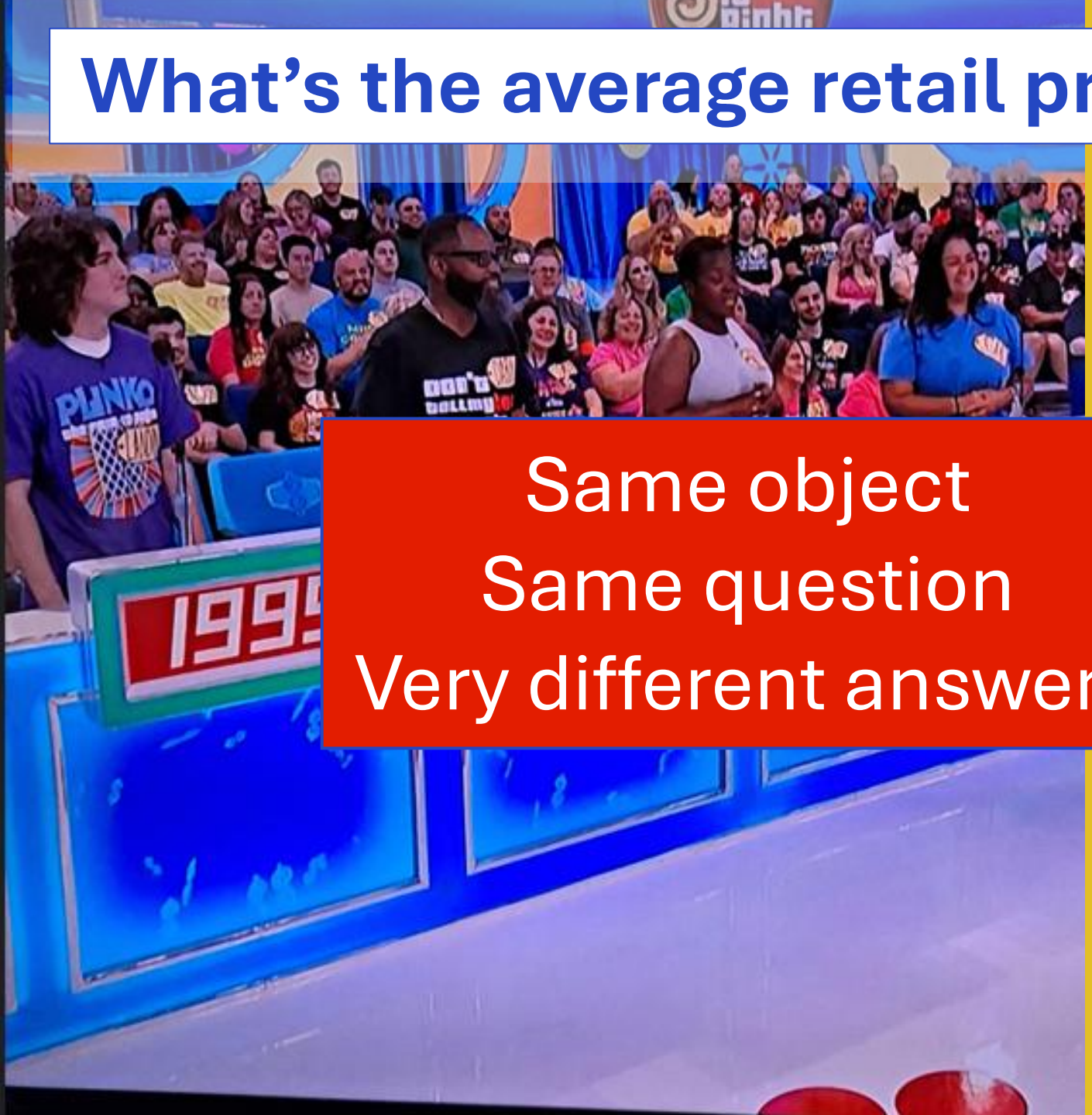
007 EDITION

SEAMASTER
DIVER 300M

42 mm, titanium on titanium



What's the average retail price of:



