



SITUATIONAL
JUDGMENT
TEST

SUPERVISOR

Joe Sample

Date: 08/30/2016

Time: 12:28 PM

Candidate ID: 44717

Email: success@super-solutions.com

Organization: Success Performance Solutions

To ensure you are obtaining the full benefits available to you from the use of the Situational Judgment Test, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the Situational Judgment Test results.

While the Situational Judgment Test was designed to help assess various aspects of personality, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What the Situational Judgment Test - Supervisor Measures

Effective supervisors need to have excellent employee relation skills. They must be able to motivate their staff and have team building abilities. They must also have excellent problem solving skills and must be able to plan and organize effectively. Without these essential characteristics among it's leadership staff, an organization is likely to run into serious problems with respect to company morale, focus, productivity and overall performance.

The four areas assessed by this SJT are:

Communication	The degree to which the candidate values communication with his/her employees. The degree to which he/she takes the initiative to communicate important matters to his/her staff and is sympathetic to their needs.
Conscientiousness	The degree to which the candidate is organized, hard working and dependable. The degree to which he/she thinks things through rather than making decisions based on impulse.
Motivation	The degree to which the candidate uses effective motivation strategies with his/her staff. The degree to which the candidate values and utilizes praise and reinforcement as motivators for top performance.
Team Orientation	The degree to which the candidate is able to instill a team spirit among staff members. The degree to which he/she is able to get along with all staff members, is easy-going and flexible.

Candidness of the Situational Judgment Test - Supervisor Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

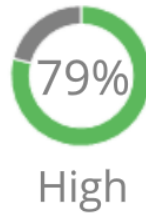
Interpreting the Situational Judgement Test - Service

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



Total Score Summary



Total Score Interpretation

This candidate's Total SJT - Supervisor score falls within the High range. This candidate generally demonstrates strong supervisory capabilities. He/she possesses those skills and problem solving abilities necessary for success in supervisory roles. Review the individual scale details to better understand strengths and potential shortcomings.

Score Validity

Candidness: High: The candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors.



Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.



Communication

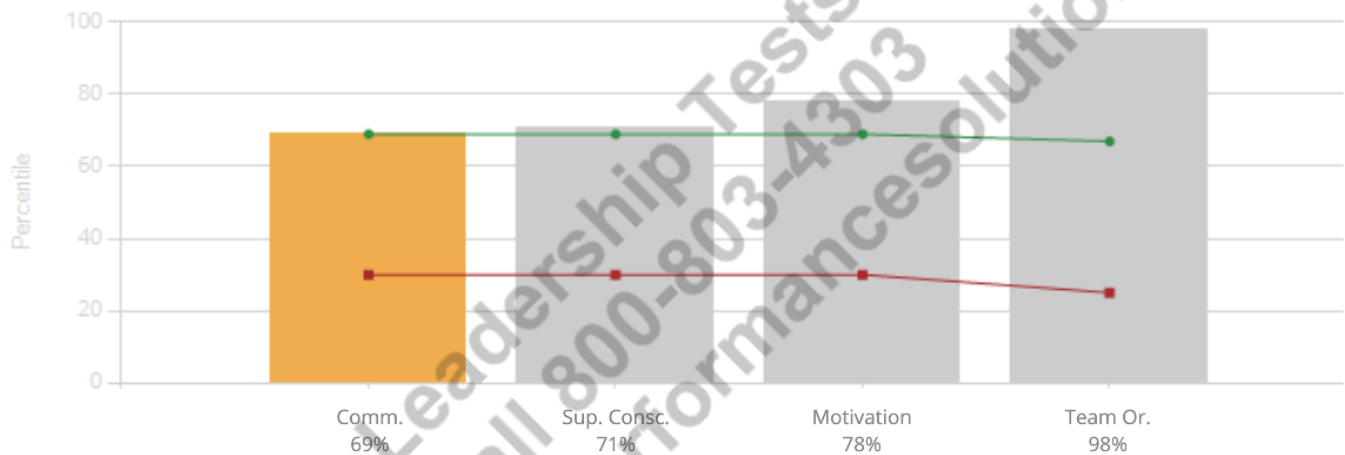


Average

Score Details

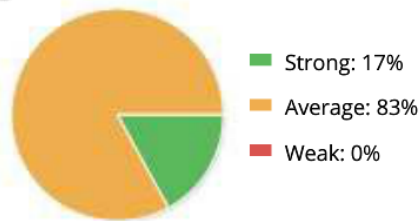
The degree to which the candidate values communication with his/her employees. The degree to which he/she takes the initiative to communicate important matters to his/her staff and is sympathetic to their needs.

