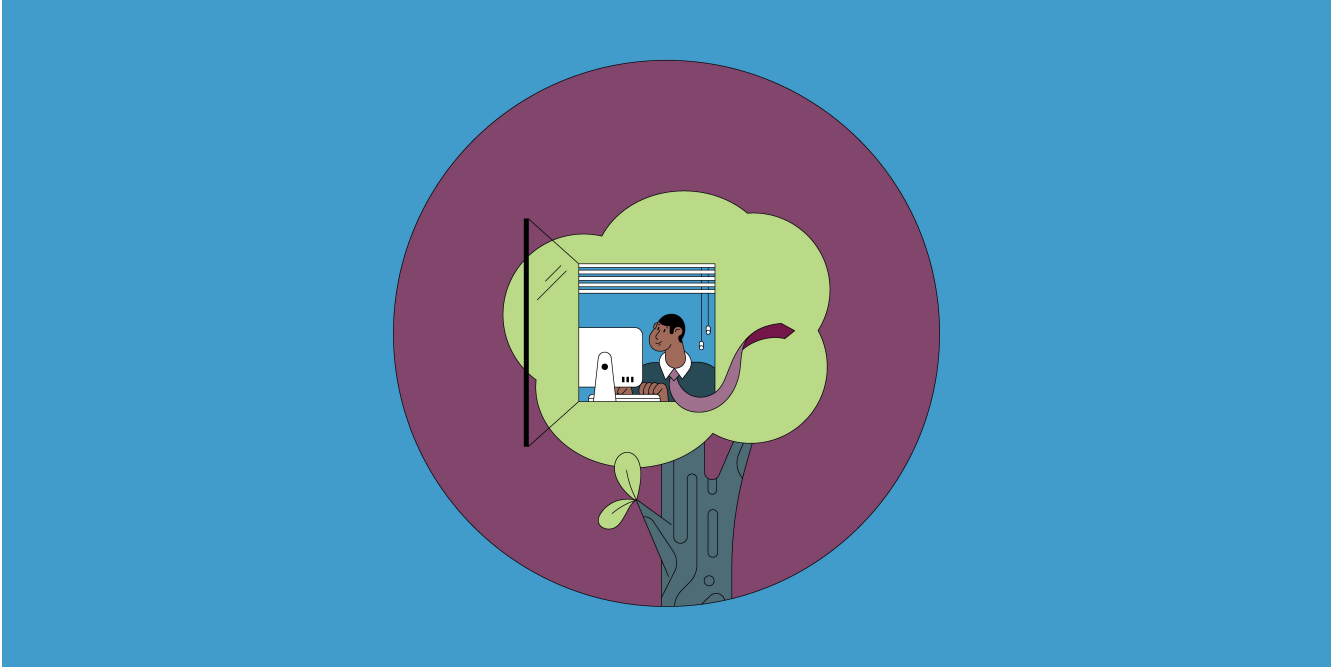# SITUATIONAL JUDGEMENT TEST REPORT

Leadership Judgement Test

Pete Wicks

Completion date: 09/05/2023

This report could be used by:

Recruiters, line managers, HR and L&D professionals.

This report describes:

Key findings from Pete's Situational Judgement Test performance that relate to the way in which he is likely to respond to different scenarios in the workplace. The report outlines how effective Pete's performance may be in the below key competency areas, and suggests some potential development points and interview questions:

1. Judgement

2. Tolerance of ambiguity

3. Flexibility

4. Pragmatic commercialism

UNDERSTANDING THIS REPORT

Introduction

This report describes Pete's test performance based on the Leadership Judgement Test he completed on 09/05/2023. The report provides an overview of how Pete may perform in a number of key areas identified as critical to the role, suggesting some questions you may wish to incorporate into a structured interview, as well as some potential areas of development for the candidate.

The situational judgement test comprises of a series of work-based scenarios. For each scenario the candidate must review a list of suggested approaches and indicate the one they feel is best and the one they feel is the least effective.