Same object
Same question
Very different answers



007 EDITION

SEAMASTER
DIVER 300M

42 mm, titanium on titanium



Let’s raise the stakes

ASSUME

Developed 50 item knowledge test to hire an IO psychologist

- Research methods & statistics
- Personnel selection & assessment
- Performance management
- Training & development
- Training & development
- Motivation & job attitudes
- Organizational psychology & OD
- Legal & ethical issues

DEFINITION

Minimally Competent

Someone who:

- Meets basic job requirements
- Can handle routine tasks
- Struggles with more complex situations


Right
PUNKD
1999
1998
2000



Which method asks experts to estimate the probability that a minimally qualified candidate would answer correctly?

A. Angoff
B. Nedelsky
C. Ebel

Out of 100 minimally qualified I/O psychologists, how many would answer this question correctly?



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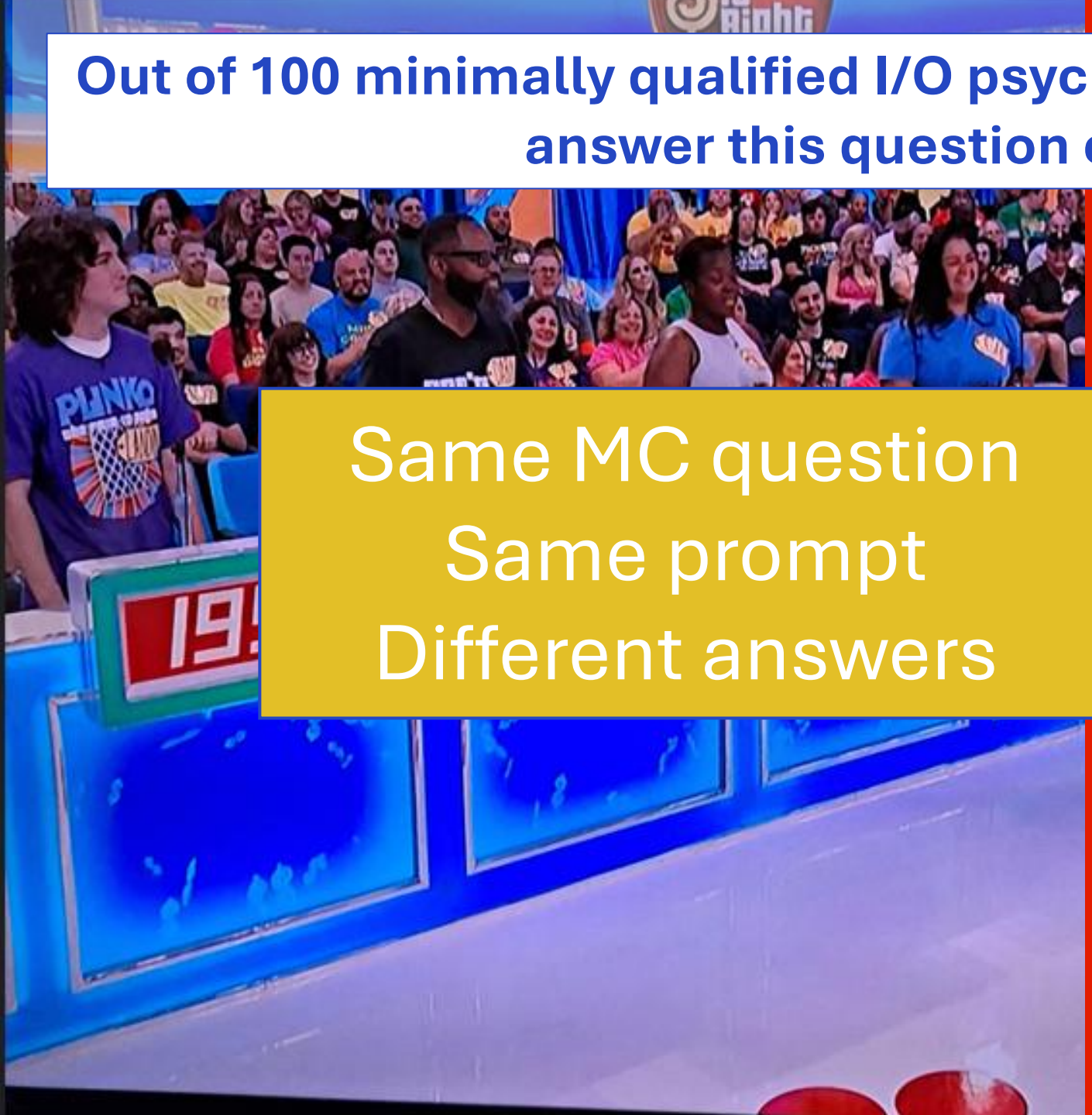

