Simone Sample

Perceptions Managers

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.
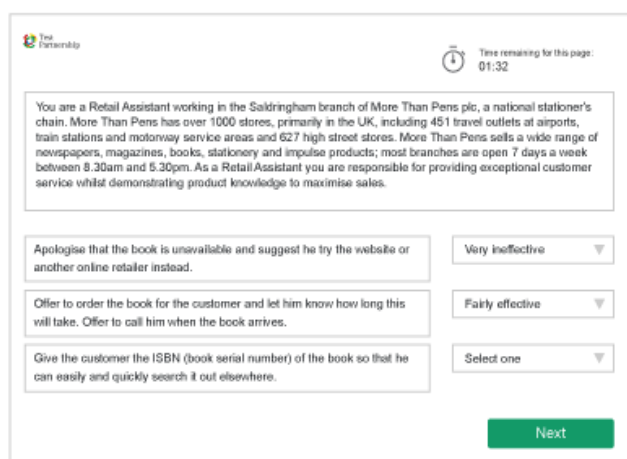
About This Test

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.
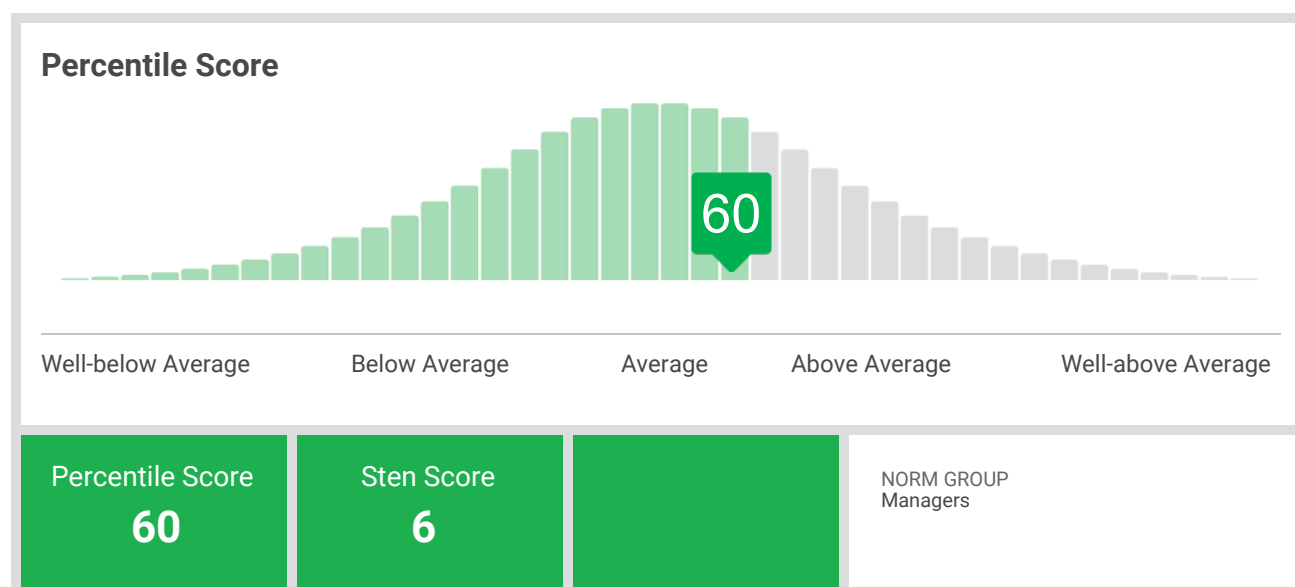

Research shows that situational judgement tests are effective predictors of future job performance and are thus very commonly used in employee selection and assessment.

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.

Assessment Results

Simone Sample's performance on this test indicates an ability which is higher than 60% of the 414 Managers in the comparison group.

Percentile Score

60

Well-below Average   Below Average   Average   Above Average   Well-above Average

Percentile Score	Sten Score		NORM GROUP
60	**6**		Managers

Simone Result Description

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

The norm group used to generate this report was Managers which contains the scores of 414 Managers.