Report Information

The information contained in this report is confidential and should be stored securely.

Due to the way people’s abilities may change over time, the information in this report is likely to remain valid for up to 24 months after taking the assessment.

Adaptive Tests

This is an adaptive test, which means the difficulty of the test automatically adapts to the candidate's ability as each question was answered. A correct answer causes the next question to be more difficult, and an incorrect answer causes the next question to be slightly easier. The score weighting of each question is determined by its difficulty, so difficult questions are worth more than easier questions.

Adaptive tests are more accurate than traditional fixed-form tests in which everyone sees the same questions. Adaptive tests also give better candidate experience because they take less time, and avoid showing questions which are way too hard or way too easy for the candidate. Our adaptive tests automatically pick questions from a large bank of questions of varying difficulty, to effectively make each test tailored to the candidate. It is unlikely that any two candidates will experience exactly the same set of questions, which helps us control over-exposure of questions and increases test security.

Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.
About This Test

This test measures the ability to make sound judgements and apply effective decision-making in workplace relevant settings.

Situational judgement tests are useful predictors of job performance in roles that require significant autonomy, where staff are required to make meaningful judgements and decisions.

Research shows that situational judgement tests are effective predictors of future job performance and are thus very commonly used in employee selection and assessment.

Situational judgement tests provide candidates with a range of workplace-relevant scenarios and ask the candidate to rate the effectiveness of specific solutions to that scenario. In doing so, this assessment evaluates the candidate’s propensity towards effective judgement and decision making. Situational judgement tests are usually highly role specific, ensuring that the scenarios are representative of those encountered in the role. For example, an “administrative” situational judgement test would only include scenarios related to administrative roles. A “managerial” situational judgement test would only include scenarios that are typically encountered in managerial roles etc. This provides a high degree of face validity, encouraging the candidates to take the assessment seriously and providing a better candidate experience.
Simone Sample's performance on this test indicates an ability which is higher than 28% of the 988 Graduates in the comparison group.

**Percentile Score Explained**

Results have been expressed as a percentile score, which show how the candidate performed relative to the comparison group. For example, the 10th percentile represents a score which is higher than 10% of the scores achieved by people in the comparison group. The 50th percentile represents a score which is higher than exactly half of the scores in the comparison group (i.e. the mean score of everyone in the comparison group).

**Simone Full Result Description**

Compared to the chosen reference group, Simone's performance on this test indicates a fairly low level of situational judgement ability. Individuals that score in this range are likely to perform as well, or somewhat lower than most people when in roles that require considerable autonomy, decision making ability or sound judgement. Based on this score, Simone demonstrates some awareness of how actions can affect success. Overall, Simone's ability to correctly appraise the effectiveness of actions was somewhat lower than most graduates. This suggests that Simone is sometimes aware of which actions are most likely to result in success, but not necessarily in all cases. When holding responsibility or acting autonomously, Simone's decision making competence is likely to be comparable or somewhat lower than most graduates. However, a wider range of assessments, interviews and exercises will be required to ascertain Simone's overall competence with more certainty.

**Simone Summary Result Description**

- Simone shows a fairly low level of situational judgement ability.
- Simone is slightly less likely than most graduates to perform well in roles that require decision making.
- Simone is somewhat less likely than most graduates to display reasonably sound judgement in general.
- Simone is somewhat less likely than most graduates to correctly appraise the efficacy of an action.
- Simone is about as likely as most graduates to avoid counterproductive courses of action.
- Simone is likely to feel somewhat comfortable making key business decisions.
- Simone is likely to handle problem situations as effectively, or slightly less effectively, than most graduates would.
Practical Recommendations

To further predict Simone's future performance, it is recommended that Simone's scores on a range of aptitude tests are considered, creating a more holistic picture of Simone's cognitive ability more generally. Also, personality questionnaires should be incorporated into the selection process, providing deeper insight into Simone's character. Lastly, a structured interview is recommended, testing Simone's work-relevant skills and knowledge in a structured and reliable way. If this test was conducted unsupervised, it is recommended that candidates of interest are re-tested in supervised conditions in order to verify that the scores produced during the online testing stage were in fact provided by the stated candidate.

Norm Group

The norm group used to generate this report was Graduates which contains the scores of 988 Graduates.