Same MC question
Same prompt
Different answers

Which method asks experts to estimate the probability that a minimally qualified candidate would answer correctly?

A. Angoff
B. Nedelsky
C. Ebel

Consequence of failure

Guessing prices

- **No one wins a toaster**

Setting job standards

- **Someone doesn’t get hired**
- **Someone get hired when they shouldn’t**

This is the Angoff technique

- We aren’t eliminating subjectivity
- We are structuring it

- ✓ Assemble SMEs
- ✓ Align on what ‘minimally qualified’ means
- ✓ Estimate probabilities in a consistent way
- ✓ Aggregate judgments

Results in a shared defensible standard, not guesswork

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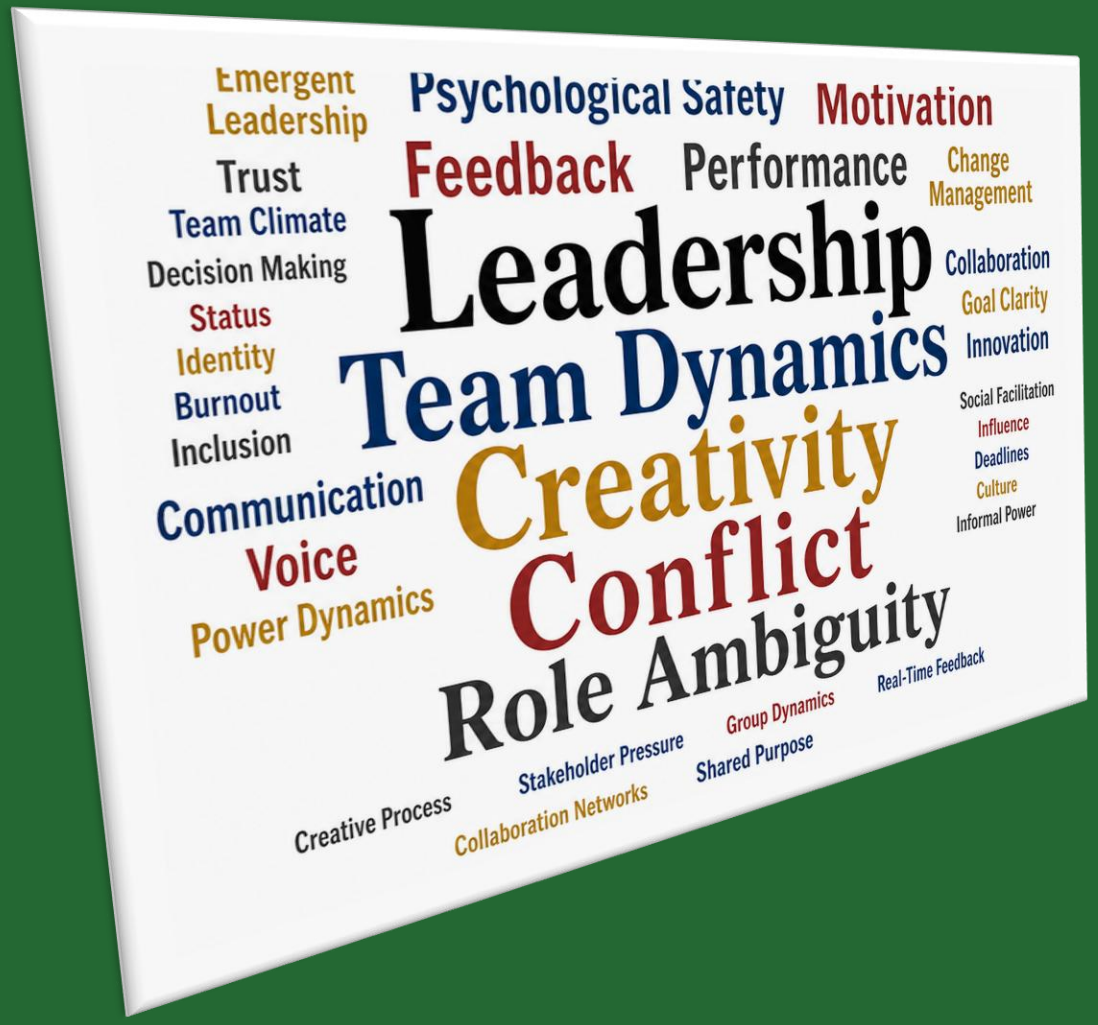
Greatest Rock Band In History


