

Perceptions Graduates

Simone Sample
03/10/2017

Report Information

This report has been generated using results from the Test Partnership Perceptions Graduates assessment, which evaluates the ability to make sound judgements and apply effective decision-making in workplace relevant settings. Research suggests that situational judgement tests are powerful predictors of future job performance.

When using this report, please remember that the results have been based solely on test performance, not directly-observed performance in the workplace.

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

The information in this report is likely to remain valid for up to 24 months after taking the test.

Disclaimer

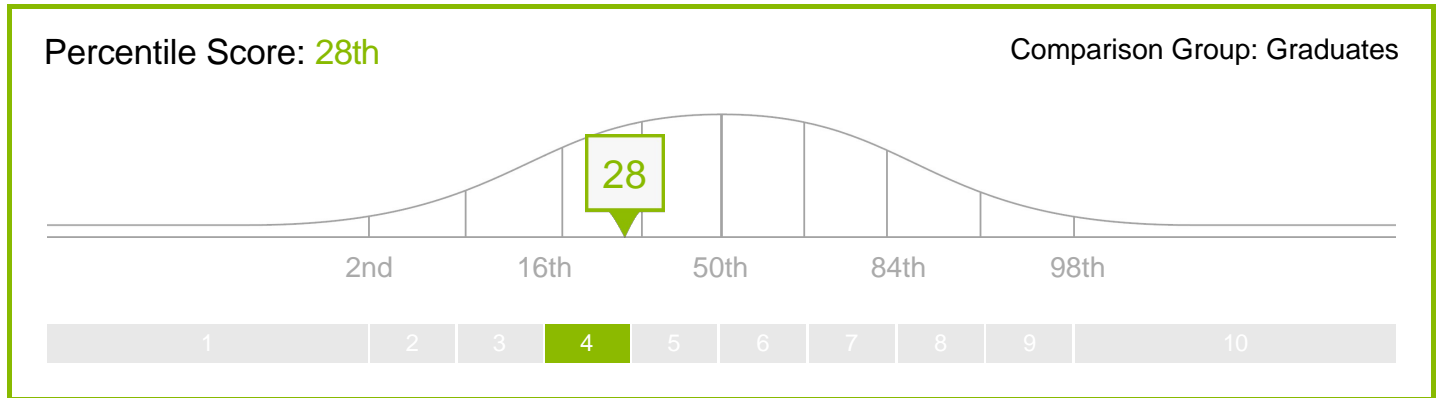
This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

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

Assessment Results

Simone Sample 's performance on this test indicates an ability which is higher than 28% of the 988 Graduates in the comparison group.



Percentile Scores 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's 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's Summary Result Description

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

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, undergraduates and postgraduates which contains the scores of 988 Graduates. If an alternative norm group were used, the revised percentile scores would be as follows: