

Example / Exemple / Beispiel

Scoring

From the multiple choice answers to each question on a work-related scenario, you must make TWO choices - the most effective action AND the least effective action.

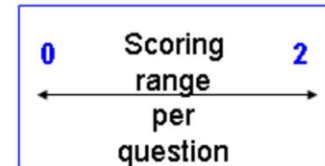
Each question can score between 0-2 points.

The 5 competencies evaluated via the test are:

Resilience, Prioritising and Organising, Analysis and Problem Solving, Working with Others and Delivering Quality and Results.

You have recently been appointed to a position in a new project team. Although you are experienced in the technical aspects of the job, there are aspects of the work that you need to understand. Your job will eventually require internal liaison and collaboration with other project teams. Although your manager has proposed an induction and training period for you, many of the issues you are responsible for require urgent attention.

- a. Immediately arrange meetings with those individuals you feel you will need to work with. (Most effective)
- b. Quickly try to establish how your objectives will relate to your project manager's objectives. (Neutral)
- c. In the initial stages, make sure that you are doing your job as you understood it from the job description. (Least effective)
- d. Spend time building your understanding of the team's objectives for the future. (Neutral)



Most Least

1	<input checked="" type="radio"/>	<input type="radio"/>	0
0.5	<input type="radio"/>	<input type="radio"/>	0.5
0	<input type="radio"/>	<input type="radio"/>	1
0.5	<input type="radio"/>	<input checked="" type="radio"/>	0.5

Notation

Chaque question à choix multiple présente une situation de travail. Vous devez choisir DEUX réponses: l'action la plus efficace ET l'action la moins efficace.

Vous obtiendrez un score allant de 0 à 2 points par question.

Les 5 compétences évaluées lors du test sont les suivantes: résilience, hiérarchisation des priorités et organisation, analyse et résolution de problèmes, travail d'équipe et qualité et résultats.

Beispiel

Sie müssen im Multiple-Choice-Verfahren aus den vorgegebenen Antwortmöglichkeiten zu einer arbeitsbezogenen Situation je zwei Handlungsoptionen auswählen: die ihrer Meinung nach effektivste und die ihrer Meinung nach am wenigsten effektive Option. Bei jeder Frage können 0 bis 2 Punkte erzielt werden.

Bei dem Test werden die folgenden fünf Kompetenzen bewertet: Belastbarkeit, Setzen von Schwerpunkten und Organisationsfähigkeit, Analyse und Problemlösung, Teamfähigkeit sowie Qualitäts- und Ergebnisorientierung.