Perceptions™
Situational Judgement Tests

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

Perceptions™ Graduates: Identify high performing graduates and current university students.

Perceptions™ Managers: Identify high performing first-line to mid-level managers.

Perceptions™ Sales: Identify high performing sales executives and related professionals.

Perceptions™ Administration: Identify high performing administrative, secretarial and clerical professionals.

Advantages of Perceptions™

✔ High degree of accuracy
✔ High level of reliability
✔ Fair and unbiased
✔ Targeted to specific roles
✔ Highly face valid
✔ Workplace relevant
✔ Psychometrically robust
✔ Customisable / bespoke options

Benefits and ROI

✔ Better quality of hires
✔ Improved job performance
✔ More trainable staff
✔ Reduced hiring costs
✔ Lower employee turnover
✔ Increased fairness and objectivity
✔ Faster time-to-hire
✔ Reduced administrative burden

Recommended Uses

✔ Any recruitment stage
✔ High or low volume recruitment
✔ 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 hypothetical workplace relevant scenario, along with a list of potential actions. Candidates are then required to rate each action based on its effectiveness at addressing the situation presented in the initial scenario.