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Innovation in Talent.

# Graduate Scenarios Profile



**Name**

Sample Candidate

**Date**

27 September 2018

## Introduction

Sample Candidate completed Graduate Scenarios. The test presented them with a number of different scenarios followed by a number of possible responses and asked them to rate each of the responses for its effectiveness in dealing with that scenario. Their responses have been compared with those of a large and appropriate comparison group. Sample Candidate's performance on Graduate Scenarios is presented as a profile.

This information should be treated confidentially. The shelf life of the information contained in this report is considered to be 12 – 18 months, depending upon Sample Candidate's work role and personal circumstances.

## Feeding Back Results

Start by explaining the rationale for the test – it aims to assess managerial judgement in graduates, rather than test more general reasoning or personality. Ask about the person's managerial background and experience of working in large organisations. Briefly explain the main scale and each of the three sub-scales using the descriptions provided on the profile. Begin by feeding back on the Managerial Judgement scale, as this gives the individual an overall impression of how they have done. Next give feedback on each sub-scale in turn, using the following guideline:

- **90 percentile and above** shows that their level of ability is substantially higher than that of most people with a similar background.
- **70 percentile to 89 percentile** shows that their level of ability is somewhat higher than most people with a similar background.
- **31 percentile to 69 percentile** shows that their level of ability is neither higher nor lower than that of other people with a similar background.
- **11 percentile to 30 percentile** shows that their level of ability is somewhat lower than that of most people with a similar background.
- **10 percentile and below** shows that their ability is substantially lower than that of most people with a similar background.

## Comparison Group

Pre-screened graduate & undergraduate

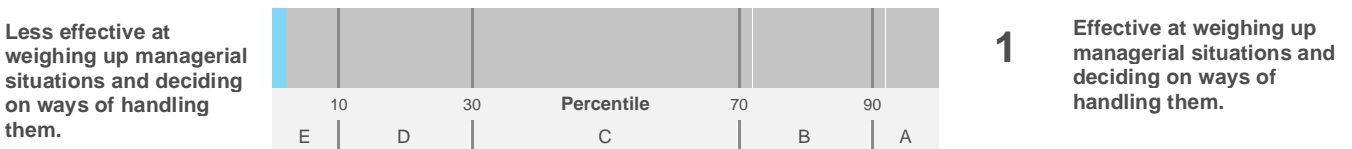
# Graduate Scenarios Profile

The overall Managerial Judgement scale provides an assessment of your current level of judgement. Individuals who score strongly on the scale are demonstrating practical managerial judgement, and are weighing up situations effectively and therefore more likely to cope well with the demands of a real life managerial role.

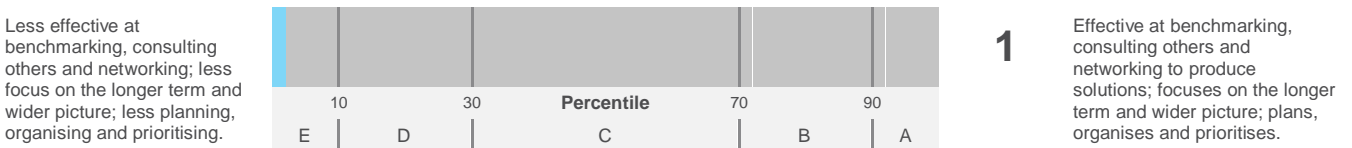
This scale is then broken down into three areas, or subscales; Managing Objectives, People Management and Corporate Management. Each of these subscales examines Managerial Judgement in a more specific area than the overall scale.

These three subscales and the overall scale are scored against a set of correct answers. Research shows that the nearer an individual's responses are to these correct answers, the higher their level of managerial effectiveness.

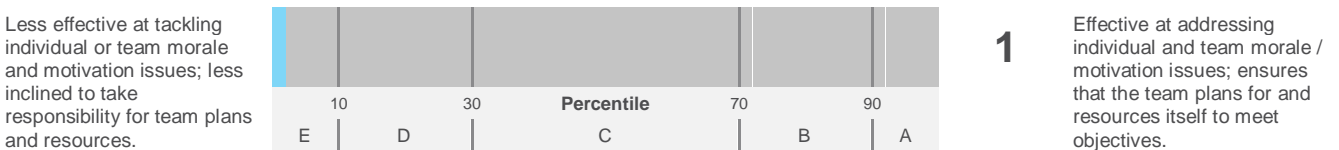
## Managerial Judgement



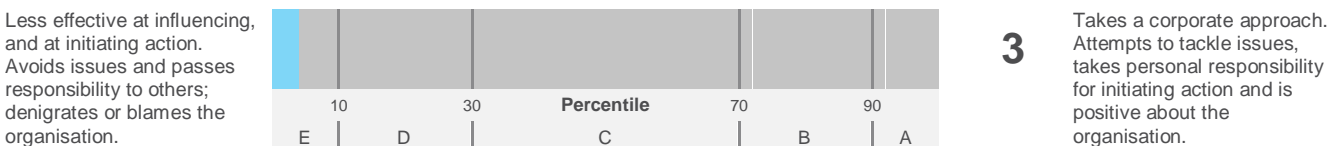
## Managing Objectives



## People Management



## Corporate Management



## Managerial Judgement And Subscales

Managerial Judgement is the key measure for making decisions. Performance on this scale is based on all the questions in the test (i.e. the other 3 subscales combined). The following table displays Sample Candidate's raw and normed scores on these four scales.

Scale	Raw Score	Sten	Percentile	T-score	Grade
<b>Managerial Judgement</b>	<b>135</b>	<b>1</b>	<b>1</b>	<b>25</b>	<b>E</b>
Managing Objectives	38	1	1	25	E
People Management	51	1	1	25	E
Corporate Management	46	2	3	31	E

# Assessment Methodology

This Profile is based upon the following sources of information for Sample Candidate:

Questionnaire / Ability Test	Comparison Group
Graduate Scenarios	Pre-screened graduate & undergraduate

## Person Detail Section

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Name	Sample Candidate
Candidate Data	MJ = 1, MO = 1, PM = 1, CM = 2
Report	Graduate Scenarios Profile v2.0 <sup>RE</sup>

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## About This Report

This report was generated using SHL's Online Assessment System. The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

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