



## Graduate Scenarios

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**Name:** **Mrs Sample Candidate**

**Comparison group:** Pre-screened graduate & undergraduate

**Date:** 5. 01 .15

## INTRODUCTION

Mrs Sample Candidate completed Graduate Scenarios. The test presented her with a number of different scenarios followed by a number of possible responses and asked her to rate each of the responses for its effectiveness in dealing with that scenario. Her responses have been compared with those of a large and appropriate comparison group. Mrs 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 Mrs 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:

- Stens 9-10 show that their level of ability is substantially higher than that of most people with a similar background.
- Stens 7-8 show that their level of ability is somewhat higher than most people with a similar background.
- Stens 5-6 show that their level of ability is neither higher nor lower than that of other people with a similar background.
- Stens 3-4 show that their level of ability is somewhat lower than that of most people with a similar background.
- Stens 1-2 show that their ability is substantially lower than that of most people with a similar background.

## COMPARISON GROUP

Pre-screened graduate & undergraduate



## ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information:

Questionnaire	Comparison Group
Graduate Scenarios	Pre-screened graduate & undergraduate

## ABOUT THIS REPORT

This report was generated using the SHL Expert Assessment System. It includes information from Graduate Scenarios. 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 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. This report has been generated electronically – the user of the software can make amendments and additions to the text of the report.

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