

Quick Facts

Five version options:
 Perceptions™ Graduates
 Perceptions™ Manager
 Perceptions™ Sales
 Perceptions™ Admin
 Perceptions™ Customer Service

Role-specific norm groups

Untimed. Typically takes around 30 minutes

50 - 70 questions per test

High candidate buy-in

Key Features

Compatible with all devices

Customisable & bespoke options available

Scientifically-validated

Fair and unbiased across all groups

No time limits

Highly work-relevant and face valid

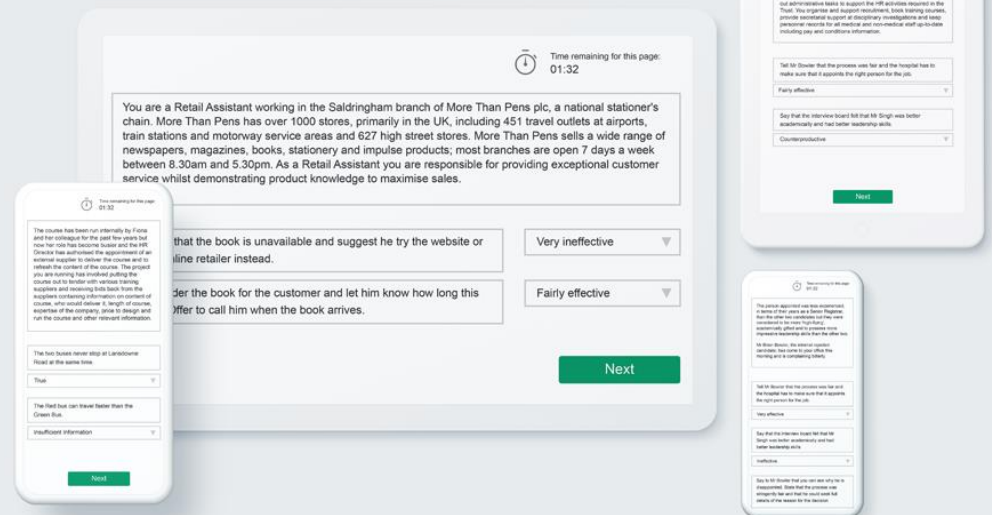
Targeted norm groups, plus create your own

Secure data management and GDPR compliant.

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Perceptions™ Situational Judgement Tests

Perceptions™ Situational Judgement Tests (SJTs) is a suite of highly workplace-relevant assessments, designed to measure behavioural characteristics which are essential to high performance. The Perceptions™ suite comprises five assessments:

Perceptions™ Graduates: Graduates and current university students.

Perceptions™ Managers: First-line to mid-level managers.

Perceptions™ Sales: Sales executives and related professionals.

Perceptions™ Administration: Administrative, secretarial, and clerical professionals.

Perceptions™ Customer Service: Customer service, support, and success roles.

Advantages of Perceptions™

- ✓ High degree of accuracy
- ✓ High level of reliability
- ✓ Fair and unbiased
- ✓ Targeted to specific roles
- ✓ High candidate buy-in
- ✓ Workplace-relevant
- ✓ Psychometrically robust
- ✓ Customisable & bespoke options

Benefits and ROI

- ✓ Better quality of hire
- ✓ Improved candidate experience
- ✓ More trainable staff
- ✓ Reduced hiring costs
- ✓ Lower employee turnover
- ✓ Increased fairness and objectivity
- ✓ Faster time-to-hire
- ✓ Reduced administrative burden

Recommended Uses

- ✓ High or low volume recruitment
- ✓ Customer service staff
- ✓ Graduate schemes
- ✓ Administrative staff selection
- ✓ Sales professional recruitment
- ✓ First-line to mid-level managers

Situational Judgement Tests (SJTs) Explained

SJTs measure the ability to make sound judgements and apply effective decision-making in workplace-relevant settings. Candidates are presented with a realistic workplace-relevant scenario, along with a list of potential actions. Candidates are required to rate each action based on its effectiveness at addressing the situation.