Joe Sample scored in the 69th percentile on Communication (Average), meaning Joe scored better than 69 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Communication behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Communication.

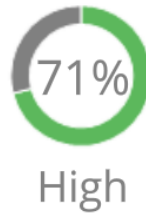


Expected Job Behaviors

- Moderately values the importance of communicating with staff.
- Is often sympathetic to needs of others.
- Takes initiative to communicate some important matters with staff.
- This candidate's level of communication is consistent with most other candidates.



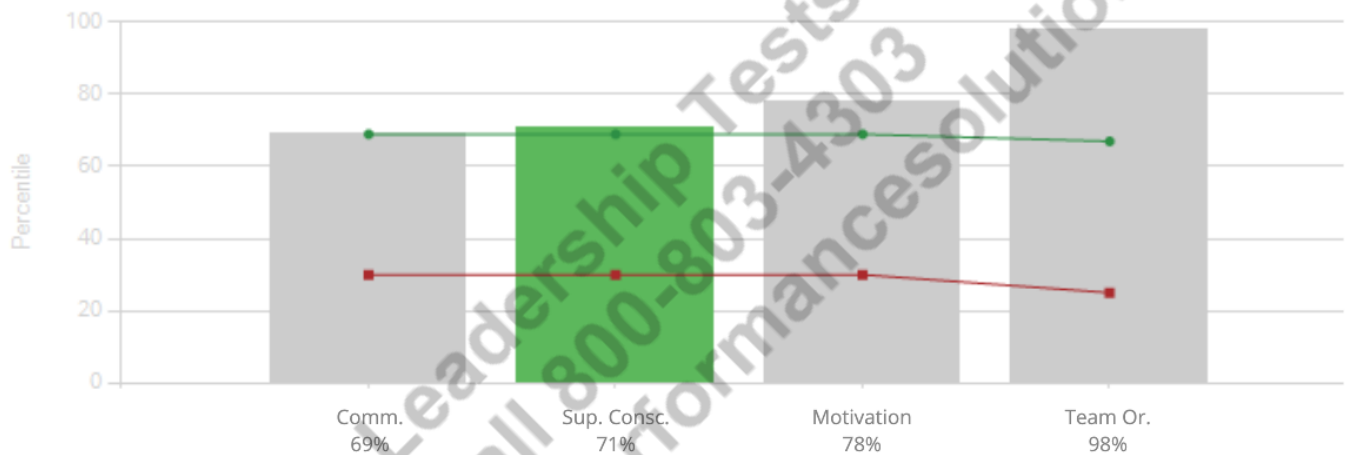
Conscientiousness



Score Details

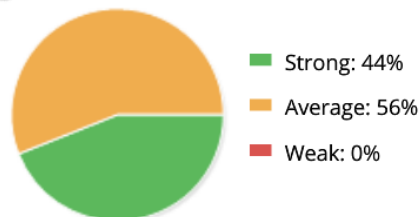
The degree to which the candidate is organized, hard working and dependable. The degree to which he/she thinks things through rather than making decisions based on impulse.

Joe Sample scored in the 71st percentile on Conscientiousness (High), meaning Joe scored better than 71 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Conscientiousness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Conscientiousness.

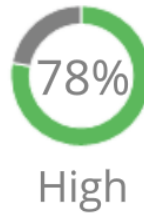


Expected Job Behaviors

- This individual is dependable and goal-oriented.
- Is concerned about the quality of his/her work.
- Is a hard worker and detail-oriented.
- Can be counted on to do the task at hand with little supervision.



