



# Responsible Use of AI in Assessment

## A PRACTICAL OVERVIEW

### WHY THIS MATTERS

Artificial Intelligence (AI) is increasingly used in psychological and educational assessment for tasks like scoring, summarizing, reporting, and pattern recognition. Thoughtful use of AI can improve efficiency, consistency, and service access. However, AI systems may introduce bias, errors, and lack transparency, so their risks must be carefully considered due to the significant impact of assessment decisions.

### EIGHT PRINCIPLES FOR RESPONSIBLE AI USE IN ASSESSMENT

Eight key areas to consider whenever AI is used in psychological assessment:

#### 1. Transparency and Accountability

People using AI-enabled assessment tools strive to have access to clear information about:

- What the AI system does
- What data it uses
- How its outputs are generated
- Who is responsible if errors or problems occur

*Transparency and accountability mean AI systems are not accepted or treated as “black boxes” with results that cannot be explained or questioned.*

#### 2. Bias and Fairness

AI systems can reflect biases present in their training data, design, and/or use. Responsible use includes:

- Evaluating whether an AI system performs differently for different groups
- Understanding whether the system was designed for the population and purpose at hand
- Considering whether using the AI improves fairness—or unintentionally worsens inequities

*Fairness is not automatic; it is actively evaluated and monitored.*

#### 3. Privacy and Confidentiality

Psychological assessment data are sensitive. When AI is involved:

- Psychologists aim to only collect and process necessary data
- Data are stored securely and protected from unauthorized access
- Personal or confidential data aren’t processed using public or unsecured AI tools

*It is best that individuals understand how their data are used and protected when AI is involved in assessment.*

#### 4. Informed Consent

Informing individuals when AI is used as part of an assessment is important, and psychologists try to help the individual understand:

- Why AI is being used
- What role it plays in the assessment
- What risks or limitations exist
- What alternatives may be available

*The best explanations to provide individuals are those that are clear and accessible, even when the underlying technology is complex.*

#### 5. Competence and Training

Professionals who use AI-enabled assessment seek and obtain:

- Basic understanding of how AI systems work
- Awareness of ethical, legal, and professional standards
- Ability to evaluate AI tools critically rather than accepting outputs at face value

*Competence does **not** require becoming an AI developer, but it does encompass informed, responsible use.*

#### 6. Human Oversight

AI outputs are not to be treated as final decisions. Human oversight is essential. Two common models include:

- **Human-in-the-Loop (HITL):** A qualified professional reviews and approves AI outputs before they influence decisions.
- **Human-on-the-Loop (HOTL):** A professional monitors AI system performance over time, conducting audits and reviews.

*In high-stakes situations, human review and oversight should be considered essential.*

#### 7. Impact on Practice

AI can bring benefits, such as efficiency or consistency, but these benefits are not guaranteed. Responsible use involves asking:

- Has the AI system been validated for this purpose?
- Are there safeguards for individuals affected by AI-informed decisions?
- Are there ways for individuals to question or appeal outcomes?

*Good AI use enhances—it doesn't undermine—professional practice.*

#### 8. Continuous Improvement

AI systems and standards evolve. Responsible use can look like:

- Regularly reviewing and updating of AI tools
- Monitoring for unintended consequences or emerging biases
- Adapting practices as laws, research, and ethical standards change

*Responsible AI use is an ongoing process, not a onetime decision.*

#### KEY TAKEAWAY

Responsible AI use in psychological assessment is not about adopting the latest technology; it is about using technology carefully, ethically, and in ways that protect individuals and uphold professional standards.

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