THE
BEATLES
GET BACK

Documentary about the workplace disguised as a music documentary





Examples to Insight

- What stood out to you and why?
- Where do you see examples of “IO in the real world”?



Tweet sized takeaways



Metaphors are a shortcut to meaning

- Recently been using them a lot in LinkedIn posts

Allen Kamin

Tweet sized takeaways



Metaphors are a shortcut to meaning

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Allen Kamin



I-O psychology: proving your guilty-pleasure TV habit was professional development all along.

Sandy Lionetti

Tweet sized takeaways



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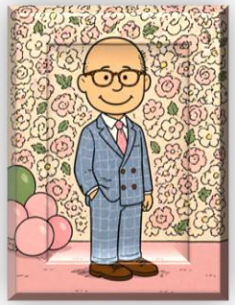

Let's not take ourselves too seriously. What we do matters most when it has practical significance" 😉

Michael Walsh

Tweet sized takeaways



Metaphors are a shortcut to meaning

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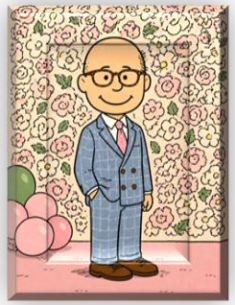

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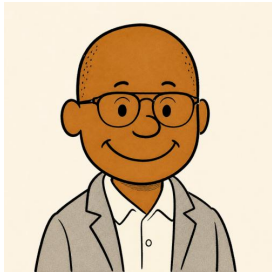


You have been primed.

You will now see IO everywhere in the real world now.

James Gallman

Appendix



Ballroom Dancing as an IO Psychology Analogy







DWTS as an assessment center: IO parallels

Simulated Tasks

Weekly dances simulate tasks requiring technical skill, creativity, and stage presence to assess performance.

Behavioral Observation

Rehearsal footage and performances reveal traits like grit, learning agility, and interpersonal style.

Feedback Loops

Judges’ critiques, audience reactions, and coaching provide ongoing developmental feedback.