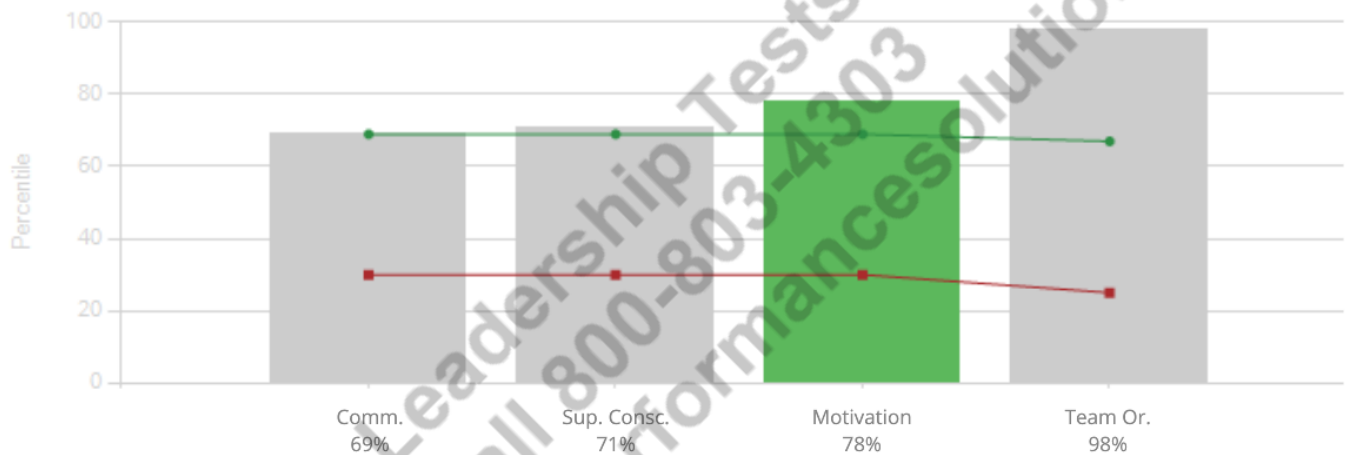
Motivation



Score Details

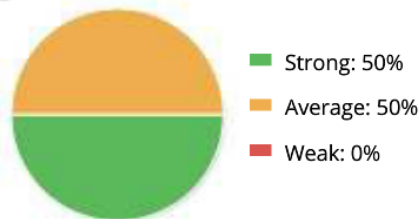
The degree to which the candidate uses effective motivation strategies with his/her staff. The degree to which the candidate values and utilizes praise and reinforcement as motivators for top performance.

Joe Sample scored in the 78th percentile on Motivation (High), meaning Joe scored better than 78 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Motivation behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Motivation.

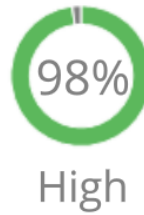


Expected Job Behaviors

- Utilizes appropriate motivation strategies with staff.
- Understands the value of proper supervision in determining team productivity.
- He/she utilizes praise and reinforcement to motivate staff.
- This is definitely an area of strength for this candidate.



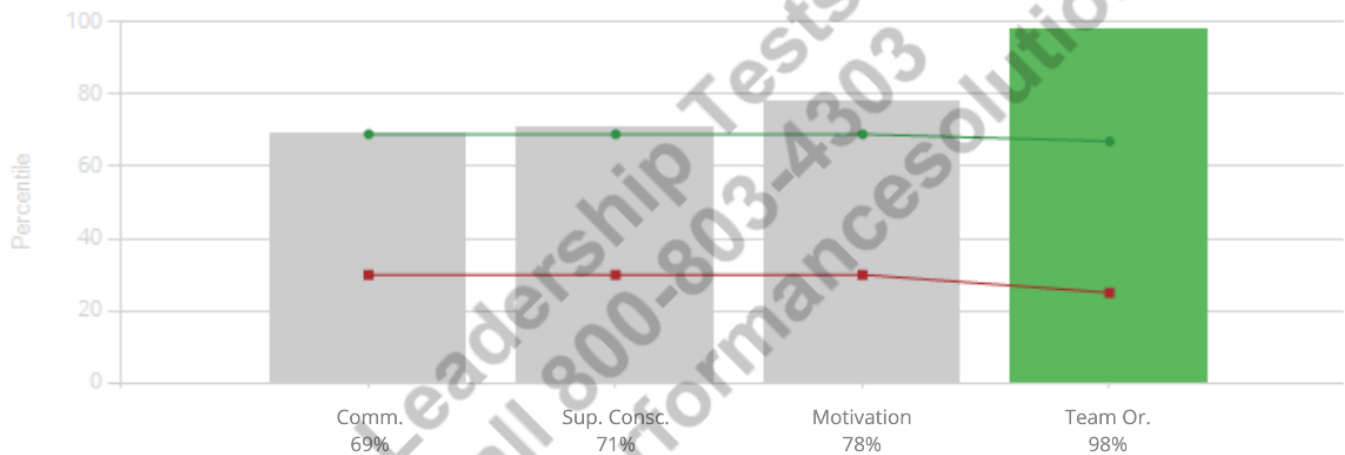
Team Orientation



Score Details

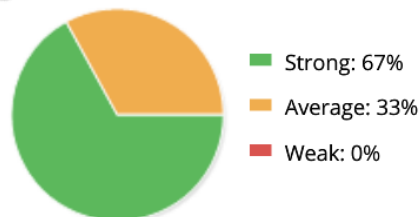
The degree to which the candidate is able to instill a team spirit among staff members. The degree to which he/she is able to get along with all staff members, is easy-going and flexible.