Pete's performance on this test has been compared to the Leadership Judgement Test Comparison Group (2020), which comprises a diverse group of individuals having previously completed the Leadership Judgement Test

Important points

When reading this report, please remember the following points:

- Our Situational Judgement Test results are **very reliable, but they are not infallible.**
- The style and abilities measured by the assessment should be followed up through further assessment and interview at subsequent stages of assessment.
- **Style and ability are not fixed** and may improve with practice, training and development.
- These test **results should be considered along with other information** about the candidate before making a selection decision.
- These results **must be kept within the boundaries of confidentiality** agreed with Pete.
- The results must not be used for any purpose other than that agreed with Pete.
- These results **must be kept securely and not retained** beyond the period agreed with Pete.

Further information about Pete

Further reports can be downloaded for Pete, which provide additional information about his ability and personality, including:

- **Ability test results** - If Pete was asked to complete an ability test this report provides information and advice concerning his reasoning abilities.
- **Personality profile reports** - If Pete was asked to complete a personality questionnaire as part of the assessment process, these results can be used alongside ability test results to provide an integrated picture; for example the Sales Report, Interviewer Report and Onboarding Report.

PETE'S SJT RESULTS

Overall SJT Performance

Low overall performance	Below average / Slightly below average	Average	Slightly above average / Well above average	Outstanding performance

3 Overall performance index

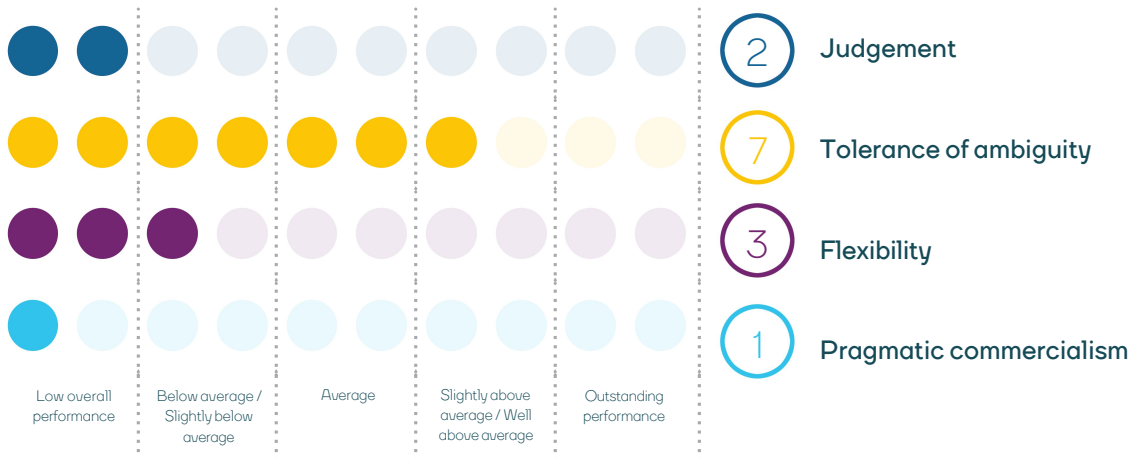Based on Pete's combined responses to all the scenarios in the assessment.

Overall SJT performance: The overall performance index is based on a combination of Pete's Situational Judgement Test results. Taken together, Pete's responses to the scenarios presented in the Leadership Judgement Test indicate that his performance was **below average**, scoring in the **bottom 16% of candidates** , as compared to the Leadership Judgement Test Comparison Group (2020). This suggests that his overall situational judgement ability and approach is **likely to be lower than necessary for responding effectively to the demands of the Sample role**. They may often evaluate situations and perform problem-solving somewhat ineffectively; his judgement style and ability may sometimes lead him to select inappropriate responses to situations at work.

The time limit for this assessment is 30 minutes and Pete took 1 minutes. The average completion time for this SJT is 20 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Scores by competency

The Leadership Judgement Test assessed Pete's judgement and reasoning approach across a range of situations typical of the Sample role. These situations measure success factors that are critical to effective performance in the role. Pete's results against each of these success factors are described below.

2 Judgement				
7 Tolerance of ambiguity				
3 Flexibility				
1 Pragmatic commercialism				

Low overall performance	Below average / Slightly below average	Average	Slightly above average / Well above average	Outstanding performance

COMPETENCY SCORES IN DETAIL

Judgement

The Judgement competency considers the extent to which a candidate uses logic and intuition before making an objective decision, and if they consider implications from multiple perspectives.

