When you’re swamped with thousands of job applications, the challenge is to not only identify those best suited to the job, but also to design a recruitment process that engages candidates and gives them valuable insight into the job.

Talent Q Situational Judgement is the next generation of situational judgement tests (SJT). Combining scientific rigor and state-of-the-art technology, they allow you to assess the key requirements for a role using a series of real-life scenarios. They give you a fast, robust and engaging way to screen high volumes of applicants.

Fully customized to fit your organization’s brand, values and role requirements, the tests also provide a realistic preview of what the job entails and the demands of the role. This means your candidates will have a better idea about whether the job and organization are a good fit for them before they apply.
USING SITUATIONAL JUDGEMENT IN YOUR ORGANIZATION.

Situational Judgement can play a key role in your selection process by helping you make better, more informed screening decisions and making sure the candidates that progress to the face-to-face stages of the process are the right ones.

Below is an overview of how it works in the wider selection process:
We know that your requirements come in all shapes and sizes, so Situational Judgement is designed specifically for you, and gives a flexible range of options to suit your needs, budget and brand.
WHAT THEY MEASURE.

Situational judgement tests measure a variety of factors needed to be successful in a particular role (or set of roles) within an organization. They are widely accepted in the market as very robust and valid assessments due to their close match to the hiring organization’s culture and role requirements.

HOW THEY WORK.

They present the candidate with a series of realistic work-related scenarios and assess their ability to make effective judgements based on their responses.

The candidate’s responses are then measured against the required competencies and a ‘fit’ score is generated. This means you can quickly compare candidates and gives you a fast, robust and engaging way to screen high volumes of applicants.

Our approach

We know that your requirements come in all shapes and sizes, so Situational Judgement is designed specifically for you, and gives a flexible range of options to suit your needs, budget and brand. To make sure we capture the true essence of the role and culture of your organization, we use in-depth job analysis. This means we’ll identify the key skills and attributes needed in order to be successful in the role(s), and then we work with you to identify the most suitable format and design, so you get the answers you need.
Our tests can be designed in an ‘adaptive’ or ‘standard’ question format.

Standard questioning

A standard test means that all candidates will receive the same set of pre-determined scenarios and response options. These can be delivered in a linear format, where the set of questions always appear in the same order, or in a random format, where the same questions are randomized for each candidate.

Adaptive questioning

Adaptive tests are more realistic, as the assessments take place in a dynamic and interactive working environment. The tests use a branching technique, in which the scenarios and response options change in real-time depending on how the candidate has responded to previous questions. In doing so, the SJT becomes a real-life simulation of a given scenario, as each and every action has a reaction or consequence.

WHY ADAPTIVE?

We have pioneered the development of adaptive situational judgement tests. This approach has multiple benefits.

Improved candidate experience:
The format is more realistic and immersive, so it’s more engaging for your candidates and helps reinforce your employer brand.

Deeper measurement:
A truer reflection of how candidates deal with the evolving consequences of real-life situations.

Increased test security:
An adaptive test means that each candidate is likely to receive a unique combination of questions, which reduces the chances that questions and correct answers can be published.

Longer shelf-life:
Multiple permutations of the assessment result in less question exposure, so even repeat applicants are less likely to receive exactly the same assessment questions.
DESIGNING AN SJT.

Your choice of design can really impact the overall candidate experience. All our SJT assessments can be fully branded with your logo and colors. We offer a range of options that can help deliver the right design to support your organization’s brand, including:

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<td>Text and static images. Static graphics or photography help illustrate the given scenarios.</td>
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<tr>
<td>Text and motion graphics An animation technique that uses a combination of photography and graphics to bring the scenarios to life.</td>
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The format is more realistic and immersive, so it’s more engaging for your candidates and helps reinforce your employer brand.
REPORTS.

The data you receive from the tests will help you accurately sift out unsuitable candidates so that the candidates that reach the later stages of the recruitment process are more likely to be the right ones. We can present you with the data in a variety of formats, depending on what suits you best.

**Instant scores**

The overall fit and competency scores can be sent back instantly to your applicant tracking system (ATS), if you’re using one. If you’re not, you can access the overall fit and competency scores on-screen immediately within Talent Q Assessment Systems (TQAS).

**Administrator Report**

This report includes a competency profile chart showing how the candidate has performed against the key competencies for the role, in addition to the overall fit score.

**Customized administrator Report**

This report includes a competency-based interview guide and/or a development feedback report, along with the administrator report and instant scores. This can help you and your hiring managers with the interview stages of your recruitment process to ensure they are aligned with the sifting process criteria.

**Candidate Report**

A short report providing the candidate with high-level feedback on the assessment.
The data you receive from the tests will help you accurately sift out unsuitable candidates.
**KEY BENEFITS.**

Situational Judgement can add considerable value to your selection process for the following reasons:

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<th>Benefit</th>
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<tr>
<td>Predicting job performance</td>
<td>Situational judgement tests have been shown to be a strong predictor of future job success.</td>
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<td>Candidate experience</td>
<td>The tests are based on realistic scenarios that candidates are likely to encounter in the job, and can be fully branded to consistently reflect your brand and tone of voice. Multimedia and gamification techniques can be added to make them even more engaging and immersive.</td>
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<td>Return on investment</td>
<td>The tests help you screen high volumes of applicants in a fast, cost-effective and objective way.</td>
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<td>Bespoke to your organization</td>
<td>Because the tests are designed around your organization, they’re developed to assess your unique requirements. The key benefit of this is that they directly assess job relevant behaviors within your organization, and as a result they provide applicants with a realistic insight into the role and the organization.</td>
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<td>Fairness</td>
<td>SJTs offer a fair and legally defensible approach to selection, as they have low levels of adverse impact, including by age, gender and ethnicity.</td>
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ABOUT KORN FERRY

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at [kornferry.com](http://kornferry.com)

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