Joe Sample scored in the 98th percentile on Team Orientation (High), meaning Joe scored better than 98 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Team Orientation behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Team Orientation.



Expected Job Behaviors

- Is a team player and will cooperate in all aspects of his or her work relationships.
- Values interpersonal relationships and will "chip in" to help others.
- Has the ability to instill a sense of team with staff.
- Will compromise when appropriate to achieve team goals.



Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Communication

- This individual has moderate communication skills.
- Ensure that they are given the opportunity to communicate ideas and objectives to staff and coworkers. But monitor these communications.
- Identify areas for improvement and offer communication training if appropriate.
- Offer praise for appropriate communication behaviors.
- Communicate with him/her regularly and convey that you have the same expectations of them when it comes to them communicating with their staff.
- Survey staff to ensure communication between management and staff is satisfactory.



Conscientiousness

- This individual values reliability, attention to detail and organization and expects those around him/her to do the same. Therefore, these should be exhibited and rewarded.
- Praise should be given to show appreciation when working with this individual.
- Try to let him/her work at own pace when possible. He/she likes to take his/her time to ensure work quality.
- While this characteristic is important for most aspects of life, including work, care should be taken to make sure the deliberateness of this individual is not an impediment to getting things done.



Motivation

- This individual has the motivation skills needed to perform the supervisory function.
- Ensure that they have the opportunity to engage motivation exercises with their staff.
- These individuals expect others around them to use praise and reinforcement, so keep this in mind when managing him/her.
- This individual is likely to use sound judgment in developing motivation tactics with staff so they should be included in these decision-making opportunities.



Team Orientation

- These candidates value interpersonal relationships with team members, colleagues and staff. Therefore, these should be taken into consideration when working with the individual.
- To maintain team oriented and cooperative behaviors, involve the individual in setting his team's goals and reward him/her for demonstrating team oriented behaviors.
- While cooperativeness is important for both team and individual success, care must be taken to make sure the individual does not undervalue individual contributions in favor of constant compromise within his/her work team. Both team orientation and individual competitiveness are important for overall success. It is important that the individual be made aware of this and that efforts are made to find the right balance.



■ Communication 69%
■ Conscientiousness 71%
■ Motivation 78%
■ Team Orientation 98%

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Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Communication

Question:

Describe a time when you had to reprimand an employee for poor performance or attendance. How exactly did you approach the situation? Describe the conversation.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Describe a situation from your past work experience where a coworker or manager did not communicate something they should have to one or more staff members. What did you do? Did you speak up or did you not say anything given it was not your responsibility?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

How have you handled situations in the past when a staff member was giving out incorrect information to a customer?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7



Question:

Tell me how you have handled performance issues with your staff in the past.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Tell me about a past situation where someone on your staff was having a work-related issue that was affecting their performance. How did you handle it?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Conscientiousness

Question:

Describe a time at work when you could have been a bit more organized than you were.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Tell me about a previous work project where you were just not motivated to put 100% of your effort into it.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7



Question:

What goals have you set for yourself in previous jobs? Which did you accomplish and which did you not?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

What behaviors or actions have you engaged in at work that was not expected.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

What situations have you been involved in at work where you had to bend the rules or hide the truth a little in order to accomplish your goals or objectives.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Motivation

Question:

Tell me about past motivation tactics you have used to motivate your employees.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7



Question:

Tell me about both a positive and a negative impact you have had on a staff member as a direct result of your interactions with him/her.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Walk me through the steps you general take when conducting a performance appraisal of an employee.

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Team Orientation

Question:

Tell me about a time when your manager requested something of you that really frustrated you. How did you handle this situation?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

Tell me about a past work situation when you had to decide between assisting a staff member or coworker with a task or project or working on your own work to meet a deadline. What did you do? And what was the outcome for both their project and yours?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7



Question:

What projects have you worked on in the past where your boss got all the credit? What did you do?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

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