Pete's score was **well below average**, scoring in the **bottom 10% of candidates**. This score suggests that Pete would deal ineffectively to the demands of a role that requires effectively analysing situations and assessing the implications in a logical way. They may have difficulty identifying patterns and trends in data and may often accept facts at face value.

Interview Questions

Your responses to the scenarios assessment suggest you would prefer to make a decision with all of the data to hand, and may be uncomfortable having to make a judgement independently without a complete picture. Can you tell me about an occasion where you have had to be proactive in making a decision without having the level of clarity you would like?

- What challenges did you face?
- What was the impact?

Development advice

Developing an awareness of the systems-thinking approach to work may benefit your development in terms of expediency of making a judgement call. Considering situations in which you do proactively make a decision without necessarily having all the data, and applying instinct that to the relevant professional context could also strengthen your confidence in this area.

Tolerance of ambiguity

The Tolerance of ambiguity competency recognises the extent to which a candidate is comfortable working with uncertainty and not having a solution immediately available to them. It considers how an individual operates effectively in unpredictable situations.

Pete's score was **slightly above average**, scoring within the **20% of candidates who are just above the average range**. This score suggests that Pete should demonstrate they are more tolerant of ambiguity than others. They are happy to work with uncertainty, and may prefer to engage with aggregated data or high level information. They indicate that they have a tendency to act when needed rather than just when convenient.

Interview Questions

Your responses to the scenarios asssessment suggest you are very comfortable working in an environment with a degree of uncertainty or ambiguity. Can you tell me about the last time you faced ambiguity in work.

- How did you handle the situation?
- What would you do differently in a similar situation in future?

Flexibility

The Flexibility competency measures the extent to which a candidate can flex their way of working and thinking. It considers how a candidate adapts to changing circumstances and takes new ideas and concepts on board.

Pete's score was **below average**, scoring in the **bottom 16% of candidates**. This score suggests that Pete has a preference for working in a culture that doesn't require too much flexibility. They are less likely than others to find a balance between governance and individuality. Their responses suggest that they might be uncomfortable in providing direction to exceptions, and may often consider their own needs either equally, or with priority over business needs when resolving conflicts.

Interview Questions

Your responses to the personality questionnaire suggest that is isn't your preference to work in an environment that requires a high degree of flexibility. Can you describe a time when you have needed to flex your approach to meet the needs of the business or situation at hand?

- How did you flex to sacrifice your own standpoint in doing this?
- What was the impacts

Development advice

You could choose to focus on some development which enables you to influence others with more confidence and flexibility so that you feel comfortable persuading others to change their opinions. Enhancing your grasp of the organisation's governance and balancing that with your own professional requirements may also help you to flex your energies to achieve the most relevant/beneficial goals and aims.

Pragmatic commercialism

The Pragmatic commercialism competency is interested in a candidate's understanding of how industries and businesses work. It considers the extent to which a candidate focuses on the practical realities of emerging trends, challenges and opportunities in the industry, as well as the impact their role has on wider business performance.

Pete's score was **well below average**, scoring in the **bottom 10% of candidates**. This score suggests that Pete has a very strong value for perfectionism and a much less pragmatic approach to commercialism than others. They would rather achieve and evidence a result that is flawless than to settle for a reasonable result. Pete indicates that they are very uncomfortable in an 'impact over effort' environment, and will often seek to manage and mitigate all risks, minor or major.

Interview Questions

Your responses to the scenarios assessment suggest more likely to strive for perfection and to put considerable effort in to achieving a result than to take a pragmatic approach to commercialism. Can you describe a time when you have needed to settle for achieving a result that met a time goal, however was not necessarily perfect in your eyes?

- How did this make you feel during and after the event?
- What was the impact of the achieved result?

Development advice

Explore alternative prioritisation methodologies to assess where your efforts are best focussed. This will enable you to manage and mitigate risk in a more pragmatic manner. Consider the real differences between what is essential/vital and what is 'nice to have' for a perfect result when embarking on a project to provide a healthy ratio of impact over effort.