Continuous performance management and coaching in DWTS

Real-Time Coaching

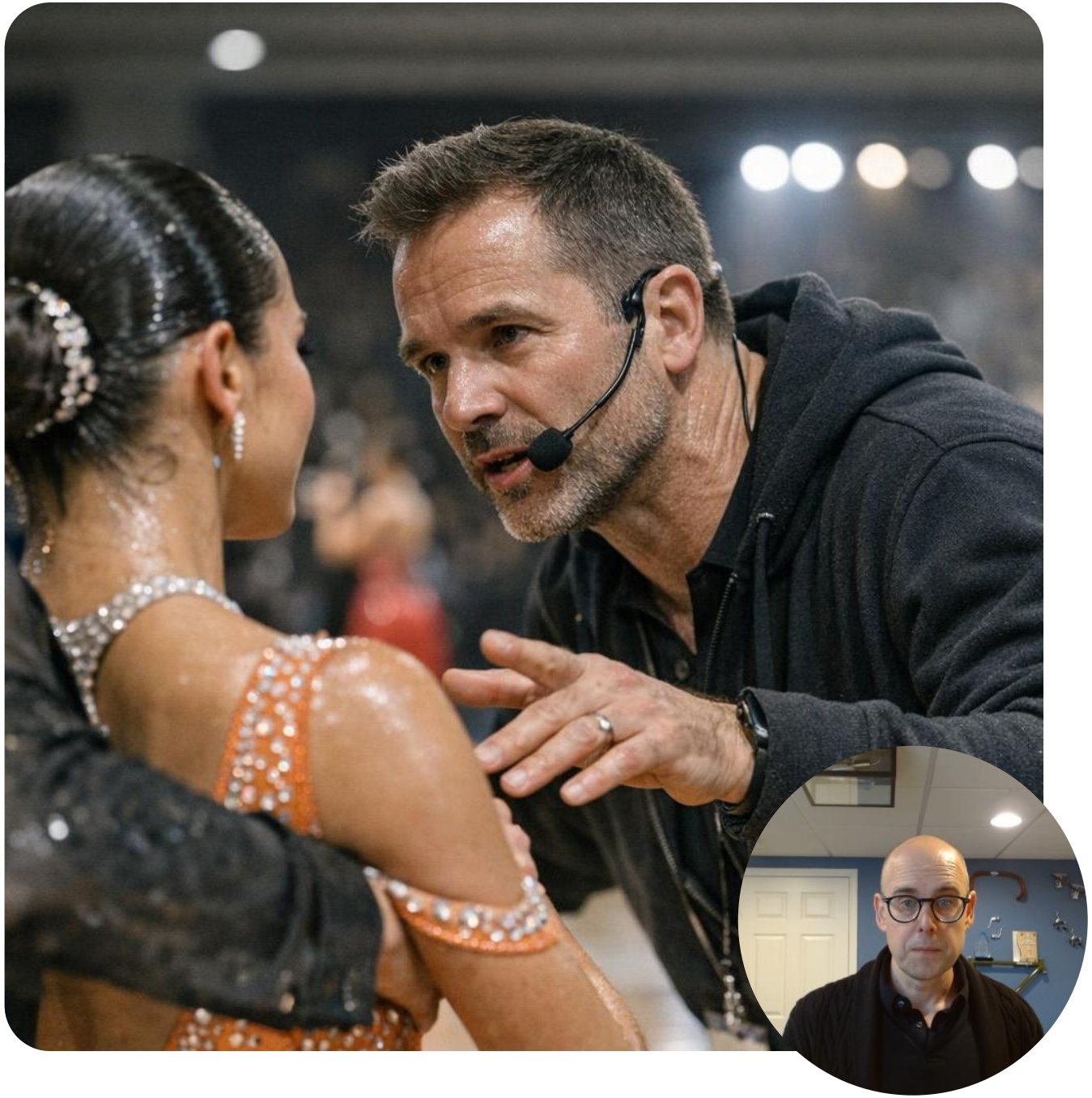
DWTS contestants receive immediate coaching to improve their performance continuously throughout the competition.

Frequent Feedback

Continuous performance management emphasizes frequent, constructive feedback to guide progress effectively.

Iterative Improvement

The approach promotes iterative improvement, where performers refine skills based on ongoing coaching and feedback.



Where Science Meets Entertainment: Limitations and Opportunities





Construct-irrelevant variance and shifting criteria in DWTS

Popularity Bias

Ratings can be influenced more by contestants' popularity and storyline than actual dance performance quality.

Inconsistent Judging

Judges lack calibration, leading to inconsistent and subjective scoring across performances.

Shifting Assessment Criteria

Weekly changes in judging criteria, such as technical precision one week and emotion the next, affect fairness.



Criterion-related validation study of DWTS

Data Coding Variables

Variables coded included star type, first-week score, and partner history from previous seasons.

Regression Analysis

Regression was used to identify the strongest predictors in the dataset for DWTS outcomes.

Accurate Winner Prediction

The study accurately predicted the Mirrorball winner, validating the predictive model's effectiveness.

What DWTS Reminds Us About IO Psychology

- IO principles appear even in *noisy, imperfect systems*
- Early behavioral signals *can retain predictive value*
- Design flaws *don't erase validity—they obscure it*



Signal survives noise... but design still matters.

