

Officer Like Qualities (OLQ)

The main aims and objectives of the SSB test are to test the Officer Like Qualities in the candidate. For this he/she goes through various types of test. The selection system in the SSB is planned in such a way that it finds out an individual, who after training, can become an effective and well adjusted leader with potential to function in both in peace and war.

There are different types of 'Officer Like Qualities' (OLQs). These can be further categorised into four different factors. These are :

- A. Planning and Organising
- B. Social Adjustment
- C. Social Effectiveness
- D. Dynamism

A. Planning and Organising

1. *Effective Intelligence*

It is different from basic intelligence, which is related to abstract thinking and assessed by the use of intelligence tests like verbal or non-verbal test whereas effective intelligence is utilised in coping with practical challenges of varying complexity. Effective intelligence has two aspects :

- (i) **Practical Intelligence** This is related to the capacity of every individual to evolve independent solutions of challenging problems and situations.
- (ii) **Resourcefulness** This is related to the capacity of every individual to optimum utilisation of available resources.

2. *Organising Ability*

It is the ability to arrange the resources in a planned and systematic way so as to produce effective and maximum result. Here, management of resources means both men and material and also time. This is necessary to obtain desired output in a given situation.

3. Reasoning Ability

It is an ability to grasp the essentials of the given situation correctly and arrive at conclusions by rational and logical thinking. Reasoning ability includes receptivity, inquiring attitude and logical reasoning. Receptivity means to understand and absorb new condition. For that candidate must have interest, attention and grasping power. Inquiring attitudes means curiosity for surroundings and logical reasoning means the ability to arrive at result through the process of rationality without affecting from emotional factors.

4. Power of Expression

It is the ability to put across your ideas and thoughts adequately and correctly to others. Power of expression should be lucid, precise and effective.

B. Social Adjustment

1. Social Adaptability

It is the ability of an individual to adapt his surrounding that means, his social environment. It is necessary to adjust with one's colleagues which includes his superiors, equals and subordinates. Social adaptability includes social intelligence, attitude towards others and facts.

2. Cooperation

It is the attitude and ability of an individual to participate completely in a group and give his contribution for achieving desired result. It includes the collective effort and team work.

To work in a team, your loyalty should be on the aim and objective of the group. Individual aim has no value to cooperate in a team work.

3. Sense of Responsibility

It means individual willingly discharge his duty and obligation on his own. It includes sense of duty and discipline.

Sense of duty is related to faithfully and firmly doing their assigned work.

Whereas discipline is related to sense of acting, strictly in accordance with rules and regulations.

Sense of responsibility also means doing your best regardless of the situation or condition. It means one cannot blame others for his responsibility.

C. Social Effectiveness

1. Initiative

It is the ability to originate meaningful action. It means ability to take first step in a untested situation, with right direction and continue this action till the desired goal is achieved.

2. Self-Confidence

It means the faith in one's ability and move forward with positive attitude to meet the challenges and utilise the opportunities that come in his way.

3. Timely Decision Taking Ability

It is the ability to implement the work at hand expeditiously, appropriately and in a cost-effective manner. Feasibility and practicability are also important factors to include in quickly arriving decision taking ability.

4. Motivational Ability

It means the ability to influence the group. This influence is the main cause of cooperative and willing effort of a group towards achieving the desired result. One must have the quality to lead by examples.

5. Liveliness

It is the ability of an individual to always maintain a cheerful atmosphere around himself. To have liveliness, a person must be optimistic, vivacious, spirited and smiling even under pressure conditions. One must accept every situation cheerfully and spread positive vibrations among his group.

D. Dynamism

1. Determination

It is the ability to sustain an effort to achieve goals in spite of difficulties. It includes physical and mental toughness and will power. It is the capacity to force oneself along when under pressure and urgent situation.

2. Courage

It is the ability to overcome from one's fear and take purposive risk to complete his task. It includes spirit of adventure, an enterprising spirit and capacity to keep oneself cool and compose in adverse situations.

3. Stamina

It is the ability to withstand protected physical and mental strain. It also includes endurance which means to maintain one's physical and mental strength over a long period of time.

Physical stamina means running some distance and carrying the physical material while performing the task without getting tired. Mental stamina means the ability to remain cool and calm. It means facing and managing each situation cheerfully, willingly and intelligently in a given time constrain.

SCREENING TEST...

SSB Screening test is the preliminary SSB Interview stage I screening procedure conducted by the SSB's. These tests are aimed to find out the analysing ability of the candidate and to gauge their inner mind potential.



Need For Screening Test

Screening test is conducted to assess the various Officer Like Qualities of a candidate. The elimination of a candidate begins from this stage only. The board declares the result on the same day and takes only those candidates who possess the required basic minimum personality trait.

Types of Screening Test

There are two types of tests conducted by SSB

1. **Officers Intelligence Rating Test (OIR)** It consists verbal reasoning and non-verbal reasoning test. As we know that reasoning is the process of acquiring indirect knowledge through direct knowledge. This test is an effective measure to judge candidate's level of intelligence. It consist of simple linguistic, logical, analytical and mathematical questions to test the basic commonsense.
2. **Picture Perception and Description Test (PPDT)** It is a picture based test. The test judges a candidate on the basis of his approach and his way of looking at various things. In this test a candidate will have to write a story based on a picture that will be shown.